



A DHR, ASAP, EAP WELL-BEING TEAM PRODUCT

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WFP

WORKFORCE PRIDE

Refreshingly Relevant

Army STARRS Preliminary Data Reveal Some Potential Predictive Factors for Suicide Bouncing Back and Beyond



Early examination of data from the U.S. Army's Total Army Injury and Health Outcomes Database (TAIHOD) has revealed potential predictors of risk for suicide among Soldiers. Preliminary results were provided by researchers leading the ongoing Army Study to Assess Risk and Resilience in Servicemembers (Army STARRS). Army STARRS, a partnership between NIMH and the U.S. Army, is the largest study of mental health risk and resilience ever conducted among military personnel. Army STARRS researchers compared data on all suicides, accidental deaths, and combat deaths in an effort to identify patterns and predictors among the three types of deaths. The following findings are preliminary. Main preliminary findings include:

- TIME:** The suicide rate increased for Soldiers in all categories (i.e., those never deployed, currently deployed and previously deployed).
- DEPLOYMENT:** The suicide rate was highest among those who are currently deployed (18.3 deaths per 100,000) and dropped after deployment (15.9 per 100,000). For the entire TAIHOD dataset (from 2004 through 2008), 23 percent of the soldiers studied were currently deployed, 42 percent had never been deployed and 35 percent had been previously deployed but were not currently deployed.
- ACCIDENT DEATH & DEPLOY-**

MENT: Accident deaths also increased over time among the never deployed in a way similar to suicides, but did not increase among the currently deployed or the previously deployed.

DEPLOYED WOMEN: The suicide rate increased among women (from 5.1 to 15.2 per 100,000) more so than men (from 14.8 to 21.1 per 100,000) when comparing Soldiers who have never deployed to those currently deployed. However, although the accidental death rate for men increased during deployment (compared to never deployed, from 39.5 to 56.6 per 100,000), there was no corresponding increase among women.

MARRIAGE: Being married is associated with lower risk of suicide during deployment (e.g., 15 per 100,000 among those married compared to 24.5 per 100,000 among those never married). Being married also may protect against accidental death, but only when not deployed (e.g., 27.7 per 100,000 among those married compared to 39.8 per 100,000 among those never married). This difference might reflect the possibility that those who are married tend to engage in less risky behaviors compared to those who are not married, but this difference in behavior is less applicable during deployment. Future analyses will examine this difference more thoroughly.

ETHNICITY: Soldiers of Asian ethnicity had higher suicide rates than other ethnicities. This was true not only during deployment but also among the never deployed and previously deployed. Asians also had a higher rate of accidental deaths compared to other ethnicities, re-

gardless of deployment status. The reasons for this are unclear.

CONCENTRATION OF RISK: The small number of socio-demographic variables (e.g., sex, age, education, marital status, and race) and career-related variables (e.g., rank, time in service, and deployment status) considered so far show a meaningful concentration of risk of suicide, with 22% percent of suicide deaths occurring to the 5 percent of Soldiers with the highest suicide risk profile. The same basic pattern is found for accidental death, with 19 percent of deaths among the 5 percent of Soldiers with the highest risk profiles.

Further analyses of the TAIHOD are now underway to better understand and validate the variables that may predict risk for suicide. In addition, Army STARRS researchers are expanding on these initial analyses by examining data from a wide variety of other Army and Department of Defense databases that include information beyond that available from the TAIHOD. Investigators will focus on periods thought to be high-risk in the course of a military career, such as during deployment, and the periods immediately before and after deployment. As the project continues, Army STARRS will collect richer and broader information that will describe Soldiers' characteristics, experiences and exposures. aspects include commitment, structure, roles, responsibility, and communication. Lastly, if group members' perceive that they are able to effectively work together for a common purpose the community promoted resilience. For more info call or contact your Well Being Center—ASAP at 580-442-4205.

Spring is Around the Corner

Renewal and adventure await in this month's issue of WFP. Punxsutawney Phil did not see his shadow and that means spring has sprung. It's time to get rid of those unwanted things, pounds, thoughts, and behavior that has been keeping you from being your best and realizing your destiny. Time to try new adventures confront the old beliefs that only serve to hold you back. There's something about the sunny day with a crisp breeze that puts a pepp in your step. The extra verve will come in handy when you tackle the garage project or get to the gym and work to work on that beach body. Spring makes everything seem possible again. The blossoming trees reminds us that everything has a season. Make this your season by making the most out of every opportunity.



The National Mortgage Settlement and Military Personnel



By CPT Lichvar
Legal Assistance Attorney

In February 2012, forty-nine state attorneys general and the federal government announced a historic joint state-federal settlement called the National Mortgage Settlement, which contains several provisions to provide relief specific to servicemembers and veterans harmed by wrongful mortgage servicing practices. The settlement also establishes first-ever nationwide reforms to mortgage servicing standards. These standards require better communication with borrowers, a single point of contact, adequate staffing levels and training, and appropriate standards for executing documents in foreclosure cases.

Wrongful foreclosures: The Servicemembers Civil Relief Act (SCRA) provides protections for active duty servicemembers, including postponing or suspending certain civil obligations, such as mortgage payments and foreclosure. This settlement provides enhanced safeguards for military personnel that go beyond SCRA protections, including extending the window of protections for qualified servicemembers, and not requiring servicemembers to be delinquent to qualify for a short sale, loan modification, or other loss mitigation relief if the servicemember suffers financial hardship and is otherwise eligible for such loss mitigation. The settlement requires Bank of America, Citi, JP Morgan Chase, Wells Fargo and Ally to provide any servicemember who was a victim of a foreclosure in violation of the SCRA since Jan. 1, 2006 with a payment equal to their lost equity, plus interest, and an additional \$116,785. The January 18, 2013 deadline to submit a claim form has passed. Consumers soon will no longer be able to submit a claim form online. Although the deadline has passed, the settlement administrator may still be able to process properly filled out claim forms that are received or submitted online in the next few weeks. Therefore, if you wish to submit a claim form under the National Mortgage Settlement, you may still do so. However, please note that there is no guarantee that a claim form submitted after January 18, 2013 will be accepted. To maximize the likelihood that your claim form can be accepted, please submit it as quickly as possible.



Interest charged in excess of 6 percent: For servicemembers who on or after January 1, 2008 were charged a mortgage interest rate in excess of 6% in violation of the SCRA, the national mortgage settlement requires Bank of America, Citi, Wells Fargo and Ally to pay those servicemembers a payment equal to three times the amount of excess interest charged or \$500 (whichever is greater).

PCS Orders: Under the Department of Defense's Homeowners' Assistance Program (HAP), servicemembers forced to sell their home at a specified loss due to a Permanent Change in Station (PCS) may be partially compensated for their loss. Unfortunately, HAP's benefits are limited to specified servicemembers. Under this settlement, Bank of America, Citi, Chase, Wells Fargo and Ally will provide mandatory short sale agreements and deficiency waivers to many servicemembers who are currently ineligible for HAP.

Veterans' loans: \$10 million will be paid into the Veterans Housing Benefit Program Fund through which the Department of Veterans Affairs guarantees loans provided on favorable terms to eligible veterans. In addition, many veterans with VA-guaranteed mortgages will be eligible for relief provided through the servicers' \$20 billion consumer relief obligations.

Foreclosure during Hostile Fire/ Imminent Danger Pay: The SCRA prohibits mortgage servicers from foreclosing on pre-service mortgages of active duty service members without first securing a court order. This settlement extends this protection to all servicemembers, regardless of when their mortgage was secured, who within nine months of the foreclosure received Hostile Fire/Imminent Danger Pay and were stationed away from their home.

Oklahoma Specific: Oklahoma was the lone state that was not a part of the national settlement. However, Oklahoma reached its own agreement with Bank of America, JPMorgan Chase, Citigroup, Wells Fargo and GMAC. The agreement provides Oklahoma \$18.6 million in compensatory damages for unfair and deceptive practices by the banks during the mortgage foreclosure crisis. Oklahoma residents who believe they were subjected to unfair and unlawful practices during the foreclosure process may apply for compensation at www.oag.ok.gov or by calling (405) 521-2029.

Contact Information: If you experience any issues related to mortgage servicing, you are encouraged to go online and fill out the form at mortgageoversight.com/military or call (919) 825-4748. If you any general questions about the national mortgage settlement you may go online at <http://nationalmortgagesettlement.com/about> or visit the Fort Sill Legal Assistance Office located on the 4th Floor of the Welcome Center, Building 4700 Mow-Way Road.



Fort Sill's Income Tax Assistance Center Offers Special Option for Single Soldiers with Basic Returns

By CPT Levin



Photo courtesy army.mil

Are you an unmarried Soldier with a simple tax return? If you have no dependents and are only filing a W-2 form (reporting your military income) then the Fort Sill Income Tax Assistance Center is offering a Single Soldier drop-off option to save you time! Just like all other tax preparation offered at the Income Tax Assistance Center, this option is FREE.

You simply stop by the Tax Center at Building 4700, fourth floor, Mow-Way Road, and drop the documents off with our designated single-soldier program tax preparer. You will get a phone call advising you that the return is complete the next day. Then you stop by to sign off on your completed tax return at your convenience. Once you sign the documents, they are submitted to the IRS and your refund is on the way. Too easy!

In order to use this option, the Servicemember must bring his or her Military ID Card, Social Security Card, and form W-2 (which can be printed off of the MyPay website). As always, Servicemembers are welcome to come for standard tax preparation rather than using the Single Soldier drop-off option.

The Income Tax Assistance Center is open Monday – Friday from 0900 – 1600 and Saturday from 0900 – 1300. The Income Tax Assistance Center offers free tax preparation to all eligible Servicemembers, retirees, and their dependents. Any questions should be directed to (580) 442-6445.



Owners Bringing Pets into Germany Will Pay New Fee

from DHR Admin Services Division



Members of the U.S. forces community who bring their pets along when they arrive in Germany for assignment will be charged a fee by German authorities beginning Feb. 1. The fee will be charged during arrivals at Ramstein Air Base and Frankfurt International Airport. At Ramstein an examination fee of €55 per pet owner will be charged for all pets imported into Germany from outside the European Union. Kaiserslautern County officials said the fee is being levied in accordance with European Union regulations designed to prevent the introduction and dissemination of rabies. Upon arrival at Ramstein, pets will be examined by veterinary officials near the passenger terminal's baggage claim area. Owners may pay the fee by credit card only. Owners arriving with their pets at Frankfurt International Airport will also pay a fee. That fee is €35 per accompanied pet or €55 for an unaccompanied pet, and increases by 50 percent for pets that arrive on a weekend or holiday. Payment of the fee is the responsibility of the pet owner, and cannot be claimed for reimbursement on an official travel voucher, according to officials with the U.S. Army Europe Office of the Judge Advocate. However, while OJA experts said the fee is prohibited from reimbursement under the provisions of the DoD Joint Travel Regulations, pet owners may be able to claim the fee as a deductible moving expense on their federal income tax returns. While Ramstein and Frankfurt are the only locations currently slated to begin imposing the fee Feb. 1, because it is based on EU regulation other European Union ports of entry could enact similar fees in the future.



By Darrell Williams,
Chief, Admin Services Div

Area Mail Processing (AMP)

Area Mail Processing

Area mail processing (AMP) is the consolidation of all originating and/or destinating distribution operations from one or more Post Offices™/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service.

Facilities

The "gaining" facility obtains additional volume, workhours, and in many instances, mail processing equipment with the consolidation of operations from one or more sites. The gaining facility assumes responsibility and accountability for the distribution of mail from those operations that were processed by another facility. Most often, the gaining facility is a processing and distribution center having an array of mail processing equipment.

The "losing" facility has volume, workhours, and mail processing equipment removed when selected operations are transferred to the gaining facility. Often, the losing facility is a Post Office that retains customer service operations or specific mail processing operations, such as delivery point sequencing. The naming convention for an AMP feasibility study or proposal is associated with the losing facility.

Postmarks

A postmark is an official Postal Service™ imprint applied in black ink on the address side of a stamped mailpiece. A postmark indicates the location and date the Postal Service accepted custody of a mailpiece, and it cancels affixed postage. Since 1979, the Postal Service's *Postal Operations Manual* (POM) has provided standards for postmarks applied to single-piece First-Class Mail®. Letters and flats that need to be postmarked come from carrier pick-up, collection boxes, retail counters, or lobby drop boxes. Postmarks are not required for mailings bearing a permit, meter, or precanceled stamp for postage, nor to pieces with an indicia applied by various postage evidencing systems. The postmarking process uses the following three basic methods of imprinting:

Automated: Advanced facer canceller systems used by processing distribution centers cancel letters quickly. These machines are equipped with biohazard detection systems so letters postmarked by automation benefit from added safety measures.

Mechanized: A variety of older devices apply postmarks to flat-size mailpieces and to philatelic pieces.

Manual: Hand-stamp devices are used by Postal Service employees for local cancellation or philatelic requests.

A "local" postmark shows the full name of the Post Office, a two-letter state abbreviation, ZIP Code™, and date of mailing. Because the Postal Service is sensitive to the importance some customers place upon these postmarks, each Post Office is required to make a local postmark available. Lobby drops should be designated for this purpose with clear signage signifying its use.



USPS to stop Saturday mail
Read more [HERE](#)

Benefits of Consolidation

The Postal Service is able to keep pace with the needs of a changing nation by using a flexible network approach. These efforts support improvements in process consistency, equipment standardization, economies of scale, achievement of service objectives, and customer satisfaction.

The benefits of AMP are as follows:

- AMP centralizes mail processing operations to better use resources, including space, staffing, processing equipment, and transportation.
- AMP takes advantage of state-of-the-art technologies available at the gaining facility so originating and/or destinating mail can be processed more efficiently.
- AMP supports network rationalization and reduces redundancies.
- AMP should have minimal impact to customer services. Business mail entry, retail, and delivery services are expected to remain unchanged in most cases. Local mailers can expect indicia requirements for their postage meters or permit imprints to remain the same. Local postmarks will continue to be available at Post Offices. ZIP Codes will not change as a result of AMP.

Evolution of AMP

The advantages of consolidation were recognized decades ago by the Post Office Department. A variety of factors in the 1960s, including the advent of the ZIP Code system, the institution of sectional center facilities, and the nationwide deployment of mechanized equipment contributed to major changes in the procedures for processing and distributing mail. Increasing operational efficiencies and maintaining good customer service continue as important goals for today's Postal Service. AMP provides opportunities for the Postal Service to reduce costs and/or improve service and operate as a leaner, more efficient organization.

Over the last three decades as mail processing evolved from manual and mechanized to automated processes, the AMP process evolved too. By 1978, nearly 400 AMP centers handled mail throughout the nation. The first guidelines for AMP appeared in Handbook M-82, *Developing Area Mail Processing Proposals* (June 1979). Handbook M-82 was replaced in May 1984 with Handbook PO-408, *Developing and Implementing Area Mail Processing*. In April 1995, Handbook PO-408 was re-issued as *Area Mail Processing Guidelines* and updates to this handbook were released electronically in 2008.

The process of initiating consolidations has evolved too. Initially, AMP was a local initiative that managers used to save money and to gain efficiencies by consolidating operations from a smaller facility into a larger facility. Advantages to this bottom-up approach include limited risk, expertise of local management about site-specific data, and ownership of consolidation. Recently, identification of consolidation opportunities expanded to include a top-down approach. This latter approach provides certain advantages including use of computer modeling, increased flexibility, and more consistent and standardized data analysis. Both AMP approaches focus on better use of Postal Service resources.

FEBRUARY 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat	
Well-Being Center (WBC) is located at 3415 Miner Road						1	2
3	4	 Gambler's Anonymous (WBC, 1800)	 Alcoholics Anonymous (WBC, 1900)	5	6	7	
ADAPT (WBC 0800-1600)							
10	11	 Gambler's Anonymous (WBC, 1800)	 Alcoholics Anonymous (WBC, 1900)	12	13	14	
						 Training Holiday	
17	MLK Banquet, CU (1830) 	 Gambler's Anonymous (WBC, 1800)	 UPL Recert (0830) Alcoholics Anonymous (WBC, 1900)	18	19	20	
						CWBO MEETING Red River Career Expo, CU	
24	25	 Gambler's Anonymous (WBC, 1800)	 Alcoholics Anonymous (WBC, 1900)	26	27	28	
Unit Prevention Leader Training (Well-Being Center, ASAP 0800-1600)							

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Click to visit our ASAP Website

For more news, check out the Cannoneer!

the **Cannoneer** Online
 sill-www.army.mil/cannoneer

For more community events, activities, and trainings, check out the MWR and ACS websites: (click on logos)



Looking for more to do?



Check out the Community Calendar.

Twin Oaks Bowling Center



Sweetheart Special
 February 14 • 7 - 10 pm
 \$35/Couple

Unlimited bowling for two • Shoe rental
 • Two large combo meals from the Strike Zone

Reserve your lane today! • Call (580) 442-2882



Myths Revealed and How to Help Save a Life

Myths about Suicide

Myth: "You have to be crazy even to think about suicide."

Fact: Most people have thought of suicide from time to time. Most suicides and suicide attempts are made by intelligent, temporarily confused individuals who are expecting too much of themselves, especially in the midst of a crisis.

Myth: "Once a person has made a serious suicide attempt, that person is unlikely to make another."

Fact: The opposite is often true. Persons who have made prior suicide attempts may be at greater risk of actually committing suicide; for some, suicide attempts may seem easier a second or third time.

Myth: "If a person is seriously considering suicide, there is nothing you can do."

Fact: Most suicide crises are time-limited and based on unclear thinking. Persons attempting suicide want to escape from their problems. Instead, they need to confront their problems directly in order to find other solutions—solutions which can be found with the help of concerned individuals who support them through the crisis period, until they are able to think more clearly.

Myth: "Talking about suicide may give a person the idea."

Fact: The crisis and resulting emotional distress will already have triggered the thought in a vulnerable person. Your openness and concern in asking about suicide will allow the person experiencing pain to talk about the problem which may help reduce his or her anxiety. This may also allow the person with suicidal thoughts to feel less lonely or isolated, and perhaps a bit relieved.

Life focus



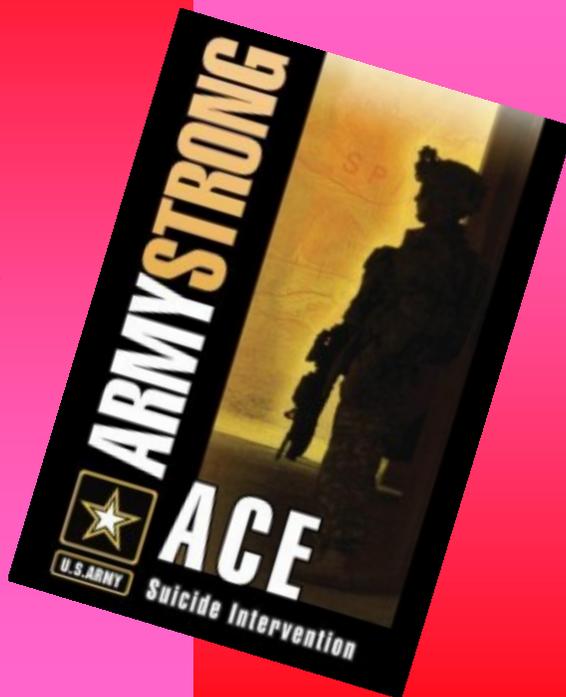
SUICIDE PREVENTION PROGRAM COORDINATOR (SPPM) ROBERT DODRILL

How You Can Help

Most suicides can be prevented by sensitive responses to the person in crisis. If you think someone you know may be suicidal, you should:

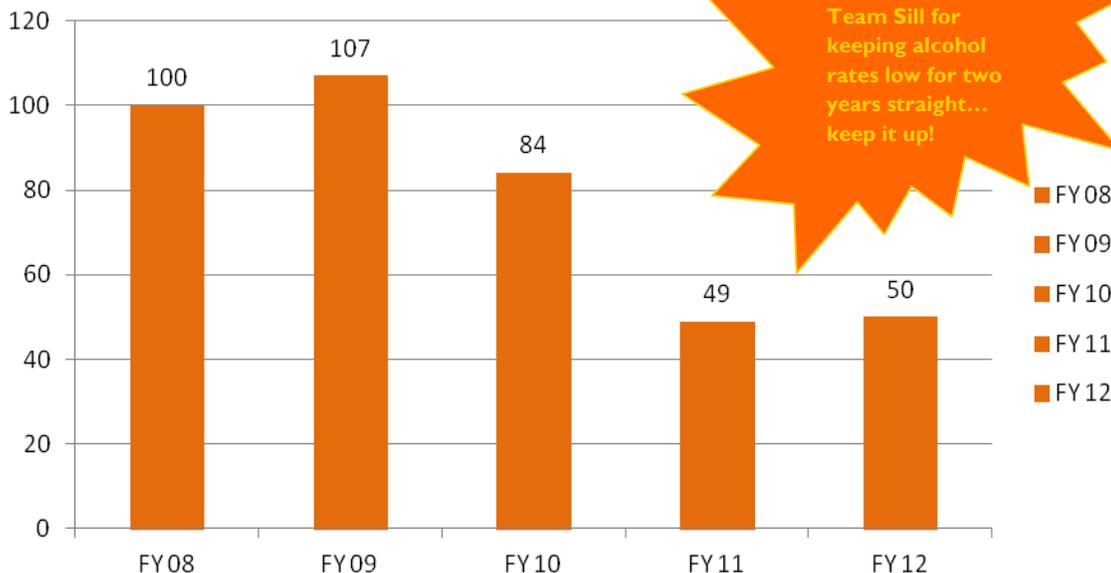
- **Remain calm.** In most instances, there is no rush. Sit and listen—really listen to what the person is saying. Give understanding and active emotional support for his or her feelings.
- **Deal directly with the topic of suicide.** Most individuals have mixed feelings about death and dying and are open to help. Don't be afraid to ask or talk directly about suicide.
- **Encourage problem solving and positive actions.** Remember that the person involved in emotional crisis is not thinking clearly; encourage him or her to refrain from making any serious, irreversible decisions while in a crisis. Talk about the positive alternatives which may establish hope for the future. **Get assistance.** Although you want to help, do not take full responsibility by trying to be the sole counsel. Seek out resources which can lend qualified help, even if it means breaking a confidence. Let the troubled person know you are concerned—so concerned that you are willing to arrange help beyond that which you can offer.

If you are in crisis: Call the toll-free National Suicide Prevention Life-line at 1-800-273-TALK (8255), available 24 hours a day, 7 days a week. The service is available to anyone. All calls are confidential.



Way to Go Team Sill!!

Alcohol Offenses



Way to Go Team Sill for keeping alcohol rates low for two years straight... keep it up!



DEAR FRAN



Fran Alltizer,
LCSW, ASAP Supervisor

Dear Fran,
My life has been in a whirlwind since I met "Jeff". He is kind and generous and is just about everything I ever wanted. He makes me sooo happy. I hear from friends that he plans to propose to me on Valentine's Day. So far, so good., right? I do have one small concern. Whenever we go out to dance or to eat he insists on drinking alcohol. Not just a little, usually at least five drinks each time we go out and sometimes even more. He manages to hold his liquor pretty well and does not appear to be drunk or causing him or anyone else any problems. But, his constant reliance on drinking to have a good time wor-

ries me. Do you think he is husband material or do you think I should pass? Signed Drunk with Love

Dear Drunk with Love,

The first indication that you have a problem is this letter to me. I appreciate you asking, so let me share some facts and information. When love is new and fresh, our brain tries very hard to let us see "red flags" or potential problems within a relationship. But, our emotions and our "rose colored glasses" make it so hard to see what might lead us away from the wonderful feeling of happiness. You may be feeling "giddy", but your valentine is feeling "intoxicated" if he is drinking 5 or more drinks when you spend time socially. Please go to the web and look for facts on responsible drinking, and you will see he does not fit the definition of a responsible drinker. The fact that he can hold that much alcohol and not appear drunk is a symptom of alcoholism. Tolerance is a criteria used when assessing for alcoholism. Have you noticed if he has a drink when he first gets up? That also is an indicator of needing alcohol to help him beat the shakes or other feelings of alcoholism. Before I would consider a lasting relationship with this "funny Valentine", I would ask him to come by our ASAP Clinic and have a full assessment to determine his level of risk for alcoholism. He can come on a self referral. We have some very caring counselors who will assess and talk with him about the outcome and potential risks for not recognizing behaviors that are problematic. We realize we cannot help those who do not recognize a problem and will not engage in treatment. Only the person who is drinking can decide to address the issue by engaging in treatment. If he refuses and insists he does not have a problem, do not consider marriage or unprotected sex. "Run" would be my real message, but, if you decide to stay, please read about alcoholic behavior and attend an Al-Anon meeting to hear just what it's like to share your life with an alcoholic, or one who is well on their way to becoming an alcoholic. He may be a "happy Valentine" but your happiness will pass like the holiday. Be pro-active and don't go blindly into your future.

Hopefully,
Dear Fran

If you have any questions or concerns that you would like Fran to address, please contact Fran through our ASAP Facebook page:



College Freshmen Drinking Less, Survey Finds



By Join Together Staff,
January 30, 2013
A national survey of college freshmen finds 33 percent reported drinking beer in 2012, down from 35.4 percent the previous year. In 1982, the survey found 73.7

percent of college freshmen reported drinking beer, Yahoo! Shine reports.

The survey found 39.2 percent of college freshmen said they drank wine or liquor last year.

The 2012 Freshman Norms report, which has been conducted by UCLA's Cooperative Institutional Research Program annually since 1966, includes freshmen at 283 four-year colleges and universities around the country.

The survey found 13.7 percent of freshmen said they spent six or more hours per week partying during their senior year of high school, a dramatic decrease from the 63 percent who reported high school partying in 1987.

In a statement, Beer Institute President Joe McClain commented, "While we recognize there is more work to be done to eliminate underage drinking, today we have a record number of college freshmen who are making the right choices about drinking. We are encouraged by this reduction, and America's brewers and beer importers will continue to build upon this success through programs that will further reduce the harmful use of alcohol."



ASAP Testimonial

I am a 28-year-old Specialist in the United States Army. My life consisted of drinking as much as possible, and not caring how I got to that point of intoxication. I spent \$1,000.00 a month on alcohol and cigarettes. My life was spiraling out of control; marriage separation, financial troubles, and risking my career and life. I drove myself down to depression and self-mutilation. I had been vomiting blood every day of the week due to the damage I caused to my insides. This had to stop, and I sought help to end the craziness I was doing to myself. I self enrolled into the ASAP program, and it let me turn my life around. I went into a rehab facility for the duration of 45 days, and I came out a new person. My life and my career has been changed for the better now. I have the respect of my peers, I have a packet in for green to gold, and there is a good outlook for my future. Having an alcoholic personality is not something you need to live with and just accept. The joke saying why only have one when you can have 10 is not going to lead to having a good life in the future. The biggest thing someone needs to realize when questioning an alcoholic person is—does he or she want to change? And if that person does not want to improve his or her life, then it will just not happen. I wanted to change my life and improve my career. That was my choice, and hopefully there are enough people out there who will say the same thing. Do not risk your military career for the sake of just dealing with it. The situation might not end the way you want it to. I saw many people get chaptered out for this reason. If you want to get help, then seek it now before it is too late..

SPC, USA
Ft. Sill, OK





TEAM SPOTLIGHT



SSG Johnathan Moore
Unit A I-14FA

What is your favorite word?
Control

What is your least favorite word?
Can't

What turns you on?
MY Wife

What turns you off?
N/A

What sound or noise do you love?
Music all kinds

What sound or noise do you hate?
Chalkboard noise

What profession other than your own would you like to attempt?
Emergency Fire Fighter

What profession would you not like to do?
AX men, or chopping down trees

What is your ideal vacation?
Egypt



Ft. Sil Talks Back

WHAT ARE YOU GETTING YOUR SPOUSE FOR VALENTINE'S DAY?



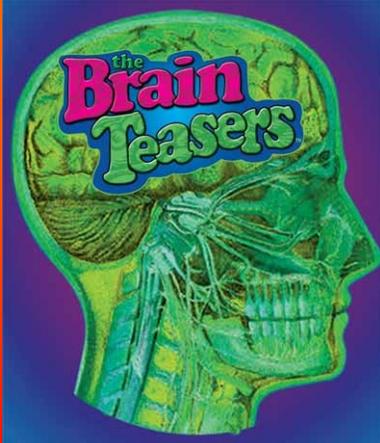
Taking my wife to Dallas, we are staying at the "W" Hotel, I have a spa treatment set up for her, we are also going to eat at the Texas De Brazil restaurant.
-SGT Brian Schmitz, H26TAB



Time with me and her, no kids. We find buying things isn't what matters but the memories we make last longer.
- SSG Erin Thorman, A I-78 FA



My husband and I celebrate my son's birthday instead of gift exchange."
- SGT Amanda Johns, HHB 75th FA



February Brainteaser

If the Vice President of the United States died, who would be President?
Answer will be in the next edition of Workforce Pride.

January's Answer:

" Three children live at houses with different colored doors. What color door do they each have, what Number House do they live at and on what Road? **Child:** George, Jake, Sophie **Door:** Blue, Green, Red

Number: 1, 2, 3

Road: Bridge Street, Cherry Close, Sandy Lane

Sophie's house No. is 1 lower than Jake's.

George does not live at House No. 1, but does have a green door.

One child lives at No. 2 Cherry Close. House No. 1 has a red door, but is not on Sandy Lane.

Answer: George live at house with a green door, 3 Sandy Lane,

Jake lives at a house with a blue door, 2 Cherry Close.

Sophie lives at a house with a Red door, 1 Bridge Street

Wellness Window



Exercise has many benefits to health and well-being. Exercising is one of the best way to help relieve stress. People who do exercise regularly can attest that muscles feel tense or tired a day or two after hard workouts, that is why others argue on how exercise can be stress-relieving.

So what would be the best partner of workouts?

To completely relieve stress and overcome the after effect of vigorous exercise, relaxation must be done to rest your mind and body. Yoga for instance is a good way to relax after workouts. Simple yoga can be perform and could be very beneficial to you, this will allow yourself to lighten up.

Remember that, exercise activities benefits your body and mind, it keeps you active, also makes you physically, mentally and emotionally healthy and totally maintains your stability. Serious illnesses and health related problems are often prevented, controlled and managed through exercise routines and thorough relaxation. Healthy lifestyle and wellness living always include exercise activities and healthy eating.



For more information regarding the **IMCOM & DOD Wellness Program** please click the following links: [IMCOM WELLNESS](#) and [DOD WELLNESS](#)

Reference: www.wellness.com



Cooking Excellence

Chargrilled Caribbean Chicken

Ingredients

8 plump chicken drumsticks, each about 200g/7oz
fat free plain yogurt, to serve, lime wedges, to serve

For the Marinade

3-4 allspice berries
1 tbsp freshly grated nutmeg
1 tsp ground cinnamon
pinch of ground cloves
1/2 small red onion, peeled and finely grated
4-5 scallions, finely sliced
1 red chili, deseeded and finely chopped
finely grated zest and juice of 1 large lime salt
freshly ground black pepper

How to

For the marinade, put the allspice berries in a small, dry, nonstick frying pan and place on a medium heat for 3-4 minutes, shaking the pan frequently, until the berries give off an aroma. Remove from the heat and place in a large mortar. Add the nutmeg, cinnamon, and cloves, and grind with the pestle into a powder.

Add the red onion, scallions, chili, lime zest and juice, salt, and pepper. Pound the mixture to a thick paste. Slash the chicken drumsticks several times with a sharp knife and rub the "jerk" marinade all over them. Place in a shallow, nonmetal dish, cover, and marinate in the refrigerator for at least 1 hour or up to 24 hours.

When ready to cook, preheat the grill to high. Place the drumsticks on the grill rack and cook under the grill for 15-20 minutes, turning occasionally, until cooked through. To test whether the chicken is cooked, insert a thin metal skewer or knife tip into the thickest part and check that the juices run clear. Serve the drumsticks hot, with fat free yogurt and lime wedges. Accompany with a crisp green salad.

Reference: allrecipes.com

PEACEFUL PLAZA: Every Breath Counts

One of the most amazing things we do all the time is breathe. From the first breath we take as a baby through to the last breath we take when we die, the cycle of breath continues whether or not we notice. Our breath is essential to our survival - we can only last about 4 to 6 minutes without it. Free breathing massages all our organs including the heart, decompresses our spine, oxygenates each and every cell in our body, and relaxes the mind. Take a moment or two to notice how you breathe. Place one hand on your chest, and the other on the side of your lower ribcage. Do not take in more air than you normally would do, but rather, quietly observe your breath and notice which hand is doing most of the moving. Is it the rib hand? Good. Notice how your belly is expanding with each breath too. Place both your hands on your lower ribcage now. Relax your abdomen, and as you inhale a normal amount of air, feel your ribcage expand all around. Allow the air to come out all by itself. Notice how your spine moves. If you are lying on your back or stomach, notice how your pelvis moves. Are your legs moving too? Your breath is breathing you and in so doing, is moving you. For a rejuvenating breathing experience, click [HERE](#).

Reference: www.willnesstips.ca



Click: [BREATHE](#) to relax and enjoy this month's featured "Peaceful Plaza Guided Imagery segment as provided through healthjourneys.com



Manager's Memo: Workplace Hotheads

Although rare, the increasing regularity of violence in the workplace and other public venues, should have managers thinking about how best to protect themselves and their staff. This should especially concern managers since they are the primary targets of employees who feel wronged and decide to react violently. Ignoring an employee who is upset about a work or a personal situation, or has become verbally abusive, usually results in an escalation of the prob-

lem. In addition, managers win a great deal of respect and trust when they display a genuine interest in their employees health and safety and deal with workplace disruption proactively. When aggressive behavior is left unchecked, morale and productivity are negatively impacted and good employees may decide to leave the organization. However, when a manager deals effectively with hostility, intimidation, and disruptive behavior it creates a more secure and productive workplace. Dealing swiftly and effectively with this behavior also sends the message to others who may be prone to verbal and physical violence that the that behavior is unacceptable and will not be tolerated. On the other hand, ignoring intimidating behavior may signal to others that it is OK and there will be no consequences.

Here are some signs managers and employees should look for;

- Direct or veiled threats of harm
- Intimidating, belligerent, harassing, bullying, or other inappropriate behavior
- Numerous conflicts with supervisors and other employees
- Bringing or showing a weapon in the workplace, making inappropriate references to guns, or a fascination with weapons
- Statements that demonstrate a fascination with incidents of workplace violence, or statements that indicate use of violence is acceptable to resolve a problem
- Statements indicating desperation (over family, financial, and other personal problems) to the point of contemplating suicide
- Drug/alcohol abuse; and/or extreme changes in behaviors

Prevention, as always, is the key and should begin with a through worksite analysis of security strengths and vulnerabilities. Your Department of Emergency Services Physical Security Office should be able to assist with work-specific threat and measures that can make a difference. Some general points about security. Training is essential. All employees should know how to spot and report incidents of threatening and other disruptive behavior. In addition, all employees should know who to contact in a crisis or an emergency situation. Employee workplace violence prevention training should also include how to deal with hostile individuals to prevent or diffuse potentially volatile or aggressive behaviors. Your EAP can help provide conflict resolution, stress management, communication skills, and relaxation training. She can also perform employee mediations and organizational group facilitation for existing and long-standing conflicts. Supervisory training is also essential. It should include basic leadership skills such as setting clear standards, addressing employee problems promptly, and using the probationary period, performance counseling, discipline, and other management tools conscientiously. Supervisory Workforce Engagement training addresses many of these issues. These interventions can keep difficult situations from turning into major problems. Managers may also want to look at employing physical security measures (e.g., panic alarms, cipher locks, Closed Circuit TV cameras, etc...). It is also important for managers to consider administrative and procedural action to minimize the threat of violence. For example, office workers can adopt identification badges, preferably without last names, to readily verify employment. Or, a manager may consider a watch list of customers who have been aggressive or violent in the past. Or, perhaps, managers can arrange for security escorts to accompany staff members to parking areas in evening or late hours. One of the most important things a manager can do for employees is to demonstrate that you care about their safety and well-being. One important way to do that is to "violence and crime proof" your workplace. Supervisors don't need to be experts on violent behavior and how to prevent it, but they should know who to call to for help. And, their first call should be to Ms. RaShonda Labrador, Employee Assistant Professional at 442-6306/4205.



By Jay Khalifeh

US ARMY GARRISON FORT SILL



MISSION

To provide Soldiers, Civilians, Retirees and their Families with a secure installation, consistent and efficient services, and quality facilities and infrastructure .

VISION

With current fiscal reality, to maintain our quality services and infrastructure across the installation. To maximize available resources and to foster positive relationships with those living and working on Fort Sill as well as with our surrounding communities.

INTENT

To develop an environment that becomes a model for integrating organizations into common footprints, thereby becoming true stakeholders of the installation. To empower Organizations by instilling pride in ownership and providing a voice. To transform the Garrison while capturing efficiencies and promoting fiscal responsibility. To maintain an environment that enhances safety, well-being, and readiness; a place of limitless opportunities to develop both personally and professionally.

Workplace Etiquette 101: To Call or Not to Call, that is the question

Reach out by phone or in person if you need to send an upsetting or confrontational message. If the topic is complicated and requires a good deal of explaining, save it for live conversation. Because the tone of an e-mail can easily be misconstrued, leave your note in draft for 24 hours when in doubt and then reread it before hitting the send button.

And remember: Although the act of sending an e-mail is immediate, the response may not be; if you require an instant reply, pick up the phone. Finally, if you need to apologize, do it face to face.



Still Clipping Coupons? We'll Show you Another Way

from USAA.COM The new year is traditionally a time for service members and retirees to celebrate fatter paychecks, but 2013's anticipated raises may result in barely a discernible "ka-ching" in checking accounts. Finding extra cash could be challenging, especially in the midst of an anemic job market, unconvincing housing rebound and uneven stock market. Nonetheless, there are ways to save when spending money. Here are 10 money-saving resolutions from financial specialists, consumer advocates and bargain-addicted shoppers for the coming year.

Layer Online Savings

Online shopping continues to grow in popularity, with nearly 75% of consumers turning to Internet retailers in 2011, according to the Pew Research Center. Convenience is one reason; savings is another. For those eligible, [USAA's MemberShop](#) provides online deals, plus rewards, from more than 600 retailers. Financial columnist and best-selling author Ellie Kay says promotional codes found at [retailmenot.com](#) or [couponcabin.com](#) "literally can save hundreds of dollars" a year when shopping online. However, Kay bolsters her savings by using the comparison-shopping search engine [mysimon.com](#) to find the lowest Internet price and then makes purchases through shopping venues like [ebates.com](#) or [slickdeals.net](#). These cash-back shopping sites can offer rebates of up to 26%. Membership is often free and users link directly to some 1,500 retailers to make their purchases.



Buy a Car Not a Payment

Nationally syndicated radio host and USAA member Clark Howard says many service members are "buying cars well beyond their means" because they are shopping for a low monthly payment, not the best overall deal. "Being a payment buyer is definitely on the list of things you don't want to be doing," Howard says. Instead, shop for a low new-car price using a resource like the USAA Car Buying Service and take out a loan for a period of no longer than 48 months, Howard says. The USAA Car Buying Service, which offers member pricing from almost 4,800 USAA-certified dealers for new and used cars, can also be accessed on the go with USAA mobile app. Compare rates with USAA Bank's auto loan calculator.

Redeem Credit Card Perks

Many credit card holders overlook important benefits of the plastic in their wallets. Rewards points are one well-known perk, but credit cards can save you money in other ways. Many credit cards for example, include extended warranty protection on products you buy, automobile roadside assistance, rental car collision damage waiver coverage or travel accident insurance, as well as reduced foreign transaction fees. In addition, concierge service is becoming a common card benefit industry-wide. Such hidden benefits can save cardholders hundreds, if not thousands, of dollars a year. For some military families, a credit card that eliminates checked baggage or foreign transaction fees could be worth an annual fee.



Ask for a Discount

The adage that it never hurts to ask applies to paying less for subscriptions, cable television or your next electronics purchase. Cellphone providers, for example, often waive upgrade fees for longtime customers, while cable companies are known to extend introductory rates or provide discounts if you say you have a competing offer. In addition, many theaters, museums, amusement parks and retailers offer military discounts. When in doubt, Julia Scott, a USAA member who offers savings tips at [bargainbabe.com](#), says retailers generally discount old, damaged and out-of-season merchandise. Paying cash or buying in bulk can also be bargaining chips. Hagglng is available more often than you think, Scott explains. "You can negotiate. I have saved money on hotel rooms, T-shirts, pizza, cupcakes. Everything." Grocery store "sales" are not always what they seem. Melissa d'Arabian, television host of "Ten Dollar Dinners," stresses the importance of knowing the prices of items you buy most often. "You don't need to know the whole grocery store," she explains. "Just start with knowing the prices of what you buy the most. We have seven people living in our home. When I go to the store and I am buying eight gallons of milk, I need to know if \$1.99 is a good price. If I am saving 50 cents times eight, that adds up."

Enjoy a Five Star "Staycation"

For those who stay at home, daily deal sites like Groupon, LivingSocial, Travel Zoo and Dealfind provide discounts on everything from golf to high-end spa services. Ellie Kay, a financial columnist, counts on daily deals to keep her family's entertainment costs in check. "Travel Zoo is a good resource," Kay says. "When we went to see 'Young Frankenstein,' tickets were normally \$130. I got them on Travel Zoo for \$17.50 for orchestra seating." If you want to avoid trolling through multiple dealmakers' emails, sign up with a daily deal aggregator. Yipit rounds up the best deals in your community and emails links to the most tempting offers. Dealgator is also worth checking.



Find Sweet Deals at Restaurant.com

This site offers discounted gift certificates to more than 500,000 restaurants, often selling \$25 gift certificates for \$10. Better deals pop up regularly when promotion codes drop the price to \$2 or \$3. Ellie Kay, a financial columnist, suggests taking advantage of deep discounts to buy certificates, a plan that will provide you with a stash of inexpensive gifts to dole out throughout the year.



Live on a Budget

Do you have more money than you need? If so, make 2013 the year you reverse that trend. "A lot of people have a budget, but they don't live on one," says Kay, the financial columnist, who transformed her military family's lifestyle by wiping away \$40,000 in consumer debt in 2 1/2 years on a single military income. For hands-on financial help, USAA offers free financial advice for its members. You also can visit your military branch's equivalent of the Army Community Service Center, where free budget counseling is available. In addition, the Defense Department's Military OneSource can connect active duty, Guard and Reserve members with a variety of resources.

Get a Better Travel Deal

Planning a cruise in 2013? USAA offers a price guarantee on certain cruise and hotel stays, plus exclusive benefits and travel discounts. At [backbid.com](#), if you make a refundable hotel reservation in any city, post the reservation details — location, date, nightly rate and confirmation code. Nearby hotels compete for your business by offering additional amenities or a lower rate for the same dates. The Armed Forces Vacation Club ([afvclub.com](#)), which offers military families exclusive weekly rates at condominium resorts worldwide, is another way to vacation for less.

A Penny Saved is a Penny Earned

Eliminating debt is key to helping people with financial security, which is why cash-strapped families may want to allocate money saved through cutting costs to paying down consumer debt or bolstering savings. If you don't have a plan for the money you save, you will end up spending it and be no better off financially. "It is critical to pay at the point of savings," says Kay, the financial columnist. "Otherwise, anything you save gets reabsorbed into spending."



Fewer Older Workers Expect to Retire at 62 or 65

According to a 2012 analysis of data from the Health and Retirement Survey, "a declining percentage of Americans are expecting to retire at 62 and 65. In 2006, 7.4 percent of people [over the age of 50] said they plan to stop working at 62, but by 2010 it had dropped to 4.9 percent. In 2006, 16.1 percent people expected to retire at 65, but in 2010, 14.6 percent planned to do so. Conversely, expected retirement at 66 has increased from 2.9 percent in 2006 to 4 percent in 2010." Banerjee, S. (2011). Retirement age expectations of older Americans between 2006 and 2010. Employee Benefit Research Institute Notes, 13(12), 2-12. Retrieved from [ebri.org](#)



EAP INSPIRATION STATION: What Matters Most

Excerpt from Joel Osteen's *Become a Better You*.
LEADING TO BECOME A BETTER YOU

James 5:7-11
Don't grumble about each other, brothers and sisters, or you will be judged. For look—the Judge is standing at the door!

TO MAINTAIN HEALTHY RELATIONSHIPS, we need to learn how to keep the strife out of our lives. God made each of us as a unique individual. We have different personalities and temperaments; we approach issues in different ways, so we really shouldn't be surprised when we grate against one another occasionally. Too often, though, if someone doesn't agree with our opinion, or see eye to eye with us on some matter, we get bent out of shape and allow strife to foment. I've discovered that just because somebody is not exactly like me or doesn't do things the way I do them doesn't necessarily mean I am right and the other person is wrong. We're just different, and our differences can cause friction.

It takes maturity to get along with somebody who is different from you. It takes patience not to start a dispute over minor issues or become easily offended. If we're going to keep the strife out of our lives, then we must learn how to give people the benefit of the doubt.

We will also need to overlook some things. Every person has faults; we all have weakness. We should not expect the people with whom we are in relationships to be perfect. No matter how great someone may be, no matter how much you love him or her, if you are around that person long enough, you will have an opportunity to be offended. There is no such thing as a perfect spouse, a perfect boss, or even a perfect pastor.

If we're putting unrealistic expectations on people, expecting them to be perfect, that is not fair to them, and it will be a source of frustration for us. We're always going to be disappointed. Some people live with the attitude, "I'll love you as long as you never hurt me or as long as you never make a mistake. I'll be your friend as long as you treat me just right. As long as you do things my way, then I'll accept you, and I'll be happy."

But that is extremely unfair and places too much pressure on that other person. Scripture teaches that love makes allowances for people's weaknesses. Love covers a person's faults. In other words, you have to overlook some things. Quit demanding perfection out of your spouse, your children, or other people with whom you are in a relationship, and learn to show a little mercy.

I couldn't find a better wife than my wife, Victoria. She is an extremely loving, caring, generous person, and yet there are some things I have to overlook, some things for which I have to make allowances. That doesn't mean something is wrong with her; she's just human. If I were a critical faultfinder, keeping an account of everything she did wrong, then our relationship would suffer. Before long, we'd be at odds with each other, arguing, and fighting.

Instead, we make allowances for each other's weaknesses. We've learned not to wear our feelings on our sleeves and not to be easily offended. Few things are worse than living with a touchy, overly sensitive person. If somebody offends you or does you wrong, learn to shake it off and move on. Scripture teaches that love believes the best in people. "Well, my husband hardly spoke to me this morning. He didn't even thank me for cooking dinner the other night," a wife might say. Remember, love covers a fault. Instead of going through the day offended and upset, consider the fact that he may not have been feeling up to par. Maybe he's under a lot of pressure at work or stressed out over some other matter. Rather than criticizing and condemning, give him the benefit of the doubt and believe the best in him.

Today's Prayer to Become a Better You

Father, thank You for the special people in my life. Remind me to forgive them as you forgive me. Help me see them as You see them!

Today's Thought to Become a Better You

The heavier the offense, the less it's worth carrying.



The "Character" Couch:



SELFLESS

- : having no concern for self : UNSELFISH
- self less *ly* adverb
- self less *ness* noun

Origins of Black History Month

The story of Black History Month begins in 1915, half a century after the Thirteenth Amendment abolished slavery in the United States. That September, the Harvard-trained historian Carter G. Woodson and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by black Americans and other peoples of African descent. Known today as the Association for the Study of African American Life and History (ASALH), the group sponsored a national Negro History week in 1926, choosing the second week of February to coincide with the birthdays of Abraham Lincoln and Frederick Douglass. The event inspired schools and communities nationwide to organize local celebrations, establish history clubs and host performances and lectures.

In the decades that followed, mayors of cities across the country began issuing yearly proclamations recognizing Negro History Week. By the late 1960s, thanks in part to the Civil Rights Movement and a growing awareness of black identity, Negro History Week had evolved into Black History Month on many college campuses. President Gerald R. Ford officially recognized Black History Month in 1976, calling upon the public to "seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history."

Since then, every American president has designated February as Black History Month and endorsed a specific theme. The 2013 theme, *At the Crossroads of Freedom and Equality: The Emancipation Proclamation and the March on Washington*, marks the 150th and 50th anniversaries of two pivotal events in African-American history.



EAP FUNNY CORNER

"I'm not fat.

It's just my awesomeness swelling up inside me.."





Until next time,
try and enjoy
life's simple
pleasures...



COME VISIT US AT:

Well-Being Center, ASAP

3415 Miner Road
Ft. Sill, OK 73503

Phone: 580-442-4205
Fax: 580-442-5704

E-mail: rashonda.labrador@us.army.mil
Facebook: <http://www.facebook.com/pages/Lawton-OK/Fort-Sill-Army-Substance-Abuse-Program/115638415119642>
Website: <http://sill-www.army.mil/USAG/DHR/ASAP/>



Garrison Employees: Are You Ready for the Challenge?

The Commander's Wellness Challenge is open to all Garrison employees. The event will consist of two individual wellness challenges that must be met by all program-pledged employees:

Successful loss of 10 pounds during the period 15 February-15 May 2013.
Successful completion of 5K Walk/Run Event.

Participants may not use their regular tour of duty hours for this program. Employees that are already enrolled in the Department of the Army Civilian Wellness and Fitness plan may continue to participate in that program.

Those employees successfully losing 10 pounds will be awarded a 4 Hour Time off Award. Those employees successfully completing the 5K Walk/Run will be awarded a 4 Hour Time off Award.

The employee that loses the most weight during the Challenge period will be awarded a \$150 On the Spot Award. A tie-breaker will be developed to determine award recipient prior to the final weigh-in.

The employee that finishes the 5K Walk/Run in the fastest time will be awarded a \$150 On the Spot Award.

Get with your organization's Wellness Facilitator for more details!!



Sneak Peek: What to Expect Next Month

CLEAN, ORGANIZE, AND EVALUATE



Wow! We will be springing forward before you know it!!! Ready or not.....spring is knocking on our door! We will be getting ready for those yearly chores of cleaning cobwebs from our closet corners. Next issue we will focus on the organization of life. From house cleaning to emotional healing, we will explore tips on resolving past hurts, evaluation of personal goals, and planning for continued overall success.

GOT SOMETHING ON YOUR MIND???



WE WANT YOUR FEEDBACK!

Please contact us if you HAVE ANY SUGGESTIONS!! Your comments will be greatly appreciated!!!

ANYTHING ELSE YOU WOULD LIKE TO SHARE??

Contact me at 580-442-4205/6306 or at rashonda.labrador@us.army.mil.

Check out last month's edition of WFP [HERE](#)

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