



2024 SAME San Antonio Post Small Business Market Research Fair & Scholarship Golf Tournament

March 4 - 6, 2024

https://www.eventleaf.com/e/2024_SBMRF_and_Golf_Tournament

Please join us for the San Antonio Post's 2024 Small Business Market Research Fair (SBMRF) and Scholarship Golf Tournament. Our conference will be held at the Embassy Suites at 5615 Landmark Parkway (I-10 and 1604), San Antonio, 78249. The Golf Tournament will be at Canyon Springs at 24405 Wilderness Oak, San Antonio, 78260.

March 4 (Monday) - All activities at Embassy Suites

- 8:00am - 4:00pm - Sponsor/Exhibitor Set-Up, Registration, & Sponsor & Exhibitor 1-on-1 signups
- 1:00pm - 4:30pm - Leadership Briefings
- 4:30pm - 7:00pm - Small Business 1-on-1 signups
- 4:30pm - 7:00pm - Welcome Social & Networking

March 5 (Tuesday) - All activities at Embassy Suites

- 7:00am - 12:00pm - Industry-Government Engagement Sessions, including 1-on-1 networking sessions with Government representatives
- 8:00am - 12:00pm - All Businesses 1-on-1 signups
- 5:00pm - 7:00pm - Networking Social. Note: Exhibitors can tear down after the Social.

March 6 (Wednesday)

- 8:00am - 1:00pm - Golf Tournament at Canyon Springs
- 8:00am - 10:00pm - Exhibitor Teardown at Embassy Suites

HOTEL - CUT OFF FOR ROOM BLOCK IS FEB 19

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Greetings San Antonio Post!

Happy 2024! I hope your Holidays were restful, filled with quality family time, and good health. For our deployed military members, we thank you for your service during this Holiday Season and giving us the security to enjoy ours.

We enter the New Year with tailwinds from an eventful 2023 that included two SAME National events here in San Antonio and many impactful accomplishments delivered by our active Post membership. Highlights from last year include:

- Post supported local JETC and SBC with record breaking attendance
- Graduated our 12th Leadership Lab Class bringing total graduates to 117 since 2011
- A Post member inducted to Academy of Fellows Class of 2023 & 1 selected for 2024 Class
- 4 SAME National and 1 Small Business Award Winners
- Earned the Post Streamer with Distinction
- Outstanding SBMRF with 371 attendees and 280 one-on-one sessions
- Supported 10 local and 4 National STEM/College Outreach Events and College Student Chapter Forum at 2023 SAME SBC
- Sponsored 3 high school campers and 2 mentors to SAME E&C Camps
- Awarded 14 College Scholarships for \$40K
- Supported 2 Young Professional Networking Events
- Hosted 6 in-person Post Membership Meetings with guest speakers
- Conducted Military Career Transition session panels at 2023 JETC and SBC
- Supported JBSA Workforce and Transition Alliance, Pink Berets, K0s for Warriors

In 2024, your Post will continue its focus on building leaders, planting seeds in young talent via local STEM events, award winning college outreach, college scholarships, and hosting high value industry-government programs and engagement opportunities. Our goals include reinforcing strategic regional partnerships with AEC non-profit organizations and supporting the growth of our affiliate Field & Student Chapters. There are many impactful Post activities for you to join. Share your SAME passion and step forward!

I am honored to be your Post President and look forward to seeing you at our next event!

Rene Cortez

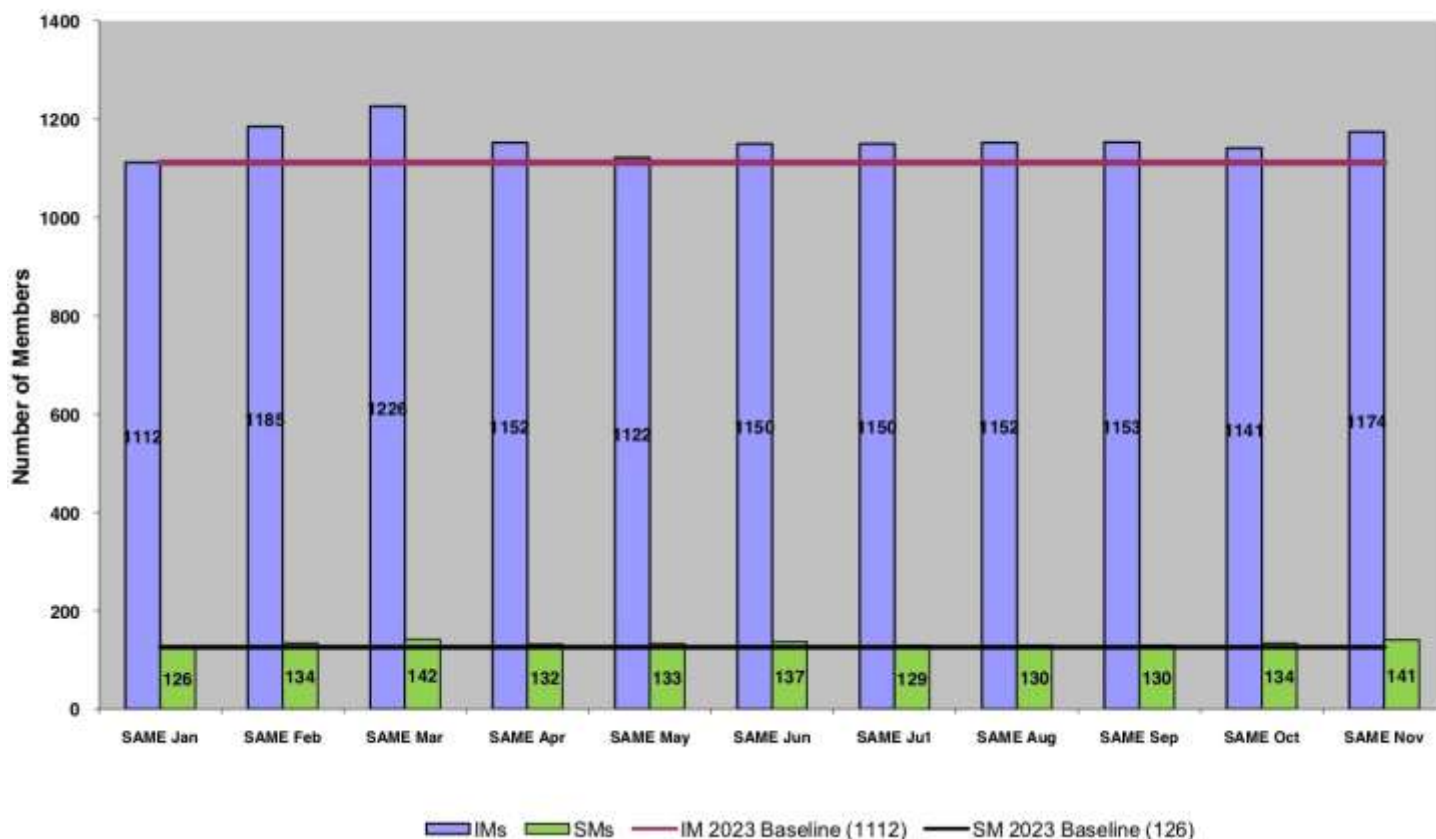
Post President



From the President's Desk

Membership

2023 San Antonio Post Membership
(Goal: Pending)



If you are a member, be sure to check your membership status!

See <https://classic.same.org/Get-Connected/Find-a-Post/San-Antonio/Membership-Info>

Learn more about our Post - click [HERE](#) for our New Member Handbook

**YOUR
MEMBERSHIP
MATTERS**

NEW MEMBERS

We would also like to welcome our new organizational members who joined or re-joined our Post from Nov 30, 2023 – Jan 1, 2024:

ORGANIZATION	TYPE
AtkinsRealis	Private Sector
Gordian	Private Sector
Leidos	Private Sector
RS&H	Private Sector
Siemens Industries / Inc.	Private Sector
Transnet Communications LLC	Private Sector
WAI Construction Group / LLC (WAICG)	Private Sector
WSP	Private Sector

A graphic with the text "THANKS FOR JOINING US" in white, bold, sans-serif capital letters. The text is set against a background that is a gradient from purple on the left to green on the right, with a slight perspective effect.

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>.





STEM/ENGINEERING & CONSTRUCTION CAMPS

Start Your STEM Journey in Summer 2024!

Looking to engage in hands-on learning and fun?

SAME offers week-long summer STEM/Engineering & Construction Camps for high school students!

Led by industry professionals and other volunteers from the military and engineering community, the SAME Camps Program focuses on hands-on, project-based learning that provides students with opportunities to begin exploring STEM fields, including science, engineering and construction as well as technology and the environment; work together in teams; and chart a course for future education, leadership, and workforce opportunities.

The camps each feature many dynamic activities, including building concrete beams and dog kennels, operating drones and remote-controlled underwater vehicles, using survey equipment, constructing and racing cardboard boats, and more!

CAMP HIGHLIGHTS:

- Camps last one week and range from \$100 - \$800.
- Early Bird registration discounts.
- Scholarships for campers are available.
- Camps are offered at six locations/bases.
- Lodging and all meals provided.
- Camps held in June and July; all are overnight camps.
(Must be at least 15 years of age to apply: rising sophomore, junior, or senior.)

Campers are selected by SAME Posts from around the country, which often provide offsetting financial support toward camp tuition. Each year, more than 75 percent of campers receive over half their costs paid.

Application Deadline: March, 15, 2024

TEAMWORK	LEADERSHIP	PROJECT MANAGEMENT	PROBLEM-SOLVING
			

2024 SAME CAMPS SCHEDULE

 <p>SAME/U.S. ARMY CAMP Vicksburg, Miss. JUNE 9-15</p>	 <p>SAME/U.S. AIR FORCE ACADEMY CAMP Colorado Springs, Colo. JUNE 23-29</p>
 <p>SAME/U.S. MARINE CORPS CAMP Camp Lejeune, N.C. JUNE 23-29</p>	 <p>SAME/U.S. NAVY CAMP Port Hueneme, Calif. JULY 14-20 <small>*Exact dates still being finalized.</small></p>
 <p>SAME/U.S. NAVY CAMP Naval Air Station Jacksonville, Fla. JUNE 23-29</p>	

LEARN MORE / APPLY



SCAN ME

#SAMECAMPS • www.same.org/camps

Start Your STEM Journey With SAME!

BEXAR CHAPTER MATHCOUNTS®

2024 Bexar Chapter Competition
Saturday, February 17, 2024
8:15 AM – 1:00 PM
St. Mary's University
University Center

On Saturday, February 17, 2024, middle school students from San Antonio and the surrounding area will have the opportunity to compete against and alongside other bright, motivated students in a head-to-head "bee-style" contest. The competition consists of the Sprint Round, Target Round, and Team Round. The top students then compete head-to-head in the family feud style Countdown Round.

Volunteers are needed to proctor and grade exams for the competition. Please note, **advanced math skills are not required to volunteer** however volunteers must be 16 years of age or older. Due to conflicts of interest real or perceived, family members of current Mathletes® are not allowed in the testing or grading rooms during the written competition. If you are a family member, please let us know so we can find other tasks for you.

Lunch will be provided and volunteers are invited to stay for the speaker and fast paced Countdown Round. If you would like to volunteer, please email Stephanie Dobson at bexarmathcounts@gmail.com by Friday, February 9, 2024.

Due to liability concerns under the authority of the Volunteers for Children Act of 1998, MATHCOUNTS volunteers will now be checked against the sex offender database.

Sponsored by:



email samesatx@gmail.com if you volunteer



Professional Development—Continuing Education Scholarships for YOUR Professional Growth

What are your professional development goals for 2024?

How can your SAME San Antonio Post help you?

Areas: professional license, recognized credential, CEUs or training toward advanced degrees

Method: Apply for a 2024 Post Professional Development and Continuing Education Scholarship.

Eligible: Any current SAME San Antonio Post member who is in good standing and has been a member for a minimum of one year

Whether you are seeking professional development as a post member, a Young Professional member in the A/E/C industry, a U.S. Uniformed Service member, or Veteran member preparing for transition to the private sector, this scholarship is a great opportunity to help you meet your professional goals.

Definition: a review course leading to the award of professional licensure (e.g. EIT, PE, RA, etc.) or a recognized credential (e.g. PMP, CFM, LEED AP, etc.).

Includes: cost of courses/seminars/technical training, related study materials, associated fees (examination fees, preparatory course fees, etc.) or travel associated with study courses. However, scholarships cannot be used to renew a current license/credential.

We have \$1,000 available and the maximum for one person is \$500. This scholarship program is for requirements from 1 January 2024 thru 31 December 2024.

Application: now available at the post website: <https://classic.same.org/Portals/0/posts/satx/documents/pdcescholar2024.doc>

Submission: due to James Kisiel, jkisiel@half.com (with copy to samesatx@gmail.com) by close of business February 23.



SAME Credentialing Assistance Program

SAME is invested in providing members with the tools and resources to develop and advance their careers within the A/E/C profession.

The Credentialing Committee is a sub-group of the Young Professionals Community of Interest (COI), and is working to help members understand the importance of credentials, what credentials apply to the A/E/C profession, and how to get and maintain them.

The Young Professionals COI oversees SAME's Credentialing Assistance Program (CAP) to promote the professional development of young professional, enlisted and other members in support of the Society's Strategic Plan. The CAP provides financial support for professional development, education, licensure and certification preparation, exam testing, and mentoring initiatives to benefit members.

Eligibility Requirements

- This program is open to all SAME members, regardless of age.
- Applicants must be a member of SAME for at least 18 months before applying.
- Applicants must have passed the respective examination and provide required documentation with the application.

What this Program Covers

- This program will provide financial assistance for exam sitting fees, registration fees, and/or study expenses (such as books or classes for the specific exam).

Restrictions

- No single government official or employee shall receive through this assistance program more than \$200 in assistance, whether one time or multiple times.
- No single private sector individual shall receive through this program more than \$500 in assistance, whether one time or multiple times.

Non-Listed Credentials

- A SAME member may request reimbursement for a credential not listed. The Credentialing Committee will evaluate the information in the application and determine whether or not to approve the request. Additional information may be requested.

To apply go to <https://www.same.org/events-programs/credentialing-opportunities/#CAP> and click on the "Submit CAP Application" link to the application. The first step to the application is to log in as a SAME member.

The program is continuously open to help meet your requirements.

CAP is a great opportunity for SAME members - don't miss out!!!

**PROFESSIONAL
DEVELOPMENT
SCHOLARSHIPS**
GROWING THE WORKFORCE

Leadership & Mentoring

Post Leadership Lab Update

On December 18, Jacobs and Terry Watson hosted our Post Leadership Lab. We had an amazing discussion from Crucial Conversations. We were thrilled that Scott McBroom was our guest speaker. At his university, Scott got started in vehicles, winning the FSAE National Championship. From there, Scott:

- Helped create the Advanced Vehicle Technology section at Southwest Research Institute
- Held a Fédération Internationale de l'Automobile Land Speed Record for an EV under 500kg vehicles
- Was a recipient of R&D magazine's R&D100 award and
- Helped launched three startups

Scott has also worked with leading auto manufacturers such as Land Rover, Jaguar and Ford.



Leadership & Mentoring

What is Wrong with Puzzles?

It depends...

It is amazing how much time I have recently spent trying to gain more information through my phone on things that are happening within our immediate society and the world at large. In listening to various podcasts and reading poorly written, click-laden, stories with fact-deficits (and some better, but still largely fact-devoid, written communication) I have come to realize I have been exposed to more thoughts to have fear about. I clearly have less joy from spending way too much time trying to craft stories to process the world in which we live. As a leader, I have now labeled this a problem that I must solve because it is impacting me... and perhaps many more of us than we recognize.

After taking some time to address where I am and where I am going, I read the December Forum again and started to think about what could possibly help you the reader today. I have the opinion that when others say that reading and learning new things is generally beneficial. I don't have enough facts to share with you if this is so (and of course it depends), but I will offer to you a portion of Brene Brown's "Dare to Lead" which was quite beneficial to me (one of the TX LDP books read in the 2023 class).

The book "spoke to me" and challenged all sorts of leadership plateaus (working with a team or with an individual in a way that stops productive growth) that I have been in charge of and have certainly experienced. It excited me about a core concept in leadership- making the experience of others better as we share time and space. It enabled me to see some truth about myself- what I do to defend myself, what I don't like wrestle with, and some points to consider while I try to embrace vulnerability and that life is not as black and white as I would like to believe it to be.

This book is a "read-and-then-read-again-book" as you practice what the author has assembled through research and application. It talks about what it takes to rumble/wrestle with vulnerability and how to encourage others that it is "ok" to work through the mess...

Today, I just want to offer a thought/question - how true is it that the mind fills in data gaps and what does it fill the gaps with? Think about your life and the lives of others and what causes them to create stories that enable behaviors. Think about what you are bringing into your mind and what you are doing with it.

During the holidays I thought about what matters most, how I should think, and how I must take the time to fill the spaces in my mind with "good" facts. I think of these facts like puzzle pieces. We must wrestle/"rumble" with vulnerabilities, but we do not have to create distractions that tie into fears and concerns that we cannot answer. Good facts are not always facts we enjoy- but they are beneficial. It is much better to fill in parts of the puzzles that we want to/need to (good puzzle pieces/facts) complete than open ourselves up to brand new puzzles we don't really want to work on. Watch out for "bad"/destructive facts and take note of what your fears are.

What can you do today with "good" facts that will help you with tomorrow?

James Kisiel

2024-25 Post Leadership & Mentoring Director

Leadership & Mentoring

Applications Still Open for the 2024 Texas Region Leader Development Program

Members of the SAME San Antonio Post are invited to apply for 2024 SAME Texas Regional Leadership Development Program.

Eligibility requirements are detailed on the last page of the application and include being a member in good standing of the post, with the desire to increase their knowledge and understanding of leadership principles, skills, and methods with the goal of applying these tools to strengthen and enable themselves, their teams, and organizations to reach their full potential.

Participants in the 2024 SAME Texas LDP will be selected by the SAME Texas Region LDP Team, comprised of SAME Fellows and National Leaders. Application due date has been delayed into the spring of 2024. More information will be coming soon. But the 12 month program from 2023 will be shortened to around 8 months in 2024.

There is no registration fee to participate in the program, however, selected applicants or their organization (employer or other sponsor) will be required to acquire/purchase 3 leadership-focused books that will be part of the class curriculum.

Applicants must commit to participate in and complete at least 80% of the scheduled course curriculum to graduate. The course curriculum includes interaction with fellow students, class mentors, and speakers within the following activities:

- Selection of and collaboration with a mentor to engage and assist you throughout the program.
- Eleven 1-hour class sessions focused on specific leadership topics,
- Reading and participating in group discussions on three best-in-class leadership-focused books.
- Participation in at least one additional SAME-sponsored event.

See the application at <https://classic.same.org/Portals/0/posts/satx/documents/2024TXLDPApp.docx>



Leadership & Mentoring



COACHING OR MENTORING?

WHAT'S THE DIFFERENCE?



A coach helps individuals and groups reach their full potential by providing guidance on their goals.

COACHING



A mentor shares their knowledge, skills and experience to help others grow and develop.

MENTORING

Typically, **coaching** relationships are short-term. They usually last six months to a year with specific goals in mind. They can last longer if outcomes aren't achieved.



TIME

Mentoring relationships often last for a long time, typically a year or two and sometimes even longer.

Coaching is traditionally more structured consisting of regularly scheduled meetings.

STRUCTURE



Mentoring generally is a more informal relationship on an as-needed basis required by the mentee.

The **coaching** agenda is co-created by the coach and the coachee to meet the coachee's specific needs.



OUTCOME

The mentee sets the **mentoring** plan and the mentor supports that agenda.

Coaching outcomes are specific, measurable and show improvement in the desired performance area.

AGENDA



Mentoring outcomes may change over time and focus on overall development rather than specific measurable results or changed behavior.

Coaching focuses more on performance and is designed to improve on-the-job and work-life balance skills.



FOCUS

Mentoring relationships focus on career and life development. They often look beyond the mentee's current position and are development-driven.

Coaches are usually hired by individuals to help them improve their performance in a given area.

EXPERTISE



In organizational **mentoring** programs, mentors impart their knowledge and experiences so that mentees learn from what they went through.

Coaches ask thought-provoking questions to help coachees make decisions, recognize changes and take action.



QUESTIONS

In **mentoring** relationships, the mentee asks more questions to tap into the mentor's expertise.

Get information by contacting our Leadership and Mentoring Director, James Kisiel, at jkisiel@halff.com or see the mentorship application(s) on the SAME SA Post website at <https://classic.same.org/satx>

SMVET Support

Post Supports Broken Warriors Angels

During this Christmas holiday season, Dean Hartman, our Post Servicemember & Veteran (SMVET) Director, supported the Broken Warriors Angels organization with a monetary donation as well as some items from their lengthy list of needs on behalf of our Post and his SMVET team. Broken Warriors Angels does amazing work supporting our homeless Veterans. The organization sponsors a host of meaningful events to help homeless Veterans get the benefits they have earned/deserve, while trying to remove the barriers that are holding them back and hindering their progress toward realizing life opportunities that so many of us enjoy.

The organization's small but impactful leadership team makes magic happen day after day, relying solely on donations. Dean was impressed and humbled by their selfless service and support including Fred Alvarado, the President and founder, and a servant leader that is good to the core, as well as Paula Davidson and Melinda Lucas, who are also model servant leaders, awesome outreach coordinators and jacks of all trades to make the mission happen! Recently, the organization sponsored a Thanksgiving event where they fed a traditional turkey and ham dinner to over 200 homeless individuals and provided them coats, hoodies, blankets and hygiene backpacks.

Our donations proved a difference-maker during their December 21 Christmas event, which helped provide food, meal cards and key clothing and sundry items as we head into the winter season. Once again, we should be proud of our Post for making a significant difference for our veterans in need.

Learn more about Broken Warriors Angels at <https://brokenwarriorsangels.org> whose motto is "**Together We Will Not Fail Our Veterans**"!!!

Hope all had a merry Christmas and happy holiday season and a blessed year ahead!



COE JOB OPPORTUNITIES

The **U.S. Army Corps of Engineers Galveston District** has a number of **CIVIL ENGINEER** positions open for **DIRECT HIRE**. These positions are in the Engineering & Construction Civil Design Section and projects will include civil works, navigation, flood control, disaster response and military construction. Upcoming work includes the Texas Coastal Project; known to the public as the “Ike Dike” to protect Houston and the nation’s energy supply from the next great hurricane. Don’t delay and seize this opportunity to have one of the most exciting and rewarding careers an engineer can ever hope to have.

All positions are non-uniformed FEDERAL positions and include FULL FEDERAL BENEFITS.

Vacant Position Salaries (not including benefits)

- GS-11 Civil Engineer, Starting Salary: \$79,766
- GS-12 Civil Engineer, Starting Salary: \$95,607
 - GS-13 (Non-supervisory) Civil Engineer, Starting Salary: \$113,689

These are Direct Hire Positions.

To apply, please send your resume to Mikko at Mikko.H.Kuch@usace.army.mil.

Applications close Mar 31.



A Year Ahead Message from your Director of Civil Engineers

(AF CE Weekly Email Jan 2)

As we embark on a new year, we reflect on the many accomplishments of 2023 that laid our foundation. We have made strides in our enterprise-wide initiatives, but have only scratched the surface of what engineers are capable of. Civil Engineers are our driving force; without their hard work, dedication and commitment to the mission, we wouldn't be where we are today – ready anytime, anywhere, to solve the problems that our force may encounter.

A new year brings the opportunity to set new goals and reach new heights. The goals we have set out to accomplish in 2024 are impressive, and that comes from standing on the shoulders of giants. As a force, we push the boundaries while providing excellence in the operation, maintenance, protection, and recovery of installations worldwide.

We are entering into a new phase of the Air Force, and there has never been a better time to be an Airmen Civil Engineer. As threats to our country continue to evolve, our Airmen roll up their sleeves and go above and beyond to get the job done. Airmen are our most lethal weapon in this new-age fight.

Over the last several months, we have been laser focused on aligning every facet of the CE Enterprise to meet the challenges of Great Power Competition. As outlined by Secretary Kendall, we must be ready for a fight unlike anything we've ever seen or encountered before, and it requires both unity of effort and change. As the operational environment evolves, so will CE and we are eager to implement changes that will move our force forward this new year. Our CE Warfighting Ethos will be at the core of everything we do: lean, effective, agile, and dynamic. Our CE Enterprise is working on multiple initiatives across the spectrum of our operations, from housing and dorm initiatives to CBRN reviews, energy resilience readiness exercises (ERREs) to how we posture, train, and deploy our forces under AFFORGEN, and so much more as we continue to lead the way into our new future.

The success of the Air Force relies on each and every Airman. The enthusiasm to solve problems in the face of complex challenges is something that cannot be duplicated. We would not be the Air Force we are today without the sacrifices that Airmen and their families make every day. I am proud to serve alongside all of you every single day – thank you for your incomparable dedication to the mission.

I look forward to the success we will have together in 2024. Airmen Civil Engineers, LEAD THE WAY!

BRIAN S. HARTLESS
Brig Gen, USAF
Director of Civil Engineers



DAF SES Receives Presidential Rank Award

(AF CE Weekly Email Dec 19 story by Tech. Sgt. William A. O'Brien, SAF Public Affairs)

ARLINGTON, Va. (AFNS) -- Edwin H. Oshiba, Department of the Air Force Deputy Assistant Secretary for Energy, Installations and Environment was awarded the 2023 Presidential Rank Award for Distinguished Service in November.

PRA's are awarded by the President of the United States and are one of the most prestigious awards in career civil service, recognizing important contributions of public servants across the federal government.

Oshiba was one of 232 winners from 31 federal agencies selected for his leadership, accomplishments and sustained contributions to federal service over his 34-year career.

"I am deeply humbled and honored to receive this award," Oshiba said. "Being recognized alongside such esteemed colleagues is a true privilege. However, this award is not about me. It signifies the incredible work of countless dedicated teammates who have supported me every step of the way."

Oshiba emphasized the importance of teamwork and collaboration in achieving success, saying his focus has always been on supporting Airmen and Guardians and ensuring they have the resources needed to carry out their missions.

"Nothing is more rewarding than mentoring and supporting young professionals as they grow and contribute to our mission," Oshiba said.

Oshiba described that his current focus is helping to ensure the Department of the Air Force is prepared for the future. He noted that his team is currently working on re-optimizing the department for strategic competition.

"I've been lucky enough to work with great teams and for supervisors who encouraged me along the way. My sole focus is to do what I can to help the Department of the Air Force provide its core combat capabilities to the joint force by supporting our Airmen and Guardians to be the best they can be."

Oshiba expressed his appreciation for his family's support, emphasizing the importance of investing in one's team, imploring others to invest time in their family, and not miss the important moments.

"You will only have one 'first soccer game,' or one 'first band concert,'" Oshiba said. "Don't miss it. I'm lucky enough to have a forgiving family that has been on this journey with me for the past 30 years. Being the best spouse, the best father or mother, the best brother or sister — that all makes you the best leader you can be in ways you can't learn from any book, any course, or any experience you can get in your career. It teaches you sacrifice, balance and what service before self really means."



AFIMSC Plays Critical Role in Fielding of B-21

(AF CE Weekly Email Dec 12 story by By Mila Cisneros AFIMSC Public Affairs)



JOINT BASE SAN ANTONIO-LACKLAND, Texas -- The Air Force Installation and Mission Support Center is playing a critical role in executing the multiyear beddown of the B-21 Raider stealth bomber for the Air Force. AFIMSC is leading broad program initiatives for Air Force Global Strike Command's three main operating bases and one support location.

The stealth bomber will replace the B-1 Lancer and B-2 Spirit to provide strategic deterrence for emerging global threats. It's expected to enter service in the mid-2020s with a production goal of a minimum of 100 aircraft, according to the B-21 fact sheet.

The acquisition of the B-21 by the Department of the Air Force Rapid Capabilities Office put the bomber on a faster track than previous fielding of new aircraft. It went from contract award to public rollout in seven years, and the AFIMSC team was ready when their role in the process began in 2019.

With numerous processes involved, AFIMSC Detachment 10, which provides direct support to AFGSC and its installations, plays the central role in providing B-21 basing and beddown program support. It's collocated with AFGSC headquarters at Barksdale AFB, Louisiana. The detachment team also serves as the integrator that coordinates the whole-of-AFIMSC effort to ensure all requirements are met.

"We've been engaged in the B-21 basing strategy since its inception acting as a liaison to AFGSC," said Col. Martin Pantazé, Det. 10 commander. "AFGSC commanders rely heavily on our knowledge and expertise to deliver installation and mission support operations and synchronize a wide scope of activities."

Working closely with the Air Force Civil Engineer Center, a subordinate unit of AFIMSC, DAF RCO, AFGSC installations and execution agents, the Det. 10 team provides support in many areas to include identifying requirements, planning resources, providing cost estimates, programming, environmental support, and design and construction management.

Ellsworth Air Force Base, South Dakota, one of three B-21 main operating bases and the location for the formal training unit, is the first base with projects underway. Det. 10 members are documenting lessons learned there to apply at the other B-21 locations: MOBs at Dyess AFB, Texas, and Whiteman AFB, Missouri, and depot maintenance at Tinker AFB, Oklahoma. Pantazé said the team will continuously make changes and improvements throughout the program beddown to better synchronize work and make it more cost efficient.

The AFCEC team is charged with conducting the environmental process and leading facilities and infrastructure construction.

Since September 2021, the AFCEC facility engineering team has been making steady construction progress at Ellsworth AFB.

(continued next page)

AFIMSC Plays Critical Role in Fielding of B-21 (cont'd)

“We plan to deliver everything from new facilities to supporting infrastructure with a mix of new construction and renovation projects to support the airframe, personnel and operations,” said Tom Hodges, chief of the AFCEC Mobility & Materiel Military Construction Branch.

The program at Ellsworth will construct or renovate more than 20 major facilities, providing resilient infrastructure to support Raider operations for decades to come.

“What we do is not easy, and a program of this magnitude requires having the right people with the right expertise to provide timely and effective design and construction execution,” said Col. George Nichols, deputy director of the AFCEC Facility Engineering Directorate. “Every major beddown we’ve executed is a team sport, and to stay on track we unify our efforts with a multitude of stakeholders to meet the strategic mission requirements.”

The directorate provides construction planning support for military construction and facility sustainment, restoration and modernization projects. It also conducts design and construction management for the projects at all three B-21 MOB locations of Ellsworth, Dyess AFB, Texas, and Whiteman AFB, Missouri, in addition to the future maintenance depot at Tinker AFB, Oklahoma.

AFCEC’s Environmental Directorate provides site evaluation and analysis to help DAF decision makers understand the potential beddown impacts. Following completion of the Environmental Impact Statement to determine Ellsworth as the first MOB location in June 2021, environmental experts are now working through the same process at Dyess and Whiteman.

The environmental evaluation includes the effects associated with infrastructure construction, demolition and renovations along with added personnel and changes in aircraft operations.

To ensure mission-ready infrastructure is in place for the arrival of first B-21 aircraft at Ellsworth, AFCEC works alongside the U.S. Army Corps of Engineers Omaha District to accomplish the construction work on time.

“Our teamwork is fundamental to establishing an effective construction plan,” Hodges said. “Together, we’re well into planning, design and execution stages for many projects at Ellsworth.”

The largest of the nine projects is a low observable restoration facility scheduled for completion in November 2024. Other projects include a mission operation planning facility, field training detachment facility, formal training unit, two maintenance hangars and a flight simulator facility, which are all expected to be operational between 2025 and 2026.

Nine more MILCON and five more FSRM projects in the Ellsworth portfolio are in the design and acquisition phase. AFCEC will be awarding some of the FSRM efforts in 2024 and is planning to award all MILCON projects in the 2024-2026 timeframe.



Upcoming Events

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)

- SAME Texas Region LDP Applications Deadline Extended - see [pages 12](#) and <https://classic.same.org/Portals/0/posts/satx/documents/2024TXLDPApp.docx>
- SAME Virtual & In-person Career Transition Workshop, Jan 16 (Virtual Start) & Feb 14-16 (in-person) Linthicum Heights MD - see <https://www.same.org/event/ctw/>
- CMAA SCTX Chapter Meeting, Jan 25, Petroleum Club, “Development of San Antonio Airport System” by Jesus Saenz, Jr. - see <https://sctxcmaa.org/>
- MATHCOUNTS Volunteers Needed, Feb 17, St Mary’s University - see [page 7](#)
- Post PD-CE Scholarships Applications Due, Feb 23 - [page 8](#) and <https://classic.same.org/Portals/0/posts/satx/documents/pdcescholar2024.doc>
- Post Small Business Market Research Fair, Mar 4-5, Embassy Suites - Landmark - see [page 1](#) and https://www.eventleaf.com/e/2024_SBMRF_and_Golf_Tournament
- Post E&M Fund Golf Tournament, Mar 6, Canyon Springs GC - see [page 1](#) and https://www.eventleaf.com/e/2024_SBMRF_and_Golf_Tournament
- SAME E&C Camp Applications Due, Mar 15 - see [page 6](#) and <https://www.same.org/camps/>
- SAME Capital Week, Mar 25-27, Rockville MD - see <https://www.samecapweek.org/>
- SAME JETC, May 14-16, Kissimmee FL - see <https://www.samejetc.org/>
- SAME Post Leaders Workshop, Aug 4-6, Scottsdale AZ - see <https://www.same.org/event/plw/>

Other Projected 2024 Meeting Dates

- Feb 15 Post Meeting
- Apr 18 Post Meeting
- Jun 13 Post Meeting
- Sep 19 Post - CMAA Meeting hosted by Post on Professional Ethics
- Oct 17 Post Meeting
- Nov 14 Post Meeting
- Nov 20-22 SAME Small Business Conference - New Orleans LA
- Dec Post Holiday Gala

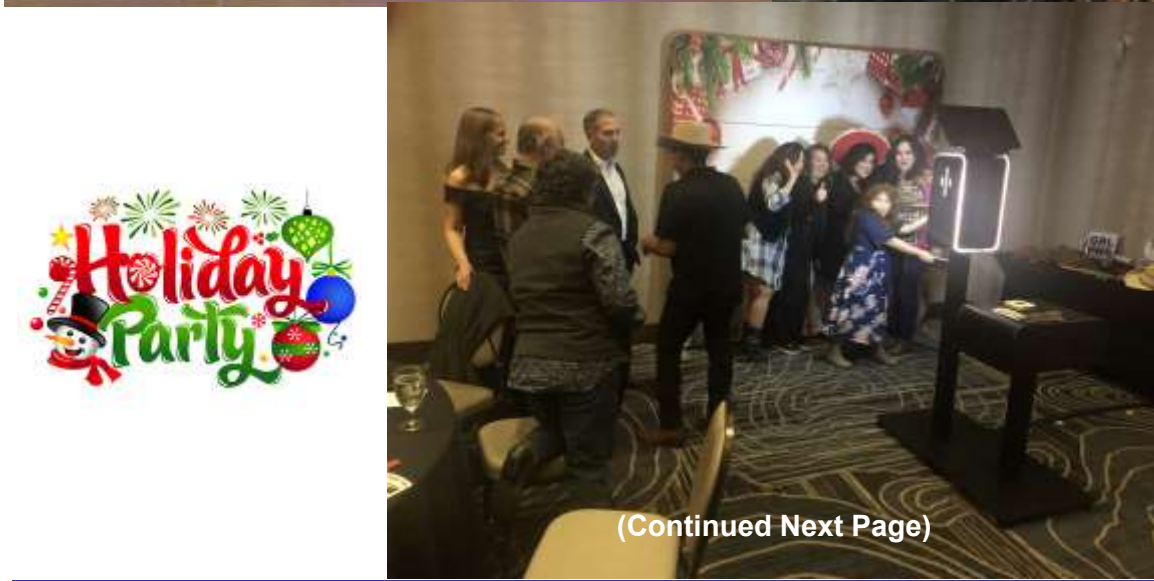


Honors Gallery

December 8 Holiday Gala (Embassy Suites - Landmark)



Post Officer Installation



(Continued Next Page)



Honors Gallery

December 8 Holiday Gala (Embassy Suites - Landmark)



Honors Gallery

Anniversary of Post Board Member's Company



We would not be a business without a team of champions and raving fans. Thank you, SAME family, for helping us build relationships. Thank you, Team, for your continuous commitment to our customers, I know if you say you got it, consider it done. We are forever grateful to our loyal customers who have remained with us for over 10 years, thank you for the work and for your referrals. We hope

to continue providing excellent environmental services for years to come. We are here to help best we can. ~ Hilda Q., President

www.qnadiversified.com



2024 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>President (E)</i> <u>Rene Cortez</u>		Oneida ESC Group
<i>Vice President (E)</i> <u>John Baker</u>	(210) 872-1705	LAN, Inc.
<i>Treasurer (E)</i> <u>Sam Hutchins</u> , F.SAME		Retired
<i>Secretary (E)</i> <u>Cassandra Price</u>	(210) 323-4125	Cherokee Nation Mgt & Consulting
<i>Director, Industry Government Engagement 2024-25 (E)</i> <u>Sam Barnett</u>	(971) 282-1757	iParametrics
<i>Director, Resilience, 2024 (E)</i> <u>John Enyeart</u> , F.SAME	(210) 552-8368	AFIMSC
<i>Director, Leadership & Mentoring, 2024-25 (E)</i> <u>James Kisiel</u>	(830) 455-0284	Half Associates
<i>Director, STEM & College Outreach, 2024 (E)</i> <u>Harold Eberbach</u>	(210) 995-0535	KMEA
<i>Director, Servicemember & Veteran Support 2024 (E)</i> <u>Dean Hartman</u>	(907) 306-8345	Michael Baker International
<i>Immediate Past President</i> <u>Zakary Payne</u>	(210) 213-1888	Matrix Design Group, Inc.
<i>Assistant Secretary (A)</i> <u>Sarah Fowlkes</u>		Jacobs
<i>Assistant Treasurer (A)</i> <u>Steve Holt</u> , F.SAME	(210) 391-0921	MOCA Systems
<i>Director, Young Professionals (A)</i> <u>Amanda Navarro</u>	(210) 446-4320	Merrick & Company
<i>Director, Fellows (A)</i> <u>Joshua Graham</u> , F.SAME	(330) 518-8701	HDR, Inc.

Post Board Organization Chart

2024 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	COMPANY
<i>Director, Individual Members (A)</i> PENDING		
<i>Director, Sustaining Members (A)</i> <u>Michele Torres</u>	(703) 593-4407	HFS Company
<i>Military Enlisted Affairs Liaison (A)</i> VACANT		
<i>Director, Scholarships (A)</i> <u>Diane Glass</u>	(210) 355-1355	Freese and Nichols
<i>K-12/STEM Outreach Coordinator (A)</i> <u>Scott Mikos</u>	(210) 383-8644	AFIMSC
<i>SAME E&C Camp Coordinator (A)</i> <u>Capt Varsha Savalia</u>	(520) 313-1482	Public Health Service
<i>College Outreach Coordinator (A)</i> <u>Terry Watkins</u>	(210)403-6329	Jacobs
<i>Univ of Texas Student Chapter Mentor (A)</i> PENDING		
<i>Assist Univ of Texas Student Chapter Mentor (A)</i> PENDING		
<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>Sarah Fowlkes</u>		Jacobs
<i>Special Event Coordinator (A)</i> <u>Bonnie Hopke</u>, F.SAME	(210) 495-7744	
<i>Servicemember & Vet Support Coordinator (A)</i> <u>Mike Monreal</u>, F.SAME	(210) 845-5515	Broaddus & Associates

Post Board Organization Chart

2024 Post Board Members

POSITION/NAME (E = Elected; A = Appointed)	PHONE	EMAIL
<i>Servicemember & Vet Transition Coordinator (A)</i> <u>Markus Henneke</u>	(703) 853-0219	IMEG Corp.
<i>Leadership Lab Co-Director (A)</i> <u>Cade Deines</u>	(210) 681-0954	HJD Capital
<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 Jan 1 Rosters

Company/Agency	Website
#	
3KEYS SERVICES GROUP LLC	http://www.3ksq.com/
A	
AECOM	https://aecom.com
Aerostar Environmental and Construction	http://www.bbch-llc.com
AG3 Group, LLC	https://ag3-group.com/
AGCM, Inc.	https://www.agcm.com
Alpha Facilities Solutions, LLC	https://alphafacilities.com/
Alpha Terra Engineering, Inc.	http://atei97.com
Alpha Testing LLC	https://www.alphatesting.com/
American Structurepoint Inc.	https://www.structurepoint.com
Aptim Federal Services, LLC	https://www.aptim.com
AR6 Construction & Engineering, LLC	https://ar6ce.com/
ARA	https://www.ara.com
B	
B2Z Engineering LLC	https://b2zeng.com/
Baer Engineering and Environmental Consulting Inc.	http://baereng.com
Bain Medina Bain, Inc.	https://bmbi.com/
Battelle	https://www.battelle.org
BB&E Consulting Engineers Professionals	https://bbande.com/
Benham Design LLC	http://www.benham.com
Bhate	https://www.bhate.com
Binkley & Barfield, Inc.	https://www.binkleybarfield.com/
Black & Veatch Special Projects Corp.	https://www.bv.com
Booz Allen Hamilton, Inc.	https://www.boozallen.com
Bristol Industries	http://www.bristol-companies.com/services/engineering
Burns & McDonnell	http://www.burnsmcd.com
C	
CAPE	http://www.cape-inc.com
CCI Prime Contractors, LLC	https://www.cci-alliance.com/home/
CDM Smith	https://www.cdmsmith.com/
CHA Consulting Inc.	http://www.chacompanies.com
Chenega Cororation	https://www.chenega.com/
Cherokee Nation Businesses	https://cherokeenationbusinesses.com/
City Electric Supply	https://www.cityelectricsupply.com/

Post Sustaining Members

as of Jan 1 Rosters

City of San Antonio	https://www.sanantonio.gov/PublicWorks
City of San Antonio - Aviation Dept	https://flysanantonio.com/business/
College of Architecture, Texas A&M	https://www.arch.tamu.edu
Command Commissioning, LLC	https://command-cx.com/
CP&Y, Inc.	https://www.cpyi.com/
CTI and Associates, Inc.	http://cticompanies.com
Cushing Terrell (CTA Inc.)	https://cushingterrell.com/
Cyntergy AEC	https://www.cyntergy.com/
D	
DAP Construction Management LLC	https://www.dapconstructionmgt.com
Dawson Technical, LLC	https://www.dawsonohana.com/
DE Corp	https://www.dec corp.com/houston
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	
Eaton Corporation	https://www.eaton.com/us/en-us.html
ECC	https://www.ecc.net/
ECT2	https://www.ect2.com/
EEA Consulting Engineers	https://eeace.com/
EvoTech LLC	https://evotech.technology/
F	
FLUOR	https://www.fluor.com/
Force Asset Management	https://www.forceam.com
Forefront	https://www.forefronthealthcare.com
FPM Remediations	https://www.fpm-remediations.com
Freese and Nichols, Inc.	https://www.freese.com
G	
Gordian	https://www.gordian.com/
Gridmatic	https://www.gridmatic.com
H	
HB&A	https://www.hbaa.com/
HDR	https://www.hdrinc.com/
Health Facility Solutions Company	https://hfscompany.com/
Huitt-Zollars Inc	https://www.huitt-zollars.com/
Hydrogeologic, Inc.	https://www.hgl.com

Post Sustaining Members

as of Jan 1 Rosters

I	
IMEG Corp.	https://www.imegcorp.com
IntegriWard, LLC	https://integriward.us/
International Consulting Engineers	https://www.icengineers.net
J	
J&J Worldwide Services	https://www.ijwws.com
Jacobs	https://www.jacobs.com
JVR LLC/ Construction Services	https://www.jvrllc.com
K	
KBR	https://www.kbr.com/en
Kiewit	https://www.kiewit.com/
Kleinfelder	https://www.kleinfelder.com
KMEA	https://www.kmea.net/
KOMAN Holdings, LLC	https://komankc.com/
L	
Leidos	https://www.leidos.com
LJB, Inc.	https://www.ljbinc.com/
LMI	https://www.lmi.org/
Los Alamos Tech Assoc, Inc. (LATA)	https://www.lata.com/
M	
Mead & Hunt, Inc.	https://meadhunt.com/
Medina Consulting Company, Inc.	https://medinacci.com/
Merrick & Company	https://www.merrick.com/
MHR Engineering	https://mhreng.com/
Michael Baker International	https://www.mbakertntl.com
N	
North Wind Group	https://northwindgrp.com/

Post Sustaining Members

as of Jan 1 Rosters

O	
Office Source Ltd	https://officesourceltd.com/
Oneida ESC Group	https://oescgroup.com/
P	
P. Max Engineering	https://www.pmax-eng.com
Page	https://pagethink.com
Parra & Co	https://www.parracompany.com
Parsons	https://www.parsons.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://www.rsparch.com
S	
SCIDEV, Ltd.	https://scidev ltd.com/
SES Energy Services LLC	http://www.ses-grp.com/companies/ses-energy-services-llc/
Silver Lake Construction LLC	https://www.silverlake-construction.com/
Slay Engineering	http://www.slayengineering.com
Stantec, Inc.	https://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
T	
Tepa Companies.	https://www.tepa.com/
Tetra Tech, Inc.	https://www.tetrattech.com/
The Akana Group Inc.	https://theakanagroup.com

Post Sustaining Members

as of Jan 1 Rosters

T	
Tigerbrain Engineering, Inc.	https://tigerbrain.com/
Torres-Moore LLC	none listed
Transnet Communications LLC	https://www.transnet-co.com
Trihydro Corporation	https://www.trihydro.com
U	
V	
Versar	https://www.versar.com
W	
WAI Construction Group LLC	https://www.buildwithwai.com
Walter P. Moore	https://www.walterpmoore.com
Weston Solutions, Inc.	http://www.westonsolutions.com
Woolpert, Inc.	https://woolpert.com/
WSP	https://www.wsp.com
Z	

