



## Orientation Guide



# **GULF REGION DIVISION**

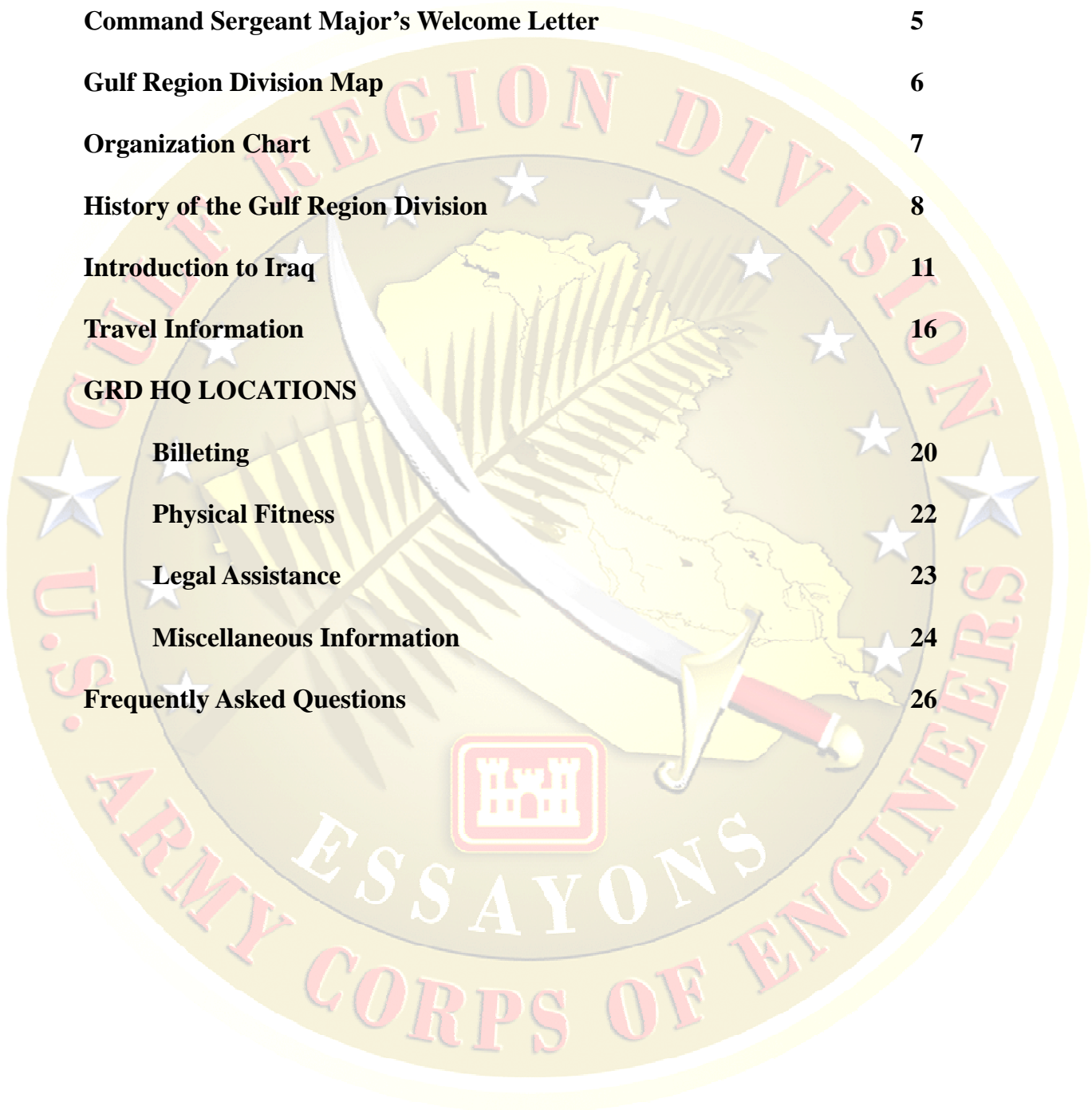


**Baghdad, Iraq**



# TABLE OF CONTENTS

<b>Commander's Welcome Letter</b>	<b>4</b>
<b>Command Sergeant Major's Welcome Letter</b>	<b>5</b>
<b>Gulf Region Division Map</b>	<b>6</b>
<b>Organization Chart</b>	<b>7</b>
<b>History of the Gulf Region Division</b>	<b>8</b>
<b>Introduction to Iraq</b>	<b>11</b>
<b>Travel Information</b>	<b>16</b>
<b>GRD HQ LOCATIONS</b>	
<b>Billeting</b>	<b>20</b>
<b>Physical Fitness</b>	<b>22</b>
<b>Legal Assistance</b>	<b>23</b>
<b>Miscellaneous Information</b>	<b>24</b>
<b>Frequently Asked Questions</b>	<b>26</b>





REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
U.S. ARMY CORPS OF ENGINEERS  
GULF REGION DIVISION  
BAGHDAD, IRAQ  
APO AE 09348

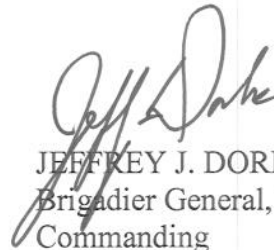
CEGRD-CG

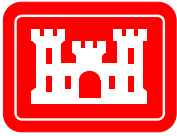
18 October 2007

MEMORANDUM FOR All Gulf Region Division Personnel

SUBJECT: Gulf Region Division (GRD) Commander's Welcome Letter

1. I would like to express my sincere appreciation for your participation in helping us rebuild the country of Iraq in our fight in the Global War on Terrorism. Our mission here is a challenging one that has an immediate impact on the success of the U.S. strategy in combating terrorism. I can assure you will be a member of a truly great team of professionals.
2. Duty here is not for the faint of heart. This country has been absolutely devastated and living and working conditions can be harsh. We operate in an "expeditionary" environment, usually working seven days a week with occasional time off. It is physically and mentally demanding with a constant concern for personal safety. But hard work is rewarding. You will see tangible progress daily. And as a rule, the Iraqi people are profoundly grateful for our presence and our efforts to help them achieve peace and security. The men and women in uniform are also enormously thankful for your efforts because there is a link between reconstruction progress and stemming the tide of this insurgency.
3. Our division's reconstruction program is an integral part of the Coalition's campaign plan to establish a legitimate and stable democracy in Iraq. Our work in this effort is two-pronged. First, we are rebuilding the critical infrastructure to provide essential utility services such as reliable electric power and clean water. Second, we are delivering on smaller, yet vital, projects providing quality facilities for basic services in healthcare, transportation and education to local communities. Your contribution to this effort will be part of a great undertaking with other nations working in cooperation with the Government of Iraq.
4. This manual will help orient you to how we operate in Iraq. As we expand our program and take on bigger challenges, we will open a new chapter in the history of the Corp of Engineers.
5. I thank you again for joining us in this unique and challenging mission. I look forward to your arrival at the Gulf Region Division. You will be an integral part of the history of the new Iraq and our fight against terrorism as we provide what is necessary in the reconstruction effort.

  
JEFFREY J. DORKO  
Brigadier General, USA  
Commanding



**CSM Eloy H. Alcivar**  
**Command Sergeant Major**  
U.S. Army Corps of Engineers,  
Gulf Region Division, Baghdad, Iraq



15 JUNE 2007



I would like to welcome you on behalf of the Commanding General, myself and all of us assigned to the Gulf Region Division (GRD) of the U.S. Army Corps of Engineers (USACE).

Our Gulf Region Division reports and works directly for the Commanding General of the Multi-National Force – Iraq, (MNF-I), along side of the Commanding General Multi-National Coalition – Iraq, (MNC-I) as well as work hand in hand with the U.S. State Department at the Embassy and the Iraqi Ministries.

We are a Joint Command and we have individuals from all walks of life that work for us. We have great people operating throughout the entire Country of Iraq in over 40 different locations. We are participating in an historic reconstruction mission as a key and essential part of Operation Iraqi Freedom during the War on Terrorism.

We have four services (Army, Marines, Navy and Air Force), we have all three components (active, reserve and national guard), we have military retirees who have come back on active duty, we have civilians from many different organizations (Federal, DOD, DA, and USACE), and we have a number of skilled Iraqi Associates. Obviously, we are a great cross-section composed of the professional Department of Defense workforce both military and civilian, as well as many contractors from throughout the world.

Our mission is important and everyone here takes their jobs very seriously. We thank you for volunteering to partake in this wartime service during combat operations. We absolutely look forward to your arrival. We know you will make many future contributions to our command and to the People of Iraq while we all represent our Nation in doing the heavy lifting of reconstruction.

ESSAYONS!

ELOY H. ALCIVAR  
CSM, U.S. ARMY

Division Command Sergeant Major



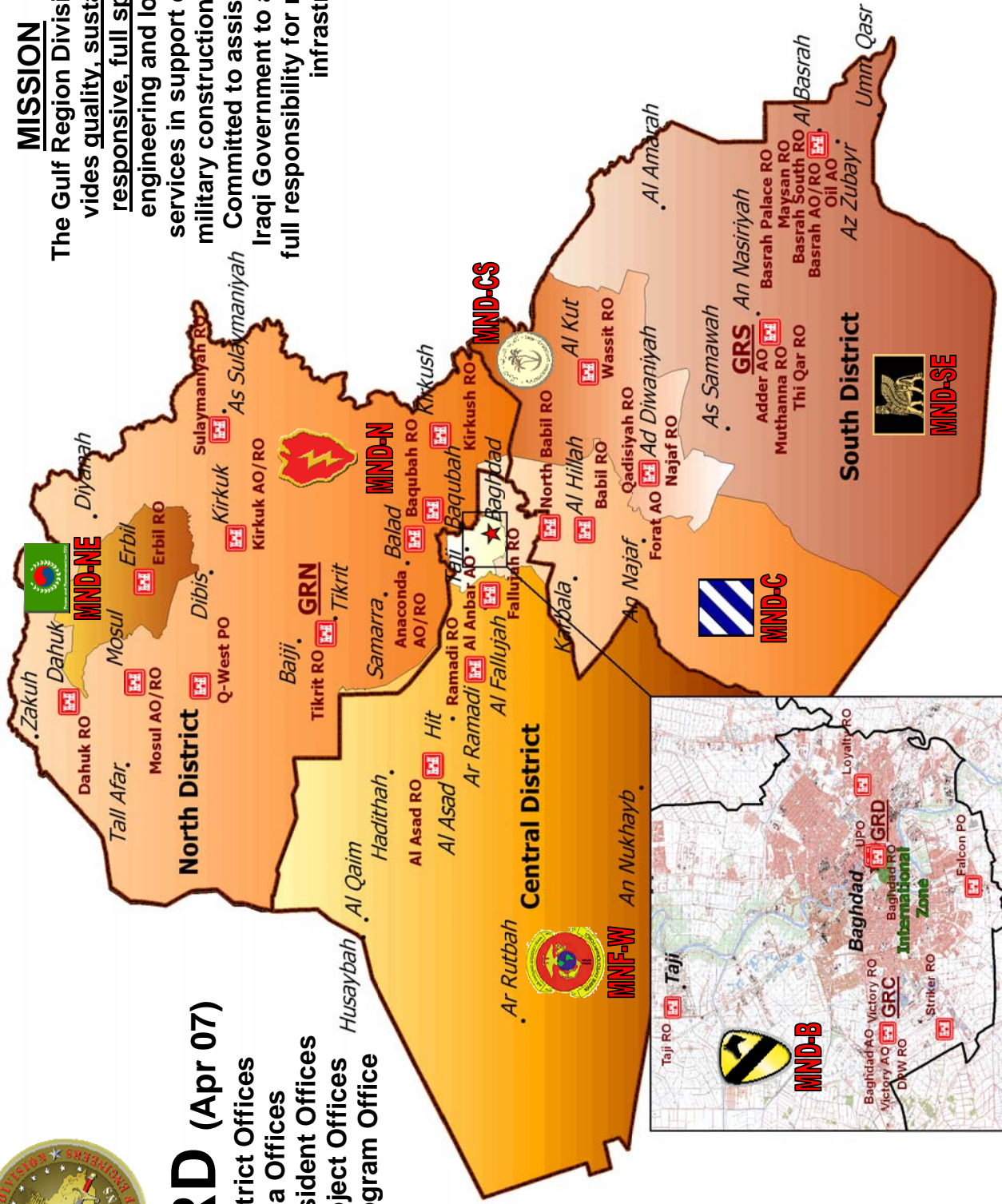


## MISSION

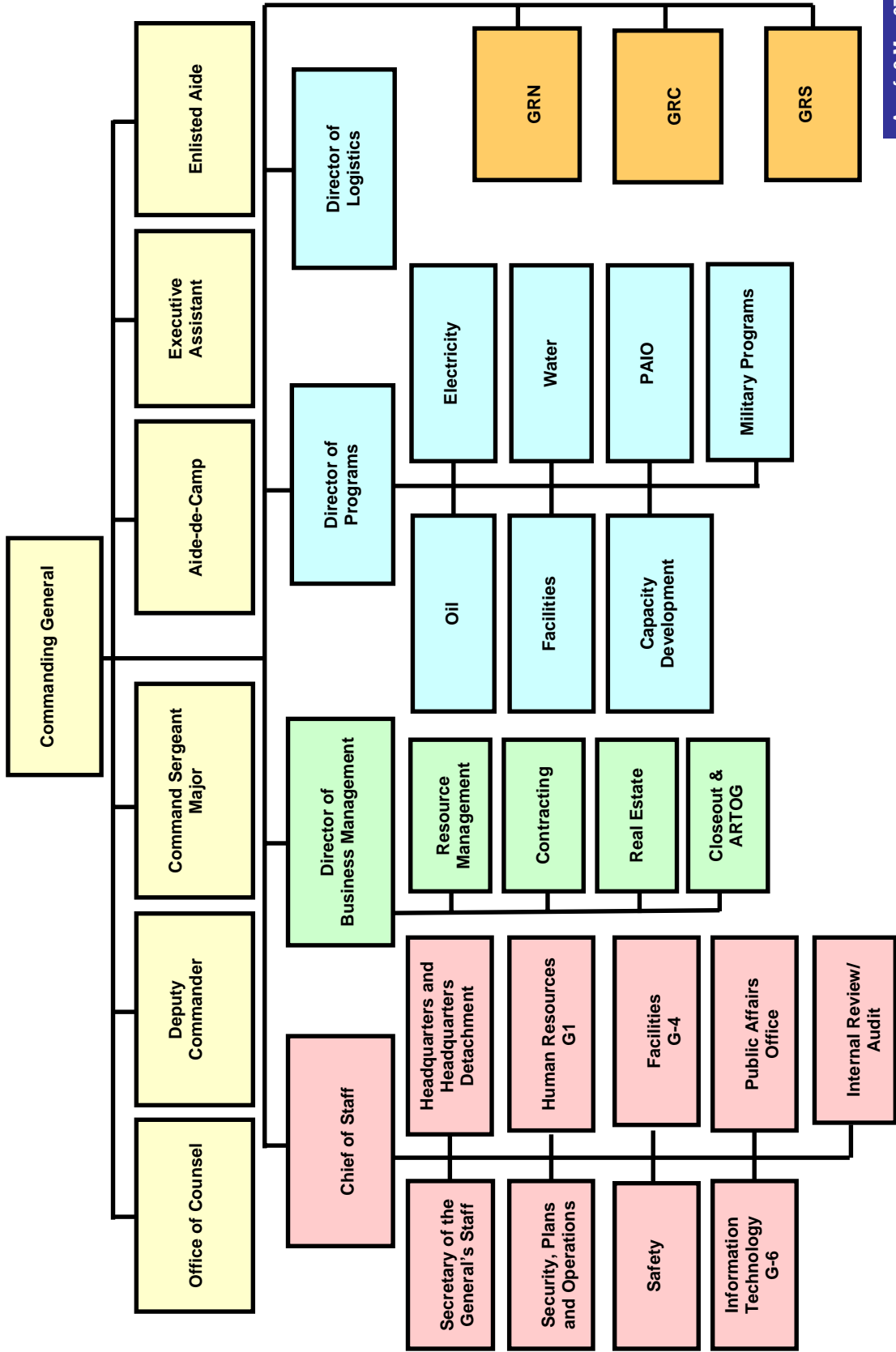
The Gulf Region Division provides quality, sustainable, responsive, full spectrum engineering and logistical services in support of civil/military construction in Iraq. Committed to assisting the Iraqi Government to assume full responsibility for national infrastructure.

# GRD (Apr 07)

- 3 District Offices
- 10 Area Offices
- 29 Resident Offices
- 2 Project Offices
- 1 Program Office



# GRD HQ Organization



As of: 3 May 07

# A Short History of the Gulf Region Division and its Predecessors in Iraq

Months before the regime of Saddam Hussein fell in 2003, Army Engineers, civilian and military, were on the ground, first in Kuwait and then in Iraq, addressing engineering challenges.

Task force teams to restore oil systems (TF RIO) and forward engineering support teams (FESTs) were assembled from various USACE offices in preparation for the mission ahead. Key Corps personnel served on initial engineering teams to support Joint Task Force IV and Task Force Fajr, the first engineering elements to enter Baghdad following the fall of the former regime.

After the fall of Baghdad, an Iraqi Provisional Command was formed for the Corps and an addition task force to restore electricity (TF RIE) was established.

The Gulf Region Division was built on the shoulders of those USACE organizations and individuals who are serving or have served in the South West Asia Theater and those who have supported them from throughout the U.S. Army Corps of Engineers worldwide.



In October 2003 the Coalition Provisional Authority (CPA) formed the Program Management Office (PMO), to manage the greatly expanding program which was to include the \$2.4 billion Iraq Relief and Reconstruction Fund I (IRRF) and the \$18.4 billion IRRF II. The PMO established reconstruction sectors (Electricity, Water, Oil, Security and Justice, Buildings, Health and Education and Transportation and Communications). Each Sector contracted with a private company to support the planned reconstruction efforts and management of a number of Design Build contracts tasked with executing approximately 3,200 projects associated with refurbishment and/or reconstruction of the Iraq infrastructure.

## Mission

The Gulf Region Division (GRD) provides quality, responsive, full spectrum engineering in Iraq in support of military and civil construction. The GRD also delivers logistical services, and aggressively assists the Government of Iraq in assuming full responsibility for national reconstruction.

## History

The U.S. Corps of Engineers Gulf Region Division activated on 25 January 2004, in Baghdad, Iraq with Major General (MG) Ronald L. Johnson commanding. Three districts (North, first in Mosul, now in Tikrit; South, initially in Basrah, and later in Tallil; and Central in Baghdad) organized simultaneously with the headquarters. This move consolidated the different USACE activities operating in Iraq (Task Force Restore Iraqi Oil, Task Force Restore Iraqi Electricity, Iraq Provisional Command and Forward Engineer Support Teams) under one command, creating a sustainable, supportable engineer presence. The GRD initial mission was to support military construction and, later, to be the construction management component of first the Program Management Office (PMO). MG Johnson also served a dual role as Deputy Director for Programs and Construction for the PMO.

Brigadier General (BG) Thomas P. Bostick assumed command of the Gulf Region Division on 28 June 2004, the same day the Interim Iraqi Government came into being. In place of the Coalition Provisional Authority (CPA), the U.S. Mission (Iraq) assumed responsibility for the diplomatic and reconstruction activities previously con-





ducted by the CPA. With their mission complete, the CPA disbanded. The PMO split to become the Iraq Reconstruction Management Office (IRMO), responsible for coordinating the reconstruction effort, and the Project and Contracting Office (PCO), which assumed PMO's project construction/execution responsibilities. BG Bostick continued to serve the dual role as Deputy Director for Programs and Construction for the PCO. In August 2004, the GRD moved from the brown palace on the Tigris River, which was called "Little Venice," to its current location across from the Ibn Sina hospital.

During January 2005, Iraqis voted to elect an Iraqi Transitional Government in the first national election since Saddam's expulsion. GRD and PCO began consolidation efforts in April 2005. Elements of the Engineer Brigade 35<sup>th</sup> Infantry Division (Missouri National Guard) and Detachment 19, 416<sup>th</sup> Engineer Command, Darien, Ill., as well as individuals from SOCOM, USN and USAF, joined the Division throughout June and July.



BG William H. McCoy Jr. assumed command of the Gulf Region Division on 29 June 2005. Consolidation continued with GRD filling the PCO Director of Programs position and with the combining of the two organizations' common staffs. The consolidated GRD/PCO organization became reality on 4 December 2005, when the positions of Director-PCO and Commanding General, GRD merged. GRD assumed the responsibility for completion and closeout of PCO IRRF at the program management level and was in either a lead or supporting role for all reconstruction efforts undertaken in Iraq. That same month, the Iraqis voted in a national election to select the 275 member Council of Representatives, one of the last steps to forming a democratically and constitutionally elected government. In April, a prime minister was appointed with the task of forming a cabinet within 30 days. As more projects were completed or neared completion, the GRD/PCO focused more on what lay ahead: redirecting funds from completed projects to those in need of more attention and to projects awaiting funding. Elements of 412<sup>th</sup> Engineer Command from Vicksburg, Miss., and the Engineer Brigade 40<sup>th</sup> Infantry Division (California National Guard) formed the second iteration of the request for forces in May and June 2006.



At the end of Fiscal Year 2006, PCO in Baghdad stood down and the remaining elements of the organization became functional areas of GRD. BG Michael J. Walsh assumed command of the Gulf Region Division on 14 October 2006. During this same ceremony, the colors of the PCO were officially cased, ending the mission of the PCO in Iraq. GRD is challenged with the mission of completing the \$13.4 billion construction portion of the IRRF program, and continues to expand the capacity of the Government of Iraq to maintain its own construction, operation and maintenance program of essential service and national infrastructure.



## Execution

The reconstruction effort is two-pronged: rebuild the critical yet long neglected infrastructure to provide essential utility services; and deliver to local communities' smaller, yet vital, projects providing facilities for basic services in healthcare, transportation and education.



## Projects

Projects include renovation and construction of hospitals, primary healthcare facilities, municipal buildings, water and wastewater treatment facilities, police stations and border forts, electrical power generation and distribution systems, roads, and seaports and airports. So far, there have been thousands of projects completed, and many more are ongoing. As of 1 January 2007, there were 10,488 projects (IRRF, ISSF, DFI, CERP and MILCON) being managed by GRD.



## People

Although a military organization, the military makes but a small percentage of the Gulf Region Division. U.S. civilians, both government and contractors, volunteer for four-month, six-month or one-year tours, with some extending their tours multiple times. Additionally, more Iraqis are joining the staff - first to learn and then to assume positions once held by their U.S. counterparts - and

today comprise more than half of the GRD workforce. With a staff of more than 1,000 employees, the members of GRD continue to pursue their mission exhibiting the Army values of loyalty, duty, respect, selfless service, honor, integrity and personal courage.

## Partners

The Gulf Region Division (GRD) proudly partners with numerous organizations whose collective efforts build a better Iraq. GRD works the reconstruction mission along with the Department of State's Iraqi Reconstruction Management Office (IRMO), the United States Agency for International Development (USAID), Multi-National Force-Iraqi (MNF-I) command and other agencies. Working in conjunction with the Iraqi Government, our goal is to implement the reconstruction program and stay on target. The GRD Commander operates under the mandate of USACE in direct support to MNF-I.

District, Area, Resident, and Project offices are deployed to meet the geographic distribution of GRD supported projects, in a hostile environment. These offices are expanded and or consolidated in accordance with project workload coming from the GRD client base and consistent with the MNF-I basing plan for Iraq. For this reason, the organizational structure changes frequently. As a new employee, you will be provided an update when you arrive.

**School Renovation and Additions**



**Reverse Osmosis Water Treatment Tanks**



**Electric Generation Plant**



# INTRODUCTION TO IRAQ

Welcome to the U.S. Army Corps of Engineers, Gulf Region Division (GRD) in support of Operation Iraqi Freedom. This guide is designed to help facilitate your transition to the GRD.

The Gulf Region Division Headquarters along with the Central District is located within Baghdad, Iraq. The North District (GRN) is located in Tikrit while the South District (GRS) is located in Tallil.

## Geography

**Location:** Middle East, bordering the Persian Gulf between Iran and Kuwait. The capital of Baghdad is situated in the center of the country on the banks of the Tigris River. Other major cities include Basra in the south and Mosul in the North.



**Border Countries** (border distance): Iran (1,458 km), Jordan (181 km), Kuwait (240 km), Saudi Arabia (814 km), Syria (605 km), Turkey (352 km).

**Area:** Borders: 3,631 km; Land: 432,162 sq km; Water: 4,910 sq km; coastline: 58 km; Total: 437,072 sq km

**Comparative Area:** Slightly more than twice the size of Idaho, or slightly larger than California

**Climate:** Large parts of Iraq consist of desert, but the area between the two major rivers (the Euphrates and Tigris) is fertile, with the rivers carrying about 60 million cubic meters of silt annually to the delta. The winters are mild to cool with dry, hot, cloudless summers. The northern region of the country is largely mountainous with the highest point being 3,611 meters. The northern mountainous regions along the Iranian and Turkish borders experience cold winters with occasional heavy snows that melt in early spring, sometimes causing extensive flooding in central and southern Iraq.

**Terrain:** Mostly broad plains; reedy marshes along Iranian border in the south with large flooded areas; mountains along the borders of Iran and Turkey. Iraq has a small coastline on the Persian Gulf. Close to the coast and along the Shatt al-Arab there used to be marshlands, but many of these were drained in the 1990's.

**Elevation Extremes:** Lowest Point: Persian Gulf, 0 m.  
Highest Point: unnamed peak, 3,611 m (note-this peak is not Gundah Zhur (3,607 m) or Kuh-e Hajji-Ebrahim (3,595 m))

**Natural Resources:** petroleum, natural gas, phosphates, sulfur

**Land Use:** arable land: 13.15%; permanent crops: 0.78%; permanent pastures: 9.0%; forest and woodland: 0%; other 77.07 (2001 est.)

**Natural Hazards:** dust storms, sandstorms, floods



## **Environment - Current Issues: (Jan. 2006)**

Government water control projects have drained most of the inhabited marsh areas east of An Nasiriyah by drying up or diverting the feeder streams and rivers. A once sizable population of Marsh Arabs, who inhabited these areas for thousands of years, has been displaced. Furthermore, the destruction of the natural habitat poses serious threats to the area's wildlife populations; inadequate supplies of potable water; development of the Tigris and Euphrates rivers system contingent upon agreements with upstream riparian Turkey; air and water pollution; soil degradation; and desertification.

## **People**

**Population:** 26,074,906 (July 2005 est.)

**Population Growth Rate:** 2.7% (2005 est.)

**Nationality:** noun: Iraqi(s); adjective: Iraqi

**Ethnic Groups:** Arab 75%-80%, Kurdish 15%-20%, Turkoman, Assyrian or other 5%

**Religions:** Muslim 97% (Shi'a 60%-65%, Sunni 32%-37%), Christian or other 3%

**Languages:** Arabic, Kurdish (*official in Kurdish regions*), Assyrian, Armenian



*(photo by Erich Langer, GRD Public Affairs)*

## **Government**

**Country Name:** *conventional long form:* Republic of Iraq; *conventional short form:* Iraq  
*local long form:* Al Jumhuriyah al Iraqiyah; *local short form:* Al Iraq

**Government Type:** Transitional Democracy. An election under the constitution for a 275-member Council of Representatives (CoR) was held on 15 December 2005. The process of forming the government is ongoing and expected to be finalized in May 2006.

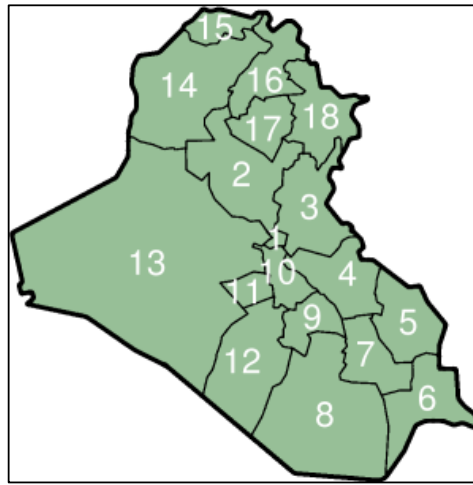
**Independence:** 3 October 1932 (from League of Nations mandate under British administration); note - on 28 June 2004 the Coalition Provisional Authority transferred sovereignty to the Iraqi Interim Government.

**Constitution:** Interim constitution signed 8 March 2004 at which time the Transitional Administrative Law (TAL) was enacted to govern the country until an elected Iraqi Government could finalize a new constitution. The permanent constitution was ratified on 15 October 2005.

**Capital:** Baghdad

**Legal System:** Based on civil and Islamic law under the Iraqi Interim Government (IG) and Transitional Administrative Law (TAL)

1. [Baghdad](#)
2. [Salah ad Din](#)
3. [Diyala](#)
4. [Wasit](#)
5. [Maysan](#)
6. [Al Basrah](#)
7. [Dhi Qar](#)
8. [Al Muthanna](#)
9. [Al-Qādisiyyah](#)
10. [Babil](#)
11. [Karbala](#)
12. [An Najaf](#)
13. [Al Anbar](#)
14. [Ninawa](#)
15. [Dahuk](#)
16. [Arbil](#)
17. [At Ta'mim](#) (Kirkuk)
18. [As Sulaymaniyah](#)



**Political Pressure Groups and Leaders:** An insurgency against the new Iraqi Government and coalition forces is primarily concentrated in Baghdad and in areas west and north of the capital along the Tigris and Euphrates Corridors. The diverse, multi-group insurgency is led principally by foreign terrorists and Sunni Arabs whose only common denominator is a shared desire to oust the coalition and end U.S. influence in Iraq. The four main categories of insurgents and anti-Iraqi forces include:

- Terrorists and Foreign Fighters (Al Qa'ida);
- Former Regime Elements, or Saddamists (New Ba'ath Party);
- Iraqi Rejectionists – Sunni (1920 Revolutionary Brigade); and
- Iraqi Rejectionists – Shi'a, (Jaish al-Mahdi, or Mahdi Militia)

## **Flag Description**

Three equal horizontal bands of red (top), white, and black with three green five-pointed stars in a horizontal line centered in the white band; the phrase ALLAHU AKBAR (God is Great) in green Arabic script - Allahu to the right of the middle star and Akbar to the left of the middle star - was added in January 1991 during the Persian Gulf crisis; similar to the flag of Syria, which has two stars but no script, Yemen, which has a plain white band, and that of Egypt which has a gold Eagle of Saladin centered in the white band; design is based upon the Arab Liberation colors



## **History**

There are several suggestions for the origin of the name of Iraq; one dates back to the Sumerian city of Uruk (or Erech). Another suggestion is that Iraq comes from the Aramaic language meaning “the land along the banks of the rivers.”

Under the Sassanid dynasty, there was a region called “Iraq Arabi” which referred to the southern part of modern Iraq. Al-Araq was the name used by the Arabs themselves for the land since the 6th century.

The Republic of Iraq sits on land that is historically known as Mesopotamia, which means “land between the

rivers” in Greek. This land was home to some of the world’s first civilizations, including the Sumerian, Akkadian, Babylonian and Assyrian cultures whose influence extended into neighboring regions as early as 5,000 BC. These civilizations produced some of the first written language, science, mathematics, law and philosophy in the world, making the region the center of what is commonly called the “Cradle of Civilization.” The ancient Mesopotamian civilization dominated other civilizations of its time.

Beginning in the 7th century AD, Islam spread to what is now Iraq when the prophet Muhammad’s cousin (also his son-in-law) became the fourth caliph and moved his capital to Kufa “*fi al Iraq.*”

In 1258, Iraq was overrun by the Mongols and was later occupied by the Ottoman Turks. Ottoman rule over Iraq lasted until World War I, when the Ottomans sided with Germany and the Central Powers. During World War I, the Ottomans were driven from much of the area by the United Kingdom.

Iraq was captured by the British in 1917. In 1920, a League of Nations mandate was declared and placed the country under UK administration while it worked in stages toward becoming an independent kingdom. It attained this status in 1932 and Baghdad became the capital of the newly constituted kingdom of Iraq. The city was the scene of a coup in 1958 that overthrew the monarchy and established the Iraqi republic. Though a "republic" was proclaimed, in actuality a series of military strongmen ruled the country; the latest was Saddam Husayn.

Territorial disputes with Iran led to an inconclusive and costly eight-year war (1980-88).

In August 1990, Iraq seized Kuwait, but was expelled by US-led, UN coalition forces during the Gulf War of January-February 1991 (also known as Desert Storm). Following Kuwait's liberation, the UN Security Council (UNSC) required Iraq to scrap all weapons of mass destruction and long-range missiles and to allow UN verification inspections.

Continued Iraqi noncompliance with UNSC resolutions over a period of 12 years resulted in the US-led invasion of Iraq in March 2003 and the ouster of the Saddam Husayn regime. Coalition forces remain in Iraq, helping to restore degraded infrastructure and facilitating the establishment of a freely elected government, while simultaneously dealing with a robust insurgency.

## **Baghdad**

Baghdad is the capital of Iraq and is located in central Iraq spanning both banks of the Tigris River. The city’s principal economic activity is oil refining. Most of Iraq’s other industries are in Baghdad, such as the making of carpets, leather, textiles, cement, and tobacco products and the distilling of arrack, a liquor. Military industries are also located there. Baghdad has several museums, numerous archaeological sites, and three universities; the largest of which is the University of Baghdad (1958).

Baghdad was founded (762 AD) on the west bank of the Tigris by the Abbasid caliph Mansur, who made it his capital. Its commercial position became generally unrivaled and under the caliph Harun al-Rashid, Baghdad rose to become one of the greatest cities of Islam. It was the leading city of the Arab and Muslim world for over five centuries. Baghdad was the home of many eminent scholars, artists, and poets, who enjoyed the city’s wealth and culture. The period of its utmost glory is reflected in the *Thousand and One Nights*, in which many of the tales are set in Baghdad. After the death of Harun (809), the seat of the caliph was moved to Samarra; when the caliphate was returned later in the century, Baghdad had already been weakened by internal struggles.

In 1258, the Mongols sacked the city and destroyed almost its entire splendor. It revived but was captured again by Timur (1400) and by the Persians (1524). Baghdad was repeatedly contested by Persians and Turks until 1638 when it became part of the Ottoman Empire. By that time, the city’s population had dwindled from a peak of one-million residents to only a few thousand.

In 1932, Iraq became a kingdom, and Baghdad became the capital. A large Jewish population had lived in Baghdad since the city’s founding. In the early 1950’s, the majority of this population left on organized flights to Israel. The city was the scene of a coup in 1958 that overthrew the monarchy and established the Iraqi Republic.



As a result of the growing Iraqi oil industry, Baghdad experienced rapid economic and population growth. With the onset of the 8-year Iran-Iraq War, Baghdad became a target for Iranian attacks and its economic development stagnated as the oil industry was affected.

In August 1990, Iraq seized neighboring Kuwait. The United States, along with Coalition Forces, pushed the invaders out of Kuwait in a 100-day action that is now known as Desert Storm or Gulf War I. Following Kuwait's liberation, the UN Security Council (UNSC) demanded certain requirements from Iraq. Continued Iraqi noncompliance with UNSC resolutions led to the US-led invasion of Iraq in March 2003. Because Baghdad was the seat of Saddam Husayn's Baath party, specific buildings and infrastructure in the city became targets during the war. Once the Husayn regime was ousted, coalition forces remained throughout Iraq. Today, Baghdad contains a protected International Zone (Green Zone), where coalition forces continue to help restore degraded or damaged infrastructure; facilitate the establishment of a freely elected government; and deal with a robust insurgency.

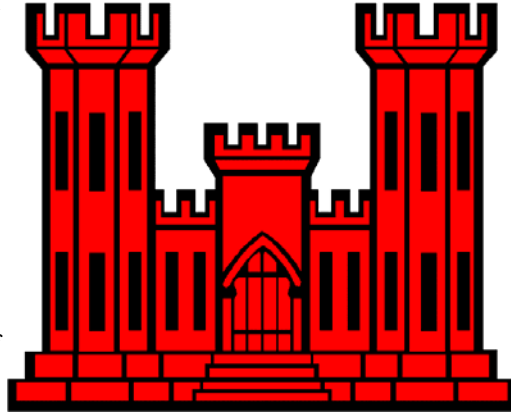


## TRAVEL INFORMATION

### **AIR FORCE PERSONNEL**

Personnel will arrive at Al Udeid Air Base. Once there they will be scheduled for an intra-theater airlift up to Baghdad International Airport (BIAP) most likely via a C-130. At BIAP they will process through PERSCO then take a bus to Camp Striker. Upon arriving at Camp Striker, locate one of the Reception, Staging and Onward Integration (RSOI) team members so they can manifest you on the Rhino (armored bus) that will bring them to the International Zone (IZ).

Once they know the day of their C-130 flight into BIAP, e-mail [DLL-CEGRD-HQINProcessing@tac01.usace.army.mil](mailto:DLL-CEGRD-HQINProcessing@tac01.usace.army.mil). Due to OPSEC just send the following: "name, and Glide on XX Jan" Glide mission numbers or times are not, repeat, not required. If they cannot send an e-mail ask one of the NCOs at the PAX terminal to send it.



### **ARMY AND CIVILIAN PERSONNEL**

Personnel arriving in Kuwait on a **military** flight from CRC will be taken to Ali Al Salem (AAS) on a military bus. Once arriving at AAS go to the Liaison Officer (LNO) tent where you will find the USACE LNOs sitting under the big, red castle. DO NOT GET ON ANY OTHER BUS. You will be processed and given the information for your flight to Iraq.

Personnel arriving in Kuwait on a **commercial** flight need to go through customs, get your bags and head through the frosted glass doors. You will find the USACE LNO holding a sign with a red castle who will take you to Ali Al Salem and prepare you for your flight to Iraq. They will be standing off to the side as personnel depart from the Customs Receiving area. This LNO will assist personnel to ensure that they are transported to AAS by the most efficient method available. If the arriving group is too large for the RSOI team to safely transport, then the bus designated for AAS will be utilized. Whichever method of transportation is utilized, another LNO with a CASTLE placard will receive them and assist with: (a) issue of IBA (civilian and military); (b) billeting assignment; (c) arrangements for military air to Iraq; (d) bedding if available. In addition, the RSOI team will manifest them for a follow on flight to BIAP or appropriate location. If they fly to a location other than BIAP, they will be greeted at the arrival destination by the appropriate district representative. For those going to BIAP, the Camp Victory RSOI team will greet them at the flight terminal and transport them to GRC for lodging. Later that night, the RSOI team will then transport them to Camp Striker for manifesting on the RHINO which will take them to the IZ. **Note: Numbers to the G-3 Office are posted at the RHINO PAX Terminal drop off point. Upon your arrival, ensure you tell the manager you are deploying to GRD and stay at that location. The G-3 Office will pick you up.**

If for any reason they do not locate the RSOI team member at KIA, they should exit out the airport main doors and look for the bus. They will observe others (usually military or American civilians) heading in the same direction. They must be aware of the bus they board. It should say Ali Al Salem or AAS. In most cases, a military person is in the terminal or on the bus to assist. The bus runs every 4 hours. All efforts will be made to transport personnel to AAS from KIA by the RSOI team and their vehicles.

Prior to all personnel departing CONUS, it is imperative that they are issued a helmet and a M40A1 (Biological Mask). This will have to be coordinated with TAC (UDC) to ensure that personnel going through the Federal Deployment Center (FDC) at Ft. Belvoir, VA receive this equipment prior to their departure. FDC personnel will need to travel to Winchester, VA (TAC) for issue and training as required. This has been coordinated between TAC and PCO(W) to occur on Saturdays.



It is imperative that all deploying/redeploying personnel's flight itineraries are distributed to the Kuwait RSOI team at AAS to ensure the team is prepared to assist personnel with their arrival and departures. You may contact them at the information below or e-mail at [DLL-CEGRD-HQINProcessing@tac01.usace.army.mil](mailto:DLL-CEGRD-HQINProcessing@tac01.usace.army.mil).

If deploying/redeploying personnel make changes to their flight itineraries they must inform the RSOI team in Kuwait. Failure to do so could result in a lack of support.

If deploying/redeploying personnel choose to attempt to fly 'space available' on an earlier or later flight, they must be prepared to spend longer hours at the airport prior to departure. Do not call for help if you choose this option. It has happened.....an individual attempted to fly out of KIA on space available. The airlines didn't have him on any flight manifest. He called GRD G3 saying his flight was messed up and he was not allowed to board the flight. He failed to mention to us that he was attempting to fly space available. He did have a ticket and was manifested on his scheduled flight. This caused a tremendous amount of confusion for all concerned.

The current email addresses and telephone numbers for the **Kuwait** RSOI Team:

e-mail: [DLL-CEGRD-RSOI@tac01.usace.army.mil](mailto:DLL-CEGRD-RSOI@tac01.usace.army.mil), DSN: 318-442-0077

Malania Smith: 00-965-602-1689  
Ziad AbouZeid: 00-965-688-2992  
Robyn Speir: 00-965-602-1723  
Andrew Gallien: 00-965-602-1659  
MSG Lavern Gross: 00-965-602-1694

The current email addresses and telephone numbers for the **BIAP** RSOI Team:

DSN: 312-265-5322  
VOIP: 540-665-5322

Russell Wood: email: [Russ.Wood@tac01.usace.army.mil](mailto:Russ.Wood@tac01.usace.army.mil); Iraqna Cell: 0-790-190-7006  
James Upton: email: [James.H.Upton@tac01.usace.army.mil](mailto:James.H.Upton@tac01.usace.army.mil); Iraqna cell: 0-790-193-5671  
Chris Collins: email: [Christopher.L.Collins@tac01.usace.army.mil](mailto:Christopher.L.Collins@tac01.usace.army.mil); Iraqna cell: 0-790-193-5640

Current email address and telephone number for the **GRD G3** in Baghdad:

SFC Mittleider: email: [leroy.b.mittleider@tac01.usace.army.mil](mailto:leroy.b.mittleider@tac01.usace.army.mil), Iraqna: 0-790-192-6211, VOIP: 540-665-5057  
MSG Franek: email: [shawn.franek@tac01.usace.army.mil](mailto:shawn.franek@tac01.usace.army.mil); Iraqna: 0-790-192-5478; VOIP: 540-665-5057

The GRD G3 emergency telephone number is 540-678-4200 or DSN 312-265-4200. This is a 24/7 operation. The telephone number listed above is a stateside call but rings here in Baghdad.

Within Kuwait you must use 00 instead of 011.

Personnel deploying from CONUS need to keep the following in mind: Expect to remain in a tent environment for up to 72 hours. Tents are equipped with 10-12 beds and are fully air conditioned and heated. If you are billeted at AAS, linens and blankets are available but you must ask the billeting manager for them. There are self-help washers and dryers available for your use as well as a small military exchange (very limited). Prior to departing AAS



for Iraq all military personnel will be required to be in uniform. Also, be aware that if you are on a one year tour you are entitled to have a 15-day pass home, but in order to enter the KIA you must be in civilian attire; therefore, please bring at least one pair of civilian wear with you.

### NAVY AND MARINE PERSONNEL

Personnel arriving at KIA will be met by a Marine or Navy LNO who will transport them to AAS. Upon their arrival at AAS, they need to let their LNO know they will be working for GRD and contact one of the RSOI team members listed above. The RSOI team will manifest them for a follow on flight to BIAP or appropriate location. If they fly to a location other than BIAP, they will be greeted at the arrival destination by the appropriate district representative. For those going to BIAP, the Camp Victory RSOI team will greet them at the flight terminal and transport them to GRC for lodging. Later that night, the RSOI team will then transport them to Camp Striker for manifesting on the RHINO which will take them to the IZ. **Note: Numbers to the G-3 Office are posted at the RHINO PAX Terminal drop off point. Upon your arrival, ensure you tell the Manager you are deploying to GRD and stay at that location. The G-3 Office will pick you up.**

Personnel deploying from CONUS need to keep the following in mind: Expect to remain in a tent environment for up to 72 hours. Tents are equipped with 10-12 beds and are fully air conditioned and heated. If you are billeted at AAS, linens and blankets are available but you must ask the billeting manager for them. There are self-help washers and dryers available for your use as well as a small military exchange (very limited). Prior to departing AAS for Iraq all military personnel will be required to be in uniform.

## ONWARD MOVEMENT AND INTEGRATION

The primary method of onward movement to the International Zone (IZ) will be by the RHINO (armored vehicle). Under certain conditions, the other two methods are rotary wing air craft or ground security teams (PSDs). Our RSOI staff personnel will coordinate the method and time of transportation. If your onward movement is to one of the Districts, your method of transportation could be either fixed wing, rotary wing, or a ground security team. This will be dependent of the actual location you will be working at. In any case, the RSOI staff personnel will coordinate the travel.

Depending on your mode of travel, once you arrive in the International Zone, you will either be picked up by



Tent City Kuwait



Sleeping Quarters, Tent City Kuwait

someone from Plans and Operations (G-3) and taken to the GRD or you'll be dropped off directly at the GRD. If for some reason they are not there to meet you, go to the office and call COM: 540-665-4200 (U.S. number) or DSN 312-265-4200. If you arrive after hours 1800-0730, they will issue you a key to your room. If you arrive between 0730-1800, you will be brought to the GRD headquarters building and your sponsor will take you to billeting where a key will be issued. The rooms consist of an air conditioner, twin bed, small closet with two drawers, desk with one drawer, night stand with two drawers, lamp, small refrigerator, TV, DVD player and bathroom with a shower (shower curtain provided). A set of sheets, two pillows, and blanket are provided; towels are not so make sure you bring a couple in your luggage. FYI, several of the drawers in your room have keys available to lock them. Settle in then report to Personnel (G-1), GRD headquarters building, first floor (after entering the main entrance, turn right into the G-1 office). Of course, if you arrive after hours, we'll see you the next afternoon at 1400. Upon your arrival at the G-1, we'll start in-processing. Attached is a copy of a typical day of briefings.

## IN-PROCESSING SCHEDULE

<u>Date</u>	<u>What</u>	<u>Time</u>	<u>Where</u>	<u>How/Why?</u>
<b>Day 1</b>				
	Welcome from Chaplain	1010-1030	Annex Chapel	Welcome, Hospital Chapel Svcs., Motivational Brief
	In-Brief CG	1030-1130	Annex Chapel	Newcomer's Briefing
	Lunch			
	In-Brief CSM	1300-1345	Annex Chapel	Newcomer's Briefing
	HHD Commandant	1345-1400	Annex Chapel	What is Headquarters and Headquarters Detachment (HHD)
	Break	1400-1410		
	Secretary of the General's Staff	1410-1430	Annex Chapel	How GRD fits into the picture, SGS overview
	Security Briefing	1430-1515	Annex Chapel	Security Refresher, Classified/Unclassified Documents
	Threat Briefing	1515-1545	Annex Chapel	Baghdad Threat Briefing
	Break	1545-1600		
	G-4	1600-1630	Annex Chapel	Billeting Info, Vehicle Info, Area Info, Supplies, Property Book
	Core Values Training	1630-1715	Annex Chapel	Core values
	PAO Briefing	1715-1745	Annex Chapel	Home Town News, Getting the Good News Out
<b>Day 2</b>				
	Anti-Terrorism/Force Protection Brief	1600-1700	Freedom Bldg., Tower C, 6th Flr, IT Conf. Room	Security Awareness

# BILLETING

When you arrive at your final destination in Iraq, you will be provided your own individual room and in most cases a private bath. Billeting accommodations will vary from location to location. At one location you might be living in a two story "barracks" type building, in another location you will be living in what resembles a storage container and in another you will be billeted in a trailer. Most rooms have a twin bed, super twin bed or a full bed (depending on the location). All of USACE-GRD billeting has a TV, DVD player, internet hookup and receive AFN television stations along with many other stations. Most rooms will come equipped with a refrigerator, desk and a chair.



Additional GRD HQ Billeting Exterior View



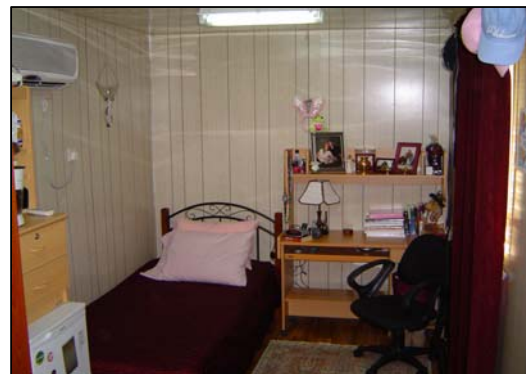
GRD HQ Billeting Interior View



GRD HQ Billeting Bathroom



Additional GRD HQ Billeting Exterior View



GRD HQ Billeting Interior View



GRD HQ Billeting Day Room



GRD HQ Billeting Additional Housing Units



GRD HQ Billeting Interior View



HQ GRD Self-Service Laundry Facility



GRD HQ Billeting Bathroom



## PHYSICAL FITNESS

Most larger military bases offer gyms as well as swimming pools. For example, in the Baghdad International Zone (IZ) there are three physical fitness centers. One is located on the Essayons Base, one on the side of the Palace and one at the Liberty Pool. The Palace and Essayon Base are open 7 days a week, 24 hours a day. The Liberty pool gym is open 0600-2200 seven days a week.



Liberty Pool



Palace Gym



Essayons Gym "Tuna Can"



# LEGAL ASSISTANCE AT GRD



GRD Office of Counsel is not authorized to provide individual legal representation or advice to GRD staff on personal matters.

However, individual legal advice can be provided by appointment at the Joint Area Support Group-Central, Command Judge Advocate's Office to individuals eligible for legal assistance services.

## Who is Eligible for Legal Assistance Services?:

All members of any of the United States Armed Forces--either Active or Reserve Component--serving in Iraq.

All individuals serving with, employed by, or accompanying the Armed Forces in Iraq including DoD civilian GRD employees and others as indicated in Army Regulation 27-3, Section 2-5.

All other individuals subject to the Uniform Code of Military Justice (UCMJ) in Iraq.

DoD civilian employees on matters relating to their official duties (for example, an affidavit or a sworn statement in support of an administrative action) regardless of their eligibility otherwise.

## Contact Information for Individual Legal Assistance Services:

Legal Assistance Judge Advocate  
Office of the Command Judge Advocate  
Joint Area Support Group-Central  
Room M-207  
U.S. Embassy, Baghdad Iraq

Hours: By appointment.

Contact: DSN 318-239-9455  
COM 703-343-9455

---

GRD Office of Counsel provides legal advice and support to GRD commanders and all staff regarding all official matters involving the GRD mission. GRD Office of Counsel can provide **limited** legal assistance to eligible persons in the International Zone as outlined below.

Hours: By appointment. Office of Counsel is generally staffed from 0730-1800 daily, and is located in Room 107 of the GRD Headquarters.

Contact: Call VOIP 540-665-5350

## Services available:

Notary Services

Powers of Attorney (POA) – Can prepare most simple POAs including General POAs and Special POAs For specific purposes – or can notarize previously prepared POAs.

All personnel seeking notary services from GRD Office of Counsel should bring positive identification with them.

# MISCELLANEOUS INFORMATION

## **Mailing Address GRD HQ:**

Last Name, First Name  
GRD1 (Section Code)  
APO AE 09348

Last Name, First Name  
GRD2 (Section Code)  
APO AE 09348

## **FEDEX and DHL**

Name  
U.S. Army Corps of Engineers, GRD  
PCO Compound, Building 2144  
Palace Road, Baghdad, Iraq  
Contact Phone #



## **Mailing Procedures**

You may mail up to 13 ounces free, you must write "Free Mail" in place of the postage. For larger items or boxes, there is a post office located behind the palace and in Union III. You can drop free mail in the box located inside the Annex, or drop it off at the GRD mailroom. Make sure your return address is your APO address. Normally mail takes 10-12 days to arrive at destination. DHL and FEDEX are available in country, but are very expensive. The offices for DHL and FEDEX are located in the palace.

## **Dining Facilities**

28<sup>th</sup> CSH DFAC  
Breakfast: 0530-0800  
Lunch: 1130-1330  
Dinner: 1730-2000  
Midnight: 2330-0100



## **Sunday Services:**

0900 Gospel  
1030 Protestant Service  
1200 Episcopal/Lutheran/Anglican  
1400 LDS  
1545 Catholic Individual Confession  
1630 Catholic Mass  
1815 Contemporary Christian  
2000 Spanish Mass

## **Other Religious Services:**

Monday  
Catholic Mass  
2000 Women's Bible Study  
Tuesday  
1200 Catholic mass  
Wednesday  
1200 Catholic Mass  
2000 Bible Study  
Thursday  
1200 Catholic Mass  
2000 Bible Study  
Friday  
1200 Catholic Mass  
1730 Catholic Mass  
1830 Jewish Shabbat Service  
2000 Orthodox Fellowship  
Saturday  
0900 7<sup>th</sup> Day Adventist  
0930 Confessions (CSH)  
1000 Catholic Mass (CSH)  
1230 Buddhist Prayer  
1830 Catholic Individual Confession  
1900 Catholic Mass  
Islamic Prayer Everyday

**Emergency Numbers:**

**Fire Department**

Iraqna: 0790-191-7099

MCI: 914-360-2736

DSN: 318-239-8111

**GRD Operations**

DSN: 312-265-4200

IP Phone: 540-678-4200

OPS Ofcr cell: 0790-191-5799

OPS Ofcr cell: 914-360-4055

G-3 SGM Cell: 0790-192-4993

**Barber/Beauty Shop:**

**PX Barber Shop:** 0900-1700 daily

**GRD Barber Shop:** 0900-1700 (closed Friday)

**GRD Beauty Shop:** 0900-1700, Friday

**Palace Barber Shop:**



**Finance Office:**

Cash personal checks up to \$200 monthly

**Freedom Bldg:** 0900-1600 Sat-Thurs (1200-1300 closed)

DSN: 318-239-8570

**Palace Finance:** 0900-1600 Sat-Thu, 0800-1200 Fri



**Military Hospital:**

**Embassy Annex:** DSN: 318-239-8673, sick call: 0800-1100 hrs and 1300-1600 hrs Sun-Thurs (Fri & Sat. 0900-1200)

**Combat Support Hospital (CSH):** Located across the street from GRD HQ. DSN: 318-239-4370, Mon-Sat, 0730-1130 and 1300-1530, Sun 0900-1200. Services include: emergencies, out patient, prescription refills. Note: Be sure to bring an ample supply of any prescription medicine you are currently taking (a six month supply is recommended).



**PX & Associated Vendors:**

**PX:** 0900-2000 daily

**Alterations:** 0900-1700 daily

**Food vendors:** 0900-2000 daily (Burger King, Pizza Inn, Subway)

**Green Beans (GRD):** 0600-2000 daily

**Internet Café (Palace):** 24/7

**Laundry Service:**

Free contract laundry services are located on the Essayons and Freedom compounds. In addition, both compounds have several self service facilities



# Frequently Asked Questions & Answers



## **During the summer, it is very hot in Iraq. How will I tolerate the heat?**

In the summer, temperatures can be well over 120+ degrees, day and night. Depending on the location, you will usually be provided air-conditioned working and sleeping areas. Non-tactical vehicles will have air-conditioning. It is also extremely important to drink plenty of water.

## **What can I expect the weather to be like during winter months?**

In the winter the temperature can be cold, requiring the use of a jacket or sweater.

## **Is medical care provided?**

Medical and emergency dental care is provided by the military. Treatment and refills on most drug prescriptions are available at major military base camps. One of the benefits is free medical care while deployed. Keep in mind, civilians, in most cases will only be authorized a 30-day supply of prescription medication in emergency situations. It is imperative that you check with your provider regarding prescription refills prior to your deployment.

## **What about eye care?**

Even though Baghdad is not the desert, people who wear contact lenses may have difficulties because of the fine sand, some have no problems at all. If you bring contacts, an extra set or two is recommended, and you may not find your cleaning solution at the PX. If you wear prescription glasses, bring at least one extra set as well as an eyeglass repair kit. An Optometrist is available at some locations.

## **Are there athletic facilities?**

Yes. A gym is often available at larger military bases as well as swimming pools. For example, Freedom Airbase at Kirkuk, Iraq, has more workout equipment than most Districts have available.

## **Where will I eat?**

There are dining facilities (DFAC) in Iraq that provide American-Style meals. You may even have an opportunity to dine at Iraqi homes and restaurants. You will also be provided Meals Ready to Eat (MREs) when you are traveling for supplemental dining. These are the military's version of a portable meal that has a main course, desert and accessory packs that contain everything from a candy bar, milk shake, ice tea or flavored drink mix. Bottled water is available at every military site.

## **Where will I live?**

You may live in a tent, a trailer, villa or palace. Conditions are improving and most of the living quarters, including tents, are air-conditioned.

## **Are showers and bathrooms available?**

Showers and bathrooms are available at most sites; however, some may be communal. Bathrooms while traveling are not always available, and you must be prepared to rough it.

## **Can I shop in Iraq?**

Yes, there is a Post Exchange (PX) at nearly every military camp or base in Iraq. It may be a small tent or a large portable building. It usually includes items, such as deodorant, toothpaste, personal hygiene items, snacks, souvenirs, clothing, and electronic items (TVs, DVD/CD players, MP3, radios). They take cash, checks and credit/debit cards.

## **Where do I do my laundry?**

Free laundry facilities are usually provided. Some are self-service and others offer free drop off laundry service, usually with a two to four day turnaround. It is highly recommended to mark your clothing.

**Can I cash a check?**

Yes, at the finance office at the local base or post. There is a month limit of \$200. You do not need a lot of cash, because all meals are free unless you choose to eat at one of the few restaurants. Your biggest expense is likely to be souvenirs at the PX. There are no ATM machines.

**Can I use my credit card?**

It's neither recommended nor available in Iraq on the local economy, but credit/debit cards are accepted at the Post Exchange (PX).

**What kind of camera should I bring?**

If you plan to take pictures (strongly recommended), a digital camera works best. Film (some of you more mature folks may remember 35 mm film) developing is available at the PX. Some offices issue digital cameras for use in taking project photos.

**What voltage is Iraq on?**

Electricity is 220 volts/50 cycles everywhere. If you are going to bring an electrical appliance, either bring a converter or lots of batteries. Electronic devices that have input voltage on their transformers reading AC 100-240~50/60 Hz will work without any problems. Plug-in adapters and power strips are generally available.

**What language is spoken? Will I have trouble communicating?**

The primary language is Arabic and interpreters are readily available to assist. However, most Iraqis speak some English. Other languages include Turkish, Kurdish and Assyrian, an ancient Christian language. The British were in Iraq through the 1970s and most Iraqis make an effort to show you their English language skills and attempt to learn more as they interact with you.

**Are there local radio and TV stations?**

There are local FM radio stations, an Armed Forces Network (AFN) station and a British station. If you bring a cheap radio from home, make sure it runs on 220v or batteries. You can listen to CDs on all PCs. Good quality headsets are available at the PX. Some areas have cable TV which provides AFN channels, British, Iraqi and other foreign channels.

**Can I get newspapers?**

The only hard copy daily paper you will see is the Stars and Stripes which is free. It is also available at <http://www.stripes.com> and has frequent articles about people in theater. If available, you can read your hometown paper on line as well. It is highly recommended to remind your families that the media tends to report only the bad news and ignores anything positive.

**Should I bring a laptop?**

It's not recommended, however, there is internet service available in your room. You cannot use a personal laptop on military servers. In addition, since the sand is so fine, it could cause problems as well. A government computer will be issued for use at work.

**How will I travel?**

Travel to Southwest Asia may be commercial air or military transport. While in Southwest Asia, travel may be by convoy in military or civilian vehicles or by air in military planes and helicopters.

**Do I need a passport?**

A passport is required for civilians and recommended for military deployment (either official or tourist).

**Will I have E-mail access?**

Yes, it may not be available at all times, but it will be available. Once you get to your assigned work area, you will most likely have it on a daily basis. You will be able to send and receive emails from family and friends.

**How can I make a phone call from Iraq?**

The military has a telephone system available. It's recommended you purchase or bring a telephone calling card.

There is no charge for official calls; however, to phone home, you can call the nearest military installation and tell the operator it is a morale call and they will connect you. If it is long distance for the operator, then you give them the access number on your telephone credit card, they will connect you to that number then you dial as if you were in the states. In addition, some offices have stateside numbers so using a calling card is very convenient and inexpensive.

**Will my personal cell phone work in Iraq?**

Most will not. If you have a phone (tri-band cell phone either GSM or CDMA) that works in Southwest Asia there are limited areas that receive cell phone signals and it is very expensive. The Corps does provide satellite phones that do work, but these are also very costly and have limited areas in which they operate. You can, however, purchase cell phones from the PX that work.

**How long does it take to receive or send a letter or package?**

Depending on location, it takes about ten days to two weeks for letters and packages to be received from the US. Having a current and correct address is the key to receiving your mail. The military operates post offices throughout Iraq. Letter mail is free, but there is a charge for sending packages.

**Will I carry a weapon?**

Yes, if you are military you will carry a weapon 24/7. For the most part, civilians do not carry weapons unless their position requires them to do so. Security on the facilities where you work and live is provided at all times. A security force of contractors or soldiers will accompany you whenever you are traveling outside a camp or base.

Hopefully this answered some of your basic questions. It is important that you contact someone in your future office for specific details about your job. Planning ahead will make the transition from stateside life much easier. And remember to be patient and flexible.

**Are military personnel authorized to wear civilian clothing?**

Military personnel are not authorized to wear civilian clothing in Iraq. The only exception will be as approved by the commanding general when in the performance of official duties, where the military uniform would hinder the mission or social interaction with Iraqi officials at government functions. It is advisable to bring one or two sets of civilian clothing; however, they are not typically worn.

**What will my working hours be?**

The GRD policy states we will work seven days a week, 10 hours per day with 5 hours off on Friday. However, mission requirements may dictate longer working hours.

**Am I authorized leave during my deployment?**

All GRD military and civilian personnel will be allowed to take leave and passes as defined below.

**Pass:** Four month tour: no pass is authorized; Six month tour: one, four-day pass is authorized; Twelve month tour: two, four-day passes authorized

**Leave:** Less than twelve month tour: no R&R leave is authorized (Exception is reserve component soldiers mobilized for twelve months must be projected to serve no less than 270 days in the area of operation (AOR); Less than a twelve month tour extended to a twelve month tour: one, 15-calendar day R&R leave will be authorized; Twelve month tour: one, 15-calendar day R&R leave is authorized; Tours beyond twelve months: one, 15-calendar day R&R leave is authorized for each six month extension. Civilians may be granted a 30-day "in-between tour" leave for extensions of one year or more.

**What is the normal civilian attire?**

Civilians wearing civilian attire at their place of duty will wear a level of dress between casual to professional civilian attire. All civilian clothing will be conservative, in good taste and in good condition. Clothing that is sexually provocative or suggestive; all tight fitting pants exposing genital areas or buttocks; shorts; tight fitting shirts or blouses (t-shirts or tank tops) including those which are sheer (see through, sleeveless or strapless) that expose underwear garments, breasts or midriffs; and any clothing containing racial slurs, promoting violence or anything

illegal is prohibited. All foot gear will be closed toe. No open toe shoes including sandals, shower shoes or flip flops will be permitted or worn in the work place including the dining facility. They may only be worn while in the living quarters.

***Thank you for volunteering to be part of the GRD team. You will be an integral part of the history of the new Iraq and our fight against terrorism- Essayons!***