

CELEBRATE THE HOLIDAY—DON'T MISS OUT!!!



SAME San Antonio Post Holiday Gala

Join the SAME San Antonio Post as we celebrate 2022!
December 09, 2022 · Embassy Suites · Landmark Parkway
6:00 PM · 10:00 PM (CT)

Holiday Gala Schedule

- 6:00 - 7:00** - Check-in, Mingle, Identify the Door Prize(s) You Want to Win & Enjoy Happy Hour
- 7:00 - 8:00** - Mediterranean Buffet Dinner
- 7:30** - Announcements
- 8:00 - 10:00** - Let the Fun Begin - Casino Games, Music & Dancing, Photobooth
- 9:20 - 9:40** - Drawings for the Door Prizes
- 9:40 - 10:00** - Last Call for Drinks & Dancing and Best Wishes for a Happy Holiday Season!

Go to <https://www.eventleaf.com/e/SAMEHOLIDAYGALA>



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Elections Results

Our 2022 Post Elections finished in November and the general membership elected the following:

- | | |
|----------------------------------------------------|-----------------------------|
| • 2023 Vice President & 2024 President-elect | Rene Cortez |
| • 2023 Secretary | Cassandra Price |
| • 2023 Treasurer | Sam Hutchins, F.SAME |
| • 2023-24 Resilience Director | John Enyeart, F.SAME |
| • 2023-24 STEM & College Outreach Director | Harold Eberbach |
| • 2023-24 Servicemember & Veteran Support Director | Dean Hartman |



These newly elected individuals will join previously elected 2023 Post President **Zakary Payne**, 2023 Industry-Government Engagement Director **John Baker**, Leadership & Mentoring Director **Don Gleason** and Outgoing/Past President **Joshua Graham** as our elected Officers/Directors to lead the the 2023 Post Board of Direction.

Our newly elected Officers/Directors will be installed at our January 19, 2023 Post meeting at the Old San Francisco Steakhouse.





President's Corner



Hello San Antonio Post!

We have officially entered the Holiday season and I hope you all get some well-deserved time off to spend with your family and loved ones!

Thank you to all those who voted in our elections this year. Please be sure to congratulate our newly elected officers and directors, shown on the [previous page](#), the next time you see them.

Mark your calendars for our January 19th luncheon where Charlie Perham (SAME National Vice President/President-elect) will be installing our new officers.

SAME Small Business Conference (SBC) in Nashville was a great event that broke records for attendance and first-time attendees! It was great seeing all the San Antonio faces walking around! Please be on the lookout for more information and ways to volunteer for JETC and SBC next year as both will be right here in San Antonio!

2022 YPs/Fellows Fundraising Challenge

On October 15, 2022, the SAME Foundation launched its most exciting fundraising campaign ever, the Young Professionals/Fellows Challenge. Whether you are a Young Professional, a Fellow, or just someone who cares about the future engineering leaders of our Society and our nation, we want you to participate between now and December 31, 2022. Make your donation and make your voice heard on who you think will be more responsible for the engineering leaders of the future!

Will it be Young Professionals or Fellows who lead the way...those who will grow into the future leaders, or those who will mentor and guide them in their journey? You decide...and everyone wins!

Visit <https://www.same.org/foundation/> for more information and to donate.

Lastly, I would like to invite each of you to come have fun with us at the Post Holiday Celebration on 9 December at the Embassy Suites Landmark for a casino night! Our volunteers have been working very hard to put together a wonderful night for us all to get together and have fun. This year will be a little different, so you don't want to miss it!

Thanks for all that you do, and I hope you all have a wonderful Holiday Season! I hope to see you at the Post Holiday Celebration on 9 December!

Joshua Graham

Post President





NEW MEMBERS

We would like to welcome our new members who joined or re-joined (in a new capacity) our Post from Oct 29 – Nov 30, 2022:

NAME	ORGANIZATION	TYPE
Haya Abdelaziz		Student
Thomas Braly		Student
Diana Davis		Private Industry
Shirley Dizon		Private Industry
Alfredo Garcia		Student
Michael Gund		Government
Michael Haupt		Private Industry
Marvin Miller	AFCEC	Government
Emerson Pena		Student
Hadrian Rene Rebolledo		Private Industry
Meghan Speth		Private Industry
Henry Taitano		Private Industry

We would also like to welcome our new organizational members who joined or re-joined our Post from Oct 29 – Nov 30, 2022:

ORGANIZATION	TYPE
IntegriWard, LLC	Sustaining Member Company





REVISED MEMBERSHIP STRUCTURE AND DUES

(APPROVED JULY 2021)

WHAT YOU NEED TO KNOW

The SAME Board of Direction approved changes to SAME's member structure and dues rates on July 19, 2021.

Changes will allow us to:

- Better serve and manage members at the Post and national levels.
- Simplify overly complicated membership and dues structure.
- Improve SAME's financial stability by aligning dues with the value the Society provides; aligning dues revenue closer to industry standards; and covering costs to serve members.
- Contribute to the ongoing overhaul of the membership database (Enterprise Management System).

Key Impacts of New Membership Structure

- All persons are able to engage anywhere with ease.
- Consistency between membership types.
- More engaged, active members in Posts.
- Allows for more flexibility and consistency for all individuals.
- Each member knows their status—with one data record per individual. More accurate counts of members.
- Membership operations are streamlined.
- Management of company memberships is easier and more efficient for both companies and SAME; less time is spent on administration in managing membership operations.
- Streamlines what is included in company memberships to eliminate confusion.

Individual Membership Information and Updates

- Current members pay the new rate when they come up for renewal, starting with October 1, 2021 renewals.
- New members pay the new rate upon joining, starting August 1, 2021.
- Membership includes one Post; individuals may join as many additional Posts as desired for a small fee per Post.
- Military and government civilians now pay the same rate.
- Multi-year memberships have been eliminated, including the purchase of new Life Memberships. All current LIFE members are grandfathered.
- All current uniformed members are grandfathered into their current structure until they transition out of uniform.
- All current government civilian members remain in their current structure until it expires. For example, a civilian member who recently signed up for a three-year term will not be impacted until their renewal date; then they pay the new rate.

New Individual Member Rates	
Private Industry - Regular	\$125
Private Industry - Young Prof.	\$75
Government - Regular	\$55
Government - Young Prof.	\$40
Academia/Nonprofit	\$55
Academia/Nonprofit - Young Prof.	\$40
Retired	\$55
Student	\$0
Additional Post Fee, Per Post	\$10



REVISED MEMBERSHIP STRUCTURE AND DUES

(APPROVED JULY 2021)

COMPANY / ORGANIZATION MEMBERSHIP INFORMATION AND UPDATES

SAME is committed to the vibrant relationships the Society has with its member companies and organizations—and to ensuring a transparent process in working through respective changes with each company.

For current company members, this will go into effect at the earliest with renewals beginning July 1, 2022. It is important to know: companies will have time to make decisions on their membership, as there will be no changes until a company is up for renewal. Companies will be invited to informational webinars on the changes prior to their renewal. The National Office will work with each company's primary point of contact to help them best structure their membership going forward.

Key Company Changes

- Provides more flexibility for companies and individuals.
- Eliminates company "representatives". All members will be Individual Members, including people who are paid for directly as part of a company membership.
- Allows individuals who work for a member company to buy an Individual Membership at a corporate rate.
- Eliminates multiple member records. Every member will have one record.
- Individual Members who are paid for by the member company will "own" their membership (rather than be a "representative"). They take it with them if they leave the company, then they will be billed directly on an annual basis to renew. A company can opt to add individual memberships to its corporate invoice.
- Companies will purchase people and Posts separately. This gives companies more flexibility because they can select Posts where they most want to be involved and have a corporate presence.
- Companies will not have to purchase a Post just to allow a single person to join it. The individual can join at the corporate individual rate and join the Post(s) of their choosing. Individuals can join as many Posts as desired.

New Company / Organization Dues

# of Employees	National Dues	Per Post Fee	Corporate Individual	Corporate Young Prof.
1-10	\$325**	\$80	\$95	\$60
11-50	\$650*	\$150	\$95	\$60
51-100	\$800*	\$225	\$95	\$60
101-500	\$950*	\$300	\$95	\$60
501-1,000	\$1,200*	\$350	\$95	\$60
1001-5,000	\$1,450*	\$350	\$95	\$60
5,001 +	\$1,700*	\$350	\$95	\$60
Public Agency	\$325 / 3 years*	\$80	\$55	\$40
Academic Inst.	\$325*	\$80	\$55	\$40

*includes six individual memberships

**includes three individual memberships

RELOCATING???

Did you get a new job or assignment? Or maybe there's some other reason you are or soon will be relocating away from the San Antonio area? There are many important things to think or be concerned about when moving - home, utilities, school for the kids, changing of mail address, vehicle registration and more.

Those, of course, are everybody's focus areas as they prepare for the next big step in their career or personal lives.

As you work those things in your move, it's easy to forget about your SAME membership. Things like what happens to my membership or is there a Post/Chapter where I'm relocating to may not be on the top of your list to think about and rightfully so.

So we are here to help you with your SAME membership transition. Just email us where you are moving at samesatx@gmail.com and we will help getting your membership record changed and notifying the Post/Chapter in the area you are moving to.

We value you as a SAME member and even though you may be moving away from the San Antonio area we want you to continue to receive all the benefits of membership with our great Society.



MAKING A DIFFERENCE AS A MEMBER - SUPPORT OUR SAME FOUNDATION

The SAME Foundation supports programs that introduce youth to STEM, develop emerging leaders within our membership, and increase the number of veterans transitioning into the engineering and construction workforce. The Foundation also provides a secure and beneficial repository for charitable and other bequeaths from members of the Society and the public at large.

Our nation must have a continuous pipeline of quality engineering and STEM leaders to address the complex national security and infrastructure challenges. The SAME Foundation was specifically created to attack this need by leveraging the charitable capacity of our Society and of engineering and related professions.

Contributing to our SAME foundation is your opportunity to make a difference as a SAME professional!!!

Please consider donating to the SAME Foundation at <https://my.same.org/donate>.



Post Supports Wisconsin Facilithon

On November 14, 2022 the Post STEM Coordinator Harold Eberbach and Post Fellow Dick Kochanek served as judges in a virtual Wisconsin Facilithon where they judged a student team advisor rather than students.

The Facilithon competition format is:

- Prior to meeting with the judges, the competitors take a 50 question, multiple-choice facility related quiz (worth 400 points)
- The competitors then participate in a role-playing scenario (worth 400 points) on a facility related issue.
- The competitors then participate in a no-notice Facility Management Challenge (another issue related to the scenario and worth 200 points) that they have 3 minutes to review and answer 3 preset questions about what they would do.

We encourage all members to volunteer to serve as a judge at one of the Facilithons. You can participate virtually or in-person. There will be more opportunities like this one coming up in 2023.



College Scholarships

Our Post completed yet another great year for our Scholarship Program. We awarded **13 scholarships totaling \$40,000**. We invite you to join us congratulating these extraordinary young adults!

We want to thank the Scholarship Committee for their time and dedication that is required to make this program a success. This year's committee included **Rich Galloway, John German, Steve Holt, Dick Kochanek, Bill Myers, Glen Turney, Ed VonDran, Terry Watkins, and Diane Glass**.

As part of our scholarship program, we match up a Post Member to mentor each scholarship recipient throughout the year. We also try to keep in touch with our students throughout their college career and beyond. A special thank you to our mentors!

The Scholarship Committee evaluated 19 applications from 8 Texas Universities including Texas A&M; Texas Tech; University of Texas; UT San Antonio, UT Arlington, UT Tyler, Rice University, and Baylor University. Our winners represented the first 6 Texas Universities listed with 46% bring from under-represented groups in STEM (Women, African Americans, American Indians/Alaska Natives, and Latinos).

SAME San Antonio Post scholarships are given in three categories.

1. Named Scholarships are designated for current and former members who made outstanding contributions to the Post. We awarded six Named Scholarships for \$5,000 each and a total of \$30,000.
2. General Scholarships are from the Post General Scholarship Fund. The number and amount of these awards vary each year based on the funds available and the quality of applicants. We awarded 7 General Scholarships ranging in value from \$1,000 to \$3,000 for a total of \$10,000.
3. Our High School Scholarship is from the Post General Scholarship Fund. The award is for an undergraduate scholarship in the amount of \$1,000 will be announced soon.

Here is some general information about our scholarship winners.

Named Scholarship Awards (\$30,000)

Our Named Scholarship winners represented 4 Texas Universities this year.

Joshua Stine received the Col William A. "Bill" Myers Scholarship, \$5,000. Joshua is a Senior at Texas A&M University majoring in Industrial Distribution.

Claudia Covington received the Larry Martin Small Business Scholarship, \$5,000. Claudia is a Senior at Texas A&M University majoring in Environmental Design.

Adiya Brakefield received the Thomas C. Russell Scholarship, \$5,000. Adiya is a Sophomore at the University of Texas majoring in Chemical Engineering.

Juan Pablo Ortiz received the General Edgar Jadwin Scholarship, \$5,000. Juan is a Junior at the University of Texas at Tyler majoring in Civil Engineering.

Savier Vega Silurano received the John Hill Carruth Scholarship, \$5,000. Savier is a Senior at the University of Texas at Arlington majoring in Biomedical Engineering.

Elliot Moore received the Brigadier General Hubert O. "Hub" Johnson Scholarship, \$5,000. Elliot is a Sophomore at Texas A&M University majoring in Mechanical Engineering.

General Scholarship Awards (\$10,000)

Our General Scholarship winners represented 3 Texas Universities this year.

Joseph Bresett received General Scholarship, \$3,000. Joseph is a Senior at Texas Tech University majoring in Electrical Engineering.

Aaron Cantu received the General Scholarship, \$2,000. Aaron is a Senior at UTSA majoring in Mechanical Engineering.

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College Scholarships (cont'd)

General Scholarship Awards (\$10,000)

Brennan Quick received a General Scholarship, \$1,000. Brennan is a Senior at Texas Tech University majoring in Computer Engineering.

Brandon Morris received the General Scholarship, \$1,000. Joseph is a Senior at Texas Tech University majoring in Mechanical Engineering.

Redmon Warmesley received General Scholarship, \$1,000. Redmon is a Junior at Texas Tech University majoring in Mechanical Engineering.

Matthew McGee received the General Scholarship, \$1,000. Matthew is a Junior at Texas A&M University majoring in Civil Engineering.

William Scott received a General Scholarship, \$1,000. Hagan is a Senior at Texas A&M University majoring in Mechanical Engineering.

Thank you to the San Antonio Post for supporting our Scholarship Program.

Diane Glass
Director, Scholarship Committee



TAMU SAME Student Chapter Meeting

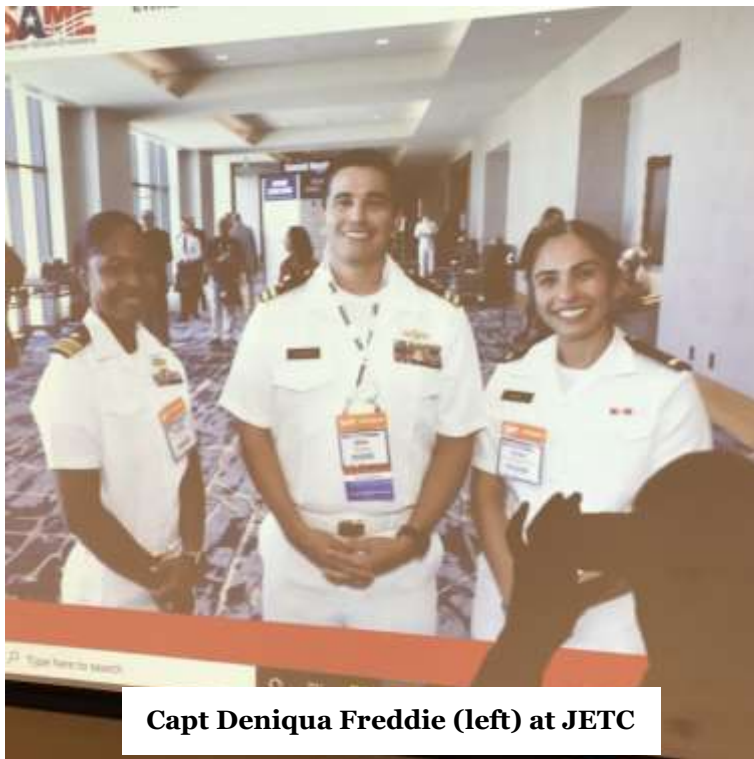
On Thursday night November 10, 2022, at 6:30 pm, Faculty Advisor Dr. John Walewski welcomed ten (10) Texas A & M University students to the first meeting of the SAME Student Chapter for the 2022-2023 school year. Also present were representatives of the Houston-Galveston (H-G) and San Antonio (SA) Posts, including Wendall "Buddy" Barnes and Justin LaPorte from H-G Post, John German from the SA Post, and Trey Morgan from the Architecture Department (representing Dr. Pat Suermann, the Interim Dean of the College of Architecture and our Post STEM & College Outreach Director).

Dr. Walewski, Mr. Barnes, and Mr. German then briefed the students about the Student Chapter and its leaders, goals, and history; about the role of the Houston-Galveston Post since the 1940's and its current goals and operations; and the connection of the San Antonio Post and its ability to assist the Student Chapter and its members and work in coordination with the H-G Post to facilitate meetings and Chapter activities. Buddy Barnes also explained the connection to the national SAME organization. Buddy served recently as the SAME President. Discussions then occurred related to the need to elect additional officers, to complement Coy Garner, the current President; the likelihood of having at least three meetings in the Spring Semester; and the opportunity to attend the SAME Joint Engineering Training Conference (JETC) to be held in San Antonio on May 2-4, 2023.

As a matter of interest, Dr. Walewski pointed out that the SAME national website includes a photo of three students attending the JETC conference in 2022. One of those is Captain Deniqua Freddie, the President of the TAMU Student Chapter last year.

Following this meeting, the students were invited to share pizza and soft drinks provided by Dr. Walewski and Justin LaPorte from the H-G Post. Personal conversations between participants ensued as the meal was shared. At the end of the meeting, Dr. Walewski, the Student Chapter Faculty Adviser, stated that the next meeting would be in late January. A plan to present the SAME Bliss Medal to Dr. Pat Suermann was rescheduled until the following day due to a conflict in his schedule.

Following are the related photos:



Capt Deniqua Freddie (left) at JETC



Dr. Walewski Briefs Attendees

(continued next page)

College Outreach

TAMU SAME Student Chapter Meeting (cont'd)



Chapter Meeting Participants



**Past SAME President Buddy Barnes
Briefs Attendees**



UTSA Student Chapter Event

The UTSA Student Chapter held an event at the Chicken and Pickle on Friday November 18 to celebrate their winning the Distinguished Student Chapter Award. There were about 13 people attending and they had a table inside the facility as it was a little chilly that evening. Unfortunately the pickle ball courts were all reserved so no pickle ball was played.

The event started at 5:00 PM and went past 7:30 PM with a lot of great discussion and camaraderie. One item discussed was increasing the Post scholarship applications from UTSA by getting something started to begin the application process in the spring with several attendees indicated they would be interested in doing so. Post member Terry Watkins, the Chapter's mentor, left around 7:30 PM after everyone had ordered/received all of their food and non-alcoholic beverage.

The event went well and all attendees had a good time and stayed around after Terry left. All that were present thanked the Post for hosting and sponsoring this event. This was the largest gathering Terry has seen from the UTSA student chapter since being the mentor, so hopefully it will help leverage more interest in and additional growth for the Chapter.



Leadership & Mentoring

SAME San Antonio Leadership Lab Digging Deep – Self-Awareness

What is your passion? Why does finding it matter?

Surveys found 86% of people are disengaged at work. Surveys also found 86% of people don't know what their passion is. Is there a correlation – I think so!

This month we brought in strategic planning expert John Knotts, to talk the Ikigai model of how to find your passion. John led the students through brainstorming and worksheets to identify their goals and how to create plans to obtain them.

Merrick sponsored our luncheon and meeting, with Dave Yang discussing Merrick and his experience with SAME, including being a San Antonio Post Past President.



Book discussion - this month we initiated discussion of the book Crucial Conversations. The authors' premise is these conversations happen when stakes are high, there are opposing opinions and strong emotions exist. These happen at work, at home, in the church, wherever people are. Our purpose is to raise awareness of how we fall into bad habits in these conversations (we suck) and provide them tools to improve the approach and hence the results. It makes a huge difference in happiness, job satisfaction, retention and team / individual performance.

Does this skill resonate with you. Plan to join our next class in Sep 2023 – take the step!

For more information, please contact the 2022-23 **Leadership Lab Co-Directors: Don Gleason and Cathy Bond** at samesaleadlab@gmail.com. Their information is on the Post website at <https://classic.same.org/satx> under Leadership.

“The Mission of the Leadership Lab is to equip leaders so they can lead with confidence, integrity, and accountability wherever they are in the organization.”

Leadership & Mentoring

Leader Development is a key part of the 2020-2025
SAME Strategic Plan under
Goal 3: Develop Leaders for the Profession.

How are you investing in your personal growth, leadership development, professional success?

Fact – most people don't, and the results show. People leave leaders, not the companies. People become disengaged because of poor leadership.

There is one more chance this year to uplevel your leadership skills. The SAME National Leadership Development Program (4th class) – the applications deadline has been extended to Dec 7.

- Term - May 2023 – May 2024
- Monthly virtual book discussions and leader presentations
- Gathering at SAME JETC in May 2023 and May 2024, plus SBC in Nov 2023

The goal is to identify and cultivate talent from within the SAME membership to address the nation's grand challenges. Participants explore individual strengths and team dynamics. They learn from multiple speakers and study various leadership texts/videos.

The program supports the development of the next generation of world class military, government, civilian, and industry leaders for the Post, Region, Society and our Nation.



For more information, please contact the 2022-23 **Leadership and Mentoring Director: Don Gleason** at dgleason2009@hotmail.com. His contact information is on the Post website at <https://classic.same.org/satx> under Leadership and Mentoring.

Take the step, invest in yourself, bet on your future! You will never regret doing so!



502D Air Base Wing Direct Hiring Event

Tuesday, 6 December 2022, 9:00am-3:00pm

Rosenberg Skyroom at the University of the Incarnate Word
847 East Hildebrand Avenue, San Antonio, TX, 78212

1. Register for the event on Eventbrite or scan QR Code
<https://www.eventbrite.com/e/jbsa-direct-hiring-federal-career-fair-tickets-459102607257>
2. Prepare your resume. ALL RESUMES MUST BE SAVED as a PDF or Word.doc and you **must** name the file as: **First Name-Last Name-Industry**. Example: Joe-Smith-Human Resources
3. Email your federal resume to 802fss.fsc.jbsarecruiter@us.af.mil
Please type in the Subject Line of Email: **Hiring Fair**

Job Seekers
Register Here



SCAN ME

Send Resume
Here



SCAN ME

Event Volunteers
Sign-up



SCAN ME

Vendors
Send Email Request



SCAN ME

We Are Hiring For (some positions are supervisory):

*Law Enforcement *Engineering *Architects *Facility Service Assistant *Electricians *Plumbers
*Masonry *Carpenters *Maintenance Workers *Maintenance Mechanics *Pest Control
*AC Equipment Mechanic *Material Handlers *Motor Vehicle Operators (Must have CDL)
*Childcare Providers.

- Seeking non-profit organizations that assist veterans, transitioning service members and their families, & civilians
- Seeking volunteers to assist with the event set-up and assisting during the event

JBSA



JOB FAIR

BROUGHT TO YOU BY TAP AND TEXAS VETERANS COMMISSION

DATE:

December 8, 2022

Time:

1000 - 1400

Location:

Joint Transition Readiness Center (TAP Office)
3931 Okubo Barracks, Building 3639
Fort Sam Houston 78234

QR Code for Job Seekers



**REGISTER
NOW!!**

60 Employers, 20 Employment and
Services Groups, Static Display

- Tesla
- Toyota
- Christus Health
- Black Rifle
- Black Box
- FBI
- USAA
- Cox Automotive
- Raytheon
- And More

210.916.7322

allison.n.nedorosik.ctr@army.mil

Indigenous Airmen Reflects, Shares Heritage

(AF CE Weekly Email Nov 29)



The DAF celebrates National American Indian Heritage Month every November to recognize the rich culture and talent brought to the Air Force by service members and employees who identify as indigenous people of the United States. In this photo, SSgt Tranpas Hooke, 52 CES Fire Alarm Systems noncommissioned officer in charge, shows off traditional Apache jewelry at Spangdahlem AB, Germany. SSgt Hooke's family, heritage, and community shaped him into the Airman he is today. Whether it's mentoring Airmen on how to be the best they can be or educating those around him on Native American culture as a member of the Indigenous community, Hooke understands the importance of educating those around him. (USAF photo by A1C Marcus Hardy-Bannerman)

AFIMSC Programs Help Military Families Thrive

(Nov 15 AF CE Weekly email by AFIMSC Public Affairs)

JOINT BASE SAN ANTONIO-LACKLAND, Texas -- The Air Force Installation and Mission Support Center and its subordinate units deliver morale, welfare and recreation programs, activities and infrastructure to build and sustain ready and resilient Airmen, Guardians and families.

Many of the programs, missions and initiatives are closely associated with the Five and Thrive initiative that launched in 2021.

The initiative, developed by Sharene Brown, wife of Air Force Chief of Staff Gen. CQ Brown, Jr., and a diverse group of spouses on her Thrive Team, increases focus and attention on the top five quality of life challenges military families face.

The challenges – childcare, education, healthcare, housing and spouse employment – are directly tied to military family readiness, resilience and retention of the force, as are numerous supporting pillars such as the Airman's Attic, exchange stores, commissaries, fitness centers, libraries, legal assistance and sexual assault response coordinators.

During Military Family Appreciation Month, here's a look at some of the ways AFIMSC supports Five and Thrive challenge areas.

CHILDCARE

- The Air Force Services Center's Child Development Program provides accessible, accredited and affordable childcare services to meet the developmental needs of children in a healthy, safe and nurturing environment. Programs include full-time, hourly, part-day enrichment and Give Parents a Break care options.
- AFSVC's Youth Programs provide for positive youth development for those 6-18 years old through things like school-age care, youth sports and fitness, teen programs, Science, Technology, Engineering and Math initiatives, and residential youth camps.
- AFSVC's Family Child Care Program provides flexible care options for children in a small setting environment with personalized service. More than 365 certified FCC homes, located on or off installations, support parents with different schedules, family needs and mission demands.
- With its new childcare offset policy, AFSVC is helping installation childcare programs recruit and retain exceptional staffs. Through this initiative, childcare is more affordable and accessible to providers, allowing for expanded hours and services for military families.

EDUCATION

- AFSVC's DAF-wide School Liaison Program serves as a critical link between installations, schools and military-connected families.
- More than 90 SLP managers provide education advocacy and support for students in pre-k through grade 12.
- Liaisons provide resources, build partnerships and advocate to help students thrive academically, socially and emotionally, regardless of duty station, deployments or transition status.

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AFIMSC Programs Help Military Families Thrive (cont'd)

HEALTHCARE

- Through its respite childcare care program, AFSVC offers additional childcare support for families in the Exceptional Family Member Program, providing up to 40 hours of care per month for the exceptional family member and siblings up to 13 years of age at installations with qualified providers.
- AFIMSC's Chaplain Services provides an enterprise view of Chaplain Corps programs and services that help establish trusted connections to feed the spiritual, ethical, moral and religious needs of Airmen, Guardians and their families. They do this through privileged counseling, unit engagements, leadership advisement, and worship, rites and liturgies.
- The Air Force Installation Contracting Center directly supports the health and wellness of Airmen, Guardians and their families through its operational acquisition programs. This includes securing contracts for COVID testing and supplies during the recent pandemic, expanding employee assistance programs and fielding virtual reality suicide prevention training to save lives.

HOUSING

- The Air Force Civil Engineer Center manages more than 70,000 privatized homes and 100,000 dormitory bed spaces on or in close proximity to installations. It recently established the housing advocacy program to ensure residents have a liaison to help them when problems or concerns arise. The advocates also escalate issues directly with installation leadership when necessary to find solutions for the benefit of everyone concerned.
- AFCEC further supports the Air Force family through the construction and renovation of everything from fitness centers and dining facilities to temporary lodging facilities and chapels.
- AFIMSC's Resource Management Directorate processes more than 230,000 travel vouchers annually valued at \$500+ million. This ensures Airmen, Guardians and families on the move receive timely payment of expenses incurred as a result of permanent change of station moves, or emergency evacuation or relocation following a natural disaster.

SPOUSE EMPLOYMENT

- AFIMSC provides employment opportunities to military spouses in areas that support morale, welfare and recreation, and sustainment globally.
- AFSVC conducts hiring programs for nonappropriated fund positions across the enterprise and manages the retiree investment portfolio for more than 17,500 NAF employees.

SUPPORTING PILLARS

- Across the Department of the Air Force, the AFSVC-managed library program offers Airmen, Guardians and their families access to a wide variety of printed and downloadable books, audiobooks, music and videos.
- Fitness center programs, managed by AFSVC, support 5,000 recreational programs to help Airmen and Guardians stay fit, resilient and ready.
- The fitness centers offer state-of-the-art equipment and access, delivering standardized, high-quality facilities and programs at more than 170 fitness centers at 85 installations.

Honors Gallery

Post Member Receives SAME Award

Our Post SB Coordinator, **Rene Cortez**, who was selected for the **2022 Post Small Business Liaison Officer (PBSLO) Award**, received the award at the November 2022 SAME Small Business Conference. The award recognizes the PSBLO whose leadership, support and activities best exemplifies the mission of the SAME Small Business Community of Interest at the Post level. See award presentation photo below to Rene by SAME President Cynthia Lincicome, F.SAME.



Honors Gallery

Thank You to Post from Endowed Scholarship Winner

5720 Homewood Road
Pensacola, FL 32504
850-221-2761
jeffreys01@tamu.edu

26SEP2022

President, S.A.M.E. San Antonio Post
20770 US Hwy 281 N
Ste 108, PMB 451
San Antonio TX 78258

Dear Sir or Madam,

The purpose of this letter is to express my sincere appreciation for your Corps of Cadets Scholarship. Your generous support means a great deal to me and my family.

I graduated from Pensacola High School in Pensacola, Florida. While in high school I participated in the Air Force Junior Reserve Officer Training Corps and the Varsity Cross Country Team. I also worked for Walmart Supercenter as a Fresh CAP 1 Associate. Both of these experiences led me to joining the Corps of Cadets at Texas A&M University to eventually pursue a commission into the United States Air Force.

I am a senior in Squadron "Hellcat" 21. I am also involved in the Air Force Reserve Officer Training Corps as the current Director of Staff of Gamble Wing within Detachment 805. I am also an active member of Parsons Mounted Cavalry as the Training Sergeant in which I am responsible for developing sophomores to become tomorrow's Cav Jocks with horsemanship. At the outfit level, I am currently the Public Relations officer in Squadron 21.

I am majoring in Industrial and Systems Engineering and hope to pursue a career in the United States Air Force within the Aviation Field. The Corps of Cadets and AFROTC both have provided me opportunities to develop and grow as an individual and as a leader before I commission into the U.S Air Force.

I would be honored to meet with you and thank you in person whenever you come to campus. My contact information is above.

Once again, I would like to extend my sincerest gratitude to you as the recipient of your Corps Scholarship. Thank you for your support.

Sincerely,



Jeffrey A. Sutherland '23
Squadron "Hellcat" 21

Honors Gallery

November 17 Post Meeting (Old San Francisco Steakhouse)

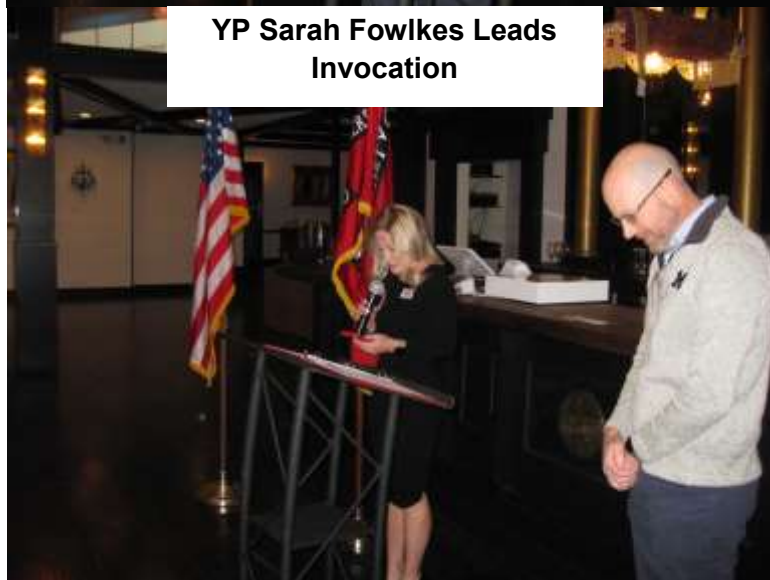
**Past President Dave Pratt
Opens Meeting**



**Audience Enjoys Networking
Time**



**YP Sarah Fowlkes Leads
Invocation**



**Director John Baker Introduces
Guest Speaker**



**Speaker Melea Crouse
Briefs on USACE SWD Programs**



**Dave Presents Speaker Gift
to Melea**



SAME & Other Activities

(see <https://classic.same.org/Get-Connected/Find-a-Post/San-Antonio/Events> for Post Events)

(see <https://classic.same.org/calendar> for SAME Events)

- Dec Veteran Events - see [page 26](#)
- Deadline for SAME Leader Position Nominations, Dec 15 - see <https://www.same.org/about-same/governance-policies/leadership-nominations/>
- Deadline for SAME LDP Applications, Dec 7 - see <https://www.same.org/career-leadership/leader-development-program/>
- Post Holiday Celebration, Dec 9, Embassy Suites Landmark – see [page 1](#) and <https://www.eventleaf.com/e/SAMEHOLIDAYGALA>
- SAME Career Transition Workshop, Jan 17 - Feb 16 (virtual and in-person) - see <https://www.same.org/event/career-transition-workshop/>
- Post Meeting, Jan 19, Old San Francisco Steakhouse
- Post Meeting, Feb 16, Old San Francisco Steakhouse
- 2023 Post Small Business Market Research Fair, Mar 1-2, Embassy Suites Landmark
- Post Meeting, Apr 20, Old San Francisco Steakhouse
- 2023 Post E&M Fund Golf Tournament (with 2023 JETC), May 1, Quarry Golf Course
- 2023 SAME Joint Engineer Training Conference & Expo (JETC), May 2-4, San Antonio
- Post Meeting, Jun 15, Old San Francisco Steakhouse
- Post Meeting, Aug 17, Old San Francisco Steakhouse
- Sep Joint CMAA-Post Breakfast Meeting on Professional Ethics, Petroleum Club
- Post Meeting, Oct 19, Old San Francisco Steakhouse
- 2023 SAME Small Business Conference, Nov 1-3, San Antonio
- Dec Post Holiday Celebration



JBSA ALLIANCE PARTNERS & EVENTS

DEC 2022

HIRING EVENTS

Dec 6 (0900-1500): 502 ABW Direct Hiring Event at University of the Incarnate Word

Register at: <https://www.eventbrite.com/e/jbsa-direct-hiring-federal-career-fair-tickets-459102607257>

Dec 8 (1000-1400): TAP Job Fair

Located at 3931 Okubo Barracks, Bldg 3639 (FSH TAP Building)

NON-HIRING EVENTS

Dec 2 (1300-1500) Federal Resume Workshop (Virtual on MS Teams)

Register at: <https://www.eventbrite.com/cc/federal-resume-workshops-13652169>

Dec 2 (1800-2100): EFMP 6th Annual All is Galm Holiday Celebration at JBSA LAK Arnold Hall

To register, contact the EFMP office at 210-671-1812

Dec 5 (0930-1200) Federal Resume Workshop @ Walzem American Job Center

Register at: <https://www.eventbrite.com/cc/federal-resume-workshops-13652169>

Dec 6 (0830-1030): In person Alliance Meeting at RBFCU

Register at: <https://JBSAHolidayRBFCU.eventbrite.com>

Dec 15 (1900-2000): Spouses Transition Too Chat (hosted by UT Austin - Veteran Spouse Network)

Register at: <https://tzchatspouses.eventbrite.com>

Dec 29 (1200) Let's Discover the World: Travel Benefits (hosted by UT Austin - Veteran Spouse Network)

Register at: <https://TravelBenefits.eventbrite.com>

JBSA MILITARY & FAMILY READINESS CENTER CALENDAR OF EVENTS



M&FRCs provide all inclusive assistance, employment assistance, financial assistance, and transition assistance for active duty, spouses, dependent children and veterans.

JBSA TRANSITION ASSISTANCE PROGRAM (TAP) ALL CLASSES OFFERED MULTIPLE TIMES MONTHLY AT EACH LOCATION

CONTACT YOUR M&FRC/TAP CENTER TO REGISTER

LACKLAND - (210) 671-3722
FT SAM TAP - (210) 916-7322
RANDOLPH - (210) 652-5321

"WE ARE STRONGER TOGETHER"
#JBSAALLIANCE



happy
holidays

2022 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <u>Joshua Graham</u>	(330) 518-8701	HDR, Inc.
<i>Vice President €</i> <u>Zakary Payne</u>	(210) 213-1888	Matrix Design Group, Inc.
<i>Treasurer (E)</i> <u>Sam Hutchins</u> , F.SAME	(210) 207-6940	
<i>Secretary (E)</i> <u>Sarah Fowlkes</u>	(512) 329-0031	AmaTerra Environmental
<i>Director, Industry Government Engagement 2022-23 (E)</i> <u>John Baker</u>	(210) 872-1705	LAN, Inc.
<i>Director, Resilience, 2022 (E)</i> <u>Miyoung Squire</u>	(210) 885-9270	Broadbent
<i>Director, Leadership & Mentoring, 2022-23 (E)</i> <u>Don Gleason</u>	(210) 216-0965	Achieve New Heights LLC
<i>Director, STEM & College Outreach, 2022 (E)</i> <u>Patrick Suermann</u>	(979) 458-3477	Texas A&M University
<i>Director, Servicemember & Veteran Support 2022 (E)</i> <u>David Yang</u> , F.SAME	(210) 446-4315	Merrick & Company
<i>Immediate Past President</i> <u>David Pratt</u>	(210) 216-8561	Parsons
<i>Assistant Secretary (A)</i> <u>Cassandra Price</u>	(210) 323-4125	Cherokee Nation Mgt & Consulting
<i>Assistant Treasurer (A)</i> <u>Diane Glass</u>	(210) 355-1355	Freese and Nichols
<i>Director, Young Professionals (A)</i> <u>Amanda Navarro</u>	(210) 446-4320	Merrick & Company
<i>Director, Fellows (A)</i> <u>Glen Turney</u> , F.SAME	(210) 317-5448	HDR, Inc.

Post Board Organization Chart

2022 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>Director, Individual Members (A)</i> <u>Ed von Dran</u>	(210) 930-2834 ext 2012	Alpha Terra Engineering, Inc.
<i>Director, Sustaining Members (A)</i> <u>Michele Torres</u>	(703) 593-4407	HFS Company
<i>Military Enlisted Affairs Liaison (A)</i> <u>SSgt Brittany Kennedy Smith</u>		668 ALIS
<i>Director, Scholarships (A)</i> <u>Diane Glass</u>	(210) 355-1355	Freese and Nichols
<i>K-12/STEM Outreach Coordinator (A)</i> <u>Harold Eberbach</u>	(210) 995-2822	KMEA
<i>SAME E&C Camp Coordinator (A)</i> <u>Capt Varsha Savalia</u>		Public Health Service
<i>College Outreach Coordinator (A)</i> <u>Roger Clarke</u>		AFCEC
<i>Univ of Texas Student Chapter Mentor (A)</i> <u>Rich Galloway</u>	(512) 913-0355	EA Engineering, Science & Technology
<i>Assist Univ of Texas Student Chapter Mentor (A)</i> <u>Lily Cartwright</u>	(512) 419-6419	AECOM
<i>Texas A&M Student Chapter Mentor (A)</i> <u>John German</u>	(210) 621-5889	Retired
<i>UT San Antonio Student Chapter Mentor (A)</i> <u>Terry Watkins</u>	(210)403-6329	Jacobs
<i>Small Business Coordinator (A)</i> <u>Rene Cortez</u>	(210) 286-8120	Jacobs
<i>I-WEPTAC Support Coordinator (A)</i> <u>Bonnie Hopke</u> , F.SAME	(210) 495-7744	FPM Remediations, Inc.
<i>Servicemember & Veteran Support Coordinator (A)</i> <u>Mike Monreal</u> , F.SAME	(210) 845-5515	Broadbus & Associates

Post Board Organization Chart

2022 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	EMAIL
<i>Servicemember & Veteran Transition Coordinator (A)</i> <u>Markus Henneke</u>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <u>Don Gleason</u>	(210) 216-0965	Achieve New Heights LLC
<i>Leadership Lab Co-Director (A)</i> <u>Cathy Bond-Cassidy</u>	(210) 683-0392	Bold Concepts
<i>Website Manager/Newsletter Editor (A)</i> <u>Dick Kochanek</u> , F.SAME	(210) 884-9731	Retired
<i>Social Media Coordinator (A)</i> <u>Amy Shirlberg</u>	(210) 452-6626	Spec Pro Services
<i>Awards Committee Chair (A)</i> <u>Dick Kochanek</u> , F.SAME	(210) 884-9731	Retired
<i>Golf Chair (A)</i> <u>Michael Beach</u>	(830) 816-5434	Broadbent and Associates.
<i>Holiday Celebration Chair (A)</i> <u>Hilda Quinones</u>	(210) 896-8711	Q&A Diversified LLC



Post Board Organization Chart

Post Sustaining Members

as of November 30 Rosters

Company/Agency	Website
#	
A	
AECOM	http://www.aecom.com
AG Development Group, LLC	http://agdgllc.com
AGCM, Inc.	https://www.agcm.cc
AHTNA Consulting Company	http://aeiak.com
Ally General Solutions, LLC	http://www.allygeneralsolutions.com
Alpha Facilities Solutions, LLC	www.alphafacilities.com
Alpha Terra Engineering, Inc.	http://atei97.com
American Structurepoint Inc.	https://www.structurepoint.com
Aptim Federal Services, LLC	http://www.aptim.com
ARA	https://www.ara.com
ATKINS	https://www.atkinsglobal.com
B	
B2Z Engineering, LLC	https://b2zeng.com
Baer Engineering and Environmental Consulting Inc.	http://baereng.com
Bain Medina Bain, Inc.	http://www.bmbi.com
Battelle	https://www.battelle.org
BB&E Consulting Engineers Professionals	http://www.bbande.com
Benham Design LLC	http://www.benham.com
Bhate	http://www.bhate.com
Black & Veatch Special Projects Corp.	https://www.bv.com
Booze Allen Hamilton, Inc.	http://www.boozallen.com
Bristol Industries	http://www.bristol-companies.com/services/engineering
BSI Group America Inc.	https://www.bsigroup.com/en-US/
Burns & McDonnell	http://www.burnsmcd.com
C	
CAPE	http://www.cape-inc.com
Cavalry Consulting, Inc	https://www.cavalryconsulting.com
CCI General Contractors, LLC	http://www.cci-alliance.com/home/
CDM Smith	http://cdmsmith.com
CHA Consulting Inc.	http://www.chacompanies.com
Cherokee Nation Businesses	http://cherokeetonationbusinesses.com
City of San Antonio Public Works	https://www.sanantonio.gov/PublicWorks

Post Sustaining Members

as of November 30 Rosters

City of San Antonio - Aviation Dept	https://www.sanantonio.gov/aviation/
CLEAN AIR ZONE Inc.	https://www.cleanairzone.com
College of Architecture, Texas A&M	https://www.arch.tamu.edu
CP&Y, Inc.	http://www.cpyi.com
CTI and Associates, Inc.	http://cticompanies.com
Cushing Terrell (CTA Inc.)	https://www.cushingterrell.com
Cynergy AEC	https://www.cynergy.com/
D	
Dawson Technical, LLC	http://www.dawson8a.com
Deloitte	https://www.deloitte.com
Desert Concepts Energy & Environmental Inc	https://desert-concepts.com/
Design Build Consortium, LLC	https://www.manta.com/c/mb4ypf0/design-build-consortium-llc
E	
EA Engineering, Science, and Technology, Inc., PBC	http://www.eaest.com
Eaton Corporation	http://www.eaton.com/Eaton/index.htm
ECC	http://www.ecc.net/2010/
EEA Consulting Engineers	https://www.eeace.com
Emerging Compounds Treatment Tech	https://www.ect2.com
Encotech Engineering Consultants	http://www.encotechengineering.com/site/sections/6
F	
FLUOR	http://www.fluor.com/pages/default.aspx
FPM Remediations, Inc.	http://www.fpm-remediations.com
Freese and Nichols, Inc.	https://www.freese.com
G	
Garver	https://garverusa.com
Gordian	https://www.gordian.com/
H	
Halff Associates, Inc.	https://www.halff.com
HB&A	https://www.hbaa.com/
HDR	http://www.hdrinc.com
Health Facility Solutions Company	http://hfscompany.com
Hydrogeologic, Inc.	https://www.hgl.com

Post Sustaining Members

as of November 30 Rosters

I	
IAG	https://i-a-g.net
IMEG Corp.	https://www.imegcorp.com
IntegriWard, LLC	https://integriward.com/
International Consulting Engineers	https://www.icengineers.net
Intertek PSI	https://www.psiusa.com
J	
J&J Worldwide Services	https://www.jjwws.com
Jacobs	http://www.jacobs.com
Jensen Hughes	https://www.jensenhughes.com
K	
KBR	http://ww2.wyle.com
Kleinfelder	https://www.kleinfelder.com
KMEA	http://www.kmea.net
KOMAN Government Solutions	http://komangs.com
L	
Leidos	https://www.leidos.com
LEO A DALY	http://www.leoadaly.com
LJB Inc.	https://www.ljbinc.com
LMI	http://www.lmi.org/en/HOME
Los Alamos Tech Assoc, Inc. (LATA)	http://www.lata.com
LRS Federal LLC	https://www.lrsfederal.com
M	
M2 Federal Inc.	https://m2federal.com
Matkin Hoover Engineering & Surveying	http://www.matkinhoover.com
Matrix Design Group	https://www.matrixdesigngroup.com
Mead & Hunt, Inc.	https://meadhunt.com
MECX, Inc.	http://www.mecx.net
Medina Consulting Company, Inc.	http://www.medinacci.com
Merrick & Company	http://www.merrick.com
Michael Baker International, Inc.	http://www.mbakintl.com
MOCA Systems, Inc.	http://www.mocasystems.com
Moose Engineers	http://www.mooseengineers.com/
N	
NAVARRO	https://navarro-inc.com
North Wind Group	https://www.northwindgrp.com

Post Sustaining Members

as of November 30 Rosters

O	
Oneida ESC Group	http://otie.com
P	
P. Engineering PLLC	https://opencorporates.com/companies/us_tx/0804026927
Page	https://pagethink.com
Parsons	https://www.parsons.com/pages/default.aspx
Perini Management Services, Inc.	http://pmsi.tutorperini.com
PIKA International	http://www.pikainc.com
Pond & Company	https://www.pondco.com
Protection Engineering Consultants	https://www.protection-consultants.com/
Q	
QRI/Quaternary Resource Investigate	https://qri.com/
R	
RS&H	http://rsandh.com
RSP Architects Ltd	https://rsparch.com
S	
SES Group of Companies	https://eteba.org
SIA Solutions LLC	https://www.siasolutions.com/
Siemens Industries, Inc.	http://www.usa.siemens.com/intelligent-infrastructure
Slay Engineering	http://www.slayengineering.com
Stanley Consultants Inc.	http://www.stanleyconsultants.com
Stantec, Inc.	http://www.stantec.com
Steelcase, Inc.	https://www.steelcase.com
Street Legal Industries, Inc.	http://www.slind.net
Surveying and Mapping, LLC	https://www.sam.biz
SWCA Environmental Consulting	https://www.swca.com
T	
Tanaq Environmental LLC	https://tanaq.com/
Terracon Consultants, Inc.	http://www.terracon.com
Tetra Tech, Inc.	http://www.tetrattech.com
The Akana Group Inc.	https://theakanagroup.com

Post Sustaining Members

as of November 30 Rosters

T	
Tigerbrain Engineering, Inc.	http://tigerbrain.com
Trihydro Corporation	https://www.trihydro.com
U	
USFS LLC	https://usfscompanies.com
V	
Vectrus	https://www.vectrus.com/
Versar	https://www.versar.com
W	
WAI Construction Group, LLC	http://www.buildwithwai.com/
Walter P. Moore	https://www.walterpmoore.com
WestEast Design Group	www.westeastdesign.com
Weston Solutions, Inc.	http://www.westonsolutions.com
Wood, PLC	https://www.woodplc.com/
Woolpert, Inc.	http://woolpert.com
WSP	https://www.wsp.com/
Z	

