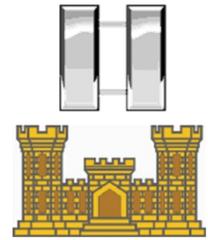




Engineer Captain Newsletter



ISSUE 2

FALL 2009

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Hello Again, Engineer Captains!

MAJ Bob Gordon and CPT Sonny Avichal

Seasons Greetings from Engineer Branch! We received a lot of really positive feedback from our last letter, so we're back again to give you some more updates on what's going on around the Engineer Regiment. As many of you know, Engineers are in high-demand, both in deployed locations, as well as all around the United States. Keeping informed of information that impacts your professional decisions is crucial to your success as Officers. Thanks to those of you who heeded our advice in the last newsletter, many Promotion Board files are now updated, and we've already filled all FY2010 ECCC classes through July 2010 in record time! While we answered some questions in our last issue, we generated even more, which is exactly what our goal was. We'll do our best to answer all of them in this issue. Again, not everything in here will apply to you, but hopefully you'll find some bits of useful information that will help you engage the upcoming targets along your career path. We also want to announce that we have a new technician working with us at Engineer Branch. We must bid farewell to Mr. Donald Burrell as he moves on to a new job, and we want to wish a warm welcome to our new tech, Mr. William Bell (william.bell@us.army.mil). Mr. Bell will be working with those of you going to ECCC, ACS, as well as those in need of assistance in updating records. Welcome to the team, Mr. Bell!

From the Senior CPT Desk

MAJ Bob Gordon

First and foremost, I'd like to thank all of you who wrote back to Sonny and I in response to our first newsletter. Our hope was to reach as many of you out in the field as possible so you can all make informed decisions as you progress through your careers, and based on the responses we received, I think we succeeded in that. We'll do our best to keep the relevant information coming.

One of the pressing issues this quarter is the new "AFPAK Hands" program, which helps identify Soldiers who will go through language training, followed by service in key positions to ensure continuity of effort toward the fight in Afghanistan. For more information on this exciting program, check out the article on Page 3.

Also new in this issue, we'll be advertising some of the assignments available for our current manning cycle, which runs from February through June 2010. If you're available to move during this timeframe, contact your Assignment Officer as soon as possible to make sure we're tracking your availability.

We received some good feedback on our

Rumor Control article from last month as well, so we'll continue those discussions. This month we'll address rumor pertaining to ACS, as well as answer some questions on proper wear of awards, stemming from the recent Board preparation.

Also along those lines, we'll discuss career timelines and the age-old question, "Where should I command?" We'll talk about some general promotion statistics for different types of commands, and you'll be able to decide for yourself what's best for you, your family, and your career. Also, for those of you who are interested, the *FY10 MAJ Promotion Board results should be released around FEB 2010...* but don't be surprised if it's

a little later than that!

We've also got good info in here regarding the Officer Retention Branch's new Officer Service Management Pilot Program, as well as answers to some questions regarding the Army's various scholarship and fellowship programs.

Finally, as always, if there's anything else we can do for you, or anything you want to hear about from us, let us know!

ESSAYONS!



The diagram at right shows a “typical” Engineer Officer’s career progression. It’s important to remember, however, that we don’t all follow the same career path. On the contrary, seldom will you find any two Engineers with the same experiences. Still, this can act as a guideline for when you want to hit your “Key Developmental” or KD positions, such as Company Command and S3/XO time. If you have specific questions about your timeline, feel free to contact us anytime!

Career Timelines: One Size Doesn’t Fit All!

Years	0	5	10	15	20	
Rank	LT		CPT		MAJ	LTC
Schools	E O B C	ECCC/UMST Window	ILE Window	EGSP / ACS	PCC	SSC
Key Developmental Assignments	Platoon Leader / XO	Company Command 12 months minimum * Recruiting	BN/BDE/MEB S3/XO, BCT/DIV EN, SF GRP EN, Stryker EN, BCT-A		BN CMD, BSTB CMD, District CMD, USAREC CMD, Trng CMD, Garrison CMD	
Additional Assignments <small>RED = high priority</small>	BN Staff WIAS/JMD Taskings	CTC, AC/RC, USAREC, SGI, JMD, GRD, WTU, BCTP, 01A/02A specific		MITT, JMD, GRD, PMS, BCTP, 01A/02A specific		
<small>* Tour Equity</small>		USACE, USMA, PEP, ROTC, Scholarships		USACE DDC, USMA, Joint, AR Staff, Fellowships		

Your success as an Officer has far less to do with WHERE you command and WHAT TYPE of unit than it does with your MANNER OF PERFORMANCE in the jobs and duties assigned to you.

Where Should I Command?

One of the most common questions we get at Engineer Branch is, “Where is the best place to be stationed for Company Command?” The generic, Big Army answer is: it doesn’t matter. Of course, with family concerns, experience, expertise and personal preference and goals always play into our decisions, so how do we make the best decision?

One of the best pieces of advice we try to offer Junior Captains is to make the assignment process a family decision. The more you involve your spouse in your decisions, the happier your family life will be, and the better you’ll be set up for successful command.

Another aspect to look at is your personal expertise and the experience you want to gain. There was a time when we wanted balance among Engineer Captains. If you were a lieutenant in a light unit, we’d send you to command a heavy unit, and vice versa. Then, we started to specialize, sending Captains back to the same kind of unit they already knew after CCC. These days, we really try to put you in charge of that decision. If you want to command what you know, we’ll try to make that happen for you. If you want to broaden your experience base after CCC,

we’ll support that within the Army’s needs. As much as possible, we try to put you in the driver’s seat.

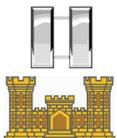
Another aspect to look at is whether you want to be a big fish in a small Engineer pond, or if you want to be a small fish in the ocean. Some people are more comfortable as the only Engineer Commander in the maneuver BCT. Others feel better commanding in an all-Engineer unit, with more Senior Engineers around for mentorship and guidance. Again, it’s up to you, and either option is workable!

In terms of where you’ll be most successful, the bottom line is that your success depends entirely on you. On the FY09 Promotion Board, we had Engineers selected below-the-zone who commanded in PACOM, FORSCOM, and TRADOC. About half commanded while deployed, and there was an even split between Officers who commanded in Engineer Battalions and Engineer BCTs. The common denominator between all of these Officers had nothing to do with location or unit type; it was their manner or performance that got them promoted above their peers. You can accomplish the same thing... regardless of where you command!

Officer Service Management Pilot Program

In case you missed it, MILPER Message 09-243 instituted a new retention program that targets Officer who desire to transfer to other branches or functional areas. A board will meet quarterly at HRC to review all Branch Transfer requests. Captains can request transfer to other branches up to their ninth year of service. Majors can request transfers to functional areas only up until their fourteenth year of service. The purpose of this program is to meet the Army’s needs while empowering Officers to make informed decisions by providing flexible and viable career paths.

If you took one of the Captains Menu of Incentives, you’re not eligible for this program until you’ve completed your ADSO from that program. Other restrictions apply, as outlined in the message. If you’re interested in learning more about this program, check out the MILPER message [here](#). And of course, if you have questions, ask us!



Assignment Updates

We're always getting a lot of questions about what kind of assignments and unique experiences are available. In response to that, here is some information on the hottest assignment right now, as well as some more specific information on the various scholarships and fellowships available throughout your careers. Also, if you are available to move between now and JUN 2010, you should check out the partial list of assignments on Page 6.

"We are going to win here by being smart, experienced and focused. We will lose by being obtuse, always-new-to-this-fight, and not formed as a team of dedicated professionals."
 - GEN Stanley McChrystal, COMISAF

"AFPAK Hands" A Plan for Victory in the 'Stans

"AFPAK Hands"... What's that???

The objective of the **AFPAK Hands**, or APH, program is to identify, select, train, and manage a cohort of Afghanistan and Pakistan COIN experts in order to bring greater unity and cohesion to the fight in Afghanistan. AFPAK Hands will be placed in positions of strategic influence to ensure progress towards achieving U. S. Government objectives in the Afghanistan-Pakistan region. The targeted end-state is a program that will support critical elements of the strategy while preserving the member's career progression.

At the core of AFPAK Hands is 20 weeks of language training, which takes place at the Defense Language Institute's Washington office in Rosslyn, VA.

You will also be trained in Afghan governance, military make-up, culture and development projects. Most of our Engineer AFPAK Hands will work with the Afghan Engineer District, managing projects in the various provinces throughout the country.

The first set of AFPAK Hands have already been selected, but we're already looking forward to the next group of Officers to fill this important mission. Once you are part of this program, when you redeploy, you'll remain tuned into the Afghanistan mission for possible redeployment to the same area, which will ensure continuity of effort.

If this sounds interesting to you, please contact us at Engineer Branch and we'll give you the most updated information and dates to get into this program!

Scholarships and Fellowships

We received a lot of great feedback and questions regarding the various scholarships and fellowships out there. To help clear up some of the inquiries, here is our "cheat sheet." If you have specific questions, as always, contact your Assignment Officer.

Program	Who's Eligible?	School	Utilization	Estimated Application Submission Deadline	ADSO Incurred	Description	MILPER Message
Arroyo Center Fellowship	MAJ/LTC, ILE Grad, with less than 19 years of Service	Must possess a graduate degree at time of application	Rand Arroyo Center, Santa Monica, CA	First week of AUG, one year prior to start date	3 years	Serve as a member of a research team, working on R&D leading to recommended defense policy and strategy changes.	08-079
Congressional Fellowship	Senior CPT with 3 years of availability in timeline	Master's in Legislative Affairs at George Washington University	1 year on Capitol Hill; 2 years in OLL (Pentagon)	Last week of JUL, one year prior to start date	3-for-1 for school (approx 3 years)	Serve 1 year in a Senator or Congressman's Office, and then 2 years as part of the Office of Legislative Liaisons in the Pentagon.	09-065
GEN Wayne A Downing Scholarship	Senior CPT/Junior MAJ with between 3 & 11 years of service, with 3 years availability in timeline	Language Training and Degree in foreign policy/ counter-terrorism field	1 yr at DLI followed by 2 yrs at foreign university OR 2 yrs at US university	First week of JUL, one year prior to start date	3-for-1 for school (approx 3 years)	Serve as Fellow at the Combating Terrorism Center at West Point, helping design an individual program including exposure to foreign counter-terrorism forces and language training	N/A
Army G3 Harvard Strategist	Senior CPT with 3 years of availability in timeline	1-year Master's of Public Admin at Harvard University	2 years in the Army G3/5, Pentagon	Second week of JUL, one year prior to start date	3-for-1 for school (approx 3 years)	Serve as an Action Officer within the Army G3/5 staff, working on strategy and public policy plans	08-077
Joint Chief of Staff Intern Program	Senior CPT/Junior MAJ with 3 years of availability in timeline	1-year at Georgetown University Master of Policy Management Program	2 years on the Joint Staff or in the Office of the Secretary of Defense	First week of SEP, one year prior to start date	3-for-1 for school (approx 3 years)	Serve as an Action Officer within the JCS or OSD staff, working on strategy and public policy plans	08-329
Olmsted Scholarship	Senior CPT with 3 years of availability in timeline	1-year at DLI, 2 years at foreign university	N/A	Third week of JUL, one year prior to start date	3-for-1 for DLI (approx 3 years)	Officers learn a language of their choice at DLI and then immerse themselves in the culture of a nation that speaks that language while attending a foreign graduate university for 2 years.	08-078
White House Fellowship	All ranks with less than 19 years of service, KD at current grade	Must possess a graduate degree at time of application	N/A	First week of DEC, one year prior to start date	3-for-1 ADSO (approx 3 years)	Fellows write speeches, chair meetings, conduct briefings, work with Senior WH officials and cabinet secretaries on public policy	09-198
Royal School of Military Survey	Senior CPT with 3 years of availability in timeline	15 months at Royal School of Military Survey in England	2 years at NGA at Fort Belvoir or Fort Leonard Wood	Last week of JAN, seven months prior to start date	3-for-1 ADSO (approx 3.5 years)	Earn a degree in geospatial sciences and use that to work with the National Geospatial Agency or the Engineer School as a Subject Matter Expert	N/A

**You may only compete for one fellowship or scholarship per FY; specific requirements are listed on the applicable MILPER messages.*

From the Junior Captain Desk

CPT Sonny Avichal

First of all, thanks for all of the feedback from the first newsletter. Hopefully this edition will help keep the lines of communication open between the assignments desk and all of you in the field. Over the past few months there have been considerable changes occurring throughout the engineer branch and across HRC as a whole. In this edition of the Captains newsletter, we'll focus on some new "Big Army" priorities to include AFPAK Hands (see page 3), as well as answer some new FAQs I see on a daily basis.

Updates on ECCC

I just redeployed and I need to attend the career course. The Engineer Career Course is full for the next year. Now What??

You have two options. You could submit your 4187 for ECCC and wait in your current unit until your career course date OR you could attend the career course for a different branch. Since the Maneuver CCC is just as backed up as ECCC, that isn't a very a good option, however the **Aviation CCC** needs help filling their classes and they have classes with **vacancies as soon as May 2010!** Don't worry you won't have to fly. The curriculum is amazingly similar to the Engineer CCC and at the end you get the opportunity to attend SERE-C!

In order to obtain a reservation in Aviation or Engineer CCC, send a DA4187, signed by the first O5 in your chain of command to our Branch Technician, Mr. Donald Burris at donald.burrisjr@us.army.mil. He will enroll you through ATRRS and create your RFO for the PCS move. I can not send you to SERE-C without attending Aviation CCC.

How do I get to Maneuver CCC?

The first step is to get a 4187 signed by your BN CDR requesting that you attend the course. Since Engineer Branch is authorized one seat per Maneuver CCC, we select only the most qualified applicants for the course. In determining who is most qualified we look at Ranger/ Sapper Qualification and deployed experience in a BCT. If selected, you will be contacted eight months prior to the start date of the course to let you know that you have a seat. Be advised, if the course is overbooked, Engineers officers tend to be the first ones to get "bumped" to the next course. We recommend submitting a 4187 for ECCC as well in case you are not selected to attend MCCC.

Where are the Engineer Units Across the Army???

130th - Hawaii

65th - Schofield Barracks (Combat)
84th - Schofield Barracks (Const)

18th - Germany, Heidelberg/Schweinfurt?

9th - Germany, Schweinfurt (Combat)
15th - Germany, Schweinfurt (Const)
54th - Germany, Bamberg (Combat)

1st EN BDE (FLWMO)

35th - Fort Leonard Wood (OSUT, 12B/C)
31st - Fort Leonard Wood (OSUT, 12B/C)
169th - Fort Leonard Wood (AIT, EN MOS)
554th - Fort Leonard Wood (AIT, Sapper, Dive, BOLC, ECCC)

555th - Fort Lewis

1st - Fort Riley (Combat)
3rd - Fort Riley (Const) FY12
4th - Fort Carson (Combat)
14th - Fort Lewis (Combat)
52nd - Fort Carson (Const) FY10 (E-date APR 10)
864th - Fort Lewis (Const)

4th MEB - Leonard Wood (FY09)

5th - Fort Leonard Wood (Combat)
94th - Fort Leonard Wood (Const)

20th - Fort Bragg

7th - Fort Drum (Combat)
19th - Fort Knox (Const)
27th - Fort Bragg (Combat)
37th - Fort Bragg (Combat)
326th - Fort Campbell (Combat)

36th - Fort Hood

8th - Fort Hood (Combat)
11th - Fort Benning (Const)
20th - Fort Hood (Combat)
62nd - Fort Hood (Const)
40th/10th - Germany (Combat)
2nd - WSMR
92nd - Fort Stewart (Const)

1st MEB - Polk

46th - Fort Polk (Const)

2nd MEB - Drum (FY13)

3rd MEB - Richardson (FY10)

6th - Fort Richardson

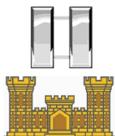
USACE

249th - Fort Belvoir (Prime Power)

Did You Know...

The average dwell time for an Engineer Junior CPT is 17 months while the average number of months deployed in support of combat operations is 18 months!

Nearly 95% of all Engineer Captains reassigned from the Captains Career Course will either be sent to an Engineer Unit (shown on the right), BDE Combat Team or Division Level Staff.



Administrative Notes



In each issue, we'll continue to address some administrative questions or concerns that pop up on our radar. As we conducted our file scrubs for the MAJ Board, this was one of the errors that continuously showed up in the majority of files.



GWOT Expeditionary Medal, Iraq and Afghanistan Campaign Medals: Are you wearing them correctly?

We want to clarify the guidance that has been set forth by Awards Branch here at HRC regarding the Iraq Campaign Medal (ICM) and the Afghanistan Campaign Medal (ACM). The files that we reviewed for the recent MAJ Board have had many errors with respect to these medals, and we want to make sure everyone is tracking for future reference in the proper maintenance of your files. Please read through the entire message before asking specific questions to us about your personal file. This is a wide-spread problem, stemming from the fact that guidance can be somewhat confusing.

The bottom line is that, if you have an ICM or ACM, it needs to have at least one (bronze) campaign star on it. You receive campaign credit (and therefore a campaign star) for taking part in one or more phases of the campaign in each country. The campaign dates are listed in the table below.

So, for example, if you were deployed to Iraq from 15 MAY 04 through 14 MAY 05, then you were there for two campaigns (Transition of Iraq and Iraqi Governance), and therefore are authorized to wear two campaign stars on your ICM. The number of ICMs or ACMs noted on your ORB correlates to the number of campaign stars you have, so in this case your ORB should say that you have 2x ICMs.



On the other hand, if, for example, you deployed to Afghanistan from 15 OCT 06 through 14 OCT 07, and then again from 15 OCT 08 through 14 APR 09, you are still only authorized ONE star on your ACM, because both of your deployments covered the same campaign timeframe. Your ORB should show that you have 1x ACM, despite the fact that you deployed there twice.

In general, you must have 30 days of continuous (or 60 days non-continuous) service in Iraq or Afghanistan in order to receive the ICM or ACM. However, you don't have to be there for 30 days of a campaign to get credit for the campaign. So, if you got to Iraq on 30 APR 03 and stayed through 30 MAY 03, you would actually wear two campaign stars, even though you were only there for 30 days and only 1 day of the Liberation of Iraq.

Since the question will inevitably come up, let's also talk about the Global War on Terrorism Expeditionary Medal. The GWOT-E is authorized for those Soldiers who participated in operations in the CENTCOM AOR between 12 SEP 01 and 30 APR 05. After 30 APR 05, the GWOT-E is not authorized for service in Iraq or Afghanistan, but is authorized for service in other parts of the CENTCOM AOR (Kuwait, Qatar, etc). This doesn't mean you can wear the GWOT-E because you went through Kuwait or staged out of there before entering Iraq.

The ICM and/or ACM can replace the GWOT-E medal, but you cannot wear both the GWOT-E and a campaign medal for the same act, achievement or period of service. You also cannot "split up" the same deployment to be eligible for both awards (e.g., if you were deployed to Iraq from 28 FEB 05 to 27 FEB 06, you can't have both the ICM and the GWOT-E... you must choose one or the other). You can only have one GWOT-E, regardless of how many times you deployed before 30 APR 05.

If you qualify for the GWOT-E with arrowhead device (meaning that you participated in a "combat parachute jump, helicopter assault landing, combat glider landing, or amphibious assault landing, while assigned or attached as a member of an organized force carrying out an assigned tactical mission" per AR 600-8-22), then you are authorized to wear the ICM/ACM with arrowhead in lieu of the GWOT-E with arrowhead. However, as before, you can't wear both awards for the same act, achievement or period of service. If you choose to wear the ICM/ACM with arrowhead and campaign stars, the arrowhead goes on the right of the ribbon as you wear it (closer to your heart) and the campaign star(s) go on the left. No campaign stars are authorized for wear on the GWOT-E medal.

This is a strange policy because we're actually given a choice. We're used to being told what to wear, but in this case, you actually can choose between wearing the ICM or ACM, or the GWOT-E for certain periods of service. To check out the policies for yourself, the links for policies dictating the wear of these awards are at the bottom of the page.

A directive issued by the Department of Defense dated 16 APR 08 designates three phases of Operation Enduring Freedom and four phases of Operation Iraqi Freedom as qualifying for a campaign star. One campaign star can be awarded for each of the listed campaigns.

Operation Enduring Freedom (Afghanistan)		Operations Iraqi Freedom	
Campaign Name	Dates	Campaign Name	Dates
Liberation of Afghanistan	11 SEP 01—30 NOV 01	Liberation of Iraq	19 MAR 03—1 MAY 03
Consolidation I	1 DEC 01—30 SEP 06	Transition of Iraq	2 MAY 03—28 JUN 04
Consolidation II	1 OCT 06—TBD	Iraqi Governance	29 JUN 04—15 DEC 05
		National Resolution	16 DEC 06—TBD

The policies governing this information can be found at the following websites:
 Global War on Terrorism Expeditionary Medal: <http://www.tioh.hqda.pentagon.mil/Awards/GwotExpeditionaryMedal.htm>
 Iraq Campaign Medal: <http://www.tioh.hqda.pentagon.mil/Awards/IraqCampaignMedal.htm>
 Afghanistan Campaign Medal: <http://www.tioh.hqda.pentagon.mil/awards/AfghanistanCampaignMedal.htm>

Rumor Control and Updates

The first rumor we want to address in this issue pertains to Advanced Civil Schooling (ACS). I've had many people tell me that they weren't able to pursue ACS as an option because they had participated in the Cooperative Degree Program (CDP) at ECCC. This is a FALSE rumor.

The CDP does not preclude you from competing for any other ACS program, whether it's teaching at West Point or trying for one of the fellowships we discussed on Page 3. The CDP is simply an opportunity for Engineer CPTs to earn an advanced degree at an early point in their career. The only stipulation is that you can't pursue the same degree in ACS that you did in the CDP. Other than that, you have many options. Remember though: both the CDP and ACS incur a 3-for-1 ADSO, meaning you owe the Army three days for every day you spend in school.

Next, let's talk about promotions. First of all, as many of you know, the FY2010 MAJ Board convened in October. The results of this board should be released around February 2010, but that's not a promise; the release of promotion board results depends on how long it takes the Secretary of the Army and Congress to approve the list, and there is no set timeline for this process.

Many rumors revolve around promotions, and we get them in waves each year. *I heard I don't need to go to CCC or take command to get promoted to Major... My buddy has a General Letter of Reprimand in his file and still got promoted... We don't have to get a DA photo to get promoted, do we?*

The surprising thing about all of these rumors is that they have all, at one point

or another, been TRUE... sometimes. The rest of the story, however, is this: the majority of people with these kinds of discrepancies have NOT been selected for promotion.

The reality in today's Army is that we need Majors. Badly. In some cases, the Board will look at an Officer's overall file and will promote a Captain who has proven to be highly successful as a staff Officer who hasn't commanded a Company, because they feel that Officer can continue to serve in a staff role. If an Officer has a strong file but also has a GO-MOR, they may be selected to Major based on their overall potential for success. In the days when promotion boards could be more selective, DA Photos were a big deal. They are still important because it's a way of introducing yourself to the Board (your photo is the first thing the Board members see in your file). A good photo can be a difference-maker for Officers vying for BZ-selection to Major, but a poor or nonexistent photo won't keep you from being promoted on its own; it is, however, an indicator to the Board of how high your care factor is set.

The selection rate to Major is around 97%. That percentage is much lower as you get into promotion for LTC and even lower as you compete for selection to Engineer Battalion Command (around 10%). In addition, Army Operations Research analysts predict that promotion rates will return to pre-9/11 norms around 2012-2013 (around 65% to MAJ in primary zone), as our accessions numbers from 2002-2003 catch up to our requirements for at the field grade level. It takes time to grow a Major!

Our job is to set you up for continued success as long as you're in the Army. That means excelling at your required KD jobs (as shown in the chart on Page 2), staying out of trouble, and ensuring your ORB and OMPF remain in order. If you stick with this advice, you'll be in good shape for promotion and progression.

Current Assignment Options: If you're in the window to move between now and June 2010, this will be of some interest to you. Typically, we want to send Officers from their first assignment to ECCC, and then to command. However, we understand that everyone can't follow the same career path, and in some cases we can make exceptions, especially in the case of assignments to AC/RC, Korea, and some others.

If you've spent more than 2.5 years in your current assignment and you've finished your key developmental time, see if any of these assignments look like a good fit for you! If you're in ECCC or coming out of command this spring, you'll be sent a longer, full list of assignments shortly by your Assignment Officer.

Senior CPT Opportunities

Done with CCC and Company Command

- Gulf Region Division, USACE (Iraq)
- Corps of Engineers, Savannah District
- 3rd BCT, 4th ID (Ft Stewart, BDE EN)

Junior CPT Opportunities

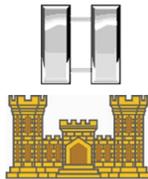
- AC/RC at Camp Shelby, MS
- 2ID, Camp Casey, Korea
- 2ID, Camp Red Cloud, Korea
- 1st BCT, 3ID (Fort Stewart, CCC Grad)



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HELP MAKE US BETTER!

Is there a topic you'd like to see discussed in this forum? Please contact either MAJ Gordon or CPT Avichal with your topic, question, or issue and we'll do our best to get you an answer and discuss it in the next newsletter! Our next newsletter will come out in January 2010, so if you want something in there, please get with us soon!