Attracting, developing and retaining top talent

BY BLAIRE EDGERTON AND EDUARDO SALINAS, IPPS-A

“I want an officer for a secret and dangerous mission. I want a West Point football player.”

When Chief of Staff of the Army Gen. George C. Marshall said these words during World War II, it was clear he was looking for a Soldier with certain talents and expertise. As a former athlete himself, Marshall felt these characteristics were embodied by Soldiers who had once played on the U.S. Military Academy football team.

In today’s Army, though, commanders and leaders cannot rely on anecdotal evidence to effectively leverage Soldiers’ talents. Modern-day Soldiers possess a diverse array of skills, expertise and experiences that can enhance the lethality and effectiveness of the Army; however, our current business practices and many disparate systems have resulted in an HR environment that is ill-equipped to see and utilize the vast talents of our force.

The Integrated Personnel and Pay System - Army (IPPS-A) will allow commanders and leaders to better utilize Soldiers’ unique knowledge, skills and behaviors to optimize readiness, task organization and mission accomplishment. The IPPS-A team is partnering with the Human Resources Command (HRC) and the Army’s Talent Management Task Force to tackle the challenges of the current operational environment and transition the Army to a talent management-based approach. The Assignment Integrated Module 2.0, fielded by HRC earlier this year, bridges the gap between the current environment and IPPS-A.

The Army Strategy published in October 2018 underscores the Army’s new manpower approach. “We must overhaul our current personnel management system to attract, develop and retain exceptional leaders and Soldiers,” the strategy states. “We will more effectively manage careers through a new talent management system and we will structure the force appropriately to place talent in the right echelons.”

“We must overhaul our current personnel management system to attract, develop and retain exceptional leaders and Soldiers,” the strategy states. “We will more effectively manage careers through a new talent management system and we will structure the force appropriately to place talent in the right echelons.”

At the core of IPPS-A’s talent management capabilities is the 25 Point Profile. IPPS-A consolidates data and captures knowledge and skills beyond what is typically reported. The system combines traditional talent indicators with innovative data elements to provide a more holistic view of each Soldier’s unique talents, thus enabling more effective decision-making by leaders and commanders across the Army.

(continued)
One of the key features of the 25 Point Profile is its ability to allow Soldiers to self-report their knowledge, skills, behaviors, experiences and readiness. For instance, current Soldier records track foreign language skills through official Defense Language Proficiency Test scores; but formalized language testing is not the only way to accurately document language proficiency. With IPPS-A, a Soldier will be able to self-report his or her language skills, in addition to confirmed proficiency testing.

Self-professed information — such as language proficiency, professional licenses and certificates, personal goals and achievements, civilian work experience, and individual preferences — is vital to understanding a Soldier's story and will provide meaningful talent management data to commanders and decision-makers across the Army.

"If you don't have granular knowledge of everyone who is in your inventory – and if you don’t understand the knowledge, skills, behaviors and preferences of every officer – you can’t actually do talent management," said Brig. Gen. Joseph P. McGee, director of the talent management task force, during a Contemporary Military Forum on Oct. 10, 2018. "IPPS-A is foundational to all of the things we are trying to do in talent management."

To learn more about the 25 Point Profile and the steps the Army is taking to reform talent management, please visit www.ipps-a.army.mil.

CHESS, ACC-RI awards ITES-3S

On Sept. 25, 2018, Computer Hardware Enterprise Software and Solution (CHESS), in coordination with the Army Contracting Command Rock Island, competitively awarded Information Technology Enterprise Solutions – 3 Services (ITES-3S), a $12.1 billion Multiple Award Indefinite-Delivery/Indefinite-Quantity contract.

ITES-3S is an enterprise solutions services contract vehicle that offers nearly all areas of Enterprise IT solutions including cybersecurity, integration, consolidation, telecommunications, operation and maintenance, business process engineering, and education and training to the government customer. Unlike its predecessor, ITES-3S has a greater emphasis on cybersecurity, cloud hosting, and application migration and modernization services. By providing these services and solutions, the ITES-3S contract will enable the Army to transition from the current service-centric information environments to enterprise joint information environments.

"The Army has a different mission in a different environment than the rest of the federal government," said CHESS product officer, Keith Copeland, who led the acquisition effort. "The ITES-3S contract focuses on satisfying these unique requirements, where other government contracts do not."

Contracts were awarded to 135 vendors, including all 16 vendors from the previous contract vehicle, ITES-2S. Awards were also given to 85 small businesses of various socioeconomic categories, providing customers the ability to conduct fair
“ITES-3S continues CHESS’ emphasis on providing opportunities to highly capable small businesses,” said CHESS product lead, Doug Haskin. “More than half of awards went to small businesses. Through ITES-3S, these small businesses will gain valuable experience as a prime on a large Army-wide contract and will have the opportunity to compete on requests for proposals in the United States and overseas.”

Ordering will begin after the contractors’ phase-in periods end and will be open to the Army, Department of Defense and all federal agencies, including authorized government contractors supporting these agencies. As with all CHESS contracts, ordering through ITES-3S is decentralized. The ITES-3S contract has no usage fee and aligns with the Office of Management and Budget’s Best-in-Class as well as the Army's Strategic Sourcing initiatives.

For a full listing of awardees and further information on ITES-3S, visit the CHESS IT e-mart at https://chess.army.mil.

The best of both worlds: TWI provides private-sector opportunities for IPPS-A staff

BY EDUARDO SALINAS, IPPS-A

The development of Integrated Personnel and Pay System – Army (IPPS-A) leverages the expertise and insights of the Army’s finest human resources (HR) and pay professionals from across the Total Force. IPPS-A is being built upon several cutting-edge commercial-off-the-shelf (COTS) software solutions, including Oracle’s PeopleSoft, which presents a unique challenge: How does the Army quickly gain expertise and experience with PeopleSoft and other COTS software solutions?

The Training with Industry (TWI) program, through the Adjutant General (AG) branch, is addressing this challenge by embedding Soldiers with companies for one year to teach them business processes, skills and practices that may not be known in military organizations. TWI participants then bring this valuable education back to the Army in a two-year specific utilization tour to capitalize on their experience and help shape future operations, capabilities, doctrine and training.

In fiscal year 2017, TWI allocated five slots for IPPS-A personnel to gain exposure to private sector PeopleSoft, HR and talent management practices. IPPS-A personnel are currently building their skills and expertise at Navigant, United Airlines, the United Parcel Service and Wells Fargo. TWI participants periodically return to the IPPS-A program office in Arlington, Virginia, to participate in stakeholder reviews, user juries and other events, and to maintain their ties with the IPPS-A team while they are working in their private-sector assignments.

Chief Warrant Officer 3 Genevieve Casanova, an Adjutant General senior HR technician, is currently working at United Airlines headquarters where she is learning to leverage PeopleSoft within a HR Department. Casanova believes her corporate, private-sector experience will be valuable.

“The goal is to gain a full understanding of human capital management, case management and talent modules to include the link between HR and payroll,” she said. “United uses the same PeopleSoft modules that IPPS-A is planning to implement.”

Casanova is learning new approaches to improve the effectiveness of PeopleSoft, which she will bring back to the IPPS-A team.

“United supports more than 90,000 employees worldwide, including corporate headquarters,” Casanova explained about her experience at United. “The primary focus is to transform the digital experience for employees through corporate communication channels, including the intranet site, and through HR applications and tools for employee service, (continued)
recognition, engagement and total rewards. Investing in this type of training can improve any organization. It increases job satisfaction and self-esteem, which plays a key role in employee commitment.”

As development continues on IPPS-A, the program leverages the private-sector experience of past TWI participants.

Maj. Megan Meinholz participated in the TWI program in 2015 and served on the benefits team at Microsoft headquarters in Redmond, Washington. “I worked in help desk and customer service roles,” Meinholz said. “I gained valuable experience administering Microsoft’s benefits program for 12,000 employees.” She also observed how Microsoft implemented a revised parental leave policy and witnessed the impacts these changes had on the workforce.

Meinholz found her experience to be especially useful for IPPS-A. She applied what she learned at Microsoft toward development of IPPS-A’s customer service framework and rewrote the HR customer service plan.

IPPS-A’s participation in the TWI program is unique in that it helped shape the program to be more responsive to the needs of the Army. “I was fortunate that Col. [Gregory] Johnson learned of my TWI experience and recruited me for the IPPS-A team,” Meinholz said.

Today, IPPS-A leaders work closely with the Soldier Support Institute to strategically place TWI participants with private-sector partners to obtain experience and expertise that are needed for Army missions. These opportunities are made possible through building relationships with industry partners. TWI also gives the private sector an opportunity to see Soldiers’ talents, which can provide opportunities for post-service careers.

“Thanks to the TWI program, IPPS-A is now positioned to take advantage of industry’s unique expertise and insights that aren’t inherent within the Army,” said Johnson, who is director of the IPPS-A Functional Management Division. “We’re getting the best of both worlds: private-sector knowledge and Soldiers’ talents.”

To learn more about the TWI program or how you can join the IPPS-A team, please contact the IPPS-A program at usarmy.pentagon.hqda-ipps-a.mbx.ipps-a@mail.mil for more information.

Happy Holidays
Army Acquisition Executive holds town hall at Fort Belvoir

BY ELLEN SUMMEY, PEO EIS STRATEGIC COMMUNICATION DIVISION

The Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASA[ALT]) and Army Acquisition Executive, Dr. Bruce D. Jette, held a town hall meeting for Army acquisition professionals at Fort Belvoir, Virginia, on Nov. 26, 2018. The event, open to PEO EIS, PEO Soldier and the U.S. Army Acquisition Support Center, was an opportunity for Jette to share his vision for the future of Army acquisition and his assessment of its challenges.

Jette spoke about the current state of ASA(ALT), the role of Army Futures Command, managing data and changing the culture of Army acquisition organizations. Throughout his presentation, the ASA(ALT) stressed the importance of outcome over process, noting that contracting sometimes requires taking measured risks to achieve the goal of providing resources to Soldiers.

“I want you to take risks in your program,” Jette stressed. “I know that you…can provide me all sorts of insights I don’t have, [so] I’m not going to centralize decision making. I’m going to try and provide you the maximum freedom to make decisions.”

That freedom comes with responsibility, Jette said, noting that acquisition staff may be uncertain about their own level of autonomy or decision making authority. “We’ve been well trained not to take that responsibility, necessarily, because you want to know what you’re allowed to do,” he explained. "Well, I’ll tell you what you’re not allowed to do. Other than that, go for it.”

Discussing acquisition reform, Jette encouraged attendees to coordinate with key stakeholders and to stay focused on the mission. “Remember our purpose. You’re here to help…fill the materiel needs that the Army has in the theater – to make sure the Soldier gets the best materiel in the field as is absolutely possible,” he said. “To do that, we need to put our knowledge together, to try and figure out how to make sure that happens.”

Jette said he values open communication, honesty and a proactive approach to problem solving. He urged the audience to be active advocates for Soldiers during the contracting process. "I want you to be proactive. I want you to be involved. I want you to be thinking about how you can make it better,” he said. "If you can foresee issues, raise them.” He continued, “I want you to be an active participant in the acquisition process, not just somebody who knows how to (write) contracts.”

Dr. Jette concluded the town hall by taking questions from audience members, who asked about career planning, cybersecurity requirements and working effectively with contracting agencies.

“Remember our purpose. You’re here to help...fill the materiel needs that the Army has in the theater – to make sure the Soldier gets the best materiel in the field as is absolutely possible.”
Customer relationship management functionality

BY FRANK O’BRIEN, IPPS-A

Bill Gates, founder of Microsoft, once said: “How you gather, manage and use information will determine whether you win or lose.” To that end, Integrated Personnel and Pay System – Army (IPPS-A) has developed a new Customer Relationship Management (CRM) functionality, which provides self-service tools to answer, triage or escalate customer support issues electronically. The technology gathers and manages CRM user information by automatically linking “help ticket” type inquiries to a Soldier’s human resources (HR) record, enabling HR professionals to respond to Soldiers faster and more efficiently. The CRM question and answer (Q&A) database function is similar to the keyword self-help bar found on most websites and common office software products. CRM functionality will also allow the aggregation of data so that the enterprise can more easily see the problems Soldiers are experiencing.

CRM functions were developed through stakeholder input, user juries and user experience tests conducted by IPPS-A with representatives of all components over the past two years. The Army National Guard (ARNG) will be the first component to field IPPS-A, and they were also integral to the development of the CRM Q&A database. The database addresses several concerns raised by Soldiers, such as non-technical language and linking to original doctrinal source documents.

Pay and promotion-related questions are some of the most frequent and time consuming Soldier inquiries to their personnel offices. “That’s a Soldier’s biggest concern,” said Chief Warrant Officer 2 Sara Smith, Systems Integration Branch chief with the Mississippi ARNG Joint Force Headquarters, during the six months leading up to the IPPS-A System Acceptance Test, Smith was part of the nationwide ARNG knowledge management team that met, debated and consolidated common questions and answers for the CRM database. “We’ve done the work to identify those,” Smith said. “We know what affects pay-bonuses, re-enlistment and career progression.” Smith and her fellow ARNG Soldiers identified common concerns for all three components and populated a library of responses, backed up by Army reference materials and policy requirements.

“By having participation from subject matter experts from both the states and National Guard Bureau, we have been able to create the foundation of the library...that will be utilized by the whole Army and maintained by the U.S. Army Human Resources Command,” added Chief Warrant Officer 3 Benjamin Reis, a member of the IPPS-A ARNG liaison team. “The CRM library will allow Soldiers to get their HR and pay questions answered in a timely manner by just doing a search similar to technology they use now every day,” Reis said.

IPPS-A’s self-service capabilities such as the CRM database eliminate the need for in-person appointments and save time by minimizing paperwork, so Soldiers can focus on the mission. Big change is coming.
MC4 conducts evaluation of point-of-injury device

BY PAUL CLARK, MC4

Staff from the Medical Communications for Combat Casualty Care (MC4) eastern regional office completed their first informal end-user evaluation of the Mobile Computing Capability (MCC) version 1.1 Oct. 10, 2018, at Fort Bragg, North Carolina.

Present to provide oversight for the half-day session were the project leader for MCC, Maj. Camillo Ramirez, Joint Operational Medicine Information Systems (JOMIS), and Mark Gregory, Chief Technical Management Division for MC4.

The Soldiers participating in the MCC end-user scenarios came from a variety of medical military occupational specialties (MOS) including Army combat medics, medical administrators, a brigade surgeon, a battalion physician’s assistant, nurses, clinical coordinators and medical supply non-commissioned officers.

MCC was first released in 2016 as a DOD-approved first responder tool for the military. Previous MCC testing has been conducted, but this session was the first time a group of end-users that could potentially use it in the field were gathered for an informal evaluation.

According to Gregory, “The aim is to use this wealth of medical experience from Soldiers to provide a comprehensive assessment of MCC and obtain valuable feedback to help JOMIS and MC4 gather requirements for future enhancements to the MCC application.” The officers and enlisted medical personnel on-hand possess just what the MC4 team needs – a mix of medical knowledge and skill sets stemming from garrison and combat point-of-injury (POI) experience.

For the evaluations, two applications were provided to users: the MCC application and a research and development POI application (for contrast and comparison). After an introduction to the Nett Warrior Samsung Galaxy 5 device and both applications, Soldiers were provided medical scenarios that allowed them to interact with all the features of the MCC and POI. They were then were asked to fill out comprehensive evaluations.

For each evaluation, respondents ranked the MCC application on a scale from one to five. Soldiers were then asked to freely comment and provide specific feedback on those features of the MCC they liked and disliked, and to list improvements they would recommend.

Survey evaluations suggest general satisfaction with the MCC application – but there were several suggestions on what the respondents would prefer to see in the future.

Soldiers wanted to see voice-to-text and telemedicine applications added to MCC. According to some of the respondents, when in a combat setting, they would like the ability to record audio while simultaneously keeping their hands free to apply a tourniquet or dress a wound. This capability doesn’t have to apply only to combat, as some argued, because voice-to-text could also be used for routine patient encounters and sick calls.

Providers and medics expressed their desire to take photos with the device which, they say, could be used as part of a telemedicine capability. For example, one medic said if he could take a picture of a wound at the POI, upload the image and share it with a provider at Role 1 or 2, it could make a positive difference in patient treatment outcomes. One combat medic pointed out that if he had the ability to push images forward on a MEDEVAC, it would give surgeons a crucial first look at the patient’s injuries minutes after the trauma occurred.

(continued)
Survey respondents also provided constructive technical feedback on MCC. For instance, Soldiers were interested in direct transfer of patient data from device to device, using a secure super link or a secure near-field communication (NFC) capability such as those offered in commercial apps in retail, gaming and social media. According to MC4 engineer, Paula Huzella, this type of specific POI feedback is suited to MCC because a “bump capability would allow medics to rapidly document the critical components of a patient’s injuries and immediately transfer that information to the next patient care provider, such as MEDEVAC.”

Feedback from participants also suggests the need to integrate MCC with Armed Forces Health Longitudinal Technology Application-Theater (AHLTA-T) application and AHLTA, despite the fact current MCC capabilities were originally developed for use at POI.

Soldiers did express concern that the MCC device’s price tag would be too costly and the resulting financial responsibility for lost or damaged devices could mean the units would sit in a storage container and never see the light of day.

Overall though, Huzella was “impressed with the enthusiasm of the attendees and their willingness to take the time to provide detailed feedback.”

One of the recommendations provided during the session by one of the physician’s assistants was to expand testing and evaluations of the MCC versions 1.1 and the prototype 1.2. MC4 staff stated their desire to continue collaborative efforts with JOMIS to incorporate wide-use testing and further evaluation of the MCC.

As far as the next phase for MCC, a prototype MCC version 1.2 will consist of new capabilities. Huzella stated, “The next version will interface with the Army’s tactical radios, will provide a night mode feature and will incorporate the Wi-Fi feature.”
I3MP completes network modernizations at Sunny Point

BY SCOTT SUNDSVOLD, I3MP

Installation Information Infrastructure Modernization Program, (I3MP) completed a network modernization project at Military Ocean Terminal Sunny Point near Brunswick County, North Carolina, during the third quarter of 2018. One of the largest military terminals in the world, Sunny Point serves as a transfer point for rail, trucks and ships importing and exporting weapons, ammunition, explosives and military equipment for the U.S. Army.

Kevin Chinn, the acting deputy product manager, said, “Readiness remains the Army’s priority one. The Sunny Point projects support Army readiness by modernizing, streamlining, standardizing and hardening the Army network. These projects ensure that Sunny Point has continued, uninterrupted access to the Army’s network, while also reducing the footprint, reducing the attack surface and increasing throughput capacity to 10 gigabytes.”

I3MP successfully upgraded the Installation Campus Area Network (ICAN) ethernet switches at Sunny Point as part of an Army-wide effort with the Defense Information Systems Agency (DISA). The Army and DISA partnered on the network modernization initiative to enable Army installations to leverage DISA enterprise services, improving the foundational ICAN elements and providing the mission-critical capability required by service members.

The I3MP integrated project team modernized, streamlined and standardized Sunny Point’s network with 10 Gbps switches and routers as part of the overarching initiative to improve the Army network, known as Network Modernization – CONUS, or NETMOD-C.

Chinn explained, “The Army is following industry best practices to increase the capacity of the network, which will enable Unified Communications (UC) services (VoIP, Chat, IM, Presence, VTC, etc.) with assured and sufficient bandwidth. These network modernizations increased the efficiency, security, predictability and reliability of the network to ensure Soldiers have sufficient bandwidth to complete their mission.”

On the NETMOD-C team, William Richardson served as the project team lead, assisted by Barry Shambaugh and subject matter expert Thuan Phan, an I3MP computer networks engineer. Together, they planned and executed the network upgrade project.

Richardson managed the day-to-day operations, coordinating and collaborating with I3MP’s industry partner.

“This project was a great success, and we are satisfied with the end product. It directly increased the network capacity and improved the network security at Sunny Point, while setting the conditions for Sunny Point to benefit from DISA enterprise services,” Richardson said.

“By employing multi-protocol label switching and other transport upgrades designed to exponentially increase the throughput of the Army network to installations like Sunny Point, the Army network is on its way to being a single, secure, standards-based network that enables global collaboration,” explained Phan.
GCSS – Army mentors local students
BY JAMES MCDONOUGH, GCSS-ARMY

Global Combat Support System – Army (GCSS-Army) and N. B. Clements Junior High School (JHS) in Prince George, Virginia, joined forces to kick off the second annual GCSS-Army community outreach initiative. On Oct. 16, 2018, 14 volunteer mentors from the GCSS-Army team organized a field trip to Fort Lee, Virginia, for more than 70 students from the school’s civics class, to visit and participate in educational tours at the U.S. Army Quartermaster and Women’s Museums. During the tours, the students learned about the history of the Quartermaster Corps and contributions of women to the Army. The GCSS-Army team then took the students on a short bus tour of Fort Lee.

This initiative, now in its second year, is coordinated through the Virginia Mentoring Partnership of Richmond. The Partnership aims to provide mentors to children across the state, and it conducts training with all GCSS-Army mentors before they meet with students. This training prepares mentors to provide quality guidance, and to become positive influences in the lives of their mentees. Throughout the 2018-2019 school year, GCSS-Army team members will meet weekly with their mentees and help teach them critical problem-solving skills.

The pilot mentoring program from the previous academic year was so well received by the teams and school system that the participants sought to involve more teams for the 2018-2019 academic year at N.B. Clements JHS and expand the mentoring program a second school. As the year progresses, the intent is to increase the number of mentors involved in the program, to serve all students who express an interest in participating. In a number of cases during last year’s program, mentees improved their academic performance and showed increased levels of responsibility and citizenship, while the mentors also enjoyed the rewards of playing important roles in their mentees’ lives.

Following last year’s partnership with GCSS-Army volunteers, the N. B. Clements JHS principal presented certificates of appreciation to participating mentors. In an effort to also recognize and encourage their mentees, GCSS-Army prepared and presented certificates of achievement to students who participated throughout the year. It was a fruitful partnership between the students and their volunteer mentors, which GCSS-Army hopes to repeat and expand in the future.

Williams selected as 2018 Women of Color in STEM Rising Star
BY CARL MORRIS, WESS

Sophia Williams, Wideband Enterprise Satellite Systems (WESS) assistant project manager for Satellite Baseband Systems, was awarded the Women of Color in Science, Technology, Engineering, and Mathematics (STEM) Technology Rising Star award on Oct. 13, 2018. Williams has been a member of the WESS team for six years, during which time she has managed multiple projects. Her leadership, knowledge and innovative approaches have enhanced the communications infrastructure throughout the United States Army, providing better support to Soldiers abroad and at home. In receiving this award, Williams was afforded the opportunity to showcase her contributions to Army STEM initiatives, and she also served as an ambassador to the community by encouraging the next generation of STEM enthusiasts.

Congratulations, Sophia!
P2E’s Jordan promoted to Major

BY MAVIA HANSON, P2E

Power Projection Enablers (P2E) held a ceremony at their offices on Fort Belvoir, Virginia, Nov. 2, 2018, promoting Lonnie R. Jordan to the rank of Major in the United States Army. Jordan is the assistant product manager of Southwest Asia for P2E.

Lt. Col. Howard Donaldson, the product manager for P2E, presided over the ceremony. Donaldson emphasized the importance of transitioning to becoming an “Iron Major” who leads through others and begins to think at the strategic level. Chérie Smith, the program executive officer for Enterprise Information Systems attended and shared a few heartfelt comments about her interactions with Jordan.

Jordan began his military career in 1988, attending basic training in Fort Bliss, Texas. He has nearly 30 years combined service between the U.S. Marine Corps and the U.S. Army. His duty assignments have lead him to a wide array of roles, including reconnaissance and operations non-commissioned officer, small group leader instructor, company 1st Sgt. and company commander, quality control attack aviation crew chief, executive and logistics officer, and munitions branch chief.

Congratulations, Maj. Jordan!

New marathon runner hits her stride

BY JOCELYN MOORE, WESS

In November 2017, Leslie Laviolette set an ambitious goal for herself. Laviolette, a project coordinator for project office Satellite Baseband Systems within Wideband Enterprise Satellite Systems (WESS) decided that she wanted to train for a marathon. She set her sights on completing not just any marathon, but the 2018 Marine Corps Marathon.

Laviolette began training in June, running between six and 17 miles daily to build her strength and endurance. After 21 weeks of intensive training, her dedication and hard work paid off on Oct. 28, 2018, when she crossed the finish line. One of 30,000 competitors, she finished in four hours, 55 minutes and 38 seconds, surpassing her own personal goal. Having achieved this objective, Laviolette wanted more. Not content to hang up her running shoes, she turned around and completed her second marathon just two weeks later in Richmond, Virginia. She finished strong at four hours, 22 minutes and 44 seconds, shaving almost 33 minutes from her two-week-old record.

How long will this new personal record stand? If her dedication, determination and passion are any indication, Laviolette will continue reaching new goals for a long time to come.

Congratulations, Leslie!
Ms. Stacy Watson, Enterprise Services Division Director, receives the Secretary of the Army Award for Excellence in Contracting, Nov. 29. She is joined by (L to R) Dr. Bruce Jette, ASA(ALT); Mr. Doug Haskin, CHESS product lead; Mr. Wayne Sok, CHESS deputy product lead; Mr. Brendan Burke, Deputy PEO EIS; and Mr. Stuart Hazlett, Deputy ASA(P).

U.S. Army Chief of Staff Gen. Mark A. Milley and Vice Chief Gen. James McConville met with members of the PEO EIS team on Nov. 28, 2018.

AESIP project manager, Col. Robert Mikesh, congratulates Chief Warrant Officer 4 Daryl Middlebrooks at his retirement ceremony on Oct. 18, 2018.

Mr. Brendan Burke, Acting Deputy PEO and Col. Chad Harris, project manager for Defensive Cyber Operations, participate in the project renaming ceremony for the former Installation Information Infrastructure – Communications and Capabilities on Oct. 26, 2018.
Please join us for the PEO EIS Holiday Party!

December 7th
1100 - 1530

Waterford at Springfield
6715 Commerce Street Springfield, VA 22150

$45 Ticket | Cash or Check
Checks made payable to Ms. Pat Ocasio

Ticket POCs
Ms. Pat Ocasio | patricia.l.ocasio.civ@mail.mil | 703.545.2959
Mr. Avone Chisley | robert.a.chisley.civ@mail.mil | 703.545.3293