

Equal Opportunity * Diversity * Special Emphasis Program Newsletter

December 2016 Issue 21

* * * * * * **Greetings from** the SEEM

Pearl Harbor

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M O G

Pearl Harbor Remembrance Day

Human Rights Day

Holiday Traditions from Around the World

Holiday Events Around MO

Holiday

Recipes: Busche de Noel & Roast

Beef

FOH & EAP Spotlight

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GREETINGS FROM THE SEEM

Greetings,

Tis the Season to celebrate for many different reasons, in many different ways, in many different places.

I'm filled with joy and peace as I reflect on what this season means to me. Celebrating my faith is a reminder of the importance of family, friends, and our traditions.

For whatever reason you celebrate the season, I hope you are filled with joy and peace as well. I wish each and every one of you a very Happy Holiday!

> MAJ Deborah A. Smith State Equal Employment Manager



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Pearl Harbor, Hawaii, Sunday, December 7, 1941



Aboard a Japanese carrier before the attack on Pearl Harbor, crew members cheer departing pilots. Below: A photo taken from a Japanese plane during the attack shows vulnerable American battleships, and in the distance, smoke rising from Hickam Airfield where 35 men having breakfast in the mess hall were killed after a direct bomb hit.





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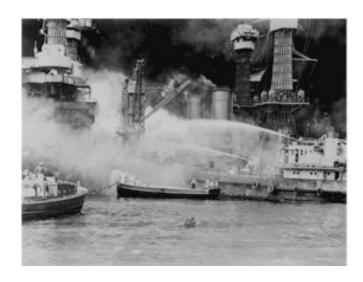
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Pearl Harbor, Hawaii, Sunday, December 7, 1941



The USS Shaw explodes during the Japanese air raid. Below Left: The battleship USS Arizona after a bomb penetrated into the forward magazine causing massive explosions and killing 1,104 men. Below Right: Dousing the flames on the battleship USS West Virginia, which survived and was rebuilt.







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Pearl Harbor, Hawaii, Sunday, December 7, 1941

Sequence of Events

Saturday, December 6 - Washington D.C. - U.S. President Franklin Roosevelt makes a final appeal to the Emperor of Japan for peace. There is no reply. Late this same day, the U.S. code-breaking service begins intercepting a 14-part Japanese message and deciphers the first 13 parts, passing them on to the President and Secretary of State. The Americans believe a Japanese attack is imminent, most likely somewhere in Southeast Asia.

Sunday, December 7 - Washington D.C. - The last part of the Japanese message, stating that diplomatic relations with the U.S. are to be broken off, reaches Washington in the morning and is decoded at approximately 9 a.m. About an hour later, another Japanese message is intercepted. It instructs the Japanese embassy to deliver the main message to the Americans at 1 p.m. The Americans realize this time corresponds with early morning time in Pearl Harbor, which is several hours behind. The U.S. War Department then sends out an alert but uses a commercial telegraph because radio contact with Hawaii is temporarily broken. Delays prevent the alert from arriving at headquarters in Oahu until noontime (Hawaii time) four hours after the attack has already begun.

Sunday, December 7 - Islands of Hawaii, near Oahu - The Japanese attack force under the command of Admiral Nagumo, consisting of six carriers with 423 planes, is about to attack. At 6 a.m., the first attack wave of 183 Japanese planes takes off from the carriers located 230 miles north of Oahu and heads for the U.S. Pacific Fleet at Pearl Harbor.



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Pearl Harbor, Hawaii, Sunday, December 7, 1941

Sequence of Events

Pearl Harbor - At 7:02 a.m., two Army operators at Oahu's northern shore radar station detect the Japanese air attack approaching and contact a junior officer who disregards their reports, thinking they are American B-17 planes which are expected in from the U.S. west coast.

Near Oahu - At 7:15 a.m., a second attack wave of 167 planes takes off from the Japanese carriers and heads for Pearl Harbor.

Pearl Harbor is not on a state on high alert. Senior commanders have concluded, based on available intelligence, there is no reason to believe an attack is imminent. Aircraft are therefore left parked wingtip to wingtip on airfields, anti-aircraft guns are unmanned with many ammunition boxes kept locked in accordance with peacetime regulations. There are also no torpedo nets protecting the fleet anchorage. And since it is Sunday morning, many officers and crewmen are leisurely ashore.

At 7:53 a.m., the first Japanese assault wave, with 51 'Val' dive bombers, 40 'Kate' torpedo bombers, 50 high level bombers and 43 'Zero' fighters, commences the attack with flight commander, Mitsuo Fuchida, sounding the battle cry: "Tora! Tora! Tora!" (Tiger! Tiger! Tiger!).

The Americans are taken completely by surprise. The first attack wave targets airfields and battleships. The second wave targets other ships and shipyard facilities. The air raid lasts until 9:45 a.m. Eight battleships are damaged, with five sunk. Three light cruisers, three destroyers and three smaller vessels are lost along with 188 aircraft. The Japanese lose 27 planes and five midget submarines which attempted to penetrate the inner harbor and launch torpedoes.



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Pearl Harbor, Hawaii, Sunday, December 7, 1941

Sequence of Events

Escaping damage from the attack are the prime targets, the three U.S. Pacific Fleet aircraft carriers, Lexington, Enterprise and Saratoga, which were not in the port. Also escaping damage are the base fuel tanks.

The casualty list includes 2,335 servicemen and 68 civilians killed, with 1,178 wounded. Included are 1,104 men aboard the Battleship USS Arizona killed after a 1,760-pound air bomb penetrated into the forward magazine causing catastrophic explosions.

In Washington, various delays prevent the Japanese diplomats from presenting their war message to Secretary of State, Cordell Hull, until 2:30 p.m. (Washington time) just as the first reports of the air raid at Pearl Harbor are being read by Hull.

News of the "sneak attack" is broadcast to the American public via radio bulletins, with many popular Sunday afternoon entertainment programs being interrupted. The news sends a shockwave across the nation and results in a tremendous influx of young volunteers into the U.S. armed forces. The attack also unites the nation behind the President and effectively ends isolationist sentiment in the country.

Monday, December 8 - The United States and Britain declare war on Japan with President Roosevelt calling December 7, "a date which will live in infamy..."



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Pearl Harbor, Hawaii, Sunday, December 7, 1941

Sequence of Events

Thursday, December 11 - Germany and Italy declare war on the United States. The European and Southeast Asian wars have now become a global conflict with the Axis powers; Japan, Germany and Italy, united against America, Britain, France, and their Allies.

Wednesday, December 17 - Admiral Chester W. Nimitz becomes the new commander of the U.S. Pacific Fleet.

Both senior commanders at Pearl Harbor; Navy Admiral Husband E. Kimmel, and Army Lt. General Walter C. Short, were relieved of their duties following the attack. Subsequent investigations will fault the men for failing to adopt adequate defense measures.





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National Pearl Harbor Remembrance Day

The 75th Commemoration of the

December 7, 1941 Attack on Pearl Harbor

Each year on December 7, Pearl Harbor Survivors, veterans, and visitors from all over the world come together to honor and remember the 2,403 service members and civilians who were killed during the Japanese attack on Pearl Harbor. A further 1,178 people were injured in the attack, which permanently sank two U.S. Navy battleships (the USS *Arizona* and the USS *Utah*) and destroyed 188 aircraft.

On August 23, 1994, the United States Congress designated December 7 as National Pearl Harbor Remembrance Day. Every year, remembrance events are held at World War II Valor in the Pacific National Monument, culminating in a commemoration ceremony on December 7. Many events are streamed live. Events run from Novemenber 2 – December 11, 2016. To find out about this year's events, please visit the 75th Commemoration website.

To see photos of previous commemoration ceremonies, please go to our <u>Flickr</u> page. Dates and times for upcoming commemorative events will also be posted to our <u>calendar</u> and on our <u>Facebook</u> and <u>Twitter</u> pages.

Candle for the 75th

NEW! Join us this year in lighting a candle in remembrance of those who served and died on December 7, 1941. Find out more about this imitative here.



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National Pearl Harbor Remembrance Day

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Focus and Theme

Japan's December 7, 1941 attack on Pearl Harbor and six other military bases on the Hawaiian island of Oahu precipitated America's entry into World War II, a global conflict. Pearl Harbor endures as a symbol of American resilience and resolve, and the annual commemoration of the attack on Pearl Harbor fosters reflection, remembrance, and

understanding.





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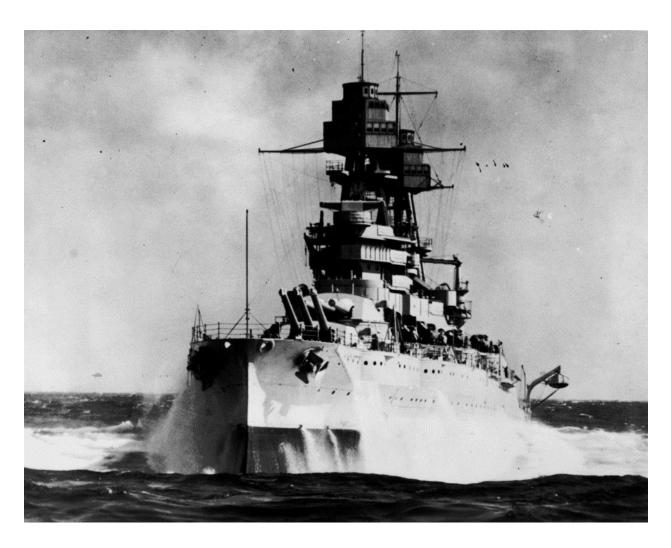


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Honoring the Past

The 75th anniversary of the attack on Pearl Harbor is an opportunity to honor the sacrifice and dedication of our "Greatest Generation" both civilian and military, the endured incredible sacrifices on December 7, 1941, the "date which will live in infamy." It would thrust America into World War II, changing Hawaii and America forever and continues to define their place in the world. The events of that date triggered our resolve as a nation, our cando attitude and resourcefulness and an unmatched commitment to the defense of freedom.





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Inspiring the Future

Understanding past events and their consequences can inspire reverence for an emotional commitment to peaceful solutions to conflict. How do we help future generations chart their way toward peace and prosperity? We can learn from the past. A key focus of the commemoration of the 75th anniversary of the attack on Pearl Harbor will be a brighter future in our relationship with Japan and the celebration of 71 years of peace between us.



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STAND UP FOR SOMEONE'S RIGHTS TODAY!

Human Rights Day is observed every year on 10 December. It commemorates the day on which, in 1948, the United Nations General Assembly adopted the Universal Declaration of Human Rights. In 1950, the Assembly passed resolution 423 (V), inviting all States and interested organizations to observe 10 December of each year as Human Rights Day.

This year, Human Rights Day calls on everyone to stand up for someone's rights! Many of us are fearful about the way the world is heading. Disrespect for basic human rights continues to be wide-spread in all parts of the globe. Extremist movements subject people to horrific violence. Messages of intolerance and hatred prey on our fears. Humane values are under attack.

We must reaffirm our common humanity. Wherever we are, we can make a real difference. In the street, in school, at work, in public transport; in the voting booth, on social media.

The time for this is now. "We the peoples" can take a stand for rights. And together, we can take a stand for more humanity.

It starts with each of us. Step forward and defend the rights of a refugee or migrant, a person with disabilities, an LGBT person, a woman, a child, indigenous peoples, a minority group, or anyone else at risk of discrimination or violence.

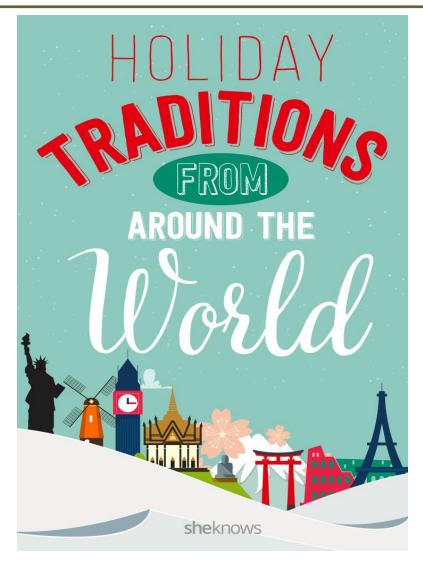
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Source: www.un.org



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10 Holiday traditions from across the world your kids will love by Tracee M. Herbaugh | Dec 07, 2015

When it comes to holidays, there's a lot to share with our kids. Not just the bounty of the season, but a variety of rich traditions and celebrations from around the world.



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10 Holiday traditions from across the world your kids will love

by Tracee M. Herbaugh | Dec 07, 2015



Image: Alexander Ipfelkofer/Getty Images

Christmas in France

In France, Christmas is called Noel. And though there are many similarities to Christmas in the U.S., you'll find a number of key differences. A figure called Pere Noel, father of Christmas, makes home visits with gifts. On Christmas Eve, children leave their shoes by a fireplace that will be filled with the gifts. In the morning, they awake to find fruits, nuts and small toys. Nearly every home has a Nativity Scene, which serves as the focal point of decoration and celebration, just as the Christmas tree does in U.S. homes.

Ta Chiu in Hong Kong

Those in Hong Kong pray to the gods and ghosts of their ancestors asking that they will fulfill wishes for the next year. Priests read aloud the names of every person living at the celebration and attach a list of names to a paper horse and set it on fire. The smoke carries the names up to the gods and the living will be remembered.

Christmas in Alaska

Christmas traditions in Alaska are similar to the rest of the Unites States, but there are a few unique differences that make an Alaskan Christmas special. For example, children go caroling with a long pole topped by a colored star. Songs sung in the home often include the Aleut words "Gristuusaaq suu'uq," which means "Christ is born." The closing words, "Mnogaya leta," means, "God grant you many years." Treats may include cookies, doughnuts, and cake, as well as fish pie called piruk and smoked salmon.

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St. Stephen's Day in Ireland

Christmas festivities in Ireland tend to be more religious in nature than about simple fun. Christmas celebrations last from Christmas Eve until January 6th (Epiphany). On the 26th, St. Stephen's Day, an Irish tradition that is known as the Wren Boys Procession takes place. Children go from door to door singing, holding a stick that is topped by a holly bush and a wren. They ask for money for the "starving wren," which goes into their pockets. In ancient times, a real wren was killed and fastened to the stick, but today fake wrens are used.

Sviata Vechera in the Ukraine

The Christmas Eve festivities in the Ukraine are known as Sviata Vechera, which means "Holy Supper." The celebration begins when the first evening star is sighted in the night sky. In farming communities, the household head brings in a sheaf of wheat which symbolizes the wheat crops of Ukraine. It is called "didukh," which translates to "grandfather spirit." In homes within the city, a few stalks of wheat may be used to decorate the table.



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Hanukkah in Israel

Jewish people all over the world observe <u>Hanukkah</u>, but perhaps there is not a more brilliant celebration than in Israel. The eight-day holiday, which lands on different dates in December every year, marks the successful Jewish rebellion over the Greeks. The focal point of celebration is the menorah, a branched candelabrum, and most homes have many. Each night, one candle is lit and gifts are often given to children, games are played and food is enjoyed. Children in Israel even get a week off from school.

New Year's Eve in Ecuador

In this South American country, a family dresses up a straw man representing the old year. Family members make a will for the straw man that lists all of their faults. At midnight, they <u>burn the straw man</u>in hopes their own faults disappear too.



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Kwanzaa in the U.S.

Kwanzaa is a weeklong celebration honoring African-American culture. It was first celebrated in 1966 and is one of the fastest growing holidays. A Kwanzaa celebration often includes singing, drumming and a selection of readings such as the African pledge or parts of African history.

Omisoka in Japan

In Japan, Omisoka, or New Year's Eve, is the second most important holiday of the year, following New Year's Day, the start of a new beginning. Japanese families gather for a late dinner around 11 p.m., and at midnight, many make visits to a shrine or temple. In many homes, there is a cast bell that is struck 108 times, symbolizing desires believed to cause human suffering.

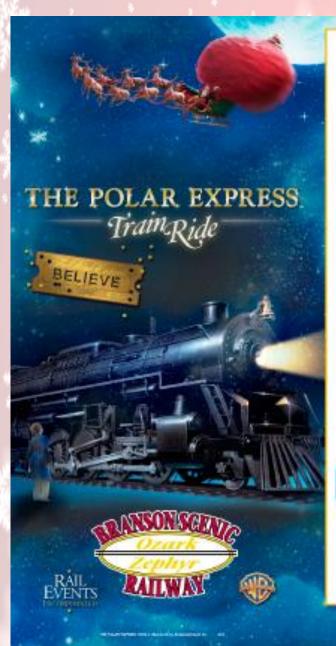


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Holiday Events Around MO

Polar Express Train Ride



Coming to the Branson Scenic Railway

Departs the historic 1906 depot in downtown Branson.

Coach Seating \$31* Child (Ages 2-12) • \$41* Adult

Premium Lower Level Seating \$46* Child (Ages 2-12) • \$56* Adult

Premium Dome Seating - \$56* Child (Ages 2-12) • \$66* Adult

*Plus tax.

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18	19	20	21	22	23	24	6:30 pm
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All passengers receive hot cocoa and cookies, but those upgrading to Premium will receive unlimited refills of hot cocoa in THE POLAR EXPRESS Souvenir Ceramic Mug and unlimited cookies!

THE POLAR EXPRESS Online Reservations

Call or go online for reservations & details:

1-800-287-2462

www.bransontrain.com



www.polarexpressride.com



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Holiday Events Around MO

Garden Glow





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Holiday Events Around MO

Shelter Insurance Tree Lighting

Join us for our 51st Annual Christmas Tree Lighting, featuring festive holiday music, small gifts from Santa and free photos with Santa!

When: Thursday December 1, 2016

Time: 6 pm

Where: 1817 W. Broadway, Columbia, MO

Magic Tree Lighting

Holiday Festival with lighting of the Magic Tree. Save the Date! Santa, face paint, mule rides, and food trucks! Bring the family for a fun holiday evening.

When: Thursday, December 1, 2016

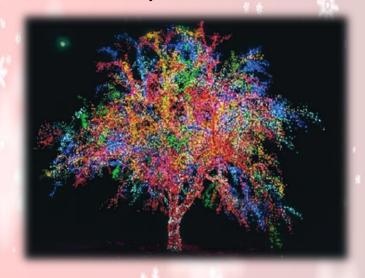
Time: 5 pm - 8 pm

Where: Village of Cherry Hill,

Columbia, MO

Website: Cherry Hill Holiday

Festival Lighting of the Magic Tree/



Mayor's Christmas Tree Lighting

Join the Mayor in kicking off the holiday season with the 10th annual Mayor's Christmas Tree Lighting ceremony. There will be entertainment, refreshments and a visit from Santa Shows. Don't miss this Jefferson City Holiday Tradition.

When: December 1, 2016

Time: 6 pm

Location: Rotary Park on Bolivar St. Jefferson City, MO

Website: **Downtown Jefferson City**



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Holiday Events Around MO

Lighting of Fulton Festival of Lights

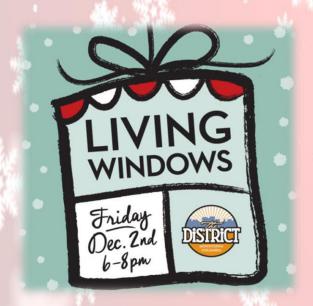
The City of Fulton P&R will be lighting the 3rd Annual Wish Tree. Last year, the tree was visited by nearly 1,500 people, and we hope to double that number this year by continuing the "Fulton Festival of Lights" in conjunction with the Wish Tree lighting. We are giving the community an opportunity to be involved in the lighting festival by donating LED lights, a lighted feature, or making a monetary donation. This will be a great way to get your organization some exposure while brightening the holidays and the community. For more information contact Fulton P&R at 592-3190.

When: December 1, 2016

Time: 5:30 pm

Location: Veterans Park, Fulton

Website: <u>City of Fulton/</u>



When: December 2, 2016

Time: 6-8 pm

Where: Downtown Columbia

Website: www.discoverthedistrict.com

Living Windows - The District

As the weather turns colder, shopkeepers throughout The District begin planning for the annual Living Windows Festival. On the first Friday in December, from 6 to 8 p.m., shopkeepers move all the merchandise out of their front windows and stage live holiday performances for onlookers. As the rest of us begin our holiday shopping, they're concentrating on sewing costumes, building sets, writing scripts and baking cookies for customers. Merchants go to great lengths to outdo one another—making each year's displays even more impressive than before. The night itself is a celebration of the holidays. The District features open houses, strolling carolers, holiday treats, and visits with Santa.



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Holiday Events Around MO

Living Windows - Downtown Jefferson City

Downtown Jefferson City windows come alive for one of the community's most treasured and favorite events! Thousands will stroll the streets and experience holiday cheer. Enjoy an evening with: Santa · Live Reindeer · Carolers · Live Nativity · Snow · Carriage Rides · Dancers · Puppets ·

Contests · Food · Beverages · and More!

When: December 2, 2016

Time: 6-9 pm

Where: Downtown Jefferson City

Website: www.downtownjeffersoncity.com

City Kwanzaa Celebration

Come celebrate this African-American holiday which is based around developing positive families and communities. There will be community awards given, entertainment and a holiday feast. Please call 874-6379 for more information.

Free..

When: December 3, 2016

Time: 2 - 5 pm

Where: Progressive Missionary Baptist Community Building

Website: City of Columbia

Jefferson City Jaycees Christmas Parade

Join us in beautiful Downtown Jefferson City for the annual Christmas Parade.

When: December 3, 2016

Time: 4:30 pm

Where: Downtown Jefferson City



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Holiday Events Around MO

Breakfast with Santa: Rock Bridge High School

The Rock Bridge Bruin Girls are hosting Breakfast with Santa! Families are welcome to come as they would like. Breakfast, crafts, Santa, & Mrs. Claus will be available the entire event. The Rock Bridge Bruin Girls will have a live performance in the main gym at 9:30 am.

When: December 3, 2016

Time: 9 am-12 pm

Where: Rockbridge High School, Columbia, MO

Cost: \$12 child, \$8 participating adult

Website: Rock Bridge Bruin Girls Facebook Page

68th Annual Fulton Jaycees Christmas Parade

This year's Christmas parade's theme is "A Candy Cane Christmas". Carl Buckner will serve as Grand Marshall. Line up will begin at 10am in front of Missouri School for the Deaf. Parade starts at 1pm and will travel through the downtown Brick District. Fulton Jaycees will collect food for SERVE and toys for The First Annual MSHP Trooper James Bava Toy Drive.

When: December 3, 2016

Time: 1 pm – 5pm

Where: Downtown Fulton, MO

Website: http://www.visitfulton.com/events/list

Santa's Hotline: Columbia Parks and Recreation

Children between the ages of 3-10 can call the North Pole from 9 am to 3 pm and will have the opportunity to speak with Santa or Mrs. Claus or one of the many elves.

CALL 874-7473 or 874-6335 only on this day

When: December 3, 2016

Time: 9 am-3 pm



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Holiday Events Around MO

Auxvasse Christmas Parade

Come join the festivities!! Chili Cook-Off starts at 1:00pm at the Auxvasse Fire Department. Parade starts at 3:00pm. We are highly encouraging students to enter floats this year since their homecoming was rained out! There is no fee and there will be a 1st, 2nd, and 3rd place winner. Floats will line up starting at 2 p.m. and winning floats will be announced at 2:45 p.m.

When: December 11, 2016

Time: Festivities start at 1:00pm

Where: City of Auxvasse

Website: https://City Of Auxvasse Facebook Page/



8th Annual Centralia Christmas Tractor Parade

Join us for the 10th Annual Centralia Young Farmers Christmas Tractor Parade.

When: December 16, 2016

Time: 7 pm – 9pm Where: Centralia, MO

Website: 10th Annual Christmas Tractor Parade



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Holiday Events Around MO

Winter Ice Recital 2016

Images of graceful skaters gliding across frozen ponds is a familiar picture of the winter months. The Washington Park Ice Arena brings this picture to life as skaters of all ages and ability levels perform routines to the sounds of the season.

When: December 17, 2016

Time: 6 pm

Where: Washington Park Ice Arena, 711 Kansas St, Jefferson City, MO

Cost: Free Admission. A \$1 donation is requested for facility improvements.

Website: <u>Jefferson City Parks and Recreation</u>



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About this Recipe

Yield: 12 Servings Prep: 50 min

The Yule-log
dessert served
around the
holidays,
Bûche de Noël
is a distinctly
French
tradition.

Source:
Charlyne
Mattox
www.realsimple.
com

Bûche de Noël

Ingredients

- butter, for the pan
- ½ cup all-purpose flour, spooned and leveled
- 1/3 cup unsweetened cocoa powder
- ¼ teaspoon fine salt

- 4 large eggs, separated
- 1 teaspoon pure vanilla extract
- ¾ cup plus 3 tablespoons confectioners' sugar
- 1 cup heavy cream
- 1 tablespoon sour cream

Directions

- 1. Heat oven to 350° F. Butter a 9-by-13-inch jelly roll pan and line with parchment; butter the parchment. Whisk together the flour, cocoa, and salt in a small bowl.
- 2. Beat the egg yolks, vanilla, and ¼ cup of the sugar in a medium bowl with an electric mixer on medium-high until light yellow, 3 to 4 minutes.
- 3. In a separate bowl, beat the egg whites (with clean beaters) on medium-high until foamy, 1 to 2 minutes. Gradually add ½ cup of the remaining sugar and beat until stiff peaks form, 2 to 3 minutes more.
- 4. Gently fold the egg yolk mixture into the egg whites.
- 5. Whip the heavy cream, sour cream, and the remaining 3 tablespoons of sugar in a medium bowl with an electric mixer on medium-high until stiff peaks form, 1 to 2 minutes.
- 6. Spread the whipped cream on the cake, leaving a 2-inch border along one of the short ends. Starting at the other short end, roll up the cake toward the uncovered border (letting the parchment fall away as you roll). Place the cake seam-side down on a serving platter. Drizzle the chocolate ganache over the top; let set for 5 minutes. Run the tines of a fork through the ganache to create "bark." ("Bûche de Noël" is French for "Yule log," after all.)



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About this Recipe

Yield: 12 Servings Prep: 50 min

The Yule-log
dessert served
around the
holidays,
Bûche de Noël
is a distinctly
French
tradition.

Source:
Charlyne
Mattox
www.realsimple.
com

Bûche de Noël

Chocolate Ganache

Ingredients

- ⅓ cup heavy cream
- 3 ounces semisweet chocolate, chopped

Directions

 Bring the cream to a boil in a small pot. Remove from heat, add the chocolate, and let stand for 5 minutes. Whisk to combine. Cool slightly before using.



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About this Recipe

When it comes
to Christmas
dinner, it
doesn't get
more traditional
than roast beef.

Yield: 8 Servings

Prep: 20mins

Roast: 1hr @250/425 degrees F

Source: www.bhg.com

Slow Roasted Beef Tenderloin

Ingredients.

- 1 2 1/2 pound beef tenderloin
- 2 tablespoons cooking oil
- 1 2 cloves garlic, minced
- 1 teaspoon cracked black pepper
- 1/2 teaspoon sea salt or kosher salt or 1/4 tsp. salt
- 4 sprigs fresh rosemary
- 4 sprigs fresh oregano
- 4 sprigs fresh thyme
- 1 Mushroom Tumble or Horseradish Cream (see below)
- Fresh thyme sprigs

Directions:

- 1. Preheat oven to 250 degrees F. Drizzle tenderloin with cooking oil. Rub minced garlic evenly over the surface of the meat. Sprinkle with pepper and salt.
- 2. Place rosemary, oregano, and thyme sprigs in the bottom of a 13x9x2-inch baking pan. Add a roasting rack. Place meat on rack.
- 3. Roast meat, uncovered, 20 minutes. Increase oven temperature to 425 degrees F. Roast until an instantread thermometer inserted in thickest part of meat registers 135 degrees F (about 30 to 40 minutes). Remove from oven. Cover loosely with foil. Let stand 10 minutes.
- Serve beef with Mushroom Tumble or Horseradish Cream; sprinkle with fresh thyme sprigs. *See Recipes below



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About this Recipe

Yield: 8 Servings

Prep: 20mins

Roast: 1hr @250/425 degrees F

When it comes
to Christmas
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doesn't get
more traditional
than roast beef.

Source: www.bhg.com

Horseradish Cream & Mushroom Tumble

Horseradish

Ingredients.

- 17 ounce carton crème fraiche or dairy sour cream
- 2 tablespoons prepared horseradish
- 1/8 teaspoon salt
- 1/8 teaspoon ground black pepper

Directions:

1. In a small bowl stir together carton crème fraiche or dairy sour cream and prepared horseradish. Stir in salt and pepper. Serve immediately, or cover and refrigerate up to 3 days. Remove from refrigerator; allow to stand 30 minutes before serving. Makes 1 cup.

Mushroom Tumble

Ingredients.

- 6 cups assorted mushrooms (halve any large mushrooms and remove stems, if necessary), such as chanterelle, portobello, Shiitake, and oyster
- 3 tablespoons olive oil
- 2 tablespoons lemon juice
- 1 teaspoon reduced-sodium soy sauce
- coarse sea salt
- cracked black pepper

Directions:

 In an extra large bowl toss together mushrooms with olive oil,lemon juice, and soy sauce. Cook, uncovered, in a very large skillet over medium heat until tender, about 10 minutes. Sprinkle with coarse sea salt and cracked black pepper.



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TOPIC OF THE MONTH

Holiday Health

For More Information:

http://foh.psc.gov/library/toolkits.html

IN THE SPOTLIGHT - WEBINAR



LIVE WEBINAR OF THE MONTH:

Take a Moment: The Value of Mindfulness

VISIT: www.foh4you.com

Topic Highlights:

*Understanding Mindfulness*The positives of being present *Stress reduction and brain benefits *Mindfulness practices and techniques



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Coming Next Month



JANUARY 2016



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Contact SGT Desiree Robinson to help contribute to this newsletter

desiree n torres. mil@mail.mil

573-638-9500 x 39788



*Note: The MOARNG and the EO/EEO Office

WE NEED YOUR HELP!!

Help us make The Trumom even more interesting!

We want

- •To hear your ideas
- •See your articles
- •Know about your community events
- •Learn how Diversity plays a role in your life in and outside of the Guard



JFHQ EO/EEO STAFF

MAJ DEBORAH SMITH STATE EQUAL EMPLOYMENT MANAGER (SEEM)

MSGT MIKE MARSDEN **EO/EEO SPECIALIST** SGT DESIREE ROBINSON **EO/EEO ASSISTANT**

My idea

HHD, JFHQ EO STAFF

LTC ALAN ROHLFING HR/EO OFFICER

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MSG PAUL BOOTH EQUAL OPPORTUNITY ADVISOR (EOA) 33

