FEATURE: LOOKING AHEAD FOR TALENT

YEAR IN REVIEW: 2017

DOING GOOD: SERVING WITH ENCOURAGEMENT





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DOING GOOD:

LaTisha Williams finds

by serving with her

community church.

and gives encouragement



THEN & NOW: A look back at the U.S. Capitol's baking operations during the Civil War.



COVER: A view of the U.S. Supreme Court lions. *Photo by Susanne Bledsoe*

ARCHITECT'S NOTEBOOK

A Washington Connection



Left, middle photos by Chuck Badal; Right photo by Susanne Bledsoe

Ven after working with this agency for more than 20 years, I continue to discover little surprises in the buildings, grounds and art cared for by our employees.

I was recently walking in National Statuary Hall's upper gallery and stopped at the "Car of History" clock by Carlo Franzoni where I saw a small bust of George Washington carved into its marble chariot. Washington's profile faces the front of the vehicle while Clio, the muse of History, stands above looking out over the room.

I've walked under that chariot thousands of times and never knew the bust of Washington was there. This got me thinking...Washington created this capital city, picked its location, laid the building's cornerstone and he rises into the heavens in Constantino Brumidi's "Apotheosis" under the Capitol Dome, but where else does he show up?

There are more than 30 pieces of art in the U.S. Capitol that feature or include his likeness. He appears in sculpture and paintings throughout the building from large spaces, like the Rotunda and committee rooms, to places more off the beaten path including a stained-glass window in the Congressional Prayer Room, a bronze doorway in the Senate wing and a stairwell in the House wing.

Two of the art pieces in the building featuring Washington have a special connection to my time serving as Architect of the Capitol.

The first of these pieces was present during my swearing-in ceremony. Directly above where I stood

to take the oath of office in the U.S. Capitol's Old Senate Chamber hangs a "porthole" portrait of George Washington by Rembrandt Peale.

This portrait was created in 1823, then purchased in 1832, the centennial of Washington's birth, for display in the Old Senate Chamber. On the lower part of the frame, a stone sill is engraved with "PATRIAE PATER," meaning "Father of His Country."

The second George Washington piece I have a connection with has spent much more time with me. I see it on a daily basis as it hangs in a corner of my office opposite my desk.

This pastel portrait by William Dunlap in 1783 is one of the oldest works of art in the U.S. Capitol. It is a unique depiction drawn from life showing General Washington in his blue and buff military uniform. In 1940 it was bequeathed to the Congress in a will and accepted by the Joint Committee on the Library. It has hung in the Architect of the Capitol's office ever since, except when on loan for exhibition.

As I walk the U.S. Capitol corridors, my eyes and thoughts are often looking for my next surprise. &

Stephen T. Ayers, FAIA, LEED AP Architect of the Capitol



LOOKING AHEAD FOR TALENT

FINDING THE NEXT WIN

WRITTEN BY FRANKLIN BRADLEY AND ERIN COURTNEY PHOTOS BY CHUCK BADAL

HIS PROGRAM FAR EXCEEDED WHAT I EXPECTED," SAID SUPPLY MANAGEMENT OFFICER PAUL VENTURELLA. HE WAS SPEAKING OF THE PILOT PROGRAM TO HAVE COLLEGE STUDENTS EARN CLASS CREDIT WHILE APPLYING THEIR SPECIALIZED KNOWLEDGE AND SKILLS TO ADVANCE THE WORK OF THE ARCHITECT OF THE CAPITOL (AOC). THE FIRST STUDENT IN THE PROGRAM, MARY DELANEY, ALSO SAID THE INTERNSHIP EXCEEDED EXPECTATIONS, "IN MY FIRST PROJECT ALONE, IT TRULY FELT LIKE I HAD DONE MEANINGFUL WORK."



"IF IT TAKES A SHOP LESS TIME TO GET THE SUPPLIES THEY NEED, THEY HAVE MORE TIME TO SERVE OUR CUSTOMERS AND CAN SERVE THEM BETTER." Internships, by definition, are professional apprenticeship experiences that give students the opportunity to gain practical experience in a professional environment. It is the opportunity to expand horizons and apply classroom knowledge in the real world. Yet we know that not all internships are created equal. The AOC strives to make the intern experience substantive, challenging and rewarding. And that same philosophy was evident during the piloting of the AOC's new work-for-credit intern program in the House Office Buildings.

Delaney, a finance major, was selected to work in the Inventory Management Branch in the House Office Buildings, where Venturella is the supervisor. Along with his employees, Venturella manages the supply chain for the jurisdiction to ensure it has the parts and supplies necessary to do its work. They operate behind the scenes, but Venturella knows their work is essential to the success of frontline employees, "If it takes a shop less time to get the supplies they need, they have more time to serve our customers and can serve them better."

"We are always working to make our shop more proactive," he said. But, just one unforeseen event can delay those efforts. "If there's flooding, we can't wait to order the supplies needed to clean that up and make the repair." Venturella needed someone who wouldn't be taken off task by emergencies, could work independently and was driven to deliver.

"We have a lot of hard-to-fill positions," said Talent Acquisition Program Manager Lisa Maltbie. "Talent acquisition is a way of both expediting the hiring process for them and being more strategic. We look ahead at the long-term needs of the agency and we identify likely sources of employees to meet those needs."

This led her to a job fair at Catholic University, where she represented the AOC with House Office Buildings Assistant Superintendent Dan Murphy. They learned that practical experience is a graduation requirement, for which the university gives students course credit.

Interested in opportunities to grow her knowledge of business and help her narrow — or expand — her educational pursuits, Delaney's academic advisor suggested she explore and apply for an internship with the AOC, which she did.

After she was selected, and reported to her first day of work, Delaney admitted that, "It was a little intimidating walking past the big Dome in the morning." However, when she got to her desk, her colleagues put her at ease. "Everybody was so nice, and they all know and support each other. It was a good, positive culture." She also credits her supervisors and colleagues for helping her make the internship at the AOC her own.

The feeling she had, standing in the shadow of the U.S. Capitol, didn't leave Delaney, though. "It was constantly on my mind: do the best that I can."

Venturella still wasn't sure what to expect. "I thought that she might complete one project," he said. He tasked Delaney with creating a more efficient process for procuring replacement parts and services for the House heating and cooling systems. Perhaps Venturella would have had higher expectations if he had known that in addition to doing the work required for her finance major and two minors, Delaney also enjoys hurling. "It's an ancient Irish game, called the fastest sport in the world, because you're constantly running full speed," she explained.

When she got her first assignment, as she does in a hurling match, Delaney hit the ground running. On her second day, Murphy stopped by her desk. "She already had a spreadsheet that analyzed the cost of each purchasing action for one service," he said. "We could immediately see if each one was worth it."

In that first project, Delaney was able to bundle separate purchases of the same service into one contract, eliminating processing time for each transaction and

"TALENT ACQUISITION IS A WAY OF BOTH EXPEDITING THE HIRING PROCESS FOR THEM AND BEING MORE STRATEGIC. WE LOOK AHEAD AT THE LONG-TERM NEEDS OF THE AGENCY AND WE IDENTIFY LIKELY SOURCES OF EMPLOYEES TO MEET THOSE NEEDS."

Intern Mary Delaney learns about an air handling unit from Air Conditioning Equipment Mechanic Worker Valarie Buggie to better understand the parts and services required by heating and cooling systems. This knowledge helped her write a contract that maintains service levels and saves time and money.

"WHEN I SAW THE **REPLIES TO THE CONTRACT FROM** SUPPLIERS IN MY INBOX, IT WAS FULFILLING. I DID MY BEST WORK ON THIS. I HAD STARTED FROM SCRATCH. IT TIED TOGETHER **EVERYTHING I HAD BEEN WORKING ON."**



Building. Delaney's speed and drive to succeed ensured she met every goal d now Murphy is looking ahead to the next win.

saving Venturella's shop 100 labor hours every year. Despite never being exposed to federal contracting, Delaney was able to successfully draft a statement of work for a contract. "She needed direction, but no handholding. When she didn't know about something, she researched it and found the answer," Venturella said.

The work was also rewarding for Delaney. "When I saw the replies to the contract from suppliers in my inbox, it was fulfilling. I did my best work on this. I had started from scratch. It tied together everything I had been working on." But she had only just begun. By the end of her term, Delaney had completed a half-dozen or more projects. "They were all from my wish list to make supply management more proactive," Venturella said.

Murphy considers the program a success and has worked with Maltbie to select the next intern. "We achieved our goal to improve efficiency. Now, our only question is, 'What is the next win?"" 🗞

INTERNSHIP PROGRAM

This internship is a pilot project, but the AOC has two active intern programs, including the Summer Intern Employment Program and the Co-op Program. The summer program is a 12-week, paid opportunity that introduces students to a professional work experience, enhancing their academic or trade school development in preparation for their chosen vocation.

The Co-op Program offers students the opportunity to work while completing their studies with the guarantee of a permanent job upon graduation.

Be sure to follow our social media accounts for announcements about opportunities to join the team.

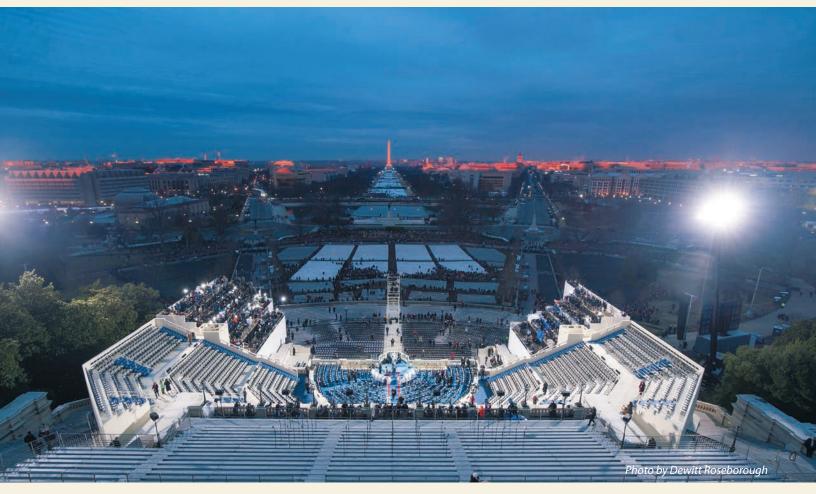




YEAR IN REVIEW

WRITTEN BY ANDREW DENTAMARO

For even more agency accomplishments in 2017, visit aoc.gov/PAR.



PRESIDENTIAL INAUGURATION

The Architect of the Capitol (AOC) played a crucial role in planning, managing and executing the construction and logistical activities for the 58th Presidential Inauguration. This included installing the inauguration platform and more than 7 miles of event fencing to support physical security.

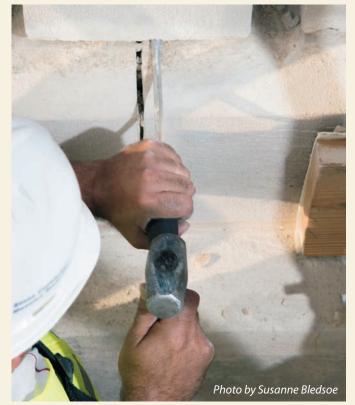






STONE PRESERVATION PROGRAM

The AOC continued an ambitious program to restore and preserve the deteriorating stone and metal features on many of the agency's most treasured heritage assets, including the U.S. Capitol, the U.S. Supreme Court, the U.S. Botanic Garden Conservatory and others.







COGENERATION PROJECT

The AOC completed the cogeneration system design documents, delivered and installed major equipment, and began the installation of connection piping, wiring and auxiliary systems to prepare for equipment startup and commissioning efforts. This project is an important element of the AOC's commitment to achieving future energy savings, reducing environmental impacts, and maintaining a reliable source of chilled water and steam for the 23 facilities on Capitol Hill.



LIBRARY OF CONGRESS BOOK STORAGE MODULE 5

The AOC completed construction of Book Storage Module 5 located in Fort Meade, Maryland. The modules at the Library of Congress Book Storage Module Facility boast 35-foot high ceilings with rows of book shelves that reach 30 feet. They also all feature optimum environmental conditions for paper-based collections. Books, maps, globes, photographs, microfilm and music are stored in one of 10 different-sized boxes, ensuring the preservation of these cultural assets for future generations.







Photos by Marcey Frutchey

CAPITOL CAMPUS VISITATION

In December 2017, the AOC welcomed its 20-millionth visitor to the Capitol Visitor Center since its December 2008 opening.





Photos by Susanne Bledsoe

RECOGNITION OF THE U.S. CAPITOL GROUNDS AS AN ACCREDITED ARBORETUM

The U.S. Capitol Grounds earned recognition as a nationally recognized and accredited arboretum. As an arboretum, the U.S. Capitol Grounds is recognized as an area with at least 100 species of woody plants, dedicated staff, enhanced public education programs and a documented collections policy.





Serving with Encouragement

WRITTEN BY LAURA CONDELUCI · PHOTO BY DEWITT ROSEBOROUGH

Although the sign on LaTisha Williams' desk reads, "Solutions Please," it could just as easily say, "Find Encouragement Here." With a ready smile that radiates warmth, Williams is always quick to serve and to praise others, with a personality that draws colleagues, employees and friends toward her.



Williams was part of a team that distributed coats, scarves, gloves and toiletries to the homeless in Franklin Park in downtown Washington, D.C. *Photos courtesy of LaTisha Williams*

illiams has many experiences of everyday encouragement to share in her 10 years with the Architect of the Capitol (AOC), currently as custodial worker supervisor in the House Office Buildings Day Cleaning division and previously with Senate Office Buildings. True to her nature, when asked to speak about her own volunteer work, she talks instead of her AOC colleagues and how they regularly support her, each other and

their customers. She then launches into a story about her fellow AOC employees who took a pause from their shoveling work to help some pedestrians cross a particularly icy stretch of pavement this winter.

"I have been so grateful to the people who work here. We are all here to help each other," Williams said, gesturing to her coworkers who were gathered for lunch at a table outside of her office. "We have taken a personal interest in each other and have real community here."



Photo courtesy of LaTisha Williams

Connecting with her community is important to her, whether at work or at home. Williams is always asking the people she interacts with throughout the day about their lives. What she has discovered is that many people just need someone to listen to them.

"Our life experiences are not just for us to go through and get through, but to share them with others," said Williams. "Help somebody else dealing with the same thing."

Her affection for the employees she supervises is evident when she talks about them, in addition to her pride in their work in the Cannon and Longworth House Office Buildings. Williams encourages them to apply for other open jobs at the AOC because she wants all of her employees to have the chance to move up and do the work they want to do. She helps them prepare their applications and is so proud to see her employees also helping each other.

Williams tries to share an encouraging word with each of her employees every day because, "Some people do not get an encouraging word at home. I hope after I've



uplifted somebody, that they will be nice to somebody else."

"LaTisha has a passion for people," said Cordell Shields, laborer (recycler) general supervisor, who nominated Williams for the Architect's Award for Community Service that she received in 2017. "She has great people skills and really cares for her employees. She assists the serving her community onto her children Arrielle (18), Christopher (16) and Chase (11). Together, they recently collected and distributed coats, scarves, gloves and toiletries to homeless people in Franklin Park in downtown Washington, D.C. They also provided food baskets to families who could use some extra support during the holiday season.

"You just never know who may need you or what you can offer someone else."

laborers and custodians doing their jobs sometimes so she can better understand what they need and what they may come to her about."

Outside of work, she is a member of a church that she describes as, "small, but very mighty," with a focus on giving. She serves in the community through her church by participating in food and clothing drives, helping the elderly, and supporting local homeless shelters. Williams passes this passion for "You just never know who may need you or what you can offer someone else," said Williams. "I used to have so much pride thinking I had it all together. Then you have some humbling experiences that make you realize that you don't. We need each other."

Williams also volunteers with her son Christopher for the Civil Air Patrol, which is an auxiliary of the U.S. Air Force. The organization teaches kids survival skills and prepares them for service in the U.S. Air Force. As a member and active participant, she chaperones many activities, such as the annual wreath laying at Arlington Cemetery during the holiday season and serving lunch to members of the military on local bases.

While caring for those in our communities is a reward unto itself, she recognizes the lessons it teaches her children. "You never know how much you are going to bless someone when you help them, and it shows them how truly blessed they are," said Williams. "We don't always know what is happening in someone else's life."

Spending time with Williams brings to light the importance of connection, encouragement and service. To explain how she has time for all of her volunteer work in addition to a full workload and her family, she admits she needs to slow down a bit and care for herself to preserve her health. Then without much of a pause, she starts talking about the new women's fellowship she will lead at her church.

It doesn't sound like Williams will be slowing down any time soon. &

Capitol Building Superintendent's Office

WRITTEN BY ERIN NELSON • PHOTOS BY JAMES ROSENTHAL



hince its founding in 1793, the United States Capitol Building has been an enduring symbol of freedom and the democratic process that happens within its walls. Photos of the building are in no short supply, especially in Washington, D.C., where the 288-foot tall building looms in the skyline. Photos of the inside, though not as prevalent, still make daily appearances in the news.

The building is steeped in rich history. Some of the historical narratives invite interpretation or imagination while others are little more than rumors passed down from previous generations. And some historical facts seem more like fiction until you see the photos that bring them to life.

History buff and Executive Assistant Gabriella Marvin had been searching for photos that captured her U.S. Capitol office during the Civil War. Marvin spends her weekdays working for the Architect of the Capitol's (AOC) Capitol Building Superintendent's Office while her weekends are often reserved for two of her favorite things: learning more about history and playing with her dogs, Alvin, Murphy and Roxie.

A current view of the U.S. Capitol, Room HB-29, which once served as a bakery during the Civil War.



Left: Capitol Building Executive Assistant Gabriella Marvin holds a newspaper clipping that shows what her U.S. Capitol office looked like during the Civil War. Right: An up-close look at the bakery operations in the U.S. Capitol.

Last summer, she took her dogs to Eastern Market, a bustling marketplace in southeast D.C., in hopes of finding the Civil War era photos. It was a long shot, but as she flipped through dozens of newspaper clippings, she immediately recognized the image she had spent months searching for of the U.S. Capitol; Room HB-29; May 25, 1861.

HB-29 is located in the center of the U.S. Capitol and was constructed under the direction of Charles Bulfinch between 1818 and 1826. Bulfinch was one of the first American-born architects of distinction and is honored as the third Architect of the Capitol. His design for the central section of the building included 40 committee rooms, but that space underwent a major transformation during the Civil War.

Many temporary accommodations were made for the military at the U.S. Capitol after President Abraham Lincoln ordered Union troops to defend the building and the city of Washington during the war. When Congress was not in session, the House and Senate Chambers were used to house troops for a month, the Rotunda became a makeshift hospital and bakeries were created in the basement and terraces in the center of the building, including in HB-29.

Construction for the bakeries began on April 21, 1861, and the large brick ovens were completed on April 28. The ovens were located in HB-29 and HB-28 while HB-27 was used for mixing yeast and other baking operations. Eventually, bakery-related tasks occupied the entire west basement of the center building. In February 1862, a Harper's Weekly reporter stated that there were 14 ovens that baked 200 loaves a day, and six or seven ovens that baked 800 loaves a day. The bread was passed out through the windows to troops and freight wagons waiting in the courtyard.

The bakeries continued to produce food for the Union armies in the area, even after troops were no longer staying in the U.S. Capitol. Within six months of the bakeries' installation, complaints began pouring in from Capitol occupants who were concerned about the smoke damage the bakeries were causing to other parts of the building. Money for the removal of the bakeries was authorized in July 1862, and they were removed in October of that year.

According to AOC records, HB-29 has been occupied by the Architect of the Capitol and support staff since the late 19th century. Marvin has only occupied the space since 2015, but she appreciates the historical significance of her office every day, "Working for the Capitol Building Superintendent has been nothing short of a life-changing experience. From the people I've met to the history I continue to learn about this remarkable building, there is no other place I would rather work. Some days are more challenging than others, but my experiences and the people that surround me make every day worth it." 🗞

A. Carlyle

<text>

EMPLOYEE SPOTLIGHT

Anthony Carlyle is a health and fitness specialist in the Senate Staff Health and Fitness Facility.

Q: Is it true that you once worked with Tae Bo creator Billy Blanks?

A: Yes! I have worked with Billy since my first Instructor Camp in 2002. Since then I have gone on to become an elite Tae Bo instructor and appear in numerous Tae Bo DVDs. I've also made television appearances with him and continue to work with him today.

Q: For those unfamiliar, can you describe Tae Bo? Is it a form of karate?

A: Tae Bo is a total body cardiovascular workout that mixes martial arts, boxing, calisthenics and a few dance moves. All levels are welcome. Tae Bo is actually an acronym which is as follows: T= Total, for total commitment to whatever you choose to do. A= Awareness, of yourself and the world around you. E= Excellence, in everything you do. B= Body, as a force to total change. O= Obedience, to your will and your desire to change.

Tae Bo has its roots in Taekwondo.

Q: What did you learn from that experience, and how do you apply those lessons to your work in the Senate Staff Health and Fitness Facility?

A: One of the best lessons I learned is the ability to focus and to be committed to excellence. Every year instructors would have to go back to California and get re-certified at Tae Bo Re-cert Camp. Camp took place over a three-day period from Friday to Sunday. Each day was nine hours of drilling and training. We never knew what to expect. One day we would be in the Pacific Ocean doing drills at 5 a.m., one day we would be on a muddy hill doing drills at 5 a.m. After it was all



over we would go back to the studio and drill some more!

Billy really tested our will power.

Q: In the 1990s, Tae Bo became a pop culture phenomenon with celebrity clients, like Paula Abdul, kicking and punching their way to a healthy lifestyle. Do you have a favorite memory from your time with Billy Blanks?

A: There are so many to choose from! The best times are Fitness Conventions and watching him interact with his fans. Billy genuinely cares about people. I've seen him stand in the rain to speak with someone for 15 minutes.

And there was that time we played Madden for three hours!!

Q: The start of a new year usually comes with renewed commitment to physical fitness. What is your recommended go-to exercise to burn calories and jumpstart a health plan?

A: Tae Bo of course! I would also recommend an exercise that is going to challenge you and keep

you engaged. Anything that is going to get a person moving is always beneficial. I love the battle ropes. Battle rope workouts not only work your upper body but your core and legs as well.

Q: For those who don't have time to join a gym, do you have easy and effective exercises to encourage movement and wellness?

A: Yes! Here are a few tips everyone can do at home:

- 1. Instead of walking around the house, try lunging. Lunging to a few rooms around the house is a great way to work your legs.
- 2. During commercials see who can do the most push-ups or sit-ups while you watch your favorite show.
- 3. Grab a Tae Bo DVD.
- Have a "Fit Party." Invite a few friends over, put on a workout DVD and go for it! Have your friends prepare healthy meals for before and after. Also, have some literature on fitness available to hand out. ^(*)



The Ditch Witch

BY ERIN COURTNEY • PHOTOS BY THOMAS HATZENBUHLER

Well before winter, the Architect of the Capitol (AOC) prepares snow equipment, procures rock salt and ice melt supplies, and reviews the emergency and essential personnel snow response plans. And with good reason.

he AOC is responsible for the maintenance, operation, development and preservation of more than 18.4 million square feet of buildings and 570 acres of land. There are more than 14 miles of sidewalks, 7 miles of streets and drives, and about 20 acres of parking lots and plazas to clear and keep free of snow and ice. A significant storm requires a lot of work

and cooperation across all facets of the agency to ensure the campus is safe for members, staff and visitors.

"We do a lot of refresher courses for seasoned employees and training for new employees on the equipment. And we do several dry runs to make sure everyone is prepared for snow," said General Gardener Supervisor Ralph LoJacono. "We also coordinate and



Architect of the Capitol employees practice maneuvering the Ditch Witch SX600 through cones designed to replicate the safety bollards on campus.

share information with the U.S. Capitol Police, AOC Office of Security Programs and the District Department of Transportation on forecasts, snow clearing needs and other storm preparation essentials," he said.

General Maintenance Supervisor Lee Dennis manages heavy equipment and supplies including more than 500 tons of rock salt to keep road surfaces clear and 20 tons of deicer for the sidewalks and steps. "If the surface temperature is below 28 degrees and we get 6 inches of snow or more, we can quickly use 200 to 250 tons of product to help remove snow and ice from the campus," he said.

This year, Dennis organized a cross-jurisdictional training session on safe snow removal procedures. Dubbed, The Snow Rodeo, the training exercise included a friendly competition between offices and jurisdictions on a new piece of snow removal equipment, the Ditch Witch SK600 mini skid steer. The machine has a narrow frame for better maneuverability in tight, compact spaces like the bollards that ring the campus.

The Capitol Grounds team anticipates using this piece of equipment to decrease the amount of time and resources it takes to clear snow and ice between the security barriers. The Ditch Witch SK600 has an efficient, low-maintenance engine to power through snow in those hard-to-reach places. Additionally, the machine is capable of having numerous attachments to perform a wide range of tasks, including a narrow bucket for snow removal.

Representatives from Capitol Grounds, Supreme Court Building and Grounds, Library Buildings and Grounds, and the United States Botanic Garden participated in The Snow Rodeo and found the plow easy to operate. Competitors successfully maneuvered it through cones set up in a course made to resemble rows of bollards. In the words of Dennis, "It's not how fast you plow, it's how well you plow fast." &



Communications and Congressional Relations U.S. Capitol, Room SB-16 Washington, DC 20515

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The Architect of the Capitol strives to meet its mission 24 hours a day, 365 days a year to **serve** Congress and the Supreme Court, **preserve** America's Capitol, and **inspire** memorable experiences for all who visit the buildings and grounds.

Tholos is distributed by the Architect of the Capitol primarily for AOC employees. Questions regarding content and publication should be directed to AOC Communications and Congressional Relations at communications@aoc.gov, 202.228.1793, or U.S. Capitol, Room SB-16, Washington, DC 20515.

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> The East Plaza's trolley stop captured on a snow day. Photo by Chuck Badal

