



# INSIDE PEO STRI

J U N E 2 0 1 0

## IN THIS ISSUE

**Signing Agreement Marks 60th Anniversary... Page 2**

**Army, Navy Cut Loose at Annual Picnic... Page 6**

**ConSim: Leader of Army Constructive Sims... Page 6**

**CATT Trains Guard, Reserve Soldiers Too... Page 8**

## WORTH REPEATING

“I think this training is important because you train how you fight. If you practice this training repetitively, when something does happen, it'll just be natural instincts. You'll know what to do.”

— **Spc. Sherita Landers**  
praising the Virtual Combat Convoy Trainer, June 2 in Mannheim, Germany

# PEO STRI VETERANS SHARE THEIR CAREER MEMORIES

By Richard Gregory, PEO STRI Acting Public Affairs Officer

The year was 1974. A gallon of gas? \$0.55. A new house? \$34,900. A new car? \$3,750. Starting up PM TRADE, which later became PEO STRI? PRICELESS!

That year, the U.S. Army recognized the need for new training technologies in the face of the advancing Soviet threat in Europe and established the Project Manager for Training Devices (PM TRADE). The organization began operations at what used to be the Orlando Naval Training Center (the land is now occupied by Baldwin Park, a residential community).

The start of PM TRADE marked the beginning of opportunities that would become highly successful careers for many of the dedicated employees who are still with the organization today. Two of those devoted professionals were willing to share their views on the history of PEO STRI and the dramatic, positive changes the organization has experienced over the years.

Cory Youmans, celebrating 28 years with PEO STRI, served in the Army Signal Corps with assignments in Germany, New Jersey, and Georgia before joining PM TRADE in 1982. Youmans entered civil service with the organization as a Navy engineer. At the time, PM TRADE occupied only four buildings at the Orlando Naval Training Center.

During his career with PEO STRI, Youmans has also worked for PM ITTS' Instrumentation Management Office, the Command Analysis Planning Office, the chief of staff and currently

serves as director for the Acquisition Support Office with the Customer Support Group.

“I lead a group of acquisition professionals who work with prospective customers to help them refine their requirements, develop viable acquisition strategies and draft required contracting documents,” Youmans said about his current role. “We also execute support mission transactions for small, non-PM related programs.”

Youmans has seen a lot of changes during his career with PEO STRI, but he feels advancing technology is the most dramatic. As a matter of fact, the year he started, TIME magazine's Man of the Year for 1982, was not a man at all. It was a machine: the computer. The year before, IBM had just introduced their first PC.

“The continued evolution of computer technology revolutionized training for our Soldiers by making modeling and simulation possible,” he said. “The simulation and training we are providing Soldiers today compared to 1982 is phenomenal!”

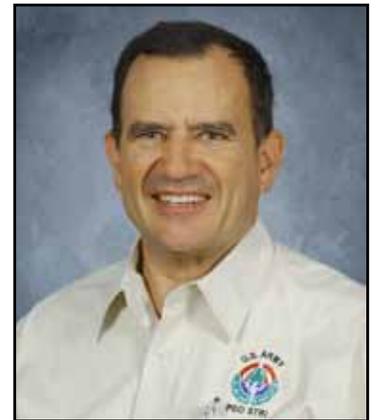
Having commanded a transportation brigade in Kuwait and Iraq, Youmans knows the importance of simulation and training firsthand.

“As a commander responsible for the training and well-being of Soldiers in a war zone, I was grateful for the great training products STRI has fielded to our Warfighters,” he said.

While many people in the workplace jump from organization to organization throughout their careers, Youmans quickly found good reasons to stick

with PEO STRI over the years.

“PEO STRI has been an outstanding place to work and grow. It has offered me every opportunity to learn and advance, to take on enormous responsibility for people, property and projects, to travel the world and work with some of the nicest, most talented



U.S. Army Photo/Doug Schaub  
Cory Youmans

Soldiers, civilians and contractors in the business,” he said. “Over the years, we, as an organization, have been blessed with tremendously capable and dedicated leadership, a vital mission and the resources to get that mission accomplished. Why leave such a great place?”

Jose Pagan, who celebrated 26 years with PEO STRI on April 29 and currently works for PM ConSim as the project director for Warfighters' Simulation, echoes Youmans' feelings about PEO STRI and the people working in the organization.

“The Department of the Army and PEO STRI have been great to me,” he said. “They have given me the opportunity to grow pro-

Continued on page 11

# ARMY, NAVY CELEBRATE 60TH ANNIVERSARY OF SIGNING INTERSERVICE TRAINING AGREEMENT

By Richard Gregory, PEO STRI Acting Public Affairs Officer

When the Navy football team stunned the nation in 1950 by defeating second-ranked Army, ending the cadets' 28 game winning streak by a score of 14-2, it intensified the rivalry. Off the field, though, the two rivals were getting along much better.

On March 20 of that year, Gordon Gray, secretary of the Army, and Dan Kimball, acting secretary of the Navy, signed a memorandum of understanding to collaborate on training and simulation systems that train our service members. The signing of the document launched a lasting training partnership that has now reached its 60-year anniversary and is the longest known standing agreement between any of the U.S. military services.

On March 19, 2010, a 60th anniversary celebration was held to commemorate the long-standing agreement. Guest speakers included Dr. James Blake, program executive officer for PEO STRI, Bill Segal, Orange County commissioner, Robert M. Matthews, deputy for acquisitions and operations for NAWCTSD, and Capt. Harry Robinson, U.S. Navy commanding officer of NAWCTSD/NSA Orlando.

At the celebration ceremonies held in Central Florida's Research Park, Blake said, "Most relationships seldom last a decade, but today we can talk about how two services created a bond lasting six decades and that grew into a big family, Team Orlando."

That family has grown tremendously over the years. The agreement signed in 1950 called for the Army's participation to include an associate director who oversaw a staff of 16 Army officers and 28 civilians.

Today, Team Orlando is comprised the Army, Navy, Marine Corps, and Air Force, as well as representation by the U.S. Coast Guard and Joint Forces Command. Completing Team Orlando's composition are modeling and simulation, human performance and training leaders in academia and industry, as well as federal, state and local government organizations.

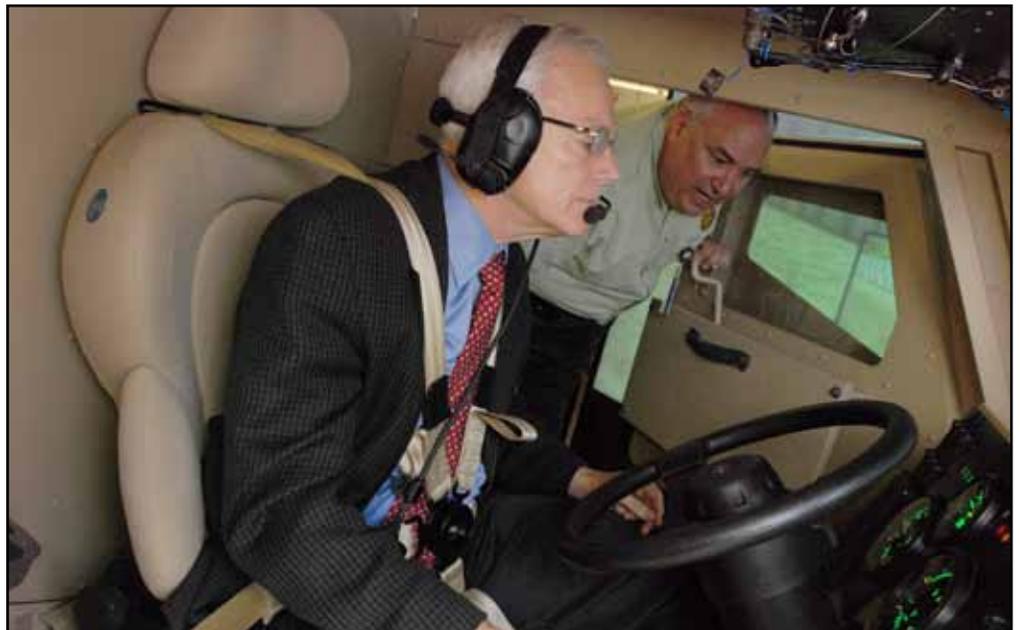
Back on the gridiron, the rivalry has grown as well. Since that defeat in 1950, the Navy has won 34 football games to the Army's 22.



U.S. Army Photo/Doug Schaub

U.S. Navy Capt. Harry Robinson, commanding officer of NAWCTSD/NSA Orlando, Dr. James Blake, program executive officer for PEO STRI, and Bill Segal, Orange County commissioner, celebrate the 60th anniversary of NAWCTSD and PEO STRI's partnership May 20 in Warfighters Park.

## STRI WELCOMES O'NEILL



U.S. Army Photo/Doug Schaub

The Army's new acquisition executive, Dr. Malcolm O'Neill, visited PEO STRI May 5-7. During the visit, O'Neill tried out many STRI training devices including the Engagement Skills Trainer, Virtual Route Clearance Trainer and Common Driver Trainer (as pictured here), among others. He also attended the May 6 Town Hall Meeting at the Waterford Lakes Regal Cinemas, where he addressed the PEO STRI workforce. He offered words of encouragement, a moving war story and many impromptu anecdotes that kept the audience wide-eyed and all ears.

# GAMETECH CONFERENCE SPOTLIGHTS LATEST IN GAMING TECHNOLOGY

By Richard Gregory, PEO STRI Acting Public Affairs Officer

PEO STRI was well represented at the third annual Defense GameTech User's Conference held March 29 - 31, 2010 at the Orlando Hilton. A unique user-focused conference dealing with gaming technologies that



U.S. Army Photo/Doug Schaub

**GameTech attendees experience hands-on training at the third Defense GameTech Conference March 29 - 31, at the Orlando Hilton.**

enhance warfighter training, GameTech is held annually to provide attendees a forum to discuss the current state of gaming and virtual world technologies.

This year's conference broke the all-time

attendance record with 539 attendees, including 89 from outside the continental United States.

During the conference, Dr. Roger Smith, PEO STRI's chief technology officer, hosted Will Wright, the legendary creator of Sim City, the computer video game that opened up the world of simulation to consumers in 1985. The SimCity series is the best selling computer video game in history. Along with touring the exhibition floor and meeting Orlando Mayor Buddy Dyer, Smith hosted Wright at PEO STRI where he was briefed on the Aviation Combined Arms Tactical Trainer, the Common Driver Trainer and the Engagement Skills Trainer 2000. During his tour of Central Florida Research Park, Wright also had some hands-on fun while piloting a Longbow helicopter simulator, driving an Abrams tank simulator and testing his aim with an M-16 at the Assault Fire Range.

Besides the 24 exhibit booths where the latest gaming technology was on display, conference highlights included tutorials to maximize the attendees' ability to use game technology fielded within the Department of Defense, panels of experts and personal

classroom-style presentations, and keynote speakers representing the military and industry.

U.S. Marines Gen. James Mattis, commander of the U.S. Joint Forces Command, who spoke to attendees about the need for small unit simulation, recently shared his thoughts with the House Armed Services Committee on the importance of gaming in training.

"If we can put people through simulation, it's not so they know one way to take down an enemy stronghold, but so they know five different ways to do it," he said. "We will still have to do live fire training. It won't give us a risk-free environment. But I'm convinced, both ethically and casualties-wise, we can reduce the missteps that we are taking on the battlefield, and reduce them significantly."

Pete Marion, customer support executive in PEO STRI's Customer Support Group, who played a major role in the conference, said he couldn't be happier with the results.

"This year's conference was wildly successful," he said "I would like to bottle exactly what we did right, cork it and drink from the elixir next year." Bottoms up!

## USE IT OR LOSE IT USING THE RIGHT FILE PROTECTS YOUR CRITICAL WORK

By Richard Gregory, PEO STRI Acting Public Affairs Officer

That C:\ drive on your computer could easily stand for Crash, Catastrophe, Chance or Cancel because if your computer should Crash, you would face a Catastrophe with a good Chance it could Cancel all the files you have saved on it.

Because of that, PEO STRI's Corporate Information Office (CIO) recommends saving official working documents on the H:\ drive and shared documents on the I:\ drive. The CIO operates an enterprise backup system that saves copies of these official working files on a nightly basis.



Individuals who keep their working files on their C:\ drive only, risk the catastrophic loss of their critical work if, for example, laptops are stolen, hard disks crash and fail or a virus infects the system. The CIO has only a very limited means to recover lost data from the C:\ drive.

To protect your work and your files, ensure that updated copies are regularly kept on the H:\ or I:\ drive. When returning from TDY, make it a point to copy updated official files from your laptop to the H:\ drive.

The H:\ drive and I:\ drives are intended

for storing official documents only. Unofficial and personal documents or files should not be stored on the H:\ and I:\ drives. Due to space limitations and increased storage costs, historical files that no longer need ready access should be saved to DVDs. Personal files such as pictures and music should be deleted. The CIO encourages employees to practice regular housecleaning on the files they keep on the H:\ and I:\ drive.

If help is needed to backup files to DVD, the LAN Help Desk, at extension 4832, is available to assist.

With your assistance, following these simple rules will help drive down the PEO's IT infrastructure costs and help ensure your data is available when you need it most.

Remember to keep updated copies of the files you work with on the LAN and to archive older unused files to DVD or CD.



# HURRICANE SEASON IS BLOWING THIS WAY, ARE YOU PREPARED FOR THE STORM?

By Richard Gregory, PEO STRI Acting Public Affairs Officer

The month of June brings thoughts of vacations, outdoor barbecues and fun in the sun. Unfortunately, it also marks the beginning of the hurricane season which runs until the end of November. The six month period is one in which those who have been affected by a monsoon storm are on pins and needles closely watching the track of each storm while others are complacent about the season.

That same complacency had set in with the residents of Central Florida before the 2004 hurricane season. After all, it had been 44 years since Hurricane



Donna wreaked havoc when it crossed the state in 1960. Hurricanes Charley, Frances, Ivan and Jeanne gave them a powerful wakeup call though, inflicting more than \$40 billion in damages to homes and infrastructure.

“This year has the chance to be an extreme season,” said Joe Bastardi, of AccuWeather, who predicted 2009’s quiet season and the record-setting snowfall this winter along the East Coast. “It is certainly much more like 2008 than 2009, as far as the overall threat to the United States’ East and Gulf coasts.” The 2008 season was the

fourth busiest year since 1944 and the only year on record in which a major hurricane existed in every month from July through November in the North Atlantic.

Bastardi is calling for 15 named storms, with two or three major hurricanes making U.S. landfall. Both of those predictions are considerably above 2009’s nine named storms.

The prediction by William Gray, the well-known climatologist with Colorado State Uni-

versity, also calls for 15 named storms, but with four major hurricanes. He predicts a 45 percent chance that a major hurricane will hit the Florida peninsula.

Now is the time for everyone to follow the Boy Scout motto: Be Prepared. To ensure your family is prepared this hurricane season, the tips below are provided. For more information or to track storm activity, visit the National Hurricane Center website at [www.nhc.noaa.gov](http://www.nhc.noaa.gov).

## EMERGENCY CONTACT INFORMATION FOR PEO STRI

For the most up-to-date information on building and operational closures, PEO STRI employees should visit the following website:

<http://nawctsd.navair.navy.mil/aboutus/nsafacilitystatus/index.cfm> or call 407-380-8501, ext. 2

For shelter information or road closures, visit:

[http://floridadisaster.org/citizen\\_emergency\\_info.htm](http://floridadisaster.org/citizen_emergency_info.htm).

For general hurricane information, visit: [www.ready.gov](http://www.ready.gov).

## HOW TO PREPARE

### BEFORE THE STORM

- Know all evacuation routes if you live close to the coast.
- Have an out-of-state friend as a family contact, so all your family members have a single point of contact.
- Fully charge your cell phone and extra battery.
- Make sure all of your automobiles are filled with gas.
- Have proper tools, supplies and a first aid kit.
- Have plenty of batteries and flashlights
- Always have enough water and non-perishable food on hand to sustain you for three to seven days. Also ensure you have a non-electric can opener.
- Ensure you have sufficient cash on hand should banks close and ATMs are without power.
- Protect windows with plywood boards or storm shutters.
- Secure or bring inside lawn furniture and other loose, lightweight objects, such as garbage cans and garden tools that could become a projectile in high winds.
- Ensure a supply of water for sanitary purposes such as cleaning and flushing toilets. Fill the bathtub and other large containers with water.
- Purchase several bags of ice to keep frozen should electricity go off for an extended time.
- Determine the nearest emergency shelter should you need to evacuate.
- If called to evacuate, do so immediately.
- Consider purchasing a large tarp to cover any areas should you experience roof damage.

### WHEN A HURRICANE STRIKES

- Stay indoors during the hurricane and away from windows and glass doors.
- Close all interior doors—secure and brace external doors, including your garage door.
- Keep curtains and blinds closed.
- Take refuge in a small interior room, closet or hallway on the lowest level.
- Lie on the floor under a table or another sturdy object.
- If the eye of the storm passes over, stay indoors. The wind will soon be striking from the opposite direction.

### AFTER THE STORM

- Pay close attention to instructions from local authorities. Many times they will instruct all residents to remain in their homes until the all-clear is given.
- If electricity is out and you have a generator, DO NOT operate the generator indoors. The fumes are lethal. During the 2004 hurricane season, 167 people treated for carbon monoxide poisoning and six people died.
- Be aware of new safety issues created by the disaster. Watch for washed out roads, contaminated buildings, contaminated water, gas leaks, broken glass, damaged electrical wiring, and slippery floors.
- Inform local authorities about health and safety issues, including chemical spills, downed power lines, washed out roads, smoldering insulation and dead animals.



# A CALL FOR MENTORS AT STRI

By Marnita Harris, PEO STRI Contract Specialist and Allison Laera, Contract Specialist Intern

PEO STRI is a rapidly growing organization and a large part of the growth can be attributed to the hiring of personnel for the Acquisition Center. Interns make up a large part of the Acquisition Center, and as a result, the mentorship of interns by experienced journeymen has become a common practice among the group. Mentoring is not only a benefit for the mentee, but also for the mentor. This article intends to broaden the insight of the PEO STRI workforce so that mentorship becomes a wider practice in the organization.

## Expectations of a Mentor

A mentor is someone who takes pride in their organization, relishes challenges and understands the mission, vision, and values of the organization. This person should have a broad view of the organization's goals as well as a view of the day-to-day operations.

A mentor is a person who has expertise in essential areas identified by the mentee and is able to share their wisdom and personal experiences in a nurturing way. A mentor's main purpose is to help a mentee define individual goals, find ways to achieve goals, and then periodically review their progress attaining such goals. Since the expectations of each mentee will vary, the mentor's job is to encourage the development of a flexible relationship that responds to both the mentor's and the mentee's needs.

A mentor is someone that values learning and growth both personally and professionally. This person will also recognize the importance in networking as well as self-development.

Mentors have a positive and enthusiastic attitude and are willing to help others grow. The experiences shared are valuable and provide unforgettable insight. By providing support and encouragement, mentors serve as role models and are sources of inspiration.

## Expectations of Mentee

A mentee is someone seeking guidance from an experienced member of the workforce to help develop specific competencies and self-awareness. Mentees must have a willingness to learn from the experiences and professional attributes shared by their mentor.

Mentees should actively pursue career development and be willing to seek out and accept broader responsibility. The mentee is required to objectively evaluate their own motivation and set realistic professional goals. The mentee will benefit from the relationship with their mentor by carefully considering the advice and guidance provided and then taking action for self-improvement.

A mentee should look for a mentor that can provide support, sound advice and expertise to mentees who are feeling overwhelmed or unsure of their abilities. They want a mentor who understands their struggles and who will help keep them on the right track.

## Tips on What to Look for in a Mentor

- The most important consideration is someone you can respect. If you know someone who has accomplished goals that you admire and hope to achieve yourself, ask that person for guidance. The person should also be someone you could trust to confidentially discuss career issues.

- If your goal is to advance, seek someone about one or two grades above yourself. If you seek a mentor who is much more senior, his or her guidance may not

be as helpful as someone who has been at your level more recently.

- Look for someone who is patient and has the time to go over your goals and work with you on a career development plan.

- Look for a person who will support your needs and aspirations, who will encourage you to accept challenges and overcome difficulties, and who will motivate and inspire you to reach your full potential.

- Look for someone who is genuinely interested in people, has a desire to help others, who knows how to effectively communicate and actively listen, and is able to resolve conflict and give appropriate feedback.

- Look for a person who is self-confident and appreciates a developing individual without seeing them as a threat.

## Benefits of Mentorship

Keep in mind, mentoring is a joint venture. Successful mentoring means sharing responsibility for learning. Mentorship helps PEO STRI employees become more self-confident and competent in their career. Mentoring encourages employees to stay motivated and focused on their career. Mentors can share their understanding of personal characteristics for success in their respective career fields. Mentors can relate to the issues facing the profession and are willing to provide insight and guidance.

"Mentors have been a cornerstone of my career," said Tina Ballard, former deputy assistant secretary of the Army for policy and procurement. "They have provided me with invaluable ad-

vice and encouragement. They had faith in me personally and professionally. They shared in celebrating my successes."

Lovisa Parks, a senior contract specialist in PM TRADE stated, "You are only as good as the organization you work for and the people who you share your values and corporate culture with. I chose to help junior contract specialists because one, eventually they will be working side by side with you in the future, and two, you may end up working for them so give them a good foundation to draw experience from. It will only enrich your life and add value to your organization as a whole."

Jean Borowski, a contracting officer in PM TRADE stated, "Mentoring helps both the person mentoring and the person receiving the mentoring. As a mentor, the rewards are great. You feel a sense of accomplishment that you have helped another person reach their potential. You develop friendships that may not have happened if you were not paired up with that person."

Lesley Sullivan, a procurement analyst in the Acquisition Center stated, "I engage in mentoring as a means of giving back to the workforce. I achieve a sense of satisfaction by realizing my own growth transformation from intern to mentor thereby celebrating a new personal dimension."

Since PEO STRI is a rapidly growing organization of people with a range of experience, mentors should seek out mentorship opportunities. Everyone is welcome to participate. Mentors are needed from across the organization. If you would like to assist in the development of a growing workforce and benefit the organization by becoming a mentor, contact Marnita Harris at [marnita.harris@us.army.mil](mailto:marnita.harris@us.army.mil) or Allison Laera at [allison.laera@us.army.mil](mailto:allison.laera@us.army.mil).





# A DAY IN THE LIFE OF CONSIM: INTEGRATING LIVE, VIRTUAL, CONSTRUCTIVE

By Richard Gregory, PEO STRI Acting Public Affairs Officer

The American 9th Army was facing the German army for a battle on the Roer River. A large 16-foot square table was built and filled with sand. On this table, a scale model of the entire area, topographically perfect, was constructed and showed where the seldom-seen German armor was hiding. It gave the tankers a preview of the sort of terrain they would be fighting over. For two nights, every tanker down to the rank of sergeant fought on the sand-table battle, maneuvering their armor against the German tanks in various imagined scenarios. The year was 1944.

Fast forward to now and the planning for today's Overseas Contingency Operations. Thanks to the team of professionals at PEO STRI's Project Manager for Constructive Simulation (PM ConSim), the sand is gone, tables don't need to be built and Warfighters no longer need to move their tiny model warfighting equipment around the make-believe terrain. Instead, constructive simulation uses computers to simulate battle elements. This enables multiple levels of command and staff to perform their normal warfighting tasks in an unconstrained exercise environment.

Every day, the ConSim team is diligently working to provide operationally relevant constructive and integrated simulation envi-

ronments to train commanders and staffs from company to theater level. For a number of years, PM ConSim has been involved mainly in constructive simulations, but are now overseeing the integrated training that ties together live, virtual and constructive training systems. With these system tie-ins, a brigade commander has tremendous flexibility when he is training his battalions. If he doesn't have enough maneuver space, or if he doesn't have enough soldiers for live training, he can augment it with the other training enablers.

Led by Col. Karen Saunders, the team is responsible for Warrior Training Integration (WTI), Joint and Coalition Simulation Systems (JCSS), Joint Land Component Constructive Training Capability (JLCCTC), Synthetic Environment (SE) Core and One Semi-Automated Forces (OneSAF).

Rick Copeland, deputy project manager for ConSim, said the vision of ConSim is to be the recognized leader for providing constructive and integrated simulation environments.

"In ConSim, we have a very energetic and innovative team," Copeland said. "What we do goes further than the program management, acquisition and contracting processes. Because we have a government-led systems engineering team, we understand

the nature of our products as the product is developed, integrated, tested and fielded. This gives us a real hands-on, can-do kind of attitude within the PM shop. It makes ConSim a very appealing PM in which to work."

So, what is the daily life like for the employees who make the constructive and integrated simulation environment for our Warfighters? In a word – Busy.

"We have people doing everything in ConSim," Copeland said. "They are integrating and testing, they are fielding, and they are basically doing program management, acquisition and working closely with the [PEO STRI] Acquisition Center on contracting activities."

## Integrating and testing.

On any given day, ConSim's systems engineering team could be over at the Joint Development Integration Facility for an integration event as the subject matter experts acting as the honest broker or referee.

## Fielding.

Others on the team field products in which they will go along with PEO STRI industry partners to put systems and simulation federations out in the field. They also may have to send PM or contractor experts down range with the new software to perform new equipment training or install the computers and software to run the ever-evolving systems.

## Acquisition and Contracting.

Meanwhile, other members of the program management and contracting teams are either assisting on existing contracts or handling all of the activity involved with new contracts.

Although ConSim's team members are not located in one



U.S. Army Photo/Doug Schaub

**Col. Karen Saunders, PM Con Sim** building, their feelings about being part of one large family would make it seem they are under one roof.

Don Philpitt, deputy director of the JCSS office, is proud of his team and the contributions they make for PM ConSim.

"JCSS is relatively new to ConSim, but I believe the entire JCSS team sees itself as part of an organization that cares about its individuals and an organization they can contribute to," Philpitt said. "JCSS has represented ConSim with displays in the PEO STRI Annex entrance and had individuals selected to represent the team in the PEO STRI Employee and Team of the Quarter competitions. Though we in JCSS are not part of the core ConSim business model, we are certainly part of the ConSim family."

As the project director for a training model called the Joint Deployment Logistics Model (JDLM), which provides high-fidelity logistics training to U.S. Soldiers, Steve Bushway not only enjoys the autonomy he is given to do his job, but also feels that it's the people in ConSim who make the difference.

"I like working in ConSim because I am empowered in a way that allows me the freedom

*continued on page 9*



# VIRTUAL TRAINING DEVICES HONE RESERVE

By Col. Francisco Espallat, Project Manager for Combined Arms Tactical Trainers and Lt. Col. Jay Smith, PEO STRI National Guard Liaison

Almost every leader in the Army Reserve or National Guard can tell you a good news story about Training Aids, Devices, Simulator and Simulations (TADSS) and how they have multiplied the effectiveness of a good drill weekend's training. Those same leaders can also tell you bad news stories about how their training plans have suffered because the right training aid was not available on the weekend they needed it. If used correctly, a good training aid or simulator can improve a Soldier's skills and provide vital safety training before the Soldier is in the actual situation. TADSS can significantly reduce time spent in the field, improve training scores, reduce the cost of training, enhance unit safety and multiply the unit's chances of success in combat.

In fact, the Army is placing renewed emphasis on the use of TADSS in today's demanding training environment, especially since today's Soldiers understand the power of virtual training devices and simulators. The Project Manager for Combined Arms Tactical Trainers (PM CATT) takes a leading role in putting needed high-tech TADSS into the hands of Army Reserve and National Guard Soldiers.

Guard and Reserve Soldiers have probably used many of PM CATT's devices without knowing that a dedicated team of engineers, technicians and support logisticians stands behind those devices and simulators and is striving to improve each and every device as the Army's combat equipment improves and changes. PM CATT's mission is to manage the acquisition, fielding and life-cycle support of virtual TADSS, while stressing the need for continual improvement and support. In fact, PM CATT is currently responsible for 58 TADSS systems that are either

in the field or are being rapidly developed to meet the training needs of today's Army operations.

One of PM CATT's biggest successes has been the ongoing development and fielding of the Engagement Skills Trainer (EST) 2000. It is the high-tech equivalent of an old-fashioned shooting gallery. It allows the Soldier to practice individual marksmanship skills and combat leaders to improve their unit's collective gunnery skills. It offers a variety of engagement scenarios and records the individual Soldier's hits and misses, which provides effective feedback in unit after-action reviews. All this is safely done before a single round is fired on a live fire range. PM CATT has fielded more than 330 ESTs to Army Reserve or National Guard installations and plans to field 227 more.

Another example of PM CATT's systems is the Call for Fire Trainer (CFFT). This system allows forward observers from all units to practice their coordination with fires and effects from artillery, mortars, naval gunfire and close air support. The CFFT system can train up to 30 Soldiers in a single classroom and provide recorded feedback to each Soldier regarding his performance. A newer version, the CFFT II, was approved for full-rate production in June 2009 and will provide additional capabilities that allow for integration with other simulation systems, the capability to train for classified operations, and also enhance command, control, computing, communication and intelligence interoperability. To date, PM CATT has fielded 116 CFFTs to Army Reserve or National Guard installations and plans to field 87 more.

A recent success for PM CATT has been the fielding of more than 190 HMMWV Egress Assistance Trainers (HEAT). This

system was rapidly developed and fielded in partnership with the Red River Army Depot in Texas, in direct response to urgent demands from units supporting overseas contingency operations. This device includes a full-sized M1114 HMMWV cab and simulates the roll-over of a vehicle in combat situations, giving Soldiers hands-on practice in extracting themselves and their buddies from a crippled vehicle in a variety of roll-over angles. A key secondary safety lesson is the need for vehicle load plan-

cult to conduct at home stations where the Federal Aviation Administration air space limitations do not allow actual deployment of UAVs. This trainer allows Shadow units to virtually fly an entire mission without ever having to launch their UAVs. To date, eight SCTs have been delivered and another 17 are planned to be fielded.

One of PM CATT's biggest successes has been the ongoing development and fielding of the Aviation Combined Arms Tactical Trainer (AVCATT). The AVCATT is a mobile, transportable, multi-



U.S. Army Photo/Doug Schaub

**Soldiers train with one of many scenarios on the EST 2000.**

ning and equipment tie-down; as the simulator rolls, anything that is not properly secured becomes a projectile and gives the crew a "hard-knock" lesson. So far, 100 HEAT systems have been fielded to Reserve component units.

One key system that PM CATT has developed, and is currently fielding to Army National Guard units, is the Shadow Unmanned Aerial Vehicle (UAV) Crew Trainer. The National Guard Bureau recognized a need for a unique crew trainer and approached PM CATT with a request to build a simulator. Live UAV missions are often diffi-

station virtual simulation device designed to support unit collective and combined arms training. AVCATT provides six manned modules re-configurable to any combination of attack, reconnaissance, lift and/or cargo helicopters. There are four role player stations for battalion/squadron staff, combined arms elements, integrated threat or friendly semi-automated forces. The AVCATT has a robust exercise record and playback feature with a simultaneous after-action review capability. PM CATT has fielded nine AVCATTs to Army Reserve or National Guard installa-

*continued on page 9*

# AND NATIONAL GUARD COMBAT SKILLS

**TRAINING:** continued from page 8

tions and plans to field two more.

A new Medical Simulation Training Center (MSTC) is being fielded to a number of active and Reserve component locations. The MSTC is equipped with bleeding, breathing mannequins that give combat lifesavers and medics realistic first aid training for traumatic injuries. The mannequin is visually striking and realistically depicts massive wounds found in combat situations. If the mannequin does not receive proper first aid treatment, it simulates the pulmonary symptoms of a real casu-

Soldier wounded on the battlefield.

One of the fastest growing and most popular of PM CATT's systems currently being deployed to Reserve and National Guard units is the Games for Training (GFT) program. Gaming technology provides training for a wide variety of individual and collective tasks improving battalion and below, individual, collective and multi-echelon training. GFT is tailored for tactical and combined arms training, configured for almost any platoon in the Army's inventory. Trainees move about in a

small arms and vehicle-mounted weapons. GFT allows for enhanced skills in cultural awareness, language, improvised explosive device recognition and negotiation skills.

The simulation engine provides extremely realistic virtual environments with large, dynamic, highly detailed geo-typical terrain areas. The user-generated, geo-specific terrain allows for a more accurate troop training capability that can be combined with hundreds of accurately simulated military and civilian entities. This virtual environment enables scenario creation, real-time editing, rapid terrain development and mission rehearsal with a robust 3-D after-action review capability including a time scrollable review of the training from any point of view.

GFT fulfills a flexible, low-cost training solution that leverages commercial- and government-off-the-shelf games and advanced simulation technology, second only to costly live training opportunities. In 2009, 16 GFT systems were fielded to the U.S. Army Reserve and Army National Guard. PM CATT understands that 51 percent of the Army's manpower is found in Army Reserve and National Guard units. Not only should a proportional distribution of the Army's TADSS be delivered to these units, but Reserve component units have special needs.

In recognition of the Army Re-

serve and National Guard's need for input into the development of TADSS, PM CATT has established an Assistant Project Manager for Reserve Component Training Systems. This office will be manned by Army Reserve and Army Guard personnel who understand that the homestation environment in which Reserve component units train is significantly different than the environment found at the Army's major posts. This understanding in turn drives the demand for flexible, mobile TADSS that can be distributed to armories and readiness centers in hometowns across America.

The mission of this office is simple: advocate TADSS that are easy-to-use and maintain at local readiness centers, provide design input to achieve realistic, Reserve Soldier-friendly devices, and coordinate speedy delivery to Army Reserve or National Guard installations.

As each piece of Army hardware changes, so must the training methods and TADSS that support it. PM CATT strives to ensure that the latest virtual technologies are not only built into the current generation of TADSS, but that there is room to grow and improve these systems well into the future as the pace of today's high-tech training needs accelerate. PM CATT is firmly partnered with the Army Reserve and the National Guard and stands ready to meet the challenges of the virtual age.



U.S. Army Photo/Doug Schaub

**Soldiers enhance forward observation skills with CFFT.**

ality and its vital conditions rapidly deteriorate. The skills learned in the MSTC improve a combat lifesaver's chances to save a fellow

shared, semi-immersive, first-person environment that supports mounted and dismounted operations, combat platforms,

**CONSIM:** continued from page 7

to effectively manage the JDLM program," he said. "I also enjoy working in ConSim because of the comfortable atmosphere and can-do attitude of my peers. Most importantly, whether its contracts, budget or any other discipline, the ConSim team works hard toward a common goal. It's easy to get excited about working here."

Kristy Koenig is the manage-

ment analyst for PM ConSim, working with manpower and personnel actions, training and other duties that come her way. She agrees that the ConSim team works hard, but also has fun in the process.

"What makes me especially proud to be a part of the ConSim team is that, not only do we work hard to provide quality products to the Warfighter, but we also

give back to the local community (i.e., Relay for Life, Race for the Cure and Adopt a Family) and we have a lot of fun in the process," she said. "It is hard to not enjoy working in an organization where you feel your work matters and you laugh with your teammates every day."

PM ConSim: a family that works hard, plays hard!



U.S. Army Photo/Doug Schaub  
Rick Copeland, deputy PM Con Sim

# Let's Talk Finance:

## General Fund Enterprise Business System

By Hector Colon, PEO STRI Associate Chief Financial Manager

This article, submitted by the PEO STRI Finance Directorate, is Part I of a three-part series on the General Fund Enterprise Business System (GFEBS), one of the tools the Army is using to standardize and streamline its financial business processes. This first part covers the commercial-off-the-shelf software that is being used to develop GFEBS called Systems Analysis and Program Development, or SAP and its Enterprise Resource Planning (ERP) technology. The second part will describe GFEBS functional areas and user roles. The final part will look at PEO STRI's pre-deployment, deployment and post-deployment activities for GFEBS. Look out for subsequent issues of Inside STRI for Parts II and III of the article.

In a recent letter to Army commanders, Army Vice Chief of Staff Gen. Peter Chiarelli asked for leaders at all Army levels to embrace GFEBS saying, "we need integrated, enterprise-wide data for informed decisions." GFEBS is a web-enabled system that will allow the U.S. Army to share financial data across the service. The current deployment schedule shows that GFEBS will come to PEO STRI in October 2011, which marks the start of fiscal year 2012.

GFEBS implementation involves standardizing financial, real property, cost management and performance data. As a result, Army finance professionals will have access to timely, reliable and accurate financial information.

GFEBS will provide a single enterprise-wide system for many of the Army's financial and ac-

counting functions to include:

- General ledger
- Accounts payable
- Revenue and accounts receivable
- Funds control and budgetary accounting
- Cost management
- Financial reporting
- Real property inventory and management

In order to completely understand GFEBS, it is important to be aware of SAP Enterprise Resource Planning (ERP) software capabilities. It is a web-based system that provides the framework for GFEBS. The following points, derived from the GFEBS website ([www.gfebs.army.mil](http://www.gfebs.army.mil)) detail how the ERP system can improve organizational performance:



### Provides enterprise view of data.

Instead of having different Army activities using different systems or databases, all users operate in the same system. As a result, data is applied consistently across the enterprise. Increased efficiency is achieved when data is entered once and shared by users in different parts of the organization.



*Don't miss the second article on GFEBS functions and user roles, which will be featured in the next issue of Inside STRI.*

### Provides real-time data processing.

Many batch processes, interfaces and uploads are eliminated. Data in the ERP system is processed instantaneously. For example, the financial impacts of any transaction are immediately reflected in the general ledger rather than waiting for an interface to run.

### Standardizes business processes.

Although the ERP is capable of processing a transaction in many different ways, the organization decides on the global configuration for the solution. The Army has standardized all its financial management business processes for GFEBS. Standardized user training and efficient data exchange between Army activities could result in significant cost savings.

The ERP selected for GFEBS is a commercial-off-the-shelf software called SAP (short for Systems Analysis and Program Development).

The SAP software has undergone some major upgrades since

its initial release in 1979. It was the first integrated, enterprise-wide business application software. By the end of the 1980s, client-server architecture became popular and SAP responded with the release of its second version. In 2007, SAP released its current version that is supporting the ERP systems in GFEBS.

GFEBS development has been a complex process. It has taken systematic planning, expert consultation and a well structured approach. The GFEBS team is made of military, government and contractor personnel. The Program Executive Office for Enterprise Information Systems, PEO EIS, has program oversight. A host of subject matter experts from various Army organizations helped with the design and configuration of the end-to-end business processes and system test. They are now supporting the Army-wide deployment of GFEBS.

GFEBS is introducing significant changes to the way that financial management is conducted in the Army.

# HOLIDAYS Events

June 9-10

Training and Simulation Industry Symposium

June 12

Army Ball

June 14

Flag Day

June 17

PM Digitized Training Change of Charter

June 18

NAWCTSD Change of Command

June 20

Father's Day

## Protocol TIP OF THE MONTH

By Marge Hadbavny, Protocol Officer

### BUSINESS ETIQUETTE: IT'S ALL ABOUT RELATIONSHIPS

In business, it's more than what you know, it's about who you know. It's also based on who knows you. These tips are for growing your network of contacts:

- Practice remembering names.
- Ask the other person open-ended questions and don't talk too much about yourself.
- Look for commonalities in the other person.
- Before offering your business card to someone, always ask, "May I give you my card?"
- Make friends first; business will eventually follow.

### MEMORIES: continued from page 1

fessionally and to be involved with the development and fielding of many training systems that serve and have served our Warfighters. I have been blessed to work with an outstanding group of military and civilian acquisition professionals. I am proud to be part of this organization and to support our mission."

After completing internship training with the Department of Army Materiel Development and Readiness Command (DARCOM) at Texarkana, Texas in 1982 and a stint as a general engineer with the Test and Evaluation Command at Aberdeen Proving Ground, Pagan joined PEO STRI (then PM TRADE) in 1984. At the time, he said, the organization occupied about four "very old" buildings and



U.S. Army Photo/Doug Schaub  
Jose Pagan

some trailers at the Orlando Naval Training Center. His first assignment was as a product assurance engineer with the Technical Support and Readiness Division which was under the Product Assurance and Test Management Branch (Armor/Aviation Section). Since that first assignment, he has enjoyed several challenging positions within PEO STRI.

Pagan, like Youmans, has seen many changes over the years, but the most remarkable change to him involved stars, or at least one star.

"The most dramatic change has to be when we (PM TRADE) transformed from a single project manager office to a major command: STRICOM," he explained. "This was big! We were going to

be working for a one star general."

While the star was the most dramatic change in the organization, it doesn't shine as brightly in his memory as does the retirement of William Marroletti, a PM TRADE icon for whom the main conference room at PEO STRI is named in honor of.

"When he announced his retirement after so many years, it was hard for me to believe he was leaving," Pagan said. "He contributed a lot to the success of the organization and always demanded the best from his subordinates."

With a combined 54 years of career experience with PEO STRI, Youmans and Pagan shared their advice for those considering also making it a career.

"My advice to a young person starting out would be to find a mentor who can help them develop a long-term plan for the future and provide coaching along the way," Youmans offered. "Set ambitious career goals and monitor your progress. Be flexible. There are always opportunities for advancement...not just at PEO STRI but around the world. Volunteer for the tough assignments. Join and participate in professional associations like AUSA, AFCEA and NCMA. And finally, keep a sense of humor and have fun. Life is too short not to enjoy each day."

"I believe the newcomer needs to be proactive and take additional training to achieve Defense Acquisition Workforce Improvement Act (DAWIA) certification (Level III). I also strongly recommend they be certified in more than one career field," Pagan said. "The PEO STRI website and the Acquisition Academy's link provide a lot of useful training information. Also, the newcomer should talk to and ask questions to PEO STRI co-workers. We are community of experienced acquisition professionals and that should be the first place to go for help and support."

The year is 2010. A gallon of gas? \$2.79. A new house? At least \$170,000. A new car? \$27,950. Starting a career with PEO STRI? Still PRICELESS!





**STRI**  
ANNUAL

# ORGANIZATION DAY

APRIL 16, 2010 . RED BUG LAKE PARK

# CONGRATS!

BACK - TO - BACK  
WINNERS



**INSIDE PEO STRI**

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**Editor:**

**Kristen Dooley McCullough**  
Editor-in-Chief  
[Kristen.McCullough@us.army.mil](mailto:Kristen.McCullough@us.army.mil)

**Design:**

**Dwain Fletcher Co.**  
[CGgraphics@us.army.mil](mailto:CGgraphics@us.army.mil)

