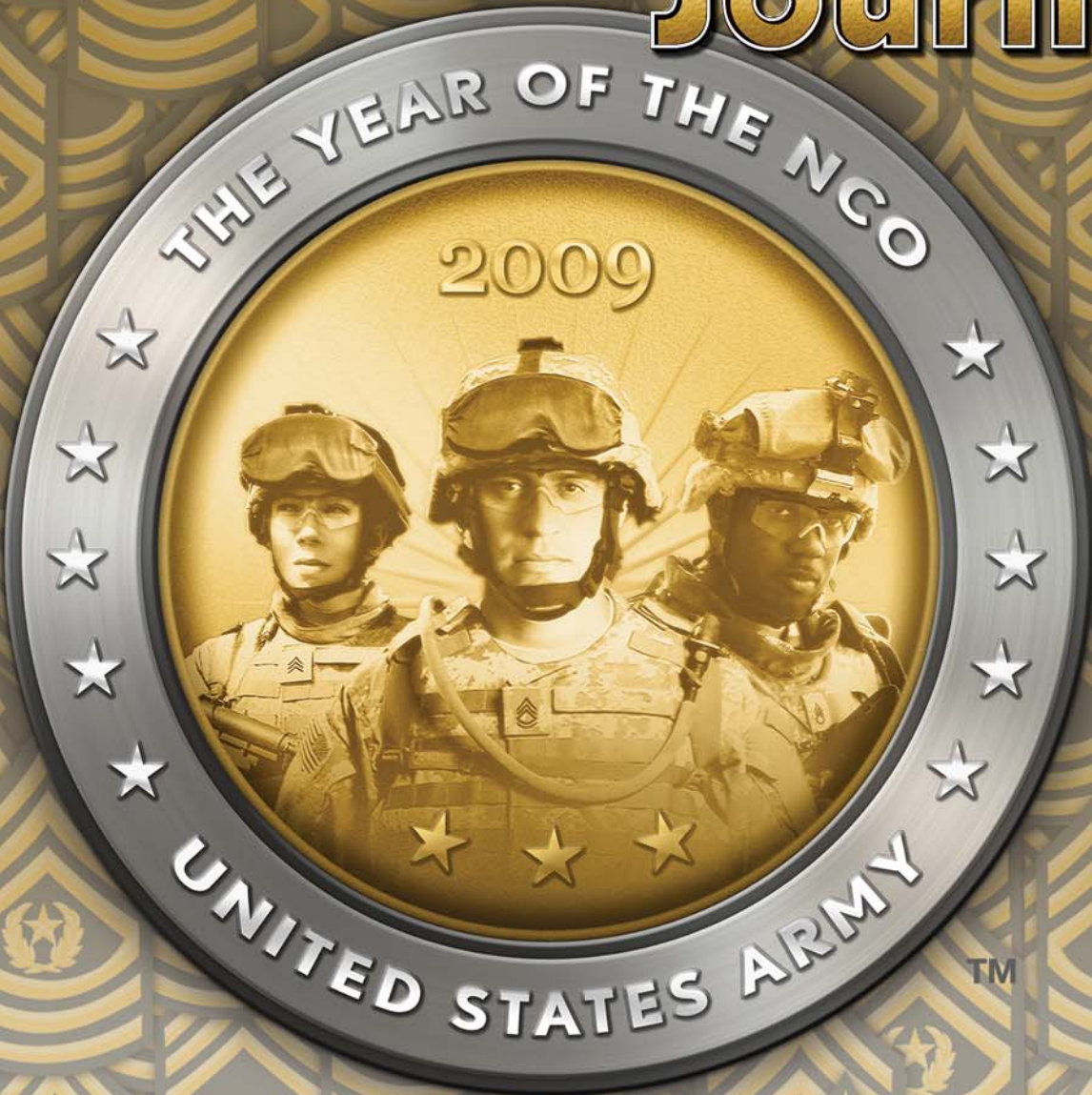


RECRUITER

United States Army Recruiting Command July 2009

Journal



U.S. ARMY

ARMY STRONG.

Essays:
How an NCO
made me a
better leader

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RECRUITER Journal

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Great NCOs: Right Place, Right Time

I've definitely been blessed over the years to work with some outstanding noncommissioned officers. This month I'd like to share stories about two of those NCO mentors in celebration of the Year of the Noncommissioned Officer.

The first one is of retired Command Sgt. Maj. Fred Davenport. He was my first sergeant when I was a company commander. I was pretty young when I commanded my company; I had been in the Army little more than three years. Top Davenport pulled me aside and really taught me what right looks like. He laid the foundation for me in terms of teamwork, standards and discipline — especially standards and discipline.

Davenport was living the seven Army Values before the Army was even talking them. He was an exceptional role model whom I've tried to emulate over the years. When I would stand up in front of the formation or in front of the leaders, and I might say something that probably wasn't the wisest thing to say, he would pull me aside or behind closed doors and would say: "Sir, do you really want to do that? Here's why I recommend we do this." And then he would tell me how to go back out there and undo what I did in a way that still made it look like I made the decision.

He was just such a tremendous role model. He went on to be a division command sergeant major for the 1st Infantry Division. I have a tremendous amount of respect for retired Command Sgt. Maj. Davenport, not only for what he taught me, but for what he did for Soldiers. He was an amazing NCO.

The second is Command Sgt. Maj. Larry Wilson. Now the Multi-National Force-Iraq Command Sergeant Major at the four-star level, he was my brigade command sergeant major. He was the same type of NCO as Davenport. Great NCOs have the knack for being at the right place at the right time — be

it a very difficult situation or a very good situation. Both Davenport and Wilson could do that. We might have a minor accident at the National Training Center and, as big as NTC is, seconds after it happened Wilson was there; it was like he had a sixth sense. Davenport was the same way. They just have this way about being in the right place at the right time. All they care about is making the organization better; that's what those two great guys did for me.

When you talk about the Year of the Noncommissioned Officer, this command could not provide better examples of the professionalism, dedication and competence of the Army NCO Corps.

This Command lives and breathes by its noncommissioned officers. Our recruiters who do the heavy lifting every day are NCOs. I'm going to ask a lot of our recruiters, because I know

they'll deliver. They have previously and they will into the future. They are our standards bearers. They are our spokespeople for the Army — walking the streets, and going into high schools, homes and colleges telling their stories — the Army story. They could not be more important to the command and to the Army.

You think about all the things we've done over the years to change recruiting, but one thing has remained constant — it's the noncommissioned officer who makes us successful every day. We are going to continue to build on that and really lean on them to do as well as they have in the past. I am impressed every day with what our NCOs do in the Army and in Recruiting Command. They shoulder the burden and we owe them every resource we can give them from this headquarters to be successful. Thank you to each and every NCO in USAREC.



\$2K Referral Bonus Program Suspended This Month

The \$2,000 Referral Bonus Program was suspended, effective July 1, for all new referrals. Referrals submitted after July 1 will not qualify for the referral bonus. In addition, all referrals submitted before July 1 must enlist before Sept. 30, 2009, for the sponsor to qualify for the referral bonus payment. This suspension does not affect the Army Reserve or Army National Guard Recruiting Assistance Programs (AR-RAP/G-RAP) which - at the time of publication - are still available.

The Army Referral System-Sergeant Major of the Army Recruiting Team (ARS-SMART) is still available for sponsors to support the recruiting effort. Referrals submitted after July 1 that result in an enlistment in the Army or Army Reserve will qualify sponsors to receive the Sergeant Major of the Army coin and certificate, but no monetary payments. Future Soldiers will continue to submit referrals through ARS-SMART to qualify for advanced promotion.



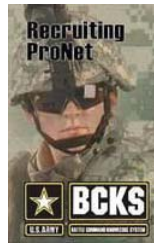
Network-Centric Recruiting - How Healthy is Your Network?

Network-centric recruiting is nothing more than establishing interpersonal associations with internal and external sources to gain a market and operational information advantage. Read more at the Doctrine Blog on ProNet and join the discussion.

Not yet a ProNet member?

Visit <https://forums.bcks.army.mil/CommunityBrowser.aspx?id=51486>

Recruiting ProNet



New Partners

www.armypays.com

327- Tennessee Valley Authority

TVA is the largest publicly owned power producer in the US, with more than 35,000 MW of generating capacity.

329 - Concurrent Technologies Corporation

Concurrent Technologies Corporation (CTC) is a research and development company that provides a variety of information technology services to both the public and private sectors.

331 - San Antonio Fire Department

The San Antonio Fire Department provides fire protection and medical first responder service to over 1.32 million citizens with a service coverage area of over 400 square miles.

328 - Louisiana Department of Transportation and Development

LA DOTD serves the transportation and water resources needs of the State of Louisiana.

330 - Acadian Ambulance Service Inc. -

Acadian Ambulance Service provides ground and air medical transportation for some 3 million residents in 36 counties and parishes in Louisiana and Mississippi.

332 - Phacil Inc.

Phacil Inc. provides a wide range of services including information technology, acquisition support, multimedia and public affairs, security and intelligence services, facilities management support, and human resources support.

Did you know? Army Strong Commercials Available Online

The U.S. Army Accessions Command G7 Intranet site offers the current Army Strong commercials for recruiters to view or download for their use. The site also contains logo files, print ad samples, the marketing battlebook and media schedules. From the main portal page, click on USAAC and then G7.

The monthly USAREC Marketing and Advertising Update is also a source for Army advertising and marketing news. From the USAREC portal page, click on G7/9 and look for the link under "What's New."

Laptop Theft, Loss Preventable

In the past few months, the command has had a number of laptops come up missing or stolen. Laptops will not be left in GOVs or POVs. The loss of a government computer in USAREC is the equivalent of losing a weapon. Soldiers and Civilians at all levels must be vigilant in the care and protection of these vital assets. Government laptops should be secured with the same diligence as a weapon. For details, review CG Policy Letter 59-09. Lost or stolen information technology equipment, including laptops, must be immediately be reported by the chain of command as a serious incident in accordance with UR 190-4 and CG Policy 14-09.

USAREC NCOER Guide Draft Available

The draft of USAREC Pam 623-X NCOER Guide is available on the USAREC portal and through SharePoint for recruiter use.

Reference USAREC Msg 09-127.

Avoid Business Endorsements

Joint Ethics Regulation (DOD 5500.7-R) states, "Endorsement of a non Federal entity, event, product, service, or enterprise may be neither stated nor implied by DoD or DoD employees in their official capacities."

This statement specifically applies to recruiting personnel referring or encouraging applicants or Future Soldiers to specific businesses. This includes, but is not limited to, banks, financial institutions, credit unions, barbers, fitness facilities, tattoo removal services or weight loss programs.

Recruiters and USAREC employees will present practical financial information to Future Soldiers before they ship to the training base to ensure they receive their direct deposit documentation. However, Future Soldiers are responsible for personally choosing the most appropriate financial institution for their individual needs. Reference USAREC Msg 09-115.

Remain Vigilant

It was with somber heart that I attended the funeral of Pvt. William Long, the young Soldier who was fatally shot last month at the University Recruiting Station in Little Rock. He was a patriotic young man wanting to serve his country. His dad was a Marine; his mom served in the Navy. His brother is in the Army.

I want to commend the University Station recruiters for their actions following the incident – they are an attestation of the quality of our Soldiers today. Each NCO in that station performed a certain task in a calm and professional manner.

The station commander kept control of situation, while recruiters assisted Pvs. Long and Quinton Ezeagwula, who survived the attack. Others provided a perimeter of security for our slain and wounded Soldiers. I want to commend them all for the outstanding teamwork in a time of crisis.

A criminal act like this shows that there are people who mean to do us harm, not just overseas, but here at home. We can never get complacent. The incident shows the importance of leadership periodically talking through emergency action drills.

Whether it be a natural disaster or a criminal act, it is very important that we always remain vigilant and prepared. We must always remember that, as Soldiers, we could be the target of some folks who don't have the same ideals as this nation does.

We must maintain our situational awareness and continue to use the buddy system – no loitering in uniform in a public place or by a road, because you never know when you might be a target. Pay attention to force protection measures that come down the chain of command, but remember that we do not openly discuss our force protection measures with the media or the public!

It was heartwarming to see the number of Soldiers who attended that memorial for Pvt. Long, as well as the support Pvt. Ezeagwula and his family received during his recovery. Those families in the community really saw that being Army Strong and being an Army Family is just not talk.

The second topic I'd like to discuss is the Master Trainer Course. In an effort to consolidate the master trainers at the battalion level and be more synchronized with one another, the Master Trainer Course program was developed to ensure we meet both the company and battalion leadership team's training needs.

We want our trainers certified in the same concept as a master gunner would train, to ensure we have the most professionally developed master trainers possible. We want the title of master trainer or senior master trainer to be a prestigious honor.

The Master Trainer Course provides commanders with certified trainers capable of analyzing, designing, developing, implementing and evaluating sound



**Command Sgt. Maj.
Stephan Frennier**

unit and individual training programs. Trainers attending the course will experience a rigorous program of instruction. Only the best qualified Soldiers will become USAREC master trainers. Those who make the grade earn an additional skills identifier to their records.

Soldiers are selected by brigade and battalion sergeants major. Soldiers selected for the course have to complete a distance learning phase prior to attending the 20-day resident phase at Fort Jackson. The resident course will take the student through the entire training development process related to Army doctrine and the inherent recruiting fundamentals. In addition to daily course work, students will receive weekend homework that supports subsequent lessons and master trainer certification.

The first course will begin July 27 with 50 battalion and brigade senior master trainers (master sergeants) in attendance. Next year we will run one 40-student course per quarter to get the remaining sergeant first class master trainers certified.

In our restructuring of the course, the end result is that we want to ensure that recruiters get the best possible training from the best possible trainers to meet their needs and achieve their goals to make the mission.

By Chaplain (Lt. Col.) Doug Peterson

Family Wellness

Do you have those family incidents that stand out in your memory?

I came across an account of an airport rendezvous that these parents will long remember.

Several years ago, when I lived in New York and flew to customer sites often, my wife would usually drop me off at Newark, N.J., airport and pick me up when I returned. On one trip, I was only going to be gone for a few days, so I drove myself and parked the car at Newark.

When I returned, the weather was lousy, and it was late at night. I wanted nothing more than to get home to the comfort of my wife and my own bed. When I arrived, the storm was very loud with crashing thunder and severe lightning. As I came into my bedroom about 2 a.m., I found my two children — Alex, 3 and Cindy, 12 — in bed with my wife, Carolyn, apparently scared by the loud storm.

I resigned myself to sleeping in the guest bedroom that night. The next day, I talked to the children and explained that it was okay to sleep with mom when the storm was bad, but when I was expected home, please don't sleep with mom that night. They said OK.

After my next trip several weeks later, Carolyn and the children picked me up in the terminal at the appointed time. Since the plane was late, everyone had come into the terminal to wait for my plane's arrival, along with hundreds of other folks waiting for their arriving passengers.

As I entered the waiting area, Alex saw me and came running shouting, "Hi, Dad! I've got some good news!"

As I waved back, I said loudly, "Hi, Alex! And what is the good news?"

"The good news is that nobody slept with mommy while you were away this time!" Alex shouted.



Chaplain (Lt. Col.) Doug Peterson (front right) poses with families at an April Family Wellness event in Garmisch, Germany. Courtesy photo

The airport became very quiet as everyone in the waiting area looked at Alex, then turned to me, and then searched the rest of the area to see if they could figure out exactly who his mom was.

Family life has both its fun and its frustrations.

Each phase of our family experience brings its own joys and challenges. You may have found that successfully navigating through the phases of life and family requires truckloads of wisdom, flexibility and persistence.

I'd like to highlight an event that we're doing to encourage you in the many great things you are already doing and to suggest some principles that you can adopt to maximize your family experience. It's called family wellness.

Family wellness, along with singles' and couples' retreats, is part of the chaplain-sponsored outreach in each brigade area every year.

The nifty thing about family wellness is that its target is families. Parents and kiddos ages 8 and up all participate in the event — with childcare provided for the younger ones.

Think of three days at a nice facility with a lot of nearby attractions and activities — and free time to enjoy them. In our inter-active sessions we touch on the broad array of personal and family dynamics. Included are effective roles of parents and children, getting what we want, changes, problem-solving and passing on our values.

Ask your unit ministry team or your Soldier and Family Assistance program manager when your next event is scheduled, and get on board.

It just may be an adventure that your entire family would enjoy, but would also provide a deep payoff.

Following Recruiting Station Shooting, Recruiters, Families Demonstrate to Community What it Means to Be Army Strong

The Soldier wounded June 1 during an attack outside a Little Rock, Ark., recruiting station that claimed a fellow Soldier's life expressed no bitterness at his attacker and said the incident has done nothing to dampen his desire to serve in the Army.

Army Pvt. Quinton Ezeagwula, 18, spoke publicly about the incident for the first time during a June 9 press conference. He is recovering from gunshot wounds to his neck, back and buttocks.

Army Pvt. William Long, 23, who was killed in the attack, was buried June 8 at Camp Robinson, Ark.

Ezeagwula and Long recently completed initial entry training and were serving on Hometown Recruiter Assistance Program duty before moving on to their first assignments. Long was an infantryman; Ezeagwula is a heavy construction equipment operator who will continue to his assignment at Schofield Barracks, Hawaii.

"The recruiters and families of the Little Rock area demonstrated to the local community what Army Strong and the Army Strong Family are all about. It's not just talk. I'm proud of how they came together after the incident to support each other and the Families of Pvts. Long and



Pvt. Quinton Ezeagwula and mother

Ezeagwula," said Command Sgt. Maj. Stephan Frenier, USAREC Command Sergeant Major, who attended the funeral.

He said it was heartwarming to see the number of Soldiers and their families who attended the memorial for Long.

"By all accounts, PV2 Long was a great kid, highly motivated, always willing to learn, always trying to better himself," said Lt. Col. Thomas F. Artis, Commander of the Oklahoma City Recruiting Battalion. "That was one of the reasons we brought him back as a recruiter. Private William 'Andy' Long was one of the everyday heroes who took his oath to protect his country seriously.

"The Long family is extremely proud of Andy's achievements and their heads are held high, even in their grief," Artis added. "They give me inspiration by their display of strength throughout this ordeal."

Asked by a reporter about his recovery, Ezeagwula simply said, "I'm doing fine, sir." Ezeagwula said he joined the military because he wanted to help his family and thought the Army

sounded like a good way to do so.

"I actually learned to love the Army," he told reporters.

Ezeagwula expressed thanks about the Army's support since the incident. "I really appreciate what they have done for my

family and for Private Long's family," he said.

His mother, who joined him at the news conference, echoed her son's thanks and said the experience reaffirmed her confidence that the Army will look out for him.

"I really would like to commend the Army for everything they have done for us," said his mother. She said the support Army caregivers have provided her son makes her feel "very secure about my son



Pvt. William Long

being in their care."

"I couldn't ask for a better person than God himself," she said. She added that she's happy her son wants to continue his Army service.

"I feel very good about him staying in the Army and wanting to represent the United States," she said. "I think that's a wonderful thing."

She said she hopes the incident sends a message that the United States "is going to step up to the plate and take whatever necessary steps need to be taken to protect Americans."

"You just can't [launch an attack] like that and think it's OK," she said. Still, she said, she harbors "no ill feelings" toward her son's attacker.

"I just pray that justice be served," she said, adding that she hopes the outcome will be fair.

The alleged shooter, Abdulhakim Muhammad, was arrested shortly after the attack. He faces charges of capital murder and committing a terrorist act.

(Compiled from articles by Donna Miles, Office of the Secretary of Defense Public Affairs, and Recruiting Command Public Affairs Office)

Conversational Marketing

Making Personal Connections to Tell the Army Story

By Julia Bobick, Editor

The Army is continuously evolving its advertising and marketing tactics and techniques to reach its target demographic and, as such, is shifting much of its research and development efforts toward the new concept of conversational marketing.

“Every generation makes its decisions differently,” said Steve Lambert, the advertising division chief for USAREC G7/9. “Boomers, Gen-Xers and Millennials all have a different methodology to their decision-making process regarding purchases. Consequently, you have to communicate with each of them in a manner that resonates with their thinking process.”

While Boomers (born 1946-1964) were traditionally driven by the mass media, including radio and television, Lambert said that Gen-Xers required more targeted marketing approaches, and Millennials (born between 1980 and 2000) require even more specialized approaches and communication channels (Internet and mobile).

“We’ve got to adapt our methodology to reach the generation that we’re interested in,” Lambert said.

“Plus, the Army’s always trying to – in all of our campaigns and all of our strategy – to look cool. We want to resonate with this younger crowd.”

Research has shown that Millennials have some very unique processes when it comes to making marketing and consumer decisions, which would include the decision to join the Army, according to Lambert. They are very adverse to hype; recruiters who start off with what sounds like an advertising pitch, such as money for college, may immediately turn off a millennial prospect.

“The real way to reach them is through social networking and through a new concept called conversational marketing, which is all about getting to know the person first and seeing where the Army fits in his or her life at the time,” he said.

The concept centers on about building relationships and sparking a conversation that might lead to a recruiter introducing the Army as an option that might fit that individual’s needs.

According to Carol Phillips, President, Brand Amplitude, and marketing professor, University of Notre Dame, who runs the blog www.millennialmarketing.com, Millennials use social networking to connect with people, not institutions, and trust their “friends” more than mainstream news organizations. To be

successful, she states in her blog that companies must market with Millennials, not to them.

“It’s a different style of marketing and a very different way than we’ve marketed the Army in the past, where we’ve kind of put our pitch out there for the masses,” Lambert said.

Millennials like to confirm a decision they made through their own research and through peer validation. As an example, Lambert said that a Millennial who is looking at buying a new car might go onto a social networking site to seek unfiltered information about that car from other people without a marketing agenda.

“We are still going to go out with marketing messages that resonate with the tangible and intangible benefits of Army

service, but we also have to think past the traditional mass media marketing campaign,” he said. “The strongest tool in the Army’s marketing toolkit is a Soldier telling the Soldier story. Studies have shown that message resonates more than any other methodology,” he said.

Army Accessions Command is engaging more social media methods on goarmy.com, such as the Straight From Iraq, Ask a Soldier and the new Infinite Possibilities sections, and

exploring new opportunities for recruiters to leverage social media. In collaboration with Recruiting Command G7/9, AAC is also researching recruiter pages on Facebook.

“We’ve already met with a panel of recruiters to see effectively how they are using Facebook, and we’re developing guidelines to help recruiters use the site to its full potential,” said Suzanne Nagel, USAAC G7 Media and Web branch chief. “Some recruiters are using Facebook in unique ways and we are exploring the best options to help recruiters implement pages if they choose.”

Facebook pages would not be required of recruiters — they’d be strictly voluntary, according to Nagel. The command is also working on creating station Web pages, complete with contact information, individual photos and short bios of recruiters, which will be located through the goarmy.com “Locate a Recruiter” utility and link to the recruiters’ Facebook pages.

“We are trying to engage social networking across the board as one of the tools a recruiter can use to reach out and try to communicate with this generation on their turf,” Lambert said. “It’s all about trying to reach our prospects in an environment where they feel safe and comfortable, and one they communicate in.”

“It’s all about trying to reach our prospects in an environment where they feel safe and comfortable, and one they communicate in.”

Steve Lambert, USAREC advertising chief



New Army Game launches

By Stacie Shain

Special contributor for America's Army

When members of the Army Game Project developed the latest version of the popular America's Army PC game, they had one mantra: make every detail count.

"Our purpose from the initial launch of America's Army was to provide players with an inside perspective and a virtual role in the U.S. Army," said Col. Casey Wardynski, Army Game Project originator. "America's Army 3 takes us to an all-new level by providing state-of-the-art graphics and animations, lighting, and sound, making AA3 a game like no other. Through the game, we can educate young Americans about Army opportunities in a fun, compelling, immersive way that keeps them coming back."

America's Army 3, a free downloadable video game, has more authentic military elements, including training, technology, weapons, and audio than any other military game. Built on Unreal Engine 3, AA3 delivers stunningly realistic environments, lighting effects, animations and team-based experiences so that players can experience how Soldiers train, live and advance in the game.

To create such authenticity, the project left few stones unturned. Every element of the game is checked by subject matter experts — active duty Soldiers whose experience ensures that the characters, uniforms, weapons, equipment and scenarios are realistic.

"The U.S. Army produces some of the most technically and tactically proficient Soldiers the world has ever seen, so as we represent this great Army, it is our job to ensure every detail is as correct as possible," said Mark, a Special Forces subject matter expert whose last name is being withheld for security.

Mark said that the SMEs review every aspect of the game, and all SMEs have extensive operational experience at all levels of infantry and Special Forces units. As developers determine what they want Soldiers to have or to do, they contact the SMEs, who then provide proper reference materials for them.

"And if we don't have the answer, we have the resources of

the entire U.S. Army to find the correct answer," Mark said.

Lead designer Michael "Ace" Aubuchon said that America's Army 3 has the advantage over all other military games.

"We don't have to guess about how something works, or should be used, or how it feels or animates," he said. "If we need to know, the Army makes sure we get exposure to it."

The game launched with five different environments, each with three different scenario options for a total of 15 different map/mission combinations. Unlike previous versions of the game, America's Army 3 will allow players, who always play as U.S. Soldiers, to experience a team-based, force-on-force operation with a more conventional army.

To give players a background in the storyline of AA3, the Army Game Project developed America's Army — The Graphic Novel, which is available for free online at www.americasarmy.com/graphicnovel/. The novel begins at the start of a conflict with a story arc from the perspective of a Soldier who is a member of a U.S. Army Long Range Surveillance team, and will intertwine that Soldier's story along with the stories of others Soldiers whose occupational specialties include Military Intelligence, Medic, UAV Operator, Infantryman and Helicopter Pilot.

"Many America's Army players are huge graphic novel fans so this is an excellent way to further explore today's Army and the lives of Soldiers," said Mike Barnett, chief engineer for the America's Army Project Office and executive producer for the graphic novel. "This is the most authentic graphic novel about the Army ever produced. U.S. Army Special Forces Soldiers ensured the accuracy of every detail from the dialog to the uniforms to the placement of the glow sticks strapped onto the gear of an airborne LRS team as they skydive from the back of a C-130. And by reading the graphic novel, players may find useful game tips that may give them an edge when playing AA3 this summer."

The games are rated T for Teen and can be downloaded free through the various partners listed at www.americasarmy.com.

By Rachael Tolliver, U.S. Army Accessions Command

Astronaut **Realizes Dream** in Army



Astronaut/aquanaut Timothy L. Kopra participates in a training session for the NASA Extreme Environment Mission Operations project as the crew prepares for a seven-day undersea mission aboard the National Oceanic and Atmospheric Administration's Aquarius Underwater Laboratory.

As children we all have dreams of what we want to be when we grow up. For some of us it's a doctor, a dancer, a fireman, a Soldier or an athlete.

But as we grow up those dreams often change — we lose interest, or forget, or realize the impossibility of them. Col. Tim Kopra dreamed of being the next Buck Rogers. Kopra held onto his dream and eventually, it turned into reality.

Originally a helicopter pilot in the Army, Kopra is now an astronaut

“It was really a lifelong dream ever since I was a child and [the U.S. was] landing on the moon,” Kopra explained.

Over the years that dream faded, but then during his freshman year at West Point something happened to reawaken Kopra's dream of space travel. His class had the opportunity to listen to Frank Borman and other Apollo astronauts speak. “It was a very clear moment to me that became something that was real. If Frank Borman and the other Apollo astronauts could achieve that then maybe I could too someday.”

Kopra spent a good deal of time researching the paths that men before him had taken, including Borman who went through West Point, even though he was a career Air Force officer.

Fast forward several years and Kopra, along with more than 2,500 other people, applies to be part of the 18th group of astronauts. Seventeen were chosen. Kopra was one of them.

He has been in training to live on the Space Station for three months and is scheduled to launch sometime this summer as a mission specialist.

“The mission specialists have other duties like space walks, robotic operations, living on the Space Station, all of which I think are cooler than flying the Space Shuttle,” he said.

He found one of the most fascinating portions of his training was getting ready for the International Space Station — training with Russian cosmonauts and Japanese,

Canadian and European astronauts.

“The thing I think is challenging and exciting about that is that these are absolutely the top of the top from each one of those organizations. I feel both privileged and often times humbled to be working with such an elite group of people.”

He said that the general philosophy of NASA is to push the boundaries on what our capabilities are with respect to space.

“Our purpose within NASA is to learn as much as we can about our environment outside of our planet, and within our planet. And that is what we do,” Kopra explained. “What is interesting about the Space Station research that is becoming more and more developed is that we are going to learn a lot about human physiology, about our world and planet, how we react with each other on our planet.

“There will be great discoveries that come out of each component of NASA ... from the International Space Station and scientific development, from robotic probes that we have on Mars and future plans to go to our other planets and moons. It’s just an exciting time for NASA and our nation.”

Kopra credited the Army with providing him a way to reach his goals.

“The Army has afforded me opportunities I’m not sure I could ever have even imagined. Being able to fly complex aircraft; to do experimental test flights on aircrafts; living underwater for a week as part of a NASA crew; serving in combat; going to graduate school and getting a master’s degree; living in Russia for 10 weeks with a Russian family to learn the language; doing water survival with cosmonauts on the Black Sea, and the travel opportunities and exposure to a wide variety of cultures. These are all things I don’t think I could have imagined even in my wildest dreams.”

He added that the Army does a good job of instilling basic values and leadership traits in its people, and if you are going to reach your dreams, he said you need to have those basics.

“Stick through the hard times because things get better,” he advised. “Stick with your goals, stick with your dreams and things turn out for the best — just don’t give up.”



Director Henry-Alex Rubin and Col. Tim Kopra discuss a segment of the commercial during taping at Fort Carson, Colo., in October.

Twittering from Space

Last month Goarmy.com launched a special section of its site spotlighting the launch of the space shuttle Endeavor, which will transport Col. Tim Kopra to the International Space Station where he will spend three months serving as a flight engineer. The launch originally planned for June 13, is now scheduled for July 11.

Kopra, a West Point graduate who started his Army career as a helicopter pilot, is one of only a handful of Army astronauts to ever make the trip into orbit. He will return to Earth this fall.

Col. David Lee, director of marketing for Accessions Command, said this feature will draw people to the goarmy.com Web site who might not otherwise visit.

He said they can explore their interest in space, learn about the Army, and, “we are providing them with connection that even NASA doesn’t have because they can ask an astronaut questions on Goarmy,” Lee explained.

“Kopra has all of this learned experience in the Army, much of it in preparation for space — learning Russian (to work with

cosmonauts), learning robotics, scuba diving, flying — and he can talk about that. Those are actually other MOSs...high tech, linguists, robotics, scuba, flight — the Army has it all.”

Kopra said he wanted to give back to the Army, for giving him the strength and knowledge to make his childhood dream a reality, and he was willing to allow the Army to create a unique opportunity for him to do so from space.

The special section is called “Infinite Possibilities,” with a secondary tag line: “With the training and skills you gain in the Army, there’s no limit to how far you can go.”

Lee said this section contains some special social marketing features allowing Kopra to send Twitter and Facebook updates from space. Links to these can be found on goarmy.com.

He said one of the best tools the site offers is the videos, specifically the biography videos of the Army astronauts.

“If you watch each of them, a common theme is that the Army provided them with opportunity they wouldn’t otherwise have,” Lee explained. “For example, one of the things discussed by the astronauts is the decision making tools they have learned in the Army, and how such skills allowed them to step up and take control during times of crises.

“While an 18- or 19-year-old kid might not see himself as an astronaut, his or her parents will see all [the things Kopra has achieved and things he has done] and they will see that possibility.”

Visitors can submit questions to Kopra that he will answer from space — up to 10 questions a week — using a video feed posted on the site. Visit goarmy.com/space.

How an NCO made me a better leader

By Col. Rodney W. Symons II
2d Recruiting Brigade

Since my first days as a second lieutenant and continuing to present day, it has been said over and over that the noncommissioned officer is the backbone of the U.S. Army. These noncommissioned officers have the responsibility as the primary trainers for our Soldiers, officer and enlisted. From the first day a person joins the Army, an NCO is instrumental in the training of that Soldier. No matter officer or enlisted, the first instruction is from a noncommissioned officer. Whether it is at Officer Candidate School, West Point or ROTC in college, an NCO had the role of training and mentoring those candidates.

Noncommissioned Officers provide the mentorship needed by Soldiers and officers through their operational experiences within our brigade combat teams. They enjoy the opportunity to stay at the operational level for longer periods of time than officers. It is because of this, that officers and NCOs are paired together in all organizational structures - the NCO becomes the primary adviser to the officer.

When I first became a leader, my thoughts were on becoming a good platoon leader, about being up to the challenge of leading my Troopers, about not making a fool of myself in front of Sgt. 1st Class Hall, my first NCO - the platoon sergeant for 3rd Platoon, Golf Troop, 2nd Squadron, 11th Armored Cavalry Regiment in Bad Kissingen, Germany, in 1985.

I was very fortunate, because I had Sgt. 1st Class Hall to guide and teach me. Teach and guide me he did, without ever making me feel inadequate and without ever permitting me to be ill-prepared, because he was the best! Not everyone is as blessed as I was; not everyone finds his Sgt. 1st Class Hall. Many don't find their Sgt. 1st Class Hall - not because he isn't there, but because unknowingly and foolishly they push him away. Our new leaders must look for opportunities to be like Hall and as professional NCOs, teach, coach and mentor the Soldiers and

officers of their outfits.

What did I learn from Hall? What I learned and what has been reinforced in the 24 years since - is that good leadership, whether in the world of a lieutenant or in the world of a colonel, is boiled down to three basic tenets. The three tenets that Hall taught me are professional competence, character and, most importantly, the care of our Soldiers.

Hall didn't exactly use these terms, but what he believed and what he taught me fall into the tenets mentioned above. The first tenet is professional competence - meaning technically and tactically proficient and weapon system qualified on all the unit's organic weapons.

If you take a close look at great leaders within our Army you realize that the skills and qualities and knowledge that made them great generals took decades of training, experience and evolution. The one thing they had in common: their careers were marked with tough jobs and they had a great NCO standing by their sides. From the beginning of their careers to the end, each of them was continually applying those lessons learned from an NCO who took the time to coach, teach and mentor them.

Hall understood that very well, although he had different words for it. He knew that if our unit was going to be good at occupying a position, conducting a zone reconnaissance, qualifying all the platoon's vehicles on Table VIII and completing the numerous other things that would make us a tactically and technically proficient war-fighting machine, he had to show me. He took the time to advise me and to mentor me, so that when I walked that screen line the Soldiers would know that I knew more than they; that if I asked them how to prepare a range card or weapon ranges of the weapon systems within the unit, there

was no doubt that I would know the answer, just as I would know if the crew hadn't done a good pre-combat inspection or pre-combat checks.

He used to tell me, "Always do the hard right over the easy wrong," and that I had to "do the right thing even when no one was watching." The minute I didn't do the right thing, someone would see and that would be the new standard

within the platoon. He also made it clear, that if I was not up front with the Soldiers of the platoon, or if they ever believed I did something so I looked good at their expense, I would very quickly lose their trust and support - he was absolutely correct.

General Colin Powell, speaking at West Point,



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put it this way: "If you want them to work hard and endure hardship, you must work even harder and endure even greater hardship. They must see you sacrifice for them." They must see you do the hard things right along side of them, they must see you giving credit to the Soldiers of the unit, and they must see you take the blame for something they hadn't gotten just right.

Someone once said "that men of genius are admired, men of wealth are envied, and men of power are feared - but only men of character are trusted." Without trust you cannot lead. I have never seen a good unit where the leaders weren't trusted.

Hall understood that hand in hand with character, with this inner strength that Soldiers will want to see, they will also want to know and see that you really care for them, that you will sacrifice for them, that you simply enjoy being with them. Words won't get you through there, either. If you don't live it in your deeds and actions all the time, if you don't genuinely and openly take care of

your Soldiers, they will know it. Every day you will have Soldiers who need your care, concern and help. They expect it and have the right to expect your time and always your best effort.

I still vividly remember those evenings in the field when he and I would stand in the cold, Hall with a cup of coffee trying to warm his frozen hands and me with a Coke trying to get my dose of caffeine, watching the unit go through the chow line. Hall taught me that simple but long-standing tradition that officers and the senior NCOs go to the very end of the chow line, that the officers and senior NCOs are the last ones to eat.

This tradition, as you so well know, is founded on the understanding that leaders place the welfare of their people

above their own, that the senior leaders are responsible for the welfare of the troops. If there is a shortage of food to feed the entire unit, that it is the leaders who will go without; if the food gets cold while the unit is being served, that the senior leaders will get the coldest portion.

But caring for our Soldiers does not stop at the chow line. Nor, for that matter, does it stop with the Soldiers themselves, for you know that our units are families, and a Soldier must have the trust that you will take care of his family, particularly when he's away from home.

Caring for Soldiers actually starts with making them the best possible Soldiers they can be. Their satisfaction with themselves, their confidence in them-

selves and in the end, their lives — will depend upon how well you do that part. And that perhaps is your greatest challenge as a leader within USAREC. It is hard work, and make no mistake about it, there are no shortcuts.

In every good leader I have met in my years of service there always was the evidence of these three tenets: professional competence, character, and love of our Soldiers — taught those qualities by an NCO. If I could begin my career all over again today, I would not hesitate for a single second. The first thing I would do would be to go out and find Sgt. 1st Class Hall and we would saddle up and be ready to go tomorrow morning!

**By Command Sgt. Maj. Donnel Daniels
2d Recruiting Brigade**

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I can remember the day as if it were yesterday: Oct. 19, 1984. That's the day that my military career started. I was at the Greyhound Bus Station in Newport News, Va., on my way to the Military Entrance Processing Station in Richmond to take the oath of enlistment to fulfill my four-year obligation.

After completion of basic combat training and advanced individual training, I was assigned to the Big Red One at Fort Riley, Kan. Once assigned to my permanent duty station, I was immediately put on a maintenance contact team supporting an armor battalion. I grasped the concept of operations quickly, and after one year, I was bored out of my mind. I continued to do great things and then one day my platoon sergeant, Sgt. 1st Class Martin Durkot, stood in front of the formation and announced that the unit was looking for a trustworthy Soldier to become the Repair and Utility NCO, and I volunteered. I was selected to perform these duties and believe me, I did them well. I can remember the days of having keys to every room in the barracks, whereby I had the opportunity to watch television all day. I had neither worries nor responsibilities other than keeping the living quarters safe and secure. I did this job for more than a year, and then one day it was all over.

This was the day that I met the Soldier who is responsible for all I have achieved in the Army to this day. Staff Sgt. Tony Scott (Deputy Dog) stood about six feet tall with a medium build and a voice that was out of this world. He walked into the barracks and looked me in the eye and said, "You are going to work for me." I was very distraught, because I was enjoying what I did and I had absolutely no cares in the world. I didn't



have to iron my uniforms, shine my boots or care about the way I looked and/or felt.

Two days later the platoon sergeant informed me that I was being reassigned to work for none other than Staff Sgt. Scott.

Scott wasn't impressed with the fact that I didn't shine my boots nor have a pressed uniform, so he made it his priority to get me cleaned up. I fought him for days until I realized that I wasn't going to win. I can remember one day he made me sit in a corner with a can of Kiwi and a bottle of water and said that I wasn't going home until my boots were shined. Of course that was a late night due to the fact that I wasn't very motivated about shining my boots. After we got over that hurdle, came the pressing of the uniform. Knowing what I had just gone through with the boots, it was less of a challenge to get me to press my uniforms.

I will tell you that this was where it all started. I began to feel good about the way I looked, which also gave me confidence in what I did and who I was. Scott's favorite saying to me was, "I'm going to bring out the leadership qualities that I know lay within you." The following week he made me the section chief and gave me the responsibility of ensuring that everyone in the section had a pressed uniform and spit-shined boots. Little did I know that he saw something in me that I didn't see in myself.

I will tell you that from that day on, I have never looked back. It was because of him that I am the leader I am today. He taught me to never give up on your Soldiers. You must believe in them even when they don't believe in themselves. Leading is a tough job and you must love what you do.

I have lived by this one phrase and it has proven effective for the past 24 years: Take care of your Soldiers and your Soldiers will take care of the mission.



YEAR OF THE NCO Essays

By Col. Iacocca
3d Recruiting Brigade

It is not a cliché but it is a hard truth. The reason the U.S. Army is the greatest Army in the world is because of our professional Noncommissioned Officer Corps. Every year, and not just 2009, should be the Year of the NCO. I do not know an officer worth their salt who has not been mentored or trained by at least one outstanding NCO during their career – normally during their formative years as a second lieutenant in a platoon. I believe I have been more fortunate than most as I have been blessed with exceptional NCOs throughout my entire career – a few of these NCOs continue to mentor and train me after 20 years in the Army.

How has an NCO made me better? It is probably easier to say that I am a product of the NCOs I have worked with as much as I am a product of the officer mentorship I have received. Certainly I was much more impressionable as a lieutenant, but even as a colonel, NCOs continue to make me better. It was during my early years at the 82d Airborne Division that the NCOs who I worked with set me on a path that continues to this day. It was Sgts. 1st Class Leroy Chaney, Polito Robles and Greg Rhoades and Staff Sgt. Chris Lyons who had the greatest impact on me as a second lieutenant. These four stellar NCOs taught me that discipline, sacrifice and taking care of Soldiers comes first – no matter what. They also showed me that there is room to accomplish the mission while taking care of Soldiers. These lessons were later reinforced by 1st Sgt. Alan Ford while I was a young company commander.

My relationship with two of these NCOs continues today; Lyons is now Sgt. Maj. Lyons and he – along with retired Command Sgt. Maj. Clay Clark – have had the most profound



impact on me as an officer. I first met Lyons when he worked in the Personnel Service Company (PSC) in officer records during my in-processing. As an AG officer I worked with the PSC closely during my tour with the G1/AG at the 82d Abn Div. I learned much about the personnel business from Lyons and I also learned much about airborne operations and jumpmastering from him as well. We worked together again 12 years later at U.S. Army Special Operations Command (USASOC). He was and remains the smartest NCO I have met and no one knows more about personnel operations at the strategic, operational and tactical levels. I believe I have learned more about the personnel business from Lyons than any other single person in the Army.

The other NCO who has affected me most profoundly is Clark. If there is a finer gentleman on this planet I have yet to meet him. He has been a role model for me in many ways: taking care of Soldiers, physical fitness, taking care of family, and accomplishing the mission. I first met Clark when I was a major in USASOC and we worked on staff together. By a great turn of fate, Clark became the battalion CSM my second year in battalion command. I never knew that one person could make such a difference in the conduct of operations, accomplishing the mission or taking care of Soldiers. We remain close to this day.

As I write this article my good fortune continues. After 20 years in the Army with no recruiting experience I have the honor to command a recruiting brigade. The brigade command sergeant major - Command Sgt. Maj. Todd Sherman – is another outstanding NCO who has taught me and continues to teach and coach me on recruiting and taking care of Soldiers.

Although I believe I am blessed to have worked with so many great NCOs, I do not believe I am unique. I believe great NCOs are in every formation in our Army and it is fitting that we honor them in 2009 – the Year of the NCO.

By Command Sgt. Maj. Todd Sherman
3d Recruiting Brigade

Explaining how a noncommissioned officer's mentorship has helped me get to me where I am today is very easy, as I have been blessed to have worked for and with many great NCOs in my 26-year career.

I cannot say I can narrow it to one NCO or mentor as there are several, but there is one very common practice that each has shared, and that is to treat soldiers as you would want to be treated, and always be teaching, coaching and

mentoring.

It started in my first assignment at Baumholder, Germany, in 1984 where I worked for Spec 5/ Sgt. Terry Thompson. Under his leadership, I learned that you must make personal sacrifices to better Soldiers, help them understand what it means to be a Soldier and accomplish their mission.

In 1988, I moved to Fort Bliss, Texas, and worked for an awesome Sgt. 1st Class James Black in 11th ADA Brigade. Black taught me how important it is to lead from the front. This means we as

leaders must always do as we say. It's very hard for Soldiers to execute what we demand from them if we are not prepared to do those same tasks.

In 1990, I deployed with the 11th ADA and worked for Sgt. 1st Class Randy Johnson. He spent many hours teaching all of us about treating Soldiers as you would want to be treated and self-sacrifice. During this deployment, this great NCO was always there to teach, coach and mentor any Soldier who looked like they were having a tough time whether personal or professional.

When selected for recruiting duty in 1992, I will admit I was very apprehensive about the assignment, but as I learned through my years of service it was what the Army needed me to do, and I moved out swiftly.

During my time at the recruiting station in Las Cruces, N.M., I worked for Sgt. 1st Class Greg Funk and 1st Sgt. Sonny Ahjuder. Unlike the previous NCOs discussed who had mentored my foundation as a young Soldier and NCO, these two NCOs truly lead from the front and never stopped teaching, coaching and mentoring.

Funk, now retired, never had me attempt any task without first showing me what right looked like from telephone prospecting to doing Future Soldier follow-ups. He counseled me every quarter and quickly did sustainment training on what I was doing well and positive live fire training on my weaknesses.

At 18 months when the company needed an immediate fill for a large station in El Paso, Funk quickly put my name

out to the first sergeant. At the time I was only a detailed recruiter and truth be told did not want to convert.

When 1st Sgt. Ahjuder did make the move I was amazed that a company first sergeant would spend the number of hours with any and all Soldiers in the company mentoring on whatever they needed. It was easy for us to reach out to him and discuss our issues and he was always there to work through those issues. In closing I have listed only a few of those truly great NCOs who have made me better. Today I still have a few of these great NCOs available to me for mentorship and I am always very comfortable talking to them about challenges I face being a senior leader today.



YEAR OF THE NCO Essays

By Col. Patrick J. Walsh
6th Recruiting Brigade

After three months in command at Fort Stewart, Ga. (Alpha Co, 124th Military Intelligence Battalion, 24th Infantry Division) and after relieving my first sergeant, in walks 1st Sgt. William Crews. Top Crews was taking the top MI company in the division. The company consisted of 70-plus Arab linguists, 30-plus signal Soldiers, mechanics, and support Soldiers. it was the ideal company for an MI first sergeant – Top Crews was field artillery.

I liked him from day one. He was the epitome of a noncommissioned officer and had an aura of confidence second to none. He quickly learned the systems and capabilities of voice/digital intercept, signal OPS and jamming; earning the respect of the Soldiers. He further earned their respect because Top Crews knew how to listen – listen to the Soldiers, coach them on any given situation, and give them a quick boot if they wanted to whine. He knew each for their strengths and challenges.



He did this all as we built a disciplined unit ready for combat. In the field (two NTC rotations, a classified deployment, Middle East deployment and support to every BCT training exercise) and in garrison Top Crews was there for the Soldiers leading by example.

So how did he help shape a young, newly promoted captain?

In so many ways he shaped my future:

“The key element for a leader in battle is the power of cool calculation.” Rommel

Top Crews helped me to SEE the fight, training and options and to take the extra few minutes before making a quick decision without thinking through second and third order effects.

As we built the discipline of the unit:

“For with slight efforts, how should one obtain great results?” Euripides

Everything we did was to the established standard and every Soldier understood why it was the standard and why it was important. He helped me SEE the importance of ensuring the team knew all aspects of their mission, how we

would accomplish it and why it was important to the overall mission success.

Toward the end of my command we were returning from another field exercise and I decided to give the team a break and do the minimum day-zero recovery operations to get them home at a decent hour. When I hit the motor pool with the trail element it was too late. In the absence of orders the team did what they were trained to do and were completing all day-zero plus activities. Best of all, their morale was top-notch. We did complete day zero that day to the company standard.

Top Crews also helped me SEE that being good at what you do is not enough:

“Officers can never act with confidence until they are masters of their profession.” Henry Knox

Professional development, learning all elements of the profession and continuing to learn and grow as an officer were daily lessons I gleaned from Top. When I was first assigned to USAREC it was easy to apply the skill sets I had learned from MI and that desire to learn and embrace the unique requirements of Recruiting Command. Thanks Top –you were and are the best of the best.

Walsh has since changed command of 6th Bde.

By Command Sgt. Maj. Israel Talamantez
6th Recruiting Brigade

My first real dealing with an NCO outside of initial entry training was with Sgt. Cruz, my Patrol Supervisor from my Military Police days at Fort Buchanan, Puerto Rico. At the time I thought he was a pretty mean and tough NCO. I was too immature to fully recognize what he was doing for me, both as a Soldier and future NCO.

Only years later, did I come to fully appreciate that he was consciously preparing me to be an NCO (really a senior NCO at that) and everything that that entailed; Mission first and Soldiers always. I was being mentored and I didn't even know it.

With Sgt. Cruz there was no being late, there was no being unprepared for work and there definitely was no complaining, no matter how tough it got. Cruz ran his squad by the book and with an emphasis on being the best anywhere and always. He took care of us Soldiers without hesitation, both professionally and personally. Quite frankly, he trained us. He trained us so that we would be prepared for anything that came our way as Soldiers and MP's. I can recall many times when after a 12-hour shift we would go back to the MP station training room and conduct an after action report for the day and then train on our deficiencies.

It didn't matter whether the subject was how to conduct a routine security check or how to react to a hostage situation; we drilled until we got it straight. With this training came discipline and a confidence in ourselves and our squad that was second to none.

Cruz had done nearly the impossible by taking a group of Soldiers from the four corners of the country and turning us into a team. Our team was self-sufficient, could be counted upon in any situation and we took care of our own. He made us better.

When Cruz counseled us, we could tell that he legitimately had our best interests at heart. I truly believed that he wanted us to get promoted in both rank and position as often and as soon as possible. It seems that everyone in our squad either went on to become a Military Police Investigator, Dog Handler, Special Reaction Team member or Drug Suppression Team member. You didn't stay a road MP for long if you were in SGT Cruz' squad.

My MP days are long behind me, but I will always be grateful to Sgt. Cruz for mentoring me and help turning me into the NCO that I am today. Really, I can't say how it would have all turned out had he not been my very first squad leader and instilled in me those Soldierly values that are in all great NCOs, but I may not have gotten as far as I have.

To this day as an NCO and brigade command sergeant major, my focus is still Mission First and Soldiers Always, and it always will be.



By Col. Charles Williams
Special Missions Brigade

From the Cav Scout
out in front of a
30,000-man corps in
the attack with the corps
commander hanging onto
every word he says on the
radio, to the recruiter
talking to a concerned
mother and father about a
Future Soldier's career



choice, to a company commander listening to his first sergeant advising him on the best way to resolve a Soldier's problem, we all depend on NCOs every day to keep the Army operating.

Young officers should not miss an opportunity to tap one of the Army's greatest resources of experience and knowledge – the corps of the noncommissioned officers. I believe that a noncommissioned officer is a tremendous source of knowledge and experience as you develop in your time as a platoon leader. As a platoon leader you work hand and hand with your platoon sergeant and noncommissioned officers during a critical time in your career when you develop personally as a leader. The noncommissioned officers in your unit can become a new lieutenant's best professional friend while each observe proper military courtesy, with mutual respect for each other.

An officer can get the benefit of 10 to 15 years of hard-earned experience as he or she works with the platoon sergeant. A platoon sergeant shows you that there is a willing body of Soldiers in each organization who will accomplish your mission while asking nothing more from you than the leadership qualities that will command respect, loyalty, and their dedication. The platoon sergeant will not make you a great leader, but will work with you to ensure your mission success if you have the right attributes to begin with. The platoon sergeant can be an excellent display of the three attributes common in all good leaders: they know and do their jobs; they see to the welfare of their soldiers and they stand up for what is right. As you look at any platoon sergeant you will find that each of them wants their platoon and platoon leader to be viewed as the best in the company and battalion. No platoon sergeant wants to be known as having a platoon leader that is not knowledgeable and most are anxious to share their knowledge and experience to ensure they have a platoon leader they can brag about. You can learn a great deal by allowing your platoon sergeant to handle the problems of the platoon as you oversee the problem solving and only stepping in when you see he has exhausted all means of solving the problem. This will allow you as a platoon leader to also identify the strengths of your non-commissioned officers and give them guidance on a problem or deficiency that you recognize.

The Army recognizes the importance of a quality NCO in the professional development and leadership of officers at all

ranks. From the platoon leader to company commander to the Chief of Staff of the Army, each commander in the Army is paired up with an NCO whose role is to advise the commander on the health and welfare of the Soldiers within his command. This NCO is the touchstone that all officers rely on throughout their career to ensure that not only is the mission being accomplished, but that Soldiers are trained and their needs are being met. Right now my command sergeant major is my right hand in all that I do. His advice is critical in all I do. From the production mission within my brigade to the health and welfare of Soldiers, Command Sgt. Maj. Ingram is the NCO I rely upon every day.

Every day an NCO makes me better.

YEAR OF THE NCO Essays



By Command Sgt. Maj. Jeff C. Ingram
Special Missions Brigade

The Soldier who most influenced my career was Staff Sgt. Francisco Cervantes – a family man with two of the most beautiful children God has ever given to this world. Most of us want to be known for achieving our goals and doing things well. However, Cervantes expanded our sphere, influencing us to rethink our beliefs, goals and attitude.

He influenced us through his actions alone every day. Thoughtful and diligent, he demonstrated new practices which yielded profound rewards in my Soldiers. Those rewards clearly showed in their motivation, and more so in their commitment in making the Army's mission. Our decision making process was a lot clearer, and we all were more willing to follow his advice and recommendations, which reduced stress throughout the team, which ultimately resulted in greater success.

Communication was one of his best traits. Too often the answer is simply to increase communication; this was one of his daily sayings. We must communicate and talk through solutions: more frequency, more words and more enthusiasm. And yet, in this increasingly complex world and with our high op-tempo where we must achieve daily/weekly/monthly missions, great communication is the key. He wanted us to do more, and ensure our awareness that influence is granted to others by their choice. He made it known and understood that the choices we make are personal, based upon our beliefs and perceptions.

Consequently, he helped us to become wise to seek to become more influential. This process of his leadership, coaching and mentoring helped us to better respond to make better choices. Ultimately, this led to a positive behavior and resulted experienced from the leader. His interactions with us allowed for behavior such as these to happen everyday in all of our Families, social groups, as well as in the work place.

Listening, Learning and Leading

I think Cervantes' second best trait was to listen, followed by learning and leading.

He taught us that receptive influence behaviors involved the opposite of expressive influence. Learning about the perspectives and ideas of other persons drives the process.

He taught us through listening that receptive influence creates an atmosphere of mutual discovery, which led us all to development of mutually beneficial course of action.

Through this process his influence invited others to contribute ideas, information and be part of the process. More than often we have a tendency to overuse our expressive behaviors in trying to influence others. His artful skills and honesty guided us towards agreements, solutions, and choices that satisfied everyone. His influence on us automatically demanded respect for our ideas and concerns with each other; this

acknowledges our autonomy and accountability. Cervantes respected others, and was always willing to give his peers time to consider and reconfigure their own goals to coincide with his. The ability of this noncommissioned officer to convey, convince, consult and commit to us all was very impressive. These four types of behaviors he displayed consistently provided pertinent information to our team. He taught me how to support each other through the process by sharing personal insights, and identifying possible impacts on others.

His goal of listening was to continue learning by listening to understand, and listen without a counter response. He would listen for the thoughts and feelings being communicated, not simply the words used. He would pay close attention to the context as well as the content of the conversation. He was truly curious as to "why" someone thinks or believes what they are conveying to you, but asks the why out of a desire to understand rather than as a challenge. By him understanding my "why" taught me how learning the depth below the present

"what." The insight of this informs your own position as well as shaping our strategy for how effectively and respectfully he influenced others toward their goals.

Finally, Cervantes taught me the true meaning of the NCO Creed. I think the entire creed clearly describes this outstanding NCO. The third paragraph, however, really brings it home to me. These sentences paint a true picture

of this noncommissioned officer:

"Competence is my watch word, I am aware of my role as a noncommissioned officer; I know my Soldiers and I will always place their needs above my own. I will communicate consistently with my Soldiers and never leave them uninformed."

I dedicated my career to this great leader who I will never forget. All Soldiers who have come in contact with or been assigned with now Command Sgt. Maj. Cervantes have certainly benefited from his outstanding leadership.



Drill Sergeants Changing Perceptions

By 1st Sgt. Terry Keeling
U.S. Army Accessions Support Brigade



Now in its second year, the Drill Sergeant Exhibitor Program (DSEP) has continued to be a resounding success. As battalions across USAREC have learned, the positive impact has been exceptional.

“This is a program that not only demonstrates the professionalism of all our NCOs, but knocks down many of the stereotypes and barriers that our recruiters face in gaining access to high schools,” said USAREC Command Sgt. Maj. Stephan Frennier. “The drill sergeants are regularly requested by the school itself for another visit once they have seen how well the students respond to their leadership and mentoring skills.”

Frennier’s comments are representative of the large volume of positive feedback received from recruiters, commanders, battalion staff and, most importantly, teachers and school administrators.

Many times recruiters are surprised at the level of knowledge that the drill sergeants possess about recruiting programs, other services’ opportunities and differences, and the demographics of the particular area being supported. From uniform, appearance, physical fitness, demeanor, to all aspects of a professional noncommissioned officer and a drill sergeant, these NCOs demonstrate those qualities continually across the United States.

The most successful events are those that are well planned and that make the most use of the drill sergeants time in an area.

“The best schedules are busy,” said Program Manager Jim Beck, Accessions Support Brigade. “The drill sergeants want action and interaction with students, faculty and parents while in a community.”

Typically the drill sergeants spend a week in one area conducting school visits and Future Soldier functions before

moving on to the next battalion or national event. The days should be full to maximize the return on investment. Many battalions specifically target hard to penetrate schools and use the unique abilities of the drill sergeants to obtain entry to schools and dispel many of the myths that exist. The drill sergeants are universally well received and they and recruiters are consistently invited back for future visits.

The energy and enthusiasm that the drill sergeants bring with them, coupled with the high level of professionalism, are a big hit with teachers. They conduct a myriad of events in high schools, from Army PT using the conditioning drills with gym classes and football teams, to classroom presentations where they talk about a wide range of subjects like basic training, Army Values and how they relate to everyday life. Most of the drill sergeants are either in college or have obtained their degree - a big plus when they speak to high school students about their futures, goal-setting, the need to stay in school and Army benefits.

Mega or smaller Future Soldier functions have proven to be an extremely good use of the drill sergeants, using a mixture of scheduled training, team building exercises, and question and answer sessions with Future Soldiers and family members. They like hearing it straight from a current drill sergeant and come away feeling more confident and informed. There are also moments of humor, as the drill sergeants explain the routine from arrival at the reception battalion, through the three phases of BCT and up through family day and graduation.

“Most of us graduated BCT some time ago and have no clue as to what is going on currently in BCT,” said Sgt. 1st Class Steven Gainey, a recruiter in Taunton Station.

They cover the entire gamut of possible questions, including mandatory contact with home after arrival, the use of phones and packing list questions.



COURTESY U.S. ARMY ACCESSIONS SUPPORT BRIGADE

“I believe this should be mandatory for each company,” said Taunton Station Commander, Sgt. 1st Class David Ehrlich. “We received nothing but positive feedback from the FSs and they are now more committed than ever. I would have the drill sergeants back a couple of times a year and I think the program should be expanded.”

Lt. Gen. Benjamin Freakley, USAAC commanding general, approved the DSEP for continuation through FY 10 with program goals of six Regular Army drill sergeants from the five Army Training Centers to provide support year-round and two Army Reserve drill sergeants to support selected national events throughout the year.

Drill sergeants, nominated by the Army Training Centers and then interviewed for selection, must demonstrate the ability and aptitude to go out and create energy and communicate well with students, centers of influence and the general public.

Four drill sergeants were selected at a June board to serve through January 2010 - Staff Sgt. Diana Ulloa from Downey, Calif., Staff Sgt. Marcos Madrazo from San Diego, Calif., Staff Sgt. Donte Jones from Baltimore, and Staff Sgt. Frances Espinal from Bronx, N.Y.

The return on investment for Accessions Command, when comparing dollars spent to results achieved, makes it a highly successful and cost effective program. The program overhead is minimal, consisting primarily of TDY costs, which are paid by USAAC. The drill sergeants also conduct national events and conduct tactical support in and around those national events.

While similar to a Total Army Involvement in Recruiting asset, the DSEP is significantly easier to coordinate than a normal TAIR asset. The differences are that the drill sergeants are a known quantity and they are hand selected and trained specifically for events to support USAREC, according to Sara Micka, public affairs specialist for Milwaukee Battalion.

Best practices/lessons learned

- Drill sergeants connect well with educators based upon the use of values, education driven messages.
- Physical education, history and leadership classes have proven effective for the drill sergeants; don't overlook the offer of PT classes in high schools that do not have such a program.
- Follow-up with the schools is essential to keep the schedule solid .
- Ensure that the school administrators and counselors have a chance to interact with the drill sergeants. Have photo ops with the principal, senior counselor and staff, and then take a framed photo of them with the drill sergeants back for them to display as a reminder of the event.
- Make the drill sergeant visit special and unique when presenting to your high school contacts. There will probably be no other opportunity for students to see, interact and question an Army drill sergeant. Don't overlook contacting local media.
- Mega Future Soldier events on the weekend offer the opportunity to conduct training, have competitions and let the drill sergeants give a taste of basic training, as well as ask questions.
- Don't hesitate to call the program manager with questions or problems.
- Drill sergeants tailor their activities to the customer's needs, there isn't a one-size-fits-all mentality.

“My work with the drill sergeant program is so much easier because you have pre-qualified the Soldiers and trained them. There is a period of time during which recruiting battalions know the drill sergeants are available and they travel the country doing pretty much the same thing, hence, becoming very good at what they do.”

In addition, the paperwork involved is minimal. The only form that is required is a USAAC Form 111, to provide the event details such as location(s), dates, times and points of contact. Once received, the supporting drill sergeants will make contact with USAREC contacts indicated on the form and begin work to ensure a quality event, providing the best support possible.

Program information, to include drill sergeants bios and photos, is available on the G7/9 Intranet site. To obtain drill sergeant support, contact Maj. Owen Ward, USAREC G7/9, at (502) 626-1130 or e-mail owen.ward@usarec.army.mil.

For more information concerning DSEP, contact DSEP Program Manager Jim Beck at (502) 626-1496, or e-mail james.beck@usaac.army.mil.

Recruiters deploy to support Special Forces recruiting

On Jan. 11, three recruiters deployed to Kuwait in support of Operations Iraqi Freedom and Enduring Freedom. Their mission — to plan and execute a global Army Special Forces (ARSOF) recruiting station to recruit officers and enlisted Soldiers to work in civil affairs, psychological operations, explosive ordnance disposal and Special Forces recruiting, and to become warrant officers.

Sgt. 1st Class Corin-Manning Gillens from USAREC Training and Assessment Sustainment Division and Master Sgt. Mathew Boehme from the Asymmetrical Warfare Group and Sgt. 1st Class Gerry Herron from the Special Operations Recruiting Battalion set up shop in Kuwait at Camp Virginia and ran operations throughout the region.

FOD-K deployments are 90-day TDY rotations that usually deploy two Soldiers from the SORB and one Soldier from USAREC headquarters or the Special Missions Brigade (SMB). So far, 12 Soldiers have deployed through the year old program. Recruiters live in the camps and dine with the Soldiers.

“Being back on the ground with the very Soldiers we last saw as young Future Soldiers was very rewarding. As I walked around every camp and briefed every day, I realized that if not for the hard work and long hours that our recruiters put in, there is no way that these Soldiers are here accomplishing our nation’s mission,” said Gillens. “As a representative from the HQ USAREC, I want to ensure the recruiting force that their hard work is not going unnoticed.”

“This is a very important mission for the Command. We have to ensure that we give the brave young men and women of the U.S. Army all of the opportunities that are available for them, even if that means we deploy right along with them.”

— Sgt. 1st Class Corin-Manning Gillens, USAREC

The recruiters were on Middle Eastern soil in support of Forward Operation Detachment Kuwait (FOD-K), a program that gives 79Rs an opportunity to deploy and recruit abroad for three to four months.

“I was very excited to be chosen to deploy for this mission,” said Gillens. “How many 79Rs can say they actually deployed into a combat zone as a 79R.”

In pursuit of volunteers, Gillens, Boehme and Herron weekly traveled to Iraq, Qatar and every camp in Kuwait.

“This is a very important mission for the command,” said Gillens. “We have to ensure that we give the brave young men and women of the U.S. Army all of the opportunities that are available for them, even if that means we deploy right along with them. We are all Soldiers and as recruiters it’s our job to ensure that we provide the strength.”

Boehme, the NCOIC of the deployed team, was the Special Operations Recruiting Delta Company first sergeant. He is currently on orders to the Pentagon as the Asymmetrical Warfare Group Sergeant Major. Herron was the Fort Carson Special Operations station commander and is currently on orders to USAREC Headquarters to join the Recruit the Recruiter Team. Gillens is a member of the USAREC Master Trainers Team and currently on orders to the Harrisburg Battalion.

79Rs with the rank of sergeant first class interested in an FOD-K deployment should contact SMB operations. To qualify, recruiters need to have served as a station commander for at least 36 months, be able to get released from their unit for 90 to 120 days and pass an interview with the SMB commander and command sergeant major.

USAREC Ironmen

By Len Butler, Baton Rouge Battalion

Five Baton Rouge Battalion Soldiers and two from Jacksonville Battalion demonstrated what Army Strong is all about on the grueling race course of the inaugural Ochsner Ironman New Orleans 70.3 triathlon in April.

The Baton Rouge Battalion became a partner in this premier triathlon, which - in its first year - became the largest 70.3 Ironman in the world. More than 3,000 triathletes from all 50 states and international competitors from 23 countries participated in the race.

“I thought this was the perfect opportunity to partner with the community, at a grass-roots level, to communicate the importance and value that the Army places on physical fitness and self development,” said battalion commander and triathlete Lt. Col. Robert Sanchez.

The battalion was able to attend the planning sessions with event organizers and fellow sponsors, Sanchez said. This interaction not only showcased the Army at the event and the exposition, but gave the battalion an opportunity for even more exposure to reach schools and through the airwaves.

The Soldiers who competed in the race seized the opportunity to serve as role models in the community, according to Sanchez.

“Our message was simple, but compelling,” he added. “The strength of America’s Army lies in its Soldiers—their physical and emotional strength as well as their strength of character and purpose. The Ironman triathlon is what being a Soldier is all about—courage, commitment, mental toughness and a never-quit attitude.”

Four Army triathletes competed in the individual competition. Army Reserve Recruiter Sgt. 1st Class Gabriel Martinez of the Jacksonville Battalion led the way with a time of five hours, 57 minutes, 20 seconds. Sanchez led the Baton Rouge contingent with a time of 6:12:31.

Jacksonville Battalion Commander Lt. Col. Don Wolfe finished in 7:39:31 and Baton Rouge Operations Officer Capt. Jason Templet followed in a respectable 7:51:33.

The three-member Team New Orleans Recruiting Company finished in 7:29:49. Sergeant 1st Class Thomas Putnam competed in the 1.2-mile swim on Lake Ponchartrain, Capt. Kursteen Nelson on the 56-mile bike through the marshlands of East New Orleans and Staff Sgt. Bryan Burton in the 13.1-mile run that finished at Jackson Square in the French Quarter.

In addition to the grueling distance, rising temperatures throughout the day combined with bright sunshine and gusty winds made race conditions even more difficult. Templet said he knew the winds would play a significant role in his finish.

“Once we got to the turnaround point [on the bike], we had a steady wind in our faces the whole way back,” he said. “After that all I could do was hang on and finish the race.”

Templet bore the scars of such an endurance event at the finish. After he crossed the finish line, he sat exhausted on a curb and removed his blood-stained running shoes to reveal



Lt Col. Robert Sanchez nears the finish line of the inaugural Ochsner Ironman 70.3 New Orleans triathlon April 5.

severe blisters on his feet while he grimaced from the pain of sunburn on his shoulders.

Although Martinez has raced in shorter triathlons including sprint and Olympic distances, this was his first Ironman 70.3. He credited his solid training base and enthusiastic support from the crowd for his effort.

“When I hit that lake it was like, ‘Game on!’ he said. The bike course was the most challenging part of the course with those strong headwinds, but the run is always fun because you get to interact with the spectators. Many of them were yelling ‘Go Army’ or ‘Army Strong.’”

Five of the seven competitors had never raced in a triathlon, much less an Ironman 70.3. Putnam trained for his swim portion with the help of a swim coach and admitted he was “pretty much a basic swimmer” when he began. Over time however, the coach taught Putnam the proper technique necessary to swim more than a mile in open water.

He said he was ready when he hit the water and expected a good time, but learned that there is much more to a solid finishing time than just a good swim stroke.

“It was very hard swimming with lots of people around me,” he explained. “I was getting kicked and hit by the other swimmers, and even though it was all accidental, it was racing.”

In addition to the fun and challenge of racing, Wolfe said the Army contingent demonstrated that fitness is an integral part of the Army lifestyle and being “Army Strong.”

“With growing obesity in young Americans, these events are great opportunities to demonstrate the importance of physical fitness,” Wolfe said. “Recruiters are ambassadors in their communities and must adapt in order to get our message out as well as demonstrating the Army Values and Warrior Ethos in both word and deed.”



Messaging System

On Mother's Day Shawna Jones got an unexpected but pleasant message from her husband's battalion commander recognizing her and other Army wives as unsung heroes, thanking them for holding down the fort and doing all they do to support Soldiers and families.

By Fonda Bock, Associate Editor

"That was really sweet," said Jones, whose husband is the Indianapolis Battalion Executive Officer. "To be recognized for that meant a lot because, I think a lot of times we feel like we're just going, going, going and nobody recognizes, especially the command, so to get a message, it was definitely a boost."

The message was delivered to Jones via the eArmy Family Messaging System, (eARMS) a new software communication network to keep Soldiers, families and Army civilians updated on information and announcements important of interest to them. Examples of such messages include FRG meeting notices, safety messages, changes in flight status and work policy; and family and community announcements.

"I know that I'm getting the important messages, I don't have to worry about if I'm missing something."

— Shawna Jones

Commanders can record the information as voice or text messages and within a few minutes reach the entire command family through phone or e-mail.

According to Shaunya Murrill, Family Programs Automation Manager for the Family and Morale, Welfare and Recreation Command, Family Programs Directorate, the idea was born out of the commanders' desires to share information more frequently and quickly with family members without relying on them to visit their unit's vFRG Web site.

"Prior to the eARMS, commanders had direct lines of communication to the Soldiers in their unit," said Murrill. "However, communication with family members heavily relied on Soldiers sharing information. Or the communication between commanders and family members was as good as the telephone roster, if it existed at all. The eARMS gives commanders the ability to communicate quickly and easily without having to rely on Soldiers remembering to share information."

Jones has been using eARMS for about a year. She finds the system to be particularly helpful to recruiters and their families who traditionally don't have the family support and information networks provided on an Army post.

"I know that I'm getting the important messages, I don't have to worry about if I'm missing something," said Jones.

Getting information ahead time about events helps her to plan her family life around the activities.

"I'm able to plan child care, travel, school schedules, my work schedule all around that. Knowing when, where and

what's expected of me in advance makes my life so much easier as a mom" said Jones.

Recruiting Command piloted the program in Indianapolis Battalion and implemented it across 3rd Brigade in October.

It is scheduled to expand to 1st and 2nd brigades this month, 5th and 6th brigades by October, and the headquarters by mid-January 2010.

As each brigade is put online, Soldiers will automatically be registered, but will need to immediately go into the system and update their family contact information.

NCOs: Keeping Soldiers Safe

U.S. Army Combat Readiness/Safety Center

During last month's National Safety Month the U.S. Army Combat Readiness/Safety Center marked the observation by honoring noncommissioned officers for their commitment to keeping Soldiers safe.

"National Safety Month is a great opportunity for all of us to pause in our activities and ask ourselves how we can be safer in everything we do," said Brig. Gen. William T. Wolf, director of Army Safety and commander of the U.S. Army Combat Readiness/Safety Center. "This also provides us an excellent opportunity to show the invaluable service our noncommissioned officers provide in looking out for Soldiers' well-being."

Throughout his career, Wolf said he has had many remarkable leaders at every level who have gone above and beyond to stay engaged with their Soldiers to ensure their safety and well-being but there is one NCO whose engagement with his Soldiers really made a difference.

"I've have been very fortunate to work with many great noncommissioned officers over my career. But the one NCO who has made a lasting impact on shifting the safety climate and culture across our Army is Command Sgt. Maj. Tod Glidewell, the first Command Sergeant Major for the U.S. Army Combat Readiness/Safety Center," said Wolf.

"Tod's genuine concern and love for Soldiers and his unwavering commitment to educating Leaders and Soldiers on

risk mitigation is unrivaled. He has left an indelible mark on me and every Soldier he has encountered across the force."

Engaged noncommissioned officers like Glidewell are vital to the safety of the Army Family.

To celebrate the important role noncommissioned officers play in keeping Soldiers safe, the USACR/Safety Center launched a Web site dedicated to NCOs and their role in preserving our force. The site features short videos of NCOs talking about what they do or have done to keep their Soldiers safe and/or what it means to them to be an NCO today.

"What this Web site illustrates is that our NCOs are frequently the first line of defense when it comes to protecting our Soldiers from an accident," said Wolf. "They recognize that an important part of their job is caring for the welfare of Soldiers and their Families."

Throughout the summer, officials at the USACR/Safety Center are encouraging leaders at all levels to visit the site at <https://safety.army.mil>. Also on the site is a virtual tool box of summer safety videos, articles and posters that will help all Soldiers keep themselves, their buddies and their families safe.

"We must continually remind Soldiers of the increased hazards associated with their off-duty, summer activities and remain engaged throughout this high-risk summer season," Wolf said. "Stay safe, have fun and continue to do your part to protect our band of brothers and sisters this summer and always."

SAFE
Summer
NO ONE TRAVELS ALONE

Have fun and look out for each other this summer. Do your part to protect our Band of Brothers and Sisters.

Before you hit the road, do a **TRIPs** Report and discuss your travels with your supervisor.

TRIPs
PLANNING SYSTEM
<https://safety.army.mil>

ARE YOU AT RISK?
Find out before hitting the road. Use the easy, online TRIPs tool. Log on today!

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U.S. ARMY COMBAT READINESS/SAFETY CENTER
<https://safety.army.mil>

ARMY SAFE IS ARMY STRONG
A BAND OF BROTHERS & SISTERS

Houston Area Teacher Trades in Loafers for Army Boots

Story and photo by John Thompson III, Houston Battalion

In life, some of us get a second chance to live out our dreams; Stephen Miller, 26, was handed a second chance, courtesy of Staff Sgt. Jose Perou and the U.S. Army.

Miller always had a desire to serve his country in uniform, and would have entered at 18, but personal circumstances turned him to college, where his education allowed him to teach ninth grade students.

Before becoming a teacher at Eisenhower Ninth Grade School, Miller earned a bachelor's degree in political science and history, and a bachelor's degree in English from the University of Buffalo — now known as University of New York Buffalo. Miller is working to complete his master's degree in education. Despite his accomplishments, however, the desire to serve in the military still tugged at him. According to Miller, the ability to make a difference is for him what military service is all about.

Perou was in Klein Recruiting Station, working on finishing up some paperwork before closing the recruiting station for the day. He looked up and saw Miller, who had stopped by for a visit. The two soon were engrossed in a conversation about the Army, its opportunities, and how it can enhance career options overall.

"I told him about his options and he got real excited about positions in military intelligence," Perou recalled. "That's what he really wanted. He had reservations about leaving education. Even though he would be helping people, he really didn't want to leave his 'kids.'"

Miller told Perou that many of his family had served and he wanted to honor what they did with a military service pledge of his own.

"The primary thing is being able to help out the troops in the field," said Miller, "... knowing I am doing something for the war effort and being productive. I like using my mind and I get to use my mind [in military intelligence] and I know I will be doing something that will help other people be successful.

"It will be a lot like teaching. Here I am, inspiring kids so they will become successful. I will be doing the same thing in the Army. I am starting a process that will end up with someone else having [their own success story] later on."

Miller has a lot of support for his decision. When he told his principal about his desire to enter the Army, Melvin McGowan, also a former member of the NFL New York Giants, expressed his sincere gratitude for Miller's choice.

"He understands the mentality of the camaraderie, the team work, and he said, 'Stephen, if this is where you need to be, this is where you need to be. Godspeed. Go for it.'"

Miller said many colleagues have shown him respect for his decision and know it will be a difficult transition going from teacher to Soldier. His simple response is that he feels it is an honor to do something for someone else, an honor to serve his country.

While he does admit he will be improving

himself through his career choice change, it really is not about him, he asserted. It's bigger than one person ... it's as big as the iconic Uncle Sam — it's about serving his country.

For Miller, his choice is yet another test in his life, like leaving high school for college.

"This is something new," Miller said. "It will be challenging for me, but it will be fun. It will be something I can pour myself into.

"This [the Army] is going to be my life. This isn't going to be just a job I am going to do. This will be who I am going to be for a long time."

Miller said he hopes he will inspire others — instill in them the same passion for living a purpose-driven life through his teachings. In his life, one of his longtime passions is writing. Like one of his favorite authors, Tom Clancy, Miller hopes he will be able to draw on his military experiences to give him a strong foundation on which to enhance the quality of future novels. One thing is for certain, after enlisting he will have a larger set of life experiences from which to draw.



For Staff Sgt. Perou, teacher Stephen Miller is one of 100 Soldiers he enlisted into the Army since he entered the Houston area two years ago. Miller begins a new chapter of his life as a military intelligence specialist, which he hopes will one day inspire him to be a novelist.

Old Soldiers Never Forgotten

Tucson Recruiters Help Bury 1800s Soldiers

By Deborah Marie Gibson
Phoenix Battalion

Forty Tucson area recruiters participated in the largest military funeral in Arizona — the bones of 58 Civil and Indian War Soldiers were buried at the Southern Arizona Veterans Memorial Cemetery in Sierra Vista, Ariz., May 16.

“It was an honor for us to take part in this historical event and render respect to the men who gave their lives for our country nearly 150 years ago,” said Capt. Tye Graham, Tucson Company Commander.

Along with approximately 750 other veterans and service members, Tucson recruiters from all five stations, helped lay to rest the remains of U.S. troops who drove Confederate soldiers out of Tucson and protected frontier settlers from Apache attacks.

The 1800s Soldiers’ remains were discovered two years ago on East Alameda Street in downtown Tucson during the initial construction of the new court complex. The Soldiers were buried with full military honors.

Among prancing horses, booming cannons and a band dressed in Civil War attire, the Tucson recruiters saluted small wooden coffins, then folded and draped 35-star flags, which represented the 35 states in existence when Abraham Lincoln was president, over the coffins.

The 19th century style military gravestones were provided by the Department of Veteran Affairs and dozens of Civil War re-enactors gave the final salute.

“It exceeded my expectations,” said Joe Larson, Southern Arizona Veterans Memorial Cemetery Administrator. “The meat and potatoes were the full military honors and having service members from all military branches folding the flags.”



Sgt. Alexander Perez and Staff Sgt. Curtiss Foudray place a folded flag on a coffin of a 1800s Soldier May 16 at the Southern Arizona Veterans Memorial Cemetery in Sierra Vista, Ariz.

COURTESY FORT HUACHUCA PUBLIC AFFAIRS

Fourth Brother Enlists

Story by D. Charone Monday
Columbus Battalion

The Wotruba clan has truly made Army service a family affair. With five brothers in the family, Coert Wotruba was the fourth of five brothers to join the Army. Their father also served in the military.

Coert explained that he's always wanted to do something with himself but felt like he's just "floated through" for the past nine years. He said he's had a really easy life and felt like he needed to give something back.

"I'm enlisting for the language school, but won't know which language I'll get until I get there. I did very well in Spanish in high school and I'm fluent now in German, so I take to language very well ... it's kind of my thing," he said.

After he finishes language school and gets some experience, he'd like to go to OCS, and, if the need arises, he said, "I'd be more than happy to serve in Afghanistan."

But for now, his biggest fear is going from having a lot of free time to do

whatever he wants to having practically no free time at all.

"I'm a little apprehensive because I'm out of shape and a bit of a 'wise guy' so I'm worried about what I might say to the drill sergeant. I want to get into the best shape of my life, be myself, and if I don't want to get into any trouble ... keep my mouth shut."

Coert's older brother, Michael, is presently serving as the S3 for the Columbus Recruiting Battalion.

"Coert's decision had a lot to do with me and one of our other brothers who was in the Army for five years. We talked to him and made sure we asked him the right questions. We also made him aware of the advantages of being in the Army.



Guidance counselor Ray Wilcox explains enlistment options to Coert Wotruba and his brother, Capt. Michael Wotruba.

MINNDY LEGG

I think that definitely had a big impact on him ... knowing ahead of time what the Army really is like and not having a lot of misconceptions," said Michael.

Now that Coert is enlisted, what about brother number five? It'll be at least a few years before he can carry on the tradition — he's only 10 years old.

"Three Amigos" Ride Again

Story and photo by Andy Entwistle, Albany Battalion

Most of us saw the movie with Martin, Chase and Short. Fewer people know Burks, Fallatik and Best, three high school chums from Kingston, N.Y., who are also workmates and, now, Reserve Soldiers. They are also the first three contracts written by the station's newest Reserve recruiter, Spc. Anthony Ventrano.

Julian Burks, 19, was first in March, enlisting as an interior electrician. Pleased with the future ahead of him, he led Ventrano to one of his best friends, Chris Fallatik.

"Julian just showed up at my house one day with his recruiter

and said I should talk to him," Fallatik said.

When Ventrano explained how the Army could provide money for college, the 18-year-old was very interested. He enlisted as a heavy construction equipment operator. Then he brought in the third "amigo."

Michael Best, 18, dropped by Fallatik's house while Ventrano was there. He knew that his buddies were happy with their choices, but took some time making his own decision.

"I weighed the pros and the cons, and I thought about it for a while," said Best. "In the end, I felt the Army would give me direction."

Best enlisted as an automated supply specialist.

For Ventrano, who joined the Army Reserve in 2005 at a recruiting station just up the road from where he now works, it was like coming full circle.

"I enlisted with two buddies, just like they did," he said. "And all of us are still on duty."

"I remember like it was yesterday," said Sgt. 1st Class Travis Crow, Ventrano's recruiter. "We called them the 'three amigos' and we could not keep them out of our station."

He was pleased when he learned that Ventrano was returning to the area for recruiting duty.

"You never know who you put into the Army today who may serve along side of you tomorrow," said Crow.



Spc. Anthony Ventrano, Kingston Reserve recruiter, stands with Julian Burks, Chris Fallatik, and Michael Best.

Battle of Branches

*Story and photos by
Gale Gundersdorff and Tina Beller
New York City Battalion*

It was standing room only at the Fort Hamilton Fitness Center, Saturday, April 11, when spectators began filing through the doors for the the Battle of the Branches Boxing Invitational.

New York City Battalion co-sponsored the invitational with Fort Hamilton's Family Morale, Welfare and Recreational Better Opportunities for Single Soldiers Program. The event benefits the Fort Hamilton military community.

Twenty contenders from all branches of the services, except the U.S. Air Force, were already preparing themselves in the locker rooms for the evening's amateur boxing; 18 men and two women anxious and excited, waiting for emcee Matthew "Tyler" Gierber to announce their weight class and name before entering the ring.

The battalion, in conjunction with Fort Hamilton's FMWR BOSS program, has scheduled another fight for August.



Top to bottom: U.S. Coast Guard Petty Officer 3rd Class Juan Lora and Army Cpl. Ryan Harbaugh, SouthShore Station, simultaneously throw punches. Albany Battalion recruiter Sgt. Keeon Britton weighs in before his bout. Fort Hamilton's Military Policeman Sgt. Joel Barragan strikes a knockout blow to Mid-Atlantic Battalion Sgt. Curtis West.





CINDY L. MISNER

Penni Todd Hansen, the Education Administrator of Secondary, Postsecondary and Adult Leadership Division for the California Department of Education, participates in a military police working dog demonstration during the Army Strong Experience June 3 at Fort Meade, Md.

Army Strong Experience Inspires Civilian Leaders

By Alan J. McCombs
Army News Service

This year's Army Strong Experience reached its apex June 3 at Fort Meade, Md., with a keynote address by Secretary of the Army Pete Geren.

Speaking to civilians engaged in the four-day event, which provides a taste of the opportunities offered by Army service, the Secretary said, "You're going home a little Army stronger than you came."

About 35 business, government, media, and academic leaders from across the country came out for the event.

Participants viewed military working dog demonstrations, shot targets with shotguns and tested their aim on the post's range with 9 mm pistols. Some even skydived.

Reaching out to participants helps spread the word about opportunities in the service, said Col. John Fenzel, commander of the Army Accessions Support Brigade at Fort Knox, Ky., which organized the event.

The opportunity to skydive with members of the famed Army Parachute Team, the Golden Knights, was described as the highlight of the experience by multiple participants, including Reggie McGahee, dean of admissions at Howard University School of Law. McGahee completed a tandem jump while strapped to a Golden Knight from a UV-18A Twin Otter plane, landing on Fort Meade's McGlachlin Parade Field.

"I never felt safer in my life than to be in the hands of the Golden Knights 10,000 feet in the air," said McGahee. "It's

truly one of those life-altering moments."

While the experiences were memorable for Jim Klein, who works in real estate in Los Angeles, the best part was talking to the Soldiers, who ranked from younger enlisted men and women to colonels and generals.

"My biggest take-home is the quality and the intelligence of the personnel," he said. "There's such a positive vibe or atmosphere they give off."

That improved understanding of what a Soldier's life is like is something Geren and Army leaders hope guests will share when they return home.

"I hope, more than anything else, you go home and say, 'I've been with some remarkable people,'" Geren said.

The tentative goal is to begin hosting Army Strong Experiences twice a year at military posts nationwide, said Fenzel.

Army Exhibits Advanced Technologies

Story and photo by Sarah Maxwell
Army Research Laboratory

Capturing the attention of a group of teenagers wasn't a problem for the Army's Educational Outreach Program May 28 during the Symposium to Advance Research sponsored by one of the nation's top high schools.

With inventive research in tow, the Army's director of Research and Laboratory Management, Dr. John Parmentola showcased cutting-edge technologies to about 100 students at the Thomas Jefferson High School for Science and Technology in Alexandria, Va., presenting to them some of the science behind our

nation's defense capabilities.

"Their future is our country's future," said Parmentola. "What the Army can provide to these students is something unique. We can give them research experience they could not possibly get anywhere else."

After viewing a technology video, the students toured interactive displays of an unmanned flying vehicle's engine and thermal imaging abilities, flexible displays and the PackBot tactical robot, among other larger outdoor exhibits.

"This is really cool, innovative technology," said sophomore Stefanie Karp after asking questions about the science behind the flexible digital displays, which the Army Research Laboratory is developing to be extremely thin, strong and bendable for Soldiers.

Karp's not completely sure what she wants to do when she graduates from college, but she's definitely interested in what the Army's accomplishing in science.

"I think being a researcher is a great way to combine math and science, and I'm interested in benefiting people. I can see a lot of applications to help people in the future coming from this research."

Senior Michael Ross who'll be attending Duke University in the fall didn't know what to expect when he came to the Army's displays but was pleasantly surprised. He was impressed with the night vision goggles and heat sensors.

"Before this I hadn't really thought of the Army in technology research. Now I think there are a lot of research opportunities that go on in the Army that would be cool to work on."

The Army Research Lab also showcased a robotic vehicle with autonomous navigation capabilities.

During an awards ceremony, Dr. Thomas Killion, deputy assistant secretary of the Army for research and technology and the Army's chief scientist, spoke to a distinguished group of students about the importance of performing well in math and science.

"The need for the U.S. Army to stay technologically advanced is great, and America's economical survival requires more students to seek science and technology careers.

"Tomorrow's technology is in the minds of our youth today," he said.

ROTC Launches Social Networking site for Cadets, Alumni

U.S. Army Accessions Command

A new social networking site is now available exclusively to Army ROTC cadets and officers who commissioned through Army ROTC.

ROTCLink.com allows members to create a profile, upload photos and videos, and reconnect with friends, former classmates and battalion members.

Members can join discussion boards, view ROTC battalion pages, search for battalion news and events, and access job postings exclusive to members of ROTCLink.com.

Army ROTC alumni will also have the opportunity to become mentors to current cadets.

All ROTC cadets and ROTC alumni and officers currently serving on active duty, the Army Reserve or National Guard, and retired officers who commissioned through Army ROTC are eligible to register at www.ROTCLink.com. The site can also be accessed with an AKO or EDU e-mail address.

For more information, contact Glenn Landauer at (646) 865-2702 or glenn.landauer@mrmworldwide.com.



Using an ice pick, students try to find a weakness in the soft Kevlar material that was strengthened with nanotechnology by Army researchers. The Army participated in the May 28 Science and Technology's science symposium at the Thomas Jefferson High School in Alexandria, Va.

Internet Forum Helps NCOs Share Information

By Steve Rochette, Army News Service

Noncommissioned officers are communicating about issues ranging from combat operations to physical fitness all on one Internet forum developed by the Army.

The forum, called NCO Net, is meant to make it easier for NCOs to share information, ideas and best practices among other NCOs.

“NCO Net bridges the knowledge gap by allowing Soldiers to pass down institutional knowledge,” said forum manager Joseph Pearson during.

NCO Net is part of a larger program called the Battle Command Knowledge System, which was developed in 2004 to foster collaboration between Soldiers.

“I can’t understate the importance of NCO Net and knowledge sharing platforms,” said Col. Charles Burnett, director of the BCKS. “It allows a Soldier to expand his collective base of peers to hundreds or thousands.”

The forum’s popularity has steadily increased since 2004. There are currently more than 38,000 registered members on NCO Net and 130,000 on BCKS.

“The members we have want to give back and contribute,” said Pearson, a retired sergeant major. “One of our obstacles is some NCOs assume their peers already have access to the

information, but that’s not always the case. We are all mentors and subject matter experts in some area, so we want to draw in those individuals so they can share their experiences with younger NCOs.”

Members pose questions, post news and engage in dialogue about any issue that affects the lives of NCOs.

Topics range from combat operations to the proper way to fill out paperwork.

Forum facilitator Colin Caspers, a staff sergeant in the Army Reserve, said his involvement with NCO Net has been beneficial for his own development.

“It has certainly helped me grow as an NCO. Training time can be limited for Guardsmen and Reservists so there can be a steep learning curve and the forum can help. Don’t be afraid to ask a question if you’re short on information. Reach out to NCOs who have been downrange, including junior enlisted who have combat experience.”

NCOs can leverage the forum to communicate about current issues, such as Year of the NCO initiatives. The forum encourages participation from retirees and other individuals with a connection to Soldier-related issues.

“You don’t need to be an NCO to join,” said Pearson. “The only requirement is members bring something to the table with issues that affect the lives of NCOs.”

To join, follow the link on the right side of the AKO home page.



A Soldier from the 595th Military Police Company shows NFL football players from the Seattle Seahawks how to do a commando crawl across a one-rope bridge. This was just one of the training exercises the athletes took part in during a team-building event June 4 at Fort Lewis, Wash. The players’ speed, strength, agility and toughness were put to the test on the obstacle and confidence course. They sprinted around obstacles, vaulted trenches and climbed ladders 30 feet into the air. Later in the day, the Seahawks signed autographs for the Soldiers.

PHIL SUSMAN

Gold Badges



MAY 2009

2ND MEDICAL BATTALION

CPT Nuwana Franklin
CPT Rodney Hankins Jr
CPT Amy McIntosh
CPT Vernita Riggs
MSG Frederick Ramie
SFC Sharla McCrory
1LT Robert Hughes
SSG Johanna Hooker
SSG Joshua McKim
SSG Randall Roberts
SGT Mark Paixao

6TH MEDICAL BATTALION

MAJ Trang Malone
MAJ John St Andrews
SFC Lindsay Dally
SSG Jennifer Connelly
SSG John Stoner

BECKLEY

SFC Candance Childress
SFC Jackie Perry
SFC Randy Phillips
SFC Adam Romesburg
SFC Lawrence Springs
SFC David Troupe
SSG Thomas Askew
SSG Toye Clemants
SSG Robert Fullmer
SSG Kiwanis Hardine
SSG John Hylton
SSG David Keicher
SSG Nathaniel Kezer
SSG Brent Mabe
SSG Michele Perry
SSG Victor Robinson
SSG Donelle Scott
SSG Todd Sherman
SGT Arthur Briggs
SGT Christafer Briggs
SGT Jhon Calderon
SGT Jonathan Jeter
SGT Scott Johnson
SGT Elvis Ochoa
SGT Katherine Routheaux
SGT Jacob Strahan
SGT Dashun Williams
CPL Lailaan Anderson

COLUMBIA

SFC John Gordon
SSG Alesia Adams
SSG Derrick Boatwright
SSG Robert Ibanez
SSG Mitchell Mast
SSG James Saubert
SSG Jason Walker

COLUMBUS

SFC Frederick Montgomery

SFC James Whiley
SSG Xavier Blue
SSG Gary Weekes
SGT Joel Aguilar
SGT Phillip Napolitano
SGT Joseph Revetti
SGT Michael Welborn
CPL Ayla Higgs

DALLAS

SFC Victor Almonte
SFC David Briggs
SFC Daniel Foster
SSG Michael Aaron
SSG Michael Carlson
SSG Daniel Cruz
SSG Steven Dennis
SSG Bobby Eastwood
SSG Jose Garcia
SSG Aron Golden
SSG Kellie Grimes
SSG Dwight Harris
SSG Bryan Hays
SSG Timothy Pope
SSG Ricky Serrato
SSG Christopher Silvas
SSG Mitchell Thompson
SSG Jonathan White
SGT Matthew Cooper
SGT Jean Deonier
SGT Wendy Fogg
SGT Joshua Kirk
SGT Kevin Murphy
SGT Cody Owens
SGT Edi Rodriguez
SGT Kayln Tieman
CPL Jeremy Diaz

FRESNO

SSG Joaquin Chavez
SSG Francis Mamangon
SSG Christian Martindelcampo
SSG Edward Peralta
SGT Matthew Laybourne

HARRISBURG

SFC Richard Charles
SSG Timothy Brown
SSG Jeffrey Herling
SSG Kurt Johnson
SSG John Kortz
SGT David Cook
SGT David Garman
SGT Brinton Haskins

JACKSONVILLE

SFC Brian Baucom
SFC Joanie Cassidy
SFC Jon Ladig
SFC Patrick Lowe
SSG Fernando Garcagiargia

SSG Adriene Jessee
SSG Victor Lawrence
SSG Julius Lewis
SSG Gregory McQueen
SSG Carlos Pagoada
SSG Joseph Peoni
SSG Shandra Roberts
SGT Leilani Caracciolo
SGT Herbert Eady
SGT Harold Hernandez
SGT Brian Mann
SGT Tyray Milton
SGT Shannon Oneill
SGT Kristi Reach
SGT Theodore Robbins
CPL Kenneth Rosado

MINNEAPOLIS

SFC Jennifer Daniels
SFC Laurence Jiricek
SFC Joseph Liverar
SFC Terry Matke
SSG Tony Belser
SSG Andrew Brockelman
SSG Reginald Chadwick
SSG Jesse Coleman
SSG Jeffrey Elmer
SSG Karl Halverson
SSG James Martin
SSG Roy Mitchell
SSG Michael Peters
SSG Lloyd Peterson
SSG Jon Selchert
SSG Daniel Short
SSG Jesse Skavang
SSG Joshua Steffen
SSG Steven Thomas
SSG Ryan Weinhold
SSG Christian Weitz
SGT Jamie Baird
SGT Stephen Davis
SGT Michael Graves
SGT Mark Hartman
SGT Jason Johnson
SGT Adam Keller
SGT Brandon Kennedy
SGT David Milton
SGT Trenton Petty
SGT Shari Roskamp
SGT Kelsa Simon

MONTGOMERY

SFC Clifford Patterson
SSG Latosha Hall
SSG Robert Young
SGT Shemika Skillings

NEW ENGLAND

SFC Johan Ponder
SSG Benjamin Ames

SSG Nathan Aston
SSG Michael Arnold
SSG Stephen Behan
SSG James Bouffard
SSG Nikole Connors
SSG Nicholas Davenport
SSG Gerald Dollar
SSG Brian Fransen
SSG Jack Harris
SSG Davis Huntington
SSG Patrick Kaufmann
SSG Hamilton Koch
SSG Shiloh Latourrette
SSG Dennis Marsh
SSG Dominic Mazzotti
SSG Don Moore
SSG Ian Mosher
SSG William Rose
SSG Wesley Spaulding
SSG Daniel Tetrault
SSG Michael Tucker
SSG Samuel Walker
SSG Matthew Willits
SSG Wesley Woolford
SGT Rodolfo Almanzar
SGT Juan Alvarez
SGT Forrest Bellew
SGT Charles Bergeron
SGT Christopher Byers
SGT Jarrod Cameron
SGT Shaun Collins
SGT Carroll Gaither
SGT Geoffery Harriman
SGT Christian Okeefe
SGT Joseph Owens
SGT Todd Pinkham
SGT Justin Stephenson
SGT Kenneth Stewart
SGT William Tremblay
SGT Darian Wells
SPC Scott Wynne
CPL Jason Magnuson
CPL Pierri Esmeraldino

NEW YORK CITY

SFC Cesar Larrainza
SSG Michael Augustin
SSG Antwaun Hill
SSG Patrick Skull
SSG Antonio Turner
SSG Joshua Weiss
SGT Eloy Castano
CPL Roberto Lefurgy

RALEIGH

SFC Wayne Wilson
SSG Ernest Brooks
SSG Phillip Fontes
SSG Melissa Peele
SGT Gregory West

SALT LAKE CITY

SSG Thomas Carlson
SSG Sonny Delgado
SSG Milo Nelson
SSG Daniel Newton

BADGES CONTINUED



SGT Ryan Bradley
 SGT Ryan Deeters
 SGT Joseph Lohr
 SGT Jonathan Quarry
 SGT Brent Sadoris

SAN ANTONIO

SFC Vincent Iwuchukwu
 SFC Cecil Lane
 SSG Sonny Rodriguez
 SGT Albert Chavez
 SGT Jay Winger

SEATTLE

SFC David Kerby
 SFC Michael Malm
 SFC Felix Quintero
 SFC Jonathan Stickler
 SFC James Walsborn
 SSG Christopher Cobbs
 SSG Seth Crowder
 SSG Clyde Gean

SSG Charles Johnson
 SSG James Keene
 SSG Jacob Kirk
 SSG Sean Molitor

SSG Frank Strother
 SGT Christopher Dollar
 SGT Jessica Gean
 SGT Michael Haas
 SGT Ronald Lindsay
 SGT Charles Morris
 SGT Erik Willbrandt
 SGT Danny Williams

SOUTHERN CALIFORNIA

SFC Jason Schelte
 SSG Letitia Hampton
 SSG Gregory Johnson
 SSG Todd Keenan
 SSG Charlie Truong
 SSG Jose Valentin
 SSG Raymond Wray
 SGT Stephen Adelman
 SGT Raymundo Claudio
 SGT Richard Sattro
 SGT Matthew Twiss

TAMPA

SSG Brian Bailey
 SSG Arthur Brantley
 SSG Samuel Davis
 SSG John Gans
 SSG Tammy Ligeri
 SSG Manuel Morales
 SSG Daniel Padgett
 SSG Andy Pullin
 SSG Tony Smith
 SSG Noel Perez-Torres
 SSG Idi Whittick
 SGT Nikia Amann
 SGT Barry Briggs
 SGT Alfonso Laparra-Carrillo
 SGT Robert Reed Jr.
 SGT Scott Sowards

Rings



MAY 2009

2ND MRB

CPT Rodney Hankins Jr.
 SFC Sharla McCrory
 SSG Johanna Hooker
 SGT Mark Paixao

5TH MRB

CPT Orlando Taylor

6TH MRB

MAJ Donald Johnson
 CPT Erik Johnson
 CPT Randy Wilson
 SFC William Smithson
 SSG Donald Madden

ALBANY

SFC Theodore Lacey
 SSG Robert Black
 SSG Kim McCray
 SSG Philip Thomas

ATLANTA

SFC Timothy Phelps
 SFC Emery Pounds Jr.
 SFC Evan Waller
 SSG Charles Quick
 SSG Julius Rodriguez
 SGT Jeramie Perkins

BALTIMORE

SFC Thaddeus Benson
 SFC Jerry Kremin
 SSG Patrick Derr
 SSG Kevin Goodrow
 SSG Calvin Hunter
 SSG Anthony Lester
 SSG Stanley Wright

BATON ROUGE

SFC Terrance Bogan
 SFC Chad Breaux Jr.
 SFC Levon Franklin
 SSG Lavell Finch
 SSG Charles Smith
 SGT John Wilkinson

BECKLEY

SFC Sean Lohr
 SSG Dominick Johnson

CHICAGO

SFC David Schoolfield
 SFC Andy Yoshimura
 SSG Kelvin Arrington
 SSG Francisco Contreras
 SSG Perry Flemon
 SSG Kevin Gonsalves
 SSG John Herndon
 SSG Brandon Meredith
 SSG Alberto Rochezayas
 SSG Redus Thomas
 SSG Gregory Thurman

SSG Edwin Torres

SSG Luis Villalobos
 SGT James McCloud IV

COLUMBIA

SFC Andrew Gibson
 SSG Thomas Dawson

COLUMBUS

SFC Jeremy Shew
 SSG John Craig
 SSG Roger Hudkins
 SSG Paul McCabe
 SSG Darran Tatum
 SGT Charles Brown

CLEVELAND

SFC Donnie Fann
 SFC Nakia Johnson
 SFC Steven Rodgers
 SSG Richard Burbey

DALLAS

SFC Aaron Calmes
 SFC John Ellison
 SSG Abel Carrillo
 SSG James Lee
 SSG Erik Polanco
 SGT Travis McGillivray

DENVER

SFC Oded Ness
 SSG Joseph Camarillo
 SSG Charlie Ridgeway
 SGT Michelle Phillips

FRESNO

SFC Anthony Cardoza
 SSG Terrance Anthony
 SSG Charles Buckingham
 SSG Jeffre Guntalilib
 SSG Kenneth Jackson
 SSG John Kirk
 SGT Fernando Quiceno
 SGT Joshua Taylor

HARRISBURG

SFC Christopher Bolig
 SFC Edward Houston
 SSG Thomas Baysore
 SSG Joseph Lobello
 SSG Devin Stanley
 SGT Adam Gallagher
 SGT Michelle Kerchner

HOUSTON

SSG Nicholas Baker
 SSG Brian Graham
 SGT Walter James Stalder

INDIANAPOLIS

SFC Thomas Parker Jr.

KANSAS CITY

SSG Andrew Reeves

SSG Ricky Stewart
 SGT Justin Shelar

LOS ANGELES

SFC Kenneth Lexie
 SFC Edward Marshall

MIAMI

SFC Luis Dejesus
 SFC Hector Gonzalez
 SFC Rodrigo Roldanmojica
 SFC Johnny Romanseda
 SFC Christian Velazquezhernandez
 SSG Jose Gomez
 SSG Shawn Henderson
 SSG Omawali Bedminster
 SSG Eric Lamb
 SSG Jose Ocasio
 SGT Jonathon Concepcion
 SGT Eric Lamb

MID ATLANTIC

SFC Dimitria Cromwell
 SFC Francis Colavita
 SFC Matthew Mattingly
 SSG Christopher Hendrix

MILWAUKEE

SSG Michael Massey
 SSG Eric Mills
 SGT Elijah Kramer
 SGT Cynthia Meadows
 SGT Marc Weier

MINNEAPOLIS

SFC Jennifer Daniels
 SFC Terry Matkke Jr.
 SFC Jon Selchert
 SSG George Harrison
 SGT Lonnie Knisell
 SGT Chad Boeke

MONTGOMERY

MSG Edward James

NASHVILLE

SGT Travis Cottingham

NEW YORK CITY

SSG Adony Batista
 SSG Julio Berroa
 SSG Bruno Dixon
 SSG Lamonte McGee
 SSG Tashel Smith
 SGT Darnell Smith

PORTLAND

SFC Christabel Thomas
 SSG Jeffrey Hoffman
 SSG Gregory Marret
 SSG Jason Neisch
 SGT John Miller

RALEIGH

SFC Celso Ruiz
 SSG Justin Carroll
 SSG Molanda Gaither
 SGT Scotty Hammonds

Morrell Awards



RINGS CONTINUED

SACRAMENTO

SFC Gabriel Pinto
SFC Eric Van Houten
SSG Mark Bickmore
SSG James Grandinetti
SSG Eric Hornyak
SSG Donald Keiper
SSG Jeremy Nelson
SGT Erica Loaiza
SGT Shawn Nield

SAN ANTONIO

SFC Chris Aleman
SSG Ruben Garcia
SSG Jason Haas
SGT Jose Hernandez

SEATTLE

SSG Kari Ann Ley
SSG Shane Lies
SSG Gregory Masse
SSG Gregory Roby
SSG Gloria Yafort
SGT John Thompson

SOUTHERN CALIFORNIA

SFC Michael Baker
SFC Enrique Balderrama
SFC Ramon Britton
SFC Samantha Mendoza
SSG David Carson
SSG Robert Cote III
SSG Adrian Kelley
SSG Joshua Kraft
SSG Reginald Laranang
SGT Jonathon Watson

SYRACUSE

SSG Joshua Taylor
SGT Dustin Comes

TAMPA

SFC Matthew Bergman
SFC Robert Johnson
SFC Zedrick Mayfield
SFC Carlo Shaw
SFC Peter St. Luce
SFC Aric Ward
SFC Joseph Young
SSG Ashley Batiste
SSG Eric Breeze
SSG Jose Melendez-Colon
SSG Eugene Guyette
SSG William Hamren
SSG Eric Hardin
SSG Juan Lari
SSG Rafael Pagan
SSG Angel Heredia-Santiago
SGT Brandon Lustik
SGT Steven Martin
SGT Uriel Reyes
SGT Leonard Steele

MAY 2009

ATLANTA

MSG John Camacho Jr.
MSG Lillie Perine
SFC Matthew Bromwell
SFC Carl Brown
SFC Ravunda Graves
SFC Robert Savage
SSG Thomas Clark
SSG James Long

BALTIMORE

SFC James Bryant
SFC Robert Metzger
SFC Lewis Parker
SSG Karl Austin
SSG Jessica Canterbury
SSG Willie James Thomas Jr.

BATON ROUGE

SFC Bruce Hunter
SSG Jeremy Gordon
SSG Shannon Ordner

BECKLEY

SFC Daniel McIntyre
SFC Christopher Stapleton
SFC Patrick Walker
SSG Kenneth Miller

CHICAGO

SFC Torenzo Davis
SFC Audra Jones-Garcia
SSG Talaat McNeely
SSG John Reyes
SSG Steven Rosen

CLEVELAND

SFC Shannon Sprouse

COLUMBIA

SFC George Galloway
SFC Thomas Johnson
SFC Keene McLean
SSG Harim Rabell-Reyes

COLUMBUS

SFC Thomas McEwen
SSG Nathen Beckley
SSG James Stinson
SSG Eric Swinehart

DALLAS

SFC Tred Bonds
SFC Atrion Drake
SFC Shaun Furr
SSG Christopher Botts
SSG Joshua Browning
SSG Mark Bryant
SSG George Carter
SSG Rimando Gibbons
SSG Dwight Kirkpatrick
SSG Melvin Rowe
SGT Robert Wilhite

DENVER

SSG Jason Alexander
SSG Anthony Rich
SGT Albert Hatten

FRESNO

SFC Luis Centeno
SFC Jose Hernandez
SSG Danny Gonzales
SSG Michael Susi

HARRISBURG

SFC Michael Foor
SFC Darryl Williams
SSG Arthur Samaras

HOUSTON

SSG Christopher Lilley

INDIANAPOLIS

SFC John Adams
SFC Alan Lowe
SSG Marcus Bishop

JACKSONVILLE

SSG Gregory Lowe
SSG Charles Thomas
SGT Alexis Prince

KANSAS CITY

SFC Matthew Hicks
SSG Derrick Browne
SSG Kevin Huff

LOS ANGELES

SFC Akop Kokoshyan
SSG Robert Buensuceso
SSG Robert Edwa

MIAMI

SFC William Bonilla
SFC Vaughn Charles
SFC Michael Pierce
SSG Jose Ocasio

MID ATLANTIC

SFC Richard Cohen
SFC Lawrence Jackson
SFC Craig Martin
SFC Brian Roldan
SSG Bonnie Keyes
SSG Rodney Logan

MINNEAPOLIS

SFC Jacob Duncalf
SSG Thomas Dow
SSG Joshua Graham
SGT Dustin Malloy

NASHVILLE

SSG Thomas Adcox
SSG Sun Soldano

NEW YORK CITY

SFC James Johnson
SFC Kerwin Samlal

PORTLAND

SFC Damian Dellabarba
SSG Juan Fejarang
SSG Cory Montgomery
SSG Jancey Shimasaki

RALEIGH

SFC Frank Langford III
SSG Michael McLamb
SSG Brasean Stewart

SACRAMENTO

SFC Albert Harris

SFC Ricky King

SSG Bruce Curtis

SSG Steven Cheng

SSG Robert Dupont

SSG Jason Eck

SSG Corey Mills

SSG Richard Russell

SSG Darek Williams

SALT LAKE CITY

SFC Carlos Hernandez

SFC James McPhearson

SSG Eric Estes

SSG Jonathan London

SAN ANTONIO

SFC Froilan Arias

SFC Wendell Green II

SFC Joanne Sherry

SFC Salvador Somoza

SEATTLE

SFC Chad Sandstede

SSG Lance Poulson

SOUTHERN CALIFORNIA

SSG Frank Rivera

SYRACUSE

SFC Gerald Allen Isbell

TAMPA

SFC James Ehman

SFC Wallace Franco-Lopez

SFC Richard Owens

SFC Allan Schulman

SFC George Walls

SFC Jeffery Weaver

SFC Marcus Wood

SSG Michael Brown

SSG Justino Munoz-Muniz

SSG Orane Parkins

SSG William Stratton

SSG George Yokas

SGT Damian Maldonado

1. Before reserving an MOS in FSR2S, the applicant must be committed to enlisting into the FSTP and complete all enlistment processing within how long?

- a. 5 calendar days
- b. 5 business days
- c. 7 calendar days
- d. 10 business days

2. Prior Service applicants are not eligible to participate in the PaYs program.

- a. True
- b. False

3. For how long are moral and administrative waivers valid from the approval date unless a change in status occurs?

- a. 3 months
- b. 6 months
- c. 12 months
- d. Indefinitely

4. Which of the following is not one of the three levels of leadership?

- a. Direct
- b. Indirect
- c. Organizational
- d. Strategic

5. What attribute(s) must a leader master in the Leadership Requirements Model?

- a. Character
- b. Presence
- c. Intellect
- d. All of the above

6. Who is responsible for evaluating the schools in the School Zone?

- a. Company commander and station commander
- b. Station commander and assigned recruiter
- c. Company commander and 1st sergeant
- d. All the above

7. Is it optional to use ENSQ on an applicant for enlistment?

- a. Yes
- b. No

8. How many points do recruiters get for an AR OCS contract?

- a. 200 points
- b. 150 points
- c. 100 points
- d. 50 points

9. High school students enlisting into the FSTP are restricted to ship within how many months?

- a. 15 Months
- b. 14 Months
- c. 13 Months
- d. 12 Months

10. What categories/MOS's can a recruiter not make a temporary reservation for using FSR2S?

- a. 09C
- b. IRR and National Guard transfer applicants
- c. Prior service and days of service applicants
- d. All of the above

11. In order for a Future Soldier to obtain direct deposit documentation, recruiting personnel should refer the Future Soldier to _____.

- a. Bank of America
- b. The local credit union
- c. Chase Bank
- d. No specific financial institution

12. First line supervisors will conduct an initial visit to all newly assigned Soldiers' (E-6 and below) on-post family quarters, single Soldier quarters or barracks room within the Soldiers' first 60 days of moving in. Thereafter, visits will be conducted annually.

- a. True
- b. False
- c. 7 days
- d. 72 hours

13. Are sergeants and staff sergeants who reported to USAREC as corporals in the CPL Recruiting Program eligible to convert to 79R if they have not returned to the operational Army and served in a leadership position _____.

- a. Yes
- b. No

14. The components of physical fitness are cardio respiratory endurance, muscular strength, muscular endurance, flexibility, and ?

- a. Body make-up
- b. Body fat percentage
- c. Body composition
- d. Body mass

15. Significant heat acclimatization requires at least ___ to ___ days, and full acclimatization can take up to ___ weeks.

- a. 3 to 5 days, 2 weeks
- b. 5 to 7 days, 2 weeks
- c. 7 to 9 days, 3 weeks
- d. 10 to 12 days, 3 weeks

The answers to this month's test can be found on the next page.

PHASE LINE SUCCESS



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting
Brigade

May Fiscal Year 2009

Top Large Station

Dubois
Harrisburg

Brooksville
Tampa

Dayton South
Columbus

Moore
Oklahoma City

Hayden
Seattle

Columbia
2d Medical Battalion

Top Small Station

Washington Heights
New York City

Athens
Atlanta

Franklin
Nashville

Craig
Denver

Port Angeles
Seattle

Wichita
5th Medical Battalion

Top Company

Potomac
Baltimore

Jupiter
Miami

Fort Wayne
Indianapolis

Rio Grande
San Antonio

Ogden
Salt Lake City

Denver
6th Medical Battalion

Top Battalion

Jacksonville

Columbus

Seattle

2d Medical Battalion

Top Brigade

None

Answers to the Test

1. c. USAREC Message 09-111

6. a. USAREC Message 09-099

11. d. USAREC Message 09-115

2. b. USAREC Message 08-086

7. b. USAREC Message 09-113

12. b. CG Command Policy, No. 20-09

3. b. USAREC Reg 601-56 1-5b, p2

8. d. USAREC Message 09-120

13. b. CG Command Policy, No. 40-09

4. b. Field Manual 6-22 para 3-31

9. b. USAREC Message 09-079

14. c. Field Manual 21-20, chapter 1, p1-3

5. d. Reference: Army FM 6-22 para 2-14

10. d. USAREC Message 09-111

15. a. Field Manual 21-10, chapter 2, p2-1

CALLING ALL SOLDIERS.

SHARE YOUR ARMY STORY TODAY!



ArmyStrongStories.com is a U.S. Army Accessions Command blog that allows Soldiers to share their stories through written entries, photos and video.

Soldiers of every rank, background and MOS are welcome to participate.

Visit www.ArmyStrongStories.com to sign up and learn more.



U.S. ARMY

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