

# RECRUITER

United States Army Recruiting Command

October 2004

# Journal



U.S. ARMY

*Celebrating*

**40**

years of

**PROVIDING THE STRENGTH**

**1964-2004**



page 16

# RECRUITER Journal

U.S. Army Recruiting Command  
October 2004, Volume 56, Issue 10

## Commanding General

Maj. Gen. Michael D. Rochelle

## Public Affairs Officer

S. Douglas Smith

## Editor

Pearl Ingram

## Associate Editor

Beverly Harrison

## Associate Editor

Walt Kloeppe

## Cover Design

Joyce Knight

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCMPO-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial 502-626-0167, fax 502-626-0924. Printed circulation: 13,600. Deadline for submission of material is the first of the month prior to publication.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.

POSTMASTER - Send address changes to:

Cdr, U.S. Army Recruiting Command,  
ATTN: RCMPO-PA (Recruiter Journal),  
1307 Third Avenue, Fort Knox, KY  
40121-2726

E-mail address:

[RJJournal@usarec.army.mil](mailto:RJJournal@usarec.army.mil)



## Features



### 6 Leadership Challenge

Tampa Battalion conducted their Leadership Challenge Activity where station commanders, company leadership teams, and selected battalion staff were brought together to test their ingenuity and ability to work together as a team.

### 10 Army Transformation Begins With the Future Soldier



Jacksonville Battalion initiated a program that immerses Future Soldiers in a series of classes that equip them with specific information about Soldier in-processing, Reception Center protocol, physical training, and essential survival techniques of a successful Soldier.

### 12 Airman Goes Green

San Antonio Battalion's first "Operation Blue to Green recruit," Airman 1st Class Joseph A. Mansfield signed paperwork converting him into a Soldier and a private first class when his Air Force enlistment ended.





## 14 Competition Teaches Warrior Ethos

Dallas Battalion challenges the members of their Future Soldier Training Program each quarter in a common tasks competition. Ranger Stakes is designed to prepare Future Soldiers for basic training, promote camaraderie within companies and increase Future Soldier sustainment.

## Departments

- 2 Commanding General
- 3 Command Sergeant Major
- 4 Chaplain
- 5 The Way I See It
- 8 Pro-Talk
- 21 Safety
- 22 Field File
- 26 News Briefs
- 31 Salutes
- 32 The Test



## 16 USAREC Celebrates 40 Years

Oct. 1, 2004, marked the 40th Anniversary of the U.S. Army Recruiting Command.

## 19 Future Soldier Training Program Redesigning the DEP

Members of the Delayed Entry Program will now be identified as Future Soldiers under USAREC's new Future Soldier Training Program.

## 20 Domestic Violence — early intervention leads to prevention

Prevention of domestic violence is everyone's responsibility and can only be successful when it is pursued 24/7 each day of the year.



Front Cover:  
USAREC  
celebrates its  
40th anniversary  
Oct. 1, 2004.



# Remaining on the Front Lines

## Happy birthday!



*Maj. Gen. Michael D. Rochelle*

**A great leader,  
recently retired,  
once told me,  
“there are no  
insignificant roles  
played by any  
member of our  
Army formations  
today.”**

**E**arlier this month, we celebrated a momentous milestone in the history of U.S. Army Recruiting Command. All across the country we had ceremonies large and small to commemorate the 40th birthday of USAREC and her vital role in providing the strength of America’s Army.

In New York City, the Vice Chief of Staff, Gen. Dick Cody, joined in celebration, while earlier at Headquarters, USAREC, we were honored by the participation of two distinguished alumni of the command, several Civilian Aides to the Secretary of the Army, the Golden Knights, and a host of dignitaries. In all, whether small or large, the recognition of the activation of U.S. Army Recruiting Command on Oct. 1, 1964, was an acknowledgement of the critical role we continue to play in the defense of our nation. Happy Birthday!

In 1964, the All-Volunteer Army may have been a dim spark in the mind of one or more deep thinkers but remained more than seven years away from healthy public debate and eight years from realization. Command Sgt. Maj. (Ret.) Roger Leturno, former USAREC command sergeant major, and I often reflected that we both entered the Army in the year the volunteer Army was born. With the birth of U.S. Army Recruiting Command in 1964, the foundation was laid for the volunteer force that would follow.

However, few could have envisioned the subtler, yet equally profound shift, that would occur with the birth of USAREC and the emergence of the All-Volunteer Army a few years later. The combined effect placed U.S. Army Recruiting Command on the front lines of Army readiness, Army relevance as a joint partner in the deterrence of the Cold War, and today the Army’s role as a leading joint partner in the war on terror.

Whether you are a current member of U.S. Army Recruiting Command, a former member of the command, a supporter, or a future member of USAREC, the pride one must feel from such a key role is inescapable. I urge every current and future member to recognize the vital role each member plays in this front-line organization. A great leader, recently retired, once told me, “there are no insignificant roles played by any member of our Army formations today.” His words could not be more relevant to U.S. Army Recruiting Command — a front-line organization.

# Performance Worth Praising

**C**ongratulations to the entire USAREC family for another successful year. The USAREC team's stellar performance provided the Regular Army and Reserve the required accessions for the fifth year in a row. I am extremely proud of all you do to make our Army the most relevant and ready military force in the world. As we celebrate USAREC's 40th anniversary, I ask the entire team to reflect on the accomplishments of this great command and the way ahead for FY 05.

Throughout its 40-year history, USAREC has provided the strength for our nation's Army. The all-volunteer Army has thrived over the past three decades in large part due to the hard work and personal sacrifices of dedicated recruiters, civilians, leaders, and family members. Through your efforts, today's Army is manned by America's best and brightest. These young men and women proudly serve a nation at war. You are truly on point for America's Army.

No doubt recruiting for an all-volunteer Army during a protracted war is challenging business. I remain impressed by the consistent display of perseverance, motivation, and dogged determination among the field force to fill the Army's ranks. Knowing that we cannot fail in our mission, you have adapted to a changing marketplace in a convincing fashion. On behalf of the USAREC command team and a grateful nation, I salute you and your ongoing efforts.

The Global War on Terrorism has changed the world and has reshaped the mindset and attitudes of the populace. Equally, it has influenced the national military strategy and certainly our approach to recruiting future Soldiers. Success in FY 05 will remain challenging; nonetheless, I remain highly optimistic that our great team will exceed all expectations this fiscal year. USAREC is receiving priority resources to meet the

accession mission — both human and material resources. Notwithstanding maximum help, the overriding factor for success lies in sustaining a “warrior-ethos mindset,” as you clearly displayed in FY 04. The Army and the nation is counting on maximum contributions from every member of the USAREC team.

Maximum individual contribution implies a strong will and desire to leverage a higher level of skill application and a willingness to expand into new markets. While walk-in/call-in traffic has decreased somewhat, public opinion and support for the Army and military service is at an all time high. Combine this favorable climate with the Air Force and Navy's reduction of active duty end strength, and we have the ability to make unprecedented inroads in all markets. The USAREC staff will publish guidance and

**Congratulations on FY 04's hard-fought victory. Knowing what's at stake (the future of our Army), I have the utmost confidence that you will meet and exceed all mission-related and Soldiering expectations in FY 05. I am extremely proud to be your command sergeant major!**

suggested tactics, techniques, and procedures for market expansion approaches. Creativity and innovative thinking are authorized to come up with interim solutions.

To prosecute the FY 05 mission, we are not suggesting you work harder and longer but to invest your time and energy efficiently and effectively while at work. We certainly cannot approach FY 05 with a “business as usual” attitude. Sustained success at the station level is predicated on daily “focused” execution of all six critical tasks of recruiting beginning with mission planning and ending with Future Soldier leadership/sustainment. Each echelon beginning with field recruiters to brigade commanders must focus on staying ahead of mission lead line — proactive and



*Command Sgt. Major Harold Blount*

aggressive execution of MAP phase lines.

The commanding general has proclaimed FY 05 as “The Year of the Station Commander.” Clearly the center of gravity for the command, the recruiting station is truly where the “rubber meets the road.” As such, we have developed numerous incentives and initiatives centered on recognizing individual recruiter and station success. I highly encourage every member of the command to become familiar with initiative/incentive programs. I highly encourage family-

member awareness, given that some are designed to reward family contribution. The intent of these enormous investments is twofold: first and foremost, to generate the highest level of station productivity to meet FY 05 accession mission and to enter FY 06 with an approximately 35 percent Entry DEP. Second, it is designed to promote higher levels of confidence and skill application (recruiting and soldiering tasks) of station teams.

Again, congratulations on FY 04's hard-fought victory. Knowing what's at stake (the future of our Army), I have the utmost confidence that you will meet and exceed all mission-related and soldiering expectations in FY 05. I am extremely proud to be your command sergeant major!

# And Who Taught You How to Drive?



*By Chaplain  
Lt. Col. Lyndell E. Stike*

**Anger can  
control us  
and prevent  
us from  
reaching the  
objectives we  
have set.**

**A** few nights ago a station commander and his wife were driving down the interstate going out to dinner. Suddenly a truck on the right began moving into the commander's lane to make a left hand turn. The commander slammed on the brakes and cut to the left shoulder, trying to avoid both a ditch and a bridge support just ahead. They just missed the truck and the bridge. They were in a panic! Hearts were pumping furiously and stomachs were tied in knots. In just a brief few seconds, the station commander filled with panic, fear, and then anger. He was shouting at the truck driver, his face was beet red, and he was on the edge of losing control.

Most of us have experienced "road rage" either as a victim or as the aggressor. Anger is almost an American epidemic. It can be found in marriages, families, on the job and even in the international arena. Many of us are challenged with controlling our anger. It seems like the smallest of events can hurl us into a shouting, threatening rage. Anger can be stored up and released when the "right" situation presents itself. We can hide our feelings and allow them to simmer until they come to a full boil ready to be used as weapons unsuspecting victims.

How can we define anger? I believe it is almost an automatic emotional response to hurt, frustration, or fear. We learn that the emotion identified as anger manifests itself when we feel threatened or endangered by something or someone.

We all use a variety of techniques to deal with our anger. In most cases, it is a learned behavior. Our parents, older sibling, friends, and even the media model for us ways to handle our emotions. We observe children getting angry with parents and then watch as the parent attempts to appease the child by complying with the request. These habits are reinforced as acceptable behavior when we respond positively to the demand, however, when anger produces an unexpected or negative result we learn that anger must be controlled.

The emotional bomb can be defused by implementing CPR. The first step in anger CPR is characteristic identification. The body responds to the emotion of anger in many ways: pupils dilate, blood sugar levels rise, the flow of adrenalin increases, muscles tighten, blood clots faster, and our breathing rate increases. These physical changes should raise a red flag and warn us of the impending outburst. Your proactive response can give you control of your emotions.

The second step is preventive awareness. What are the issues or events that trigger your anger? You can take the Novaco Anger Scale and identify the provocations that affect you. If supper is not done by 1800, does that fire you up? How about late night calls from people you don't know? Do last minute suspenses get your blood boiling? You can take steps to keep or limit these events from occurring. Open communication with supervisors, spouses, and family members can enhance your ability to cope.

The last step is reflective meditation. After a meltdown, reviewing what worked to defuse the situation can enable us to implement new measures to short circuit outbursts. Do you need to develop new coping skills? Do you need to gather more information before you respond? How did you respond in the past? Reflection can reveal many secrets that were hidden during the episode.

Anger can control us and prevent us from reaching the objectives we have set. We can lose our marriage, family, and even our job if we fail to address the issue. If you find yourself struggling with this emotion, please implement anger CPR and seek help. You are not alone, and there is help for those who reach out.

From the USAREC Chief of Staff,

*During the past few months, I have noticed that TWISI messages have moved away from the original intent of the program. The purpose of this page is for recruiters, support staff, and family members to share ideas for improving operations and business practices, to ask for clarification to policy and procedures, and to share station or recruiter level initiatives. The brigade, battalion, or company chain of command is the appropriate avenue for other issues and complaints. Although space is not available to print all ideas, a response will be provided to all submissions from the office of the USAREC Chief of Staff when a name and mailing address is included. Send suggestions to TWISI@usarec.army.mil.*

## INCENTIVES FOR FUTURE SOLDIERS

Given that the current market is not readily propensed to enlist, I would like to offer an idea that might help with enlistments and reduce Future Soldier loss and attrition.

**Background.** We are currently offering \$10,000 to \$20,000 bonuses to potential enlistees in order to enlist. Most of our target market does not comprehend this bonus because it is scheduled for payout over a long period of time. Most of the prospects in this market are materially better off than their parents and do not see the value of the GI Bill and ACF.

**Suggestion.** Offer a \$500 enlistment sign-up bonus the moment that the applicant signs their contract. Offer a \$1,000 ship bonus the day they arrive at BCT. Offer \$1,500 when they graduate BCT and offer \$2,000 when they report to their unit.

That is a \$5,000 bonus that is lower than the seasonal quick ship bonus for quality quick ship being offered now (\$7,000).

Offer \$150 (difference between E1 and E2) for every referral that they solicit who enlists in the Army. Also, offer \$200 for completing the BTTL (with a full PT test).

The verifications should be done at battalion level and the checks cut and presented within 24 hours of an action being complete. The check for enlisting will be given at the DAI, the check for shipping is given at the reception battalion in BCT, the check for graduating basic when they report to AIT in processing, the final check at their first duty station. ESD can track and monitor payments.

Bottom line is that when "Johnny" walks in his school with a brand new iPod and new clothes, people will take notice, and this will increase the number of call-ins and walk-ins (purpose of advertising) at the recruiting station because for most people money is the

biggest motivator for a change in behavior.

*I understand your desire to implement a program that would allow applicants to begin receiving some of monetary compensation prior to shipping to basic training.*

*However, due to legal constraints, this may not be feasible.*

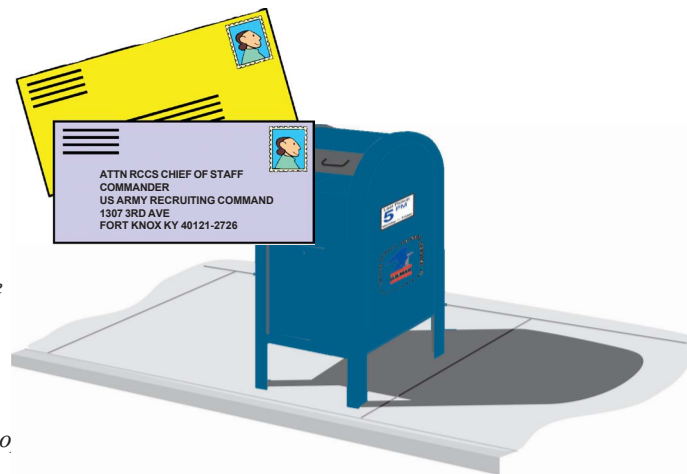
*Currently, the ideas you are proposing do not meet the Department of Defense (DOD) Directive 1304.2 1, Enlistment and Reenlistment Bonuses for Active Members. The purpose of an enlistment bonus is to attract applicants to fill military specialties with critical personnel shortages. The earliest a bonus can be paid in accordance with DOD Directive 1304.2 1, is upon completion of Basic Training. If this money is paid prior to completion of Basic Training and the trainee did not complete the training, there would be recoupment issues.*

*Your proposal concerning the Referral Program and Basic Training Task List will be considered, as my Program Division is currently developing new incentive programs for our Future Soldier members.*

*I would like to thank you for submitting your proposal and encourage you to continue looking at new ways to recruit and maintain your applicants. For further information contact Master Sgt. Rae Bastiste at 1-800-223-3735, ext. 6-1873; DSN 536-1873; commercial 502-626-1873; or e-mail Rae.Bastiste@usarec.army.mil.*

## BLACK GSA VEHICLES

We have spent an enormous amount of money on our highly successful "Army of One" campaign. I recommend that we request to procure a future fleet of all black in color GSA vehicles. This idea would compliment the transformation we have achieved and should not incur any additional cost.



*Vehicles and the vehicle program are of high importance to this command. USAREC spends more than \$30 million to lease approximately 8,000 vehicles, and we drive more than 150 million miles a year. Your recommendation to procure a fleet of all black in color vehicles has been considered.*

*Your idea certainly has merit, however, after a discussion with the G-5, each vehicle would need to be branded with the Army of One logo to present the Army image. According to them, the presence of plain black vehicles would not serve to enhance the recruiting effort or the Army image. The cost of branding all the vehicles would exceed \$25 million.*

*Additionally, cost is not the only consideration — there are other factors. The General Services Administration has indicated they will probably oppose such a request. GSA would also experience great difficulty in contracting for a large number of vehicles that are the same in color and disposing of them once these vehicles are turned-in would be a problem.*

*Once again, thank you for responding to the program. All ideas such as this show progressive thinking; you are encouraged to continue to explore new and better ways to do the business of recruiting. For further information, contact AnnMarie Claycamp at 1-800-223-3735, ext. 6-0289; DSN 536-0289; commercial 502-626-0289; or e-mail at Annmarie.Claycamp@usarec.army.mil.*

# LEADERSHIP Challenge

*Story by Sgt. 1st Class Paul Culpepper,  
Photos by Joan Feucht Hinkle,  
Tampa Battalion*

Station commanders, company leadership teams, and selected battalion staff in Tampa Battalion were brought together to test their ingenuity and ability to work together as a team. The battalion brought in Resort Sports, Inc. to develop challenging and demanding exercises for the teams to face.

On the first day teams participated in a “Build Your Own Boat Regatta,” where each team was given a specified time and limited resources and a mission: Build a boat capable of carrying one team member two lengths of the pool in the fastest time possible. Designs varied greatly among the teams from simple to extreme.

Once build time had expired, teams were ready to race to find out who had the best design, which boats would even float, and who would be crowned as the champion. Lakeland Company faced off against Saint Petersburg Company, Orlando Company versus Tampa



**Tampa Battalion Commander Lt. Col. Earnest Bazemore welcomes the leaders of the battalion to the Leadership Challenge Academy.**

Company, and Sarasota Company faced off against battalion headquarters. Although teams raced together, each was a race against the clock. The team winning the “America’s Cup” for the quickest time was Sarasota Recruiting Company.

The second day of team building

activities would challenge the teams in a wide variety of tasks. In the “Survive This” challenge, each team had to make their own tribal flag and compete in five challenging events.

Teams were scored either by time or by number achieved, depending on the task. The team who averaged the best



**Members of Tampa Recruiting Company construct their boat.**





# enge

time or score in each event would earn the title of “Champion” of the “Survive This” challenge. After teams completed each of the five tasks the staff of Resort Sports Inc. tallied the scores and times to determine the winner. With the highest combined score, the winner of the “Survive This” challenge was Orlando Recruiting Company.

The commander’s intent for the Leadership Challenge Activity was to promote esprit-de-corps and unit cohesiveness. Sgt. 1st Class Tyree, station commander, Lakeland Recruiting Company’s Sebring Recruiting Station, said, “Events like this really bring together the leaders in something other than production.”

Many other leaders within the battalion echoed the same sentiments. All things considered it can be said that the battalion exceeded the commander’s intent.

## Leadership Challenge Activities

Leadership Challenge activities are one of 15 recruiting initiatives funded by the Secretary of the Army. The focus of the initiatives is in four basic categories: evaluation tools to improve and refine recruiting processes, provide the best training available from the private sector, enhance the recruiter environment, and provide for the well-being of the Soldier. Every four months the commanding general briefs John McLaurin, Deputy Assistant Secretary of the Army (Human Resources) on these initiatives. A brief explanation of the initiatives:

- Recruiter screening tools are used to select the best candidates for recruiting. Programs for recruiters and leaders are being developed and used at the Recruiting and Retention School to assist in improving recruiting and life skills

- The Learning Management System develops courses and distance learning.

- Leader and sales training is provided at annual training conferences and battalions by civilian vendors offering the latest sales and

leadership skills.

- Leadership challenge activities like the one in Tampa bring leaders together to problem solve and share camaraderie.

- Outsourcing of guidance counselors assists the force in returning 79Rs to the force and cyber recruiters provide better leads to the recruiters.

- Cyber Web, guidance counselor redesign, and point of sale are all funded under this program.

- Cellular phones for recruiters and the Army-brand furniture into stations are a major focus of the Army Recruiting Initiatives.

- Memberships in local community groups and the issuing of the athletic ensemble to new recruiters are important tools and image boosters.

- A new initiative this year was family wellness weekends, where the command had the opportunity to bring Soldiers, spouses, and children together for spiritual development.

For more information on these programs, contact Warren.Nielsen@usarec.army.mil or commercial 502-626-0136 or DSN 536-0136.



**b** Sgt. 1st Class Daniel Murphy, Sarasota Company (background) nears the finish line as Sgt. 1st Class Dana Maynard, Lakeland Company begins his journey to the bottom of the pool.



**c** One of the more challenging events, the “Reaction” task had teams find, pick up and place colored blocks while blindfolded using only verbal commands. Orlando Recruiting Company pictured mastered “Reaction” the quickest.

**USAAC University  
is designed to as-  
sist in meeting your  
training needs.**

# **a different approach to training**

*By Sgt. 1st Class Melvin Aiken, G-3*

“Sgt. Snuffy, over the past 30 days I’ve evaluated your use of Army Recruiting Information Support System and it’s clear your knowledge of how to use the program needs improvement. To achieve the acceptable level of knowledge in the ARISS program will require your enrollment in online courses through United States Army Accessions Command University. I will monitor your progress while you take these courses and provide you feedback during Daily Performance Review. To expedite your learning, I will place the stipulation that you have 30 days to complete the courses. At that time I will reevaluate your effectiveness in the use of ARISS.”

Does this problem sound familiar? Someone needs training! The part that does not sound familiar is the approach used in doing that training. Training the force is a priority for all leaders. If a Soldier is trained on the uses of software, procedures, or other information, that Soldier is more likely to perform to a higher standard. Sometimes, training of our force falls by the wayside due to the lack of time or other “important” issues. USAAC University is but one way to help in training our Soldiers.

As leaders of Soldiers and Future Soldiers, we are charged with ensuring that they are trained. As a platoon sergeant or squad leader, we did not expect our Soldiers to pick up a new weapon and be an expert with it the first time out; we only hoped that they hit the target. They had to be trained on the weapon to consistently hit the targets. Recruiting is no different; our weapon is the computer, telephone and our people. We may not be able to dictate who we get in the unit, but we can ensure that Soldiers are properly trained.

As leaders we must first know the strengths and weaknesses of the unit. Using your instincts and the tools provided to you, identify the training requirements in your unit. Establish the type of training each person demands (i.e. immediate, sustainment, new). Remember, you have training guidance from higher headquarters that you must incorporate. Create near term, mid and long range plans for getting the identified training shortfalls accomplished, and don't forget to sustain what strengths you have.

Near Term: 30 days (immediate need)  
Mid Range: 90 days (sustainment/needed)  
Long Range: 1 year (sustainment/changes)

After this, you must gather your resources to accomplish the training. This includes, but is not limited to, training material and instructors. A training plan should be flexible as recruiting is a changing environment. Communication of the command training intent is paramount. If subordinate units or Soldiers do not know the intent, they cannot, in turn, make their own training plans.

So how do I train a group of people who are always going in different directions and ensure that they all get the same training without having to teach the course five times to five different people?

Part of the answer could be the use of USAAC University, our Learning Management System. This system has many courses that could help attain your end-state, ensuring that training is completed by everyone under your watch.

## So what is USAAC University?

It is a Training Tracking System for USAAC. USAAC University is designed to assist in meeting your training needs. There are well over 300 courses deployed in the system, ranging from ARISS training to Cisco Routers, and additional courses are being developed and deployed every day. You can even monitor the progress of those under you as a manager in the system (the manager role is limited to leadership positions). Not only does the system house Distributed Learning, but it also houses PowerPoint courses that can be downloaded and used to teach at any location. These documents are referred to as *knowledge*

*documents* in USAAC University. Knowledge documents are pre-made courses that you can download and modify to meet the requirements in your area.

## What can I do as a Station Commander in USAAC University?

As the station commander you have the ability to assign, monitor, and track any course completion or enrollment information of your recruiters. Think of the advantages of having station training on a subject that is already in USAAC University. If they take a course, you will have a base knowledge expectation and can then expand on this during the station training session. Rather than explaining the basic information, you can now expand into more advanced areas. Imagine the valuable training time you will save. This approach is not only available to the station level but company, battalion, brigade and USAREC levels as well.

USAREC, in conjunction with the Recruiting and Retention School located at Fort Jackson, S.C., is in the process of changing requirements to attend resident courses. Currently, there are requirements to complete a pre-resident Phase I DL for the station commander, company commander, and guidance counselor courses.

## Reasons for the deployment of Phase I:

1. To minimize additional absence from a duty location.
2. To avoid extending the duration of the training course.
3. The courses give students an introduction or refresher to selected training.
4. RRS instructors can now focus on more advanced skills, rather than re-teaching basic information.

“Sgt. Snuffy, it has been 30 days since my initial evaluation with you. I checked the LMS right before you came in, and I have to say I am impressed. You completed 100 percent of the training I assigned to you. I also noticed that you are doing much better with ARISS, and your numbers are reflecting the same. Did you know the training that you completed is good for promotion points to staff sergeant, and a record will be created in ATRRS? Keep up the good work and feel free to enroll yourself in any other areas you feel you are having problems. You are well on your way to obtaining mission box!”

Sometimes we have to slow down to speed up; training is required no matter what our jobs are. How we establish, maintain, and plan that training is up to us, the leaders and Soldiers in USAREC!

To connect to USAAC University go to:

<http://lms.usaac.army.mil/aspn/>  
or <http://lms.usarec.army.mil/aspn/>

Call the Accessions Command Customer Service Center Help Desk at commercial 502-626-1700 or DSN 536-1700 for User ID and password information.

# Training FUTURE SOLDIERS

*Story and photos by Cynthia Rivers-Womack, Jacksonville Battalion*

**“Opportunity favors the prepared mind,”** to paraphrase Louis Pasteur. And for one Saturday a month for the past four months the Jacksonville Battalion has provided preparation to nearly 400 Future Soldiers, potential recruits, family members, and influencers. Clothed in their Army of One uniforms, these new recruits have been given the opportunity to prepare their hearts and minds for Basic Combat Training and the fundamentals of becoming a Soldier at the battalion’s daylong reception and integration function.

The idea for these formations had its genesis at a meeting of Army leaders.

They were searching for ways to ensure that Warrior Ethos and the Army Values were being transmitted and ingrained into the Future Soldier pool, according to Lt. Col. Andrew Yee, who initiated the program at the Jacksonville Battalion in April. The mass formation and other activities seem to be a big motivator, according to Lt. Col. Yee. Reportedly, Future Soldier retention increased after the first program, with fewer Future Soldier losses from groups that attended Future Soldier orientations at the headquarters.

Under the guidance of drill sergeants, officers, battalion NCOs, and specialized civilians, Future Soldiers and invited guests are immersed in a series of classes that take them through six training stations. The training stations have varied over the past four months but have included: Soldier lifecycle, Army Web-based opportunities and education opportunities (Army Knowledge on Line and Armydep.com), pre-BCT physical training, BCT lifestyle, Army Family Team Building and a rite of passage — reporting-in to the commander.

Once they have completed this orientation, new recruits are equipped with information about Soldier in-processing, Reception Center protocol, physical training and essential survival techniques of a successful Soldier.

## **Getting New Soldiers Ready for the Army**

Although Future Soldiers regularly attend station and company functions to improve physical training and basic tasks and drills, the monthly gathering at the battalion headquarters is a mission with a more deliberate intent. The primary goal is to help Future Soldiers shape and define what it means to be a Soldier, what it means to apply the Warrior Ethos before they leave for basic training, and ultimately, to improve the Future Soldier’s quality of time in the Future Soldier Training Program.

“Our first mission is to provide concise and thorough entry-level training to Future Soldiers to help them overcome basic

training anxiety,” said Lt. Col. Yee. “Our goal is for Future Soldiers to develop an emotional attachment to the Army and to reinforce the Army lifestyle,” Lt. Col. Yee said. “They must leave these meetings feeling good about what they’ve decided to do. They must leave here motivated to succeed, with a strong sense of patriotism and a desire to serve their country,” he added.

Applying the TEAMS concept, Training, Education, Adventure, Money, Service to Country, is a vital component of the exercise. The new recruit is given basic Soldier training on personnel, education, and physical fitness, which is stressed as a key factor for Soldier survival. Plus, they are briefed on other benefits available to them and their families.

## **Putting on the Rucksack at Battalion**

Preparation involves the entire battalion. Each section is involved in enhancing the headquarters with training photographs, posters, and Soldier cutouts. Select offices in the headquarters are designated as training rooms to include a mock dining facility. The battalion HUMVEE is parked in the parking lot as a morale booster. The goal is for the Future Soldier to see and feel an Army presence when he or she arrives. For many Future Soldiers and potential recruits, this will be the first time in a battalion formation, saluting the colors, being inspected by a command sergeant major and listening to a lieutenant colonel address them as a Soldier.

Training begins at 0945 with call to formation by a company first sergeant, a salute to the colors, inspection by the command sergeant major, and an address by the battalion commander.



**Lt. Col. Yee inspects new Soldiers at Future Soldier reception.**

***“When they (Future Soldiers) hear the national anthem or the Army song or see the U.S. flag, it should remind them of the Army Values. They have to be able to identify with the soul and mind of the Army, for example, what a patch means and how to read a Soldier’s history by his ribbons.***

**— Lt. Col. Andrew C. Yee**

Divided into squads led by a recruiter, the first stop is at the check-in desk, which involves weigh-in, personnel folder check and issuance of the Army of One uniform.

Rotation to the first training site may be physical training, education, talking with a drill instructor or reporting-in to the commander of their unit. PT and drill sergeant sessions are conducted in the parking area. Each rotation, including lunch, is timed.

Every Future Soldier AKO account is validated and the new Soldiers are given basic information about online education and hands-on training in using armydep.com. During the AFTB session, Maria Kaplan, Soldier and Family Assistance Program manager, gives instruction on health benefits, family support, and recreation services. The S-1 takes charge of promotion information and Soldier lifecycle briefings. Food and beverages are served by the battalion’s volunteer family members in the provisional dining area.

Along with Drill and Ceremony, the most popular rotation sites have been pre-BCT PT and reporting-in to the commander, according to Capt. Steven Celeste, battalion operations officer.

“Based on the feedback we’ve received, Future Soldiers have been very excited about this exercise. After our first one, we made some improvements with very positive results, so I think we’re doing something right,” said Capt. Celeste.

“This is very different experience from being in the station or going to a Future Soldier function.

Family members are invited to attend and everyone is encouraged to ask questions. We want them to go back to the Future Soldier pool motivated. We want them to tell others what they’ve learned. We’re here to dispel the rumors about basic training,” he said.

“Future Soldiers want physical training. They want Drill and Ceremony and they want to know how to be a Soldier,” said Capt. Celeste. Plus, the Future Soldiers like seeing NCOs take charge, he added.

### **What’s Each Future Soldier’s Motivation?**

The Future Soldiers can experience the Army rank structure firsthand. This system presents a positive environment where the drill sergeant, first sergeant, and sergeant first class are seen as comrades.

Pfc. Gergun Petrosyan arrived at the Jacksonville Battalion headquarters excited about the training he was about to get. His recruiter, Sgt. 1st Class Angel Padilla, Jacksonville South, was his sponsor.

“I came excited at the prospect of finding out more about the Army,” said the 21-year-old Russian-speaking Armenian. He joined the Army with the support of his family to get leadership experience.

“This has been awesome. I’ve gained so much knowledge and information. What I’ve learned has increased my confi-

dence about going to basic training and helped me to see the Army is not as bad as I anticipated,” he said.

Pfc. Petrosyan left in April for infantry training at Fort Benning and, hopefully, better prepared than other Future Soldiers.

### **Having Role Models in Attendance**

Guest appearances by local civilian professionals, some with military backgrounds, is another highlight for the new Soldiers. During this part of the orientation, they are able to ask questions of the battalion commander about Army careers and ask questions of people who have applied their Army training towards a successful civilian career. Plus, they can talk with local professionals whose jobs reflect the Army Values.

Joe Zelenka, long-snapper with the Jacksonville Jaguars and five-year NFL veteran, commanded the attention of the new Soldiers and guests at a recent orientation. His message emphasized the importance of values, commitment and teamwork. He also commended them for making the noble decision to join the Army.



**Joe Zelenka, Jacksonville Jaguar long-snapper, speaks to new Soldiers at orientation about teamwork and values.**

Tom Graham of Vet Power of America, Lake City, Fla., spoke at the training session about patriotism and service to country. Soldiers on Hometown Recruiter Assistance Program assignments in “spit-shined” boots and pressed BDUs have also provided a fresh perspective of the first-time Soldier experience.

“We are improving with each orientation,” said Lt. Col. Yee. “This is an ongoing process that we evaluate and change based upon Future Soldier feedback.”

A final open ranks march and presentation of certificates to guests and outstanding Future Soldiers brings the day to a close.

This marks the first step in their march to becoming a Soldier.



# Airman Goes Green

**Pfc. Joseph A. Mansfield (left) gets briefed before a mocked-up combat mission during the Warrior Transition Course at Fort Knox, Ky.**

*By Jennifer Gunn, San Antonio Battalion  
Photos by Walt Kloeppe, Recruiter Journal*

**S**an Antonio Battalion's first "Operation Blue to Green" Airman applicant crossed over from the blue, Aug. 23 at the Military Entrance Processing Station at Fort Sam Houston, Texas.

Airman 1st Class Joseph A. Mansfield, 20, signed his delayed status paperwork converting him into a Soldier and a private first class Aug. 30, when his Air Force enlistment officially ended.

Under Operation Blue to Green, officially approved in July, the Army is offering the opportunity for service members from the Navy and Air Force to transfer into the Army and retain their rank.

The Navy is planning a force reduction of 8,000 in FY 05, and the Air Force, more than 20,000, in the near future to better shape each service's manning structure for current and future operations, according to DoD officials. Airmen and Sailors electing to transfer to the active Army may be afforded the opportunity to leave their current service early in order to meet Army training requirements.

Mansfield, formally an Air Force heavy equipment operator at Lackland Air Force Base, retained the equivalent of his Air Force rank, entering the Army as a private first class with a new military occupational specialty of psychological operations that he selected. Mansfield departed for the Warrior Transition Course at Fort Knox, Ky., the day after his Air Force enlistment expired Aug. 30.

WTC is a new four-week course in basic combat skills

training. Operation Blue to Green recruits will go through Air Force/Navy to Army orientation (organization, rank, uniform wear, career progression), Army values, physical training (to include confidence and obstacle courses and foot marches), drill and ceremony / manual of arms, basic map reading/land navigation course, combative training: rifle bayonet training, basic rifle marksmanship, a range of other weapons (M249, M203, AT4, M18 Claymore), hand grenades, individual tactical training, urban operations and a 72-hour field training exercise.

Mansfield said he is excited to join the Army and happy to continue in his country's service. Although the new service transition process was trying at times, Mansfield said his Air Force unit and his Army recruiter were supportive and did everything to ensure a smooth changeover.

The Air Force currently has 20,000 more Airmen than its authorized endstrength. The Navy, while not overstrength, is shaping a smaller workforce. Both are primarily using voluntary separations and retirements from overmanned specialties to reduce their endstrengths.

Mansfield volunteered to be a part of the "blue to green" program.

"I thought it would be a great opportunity," Mansfield said. "My unit was overstaffed in my field anyway, so I told my supervisor I wanted to do it."

Mansfield was mainly interested in the job opportunities offered by the Army and a chance to work with the special operations community. His new Army job in Psychological Operations will give him that opportunity.

"This'll open a lot of doors for me professionally," said Mansfield who has had a life-long interest in undercover intelligence type work.

According to his recruiter, Staff Sgt. C.J. Trillo, Mansfield is

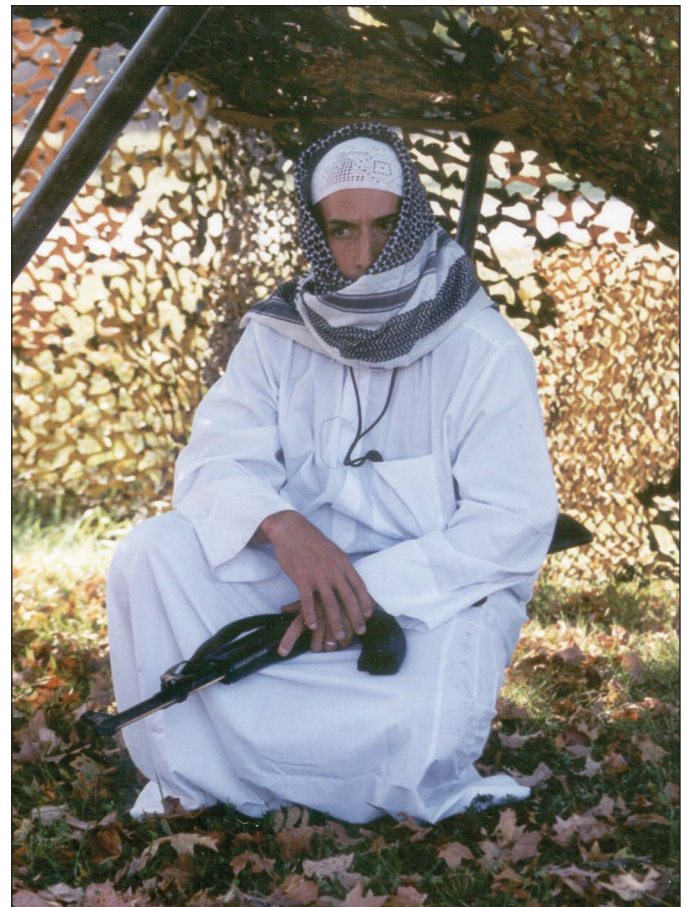


“I was told it would be nothing like basic training ... not true, you have a lot more privileges than you would in basic. They give you a little more respect. But it’s still run by drill sergeants. You’re still dealing with the same discipline.”

“It wasn’t easy. It was pretty intense.”

— Pfc. Joseph A. Mansfield, after completing the first Warrior Transition Course at Fort Knox, Ky.

*Left, Pfc. Joseph A. Mansfield provides security for a medical field hospital. Below, Sgt. 1st Class Vance Flowers, a drill sergeant for 1/46 Inf. Bn., role played a Mideast informant, volunteering to lead Pfc. Mansfield’s patrol to their objective. The patrol was hit with a mock IED, resulting in two (mock) casualties. Pfc. Mansfield was one of 26 in the first Warrior Transition Course held at Fort Knox, Ky.*



up for the change of pace.

“I think he will be a fine Soldier, he’s so motivated,” Trillo said. “He really wants to excel.”

“I do look forward to the challenge of a new job,” Mansfield said. “And (psychological operations) the possibilities are limitless.”

The “Blue to Green” program allows for the transfer of jobs from Navy Rates and Air Force Specialty Codes to Army Military Occupational Specialties, so new Soldiers can keep their old jobs.

Since Mansfield opted for a change, once he completed the Warrior Transition Course, he headed to Fort Bragg, N.C., for his advanced training.

Airmen and Sailors who enter the Blue to Green program must qualify for an honorable discharge, officials said.

“Recruiting quality people and retaining exceptional Soldiers is essential in having a well-balanced force,” said Charles Tench, policy and systems integrator for Enlisted Accessions, G-1. “The pool of talent Operation Blue to Green will provide will greatly enhance our efforts to sustain a campaign-capable, joint and expeditionary Army.”

To find out more about Operation Blue to Green, visit [www.goarmy.com/btg](http://www.goarmy.com/btg).

*Editor’s note: The article is a combination of an Army Recruiting Command press release and information obtained from Pentagon officials.*

# Competition Teaches Warrior Ethos

*Story by Kim Levine, Dallas Battalion  
Photos by Tim Paullin, Dallas Battalion*

In the true spirit of Army competition, the Dallas Recruiting Battalion, the Dallas Rangers, challenge members of their Future Soldier Training Program each quarter in a common tasks competition.

Ranger Stakes is the name of the game, and basic training tasks are the way to win.

The Ranger Stakes program is designed to prepare Future Soldiers for basic training, promote camaraderie within companies and increase Future Soldier sustainment, said Sgt. 1st Class Randy Gallegos, Dallas Battalion master trainer.

The daylong event challenges Future Soldiers in several activities from the basic training task list. Each company in the battalion has a team of about 20 Future Soldiers representing each of the 43 recruiting stations. The recruiting companies are charged with choosing the Future Soldiers to build their teams and providing them transportation to the event.

The Future Soldiers who compete on their company's teams are the best from the stations, said Lt. Col. Patrick J. Walsh, Dallas Battalion commander. They have already completed the task lists and are competing to be the fastest in the battalion.

The six teams compete in six events: drill and ceremony, land navigation, first aid, map reading, military time, and rank recognition. The team who completes all six events in the shortest amount of time wins the competition and the Ranger Stakes Champion trophy for the quarter.

On event day, the battalion commander gives a welcome and kicks off

the competition.

"The Future Soldiers are excited and motivated," Sgt. 1st Class Gallegos said. "They want to show you they are the best. They're all striving for that championship shirt."

During Ranger Stakes, each team starts at a different event. At each relay event, the teams of 20 are broken into groups of five. At go-time, a group of five races to the table of drill sergeants and completes the task at hand. When all five have completed the task, the next group of five can go. When the entire team has completed the event, the time is posted on the scoreboard. Once each team has completed all events, the times are added together and the team with the lowest time is the winner.

"The competition picks up after the first event," said Sgt. 1st Class Gallegos.

"By the end, the commander is keeping the scoreboard a secret so no one knows the exact score, only who is leading."

Echoing the words of the Warrior's Ethos, at Ranger Stakes, no Future Soldier can be left behind. No Future Soldier can quit or accept defeat. Every Future Soldier must complete the mission at hand.

"One hundred percent accomplishment is the standard," said Colonel Walsh. "With coaching and mentoring, every [Future Soldier] completes every task. You can actually see the teamwork and confidence of our Future Soldiers grow."

Ranger Stakes is held at the Fort Worth Naval Air Station and Joint Reserve Base. The base is centralized to the battalion and offers a ceremonial hangar in the case of inclement weather.



**A team of Future Soldiers stands at parade-rest during the drilling ceremony event. Drill sergeants grade the teams on their formations, marching, and facing movements.**





**Future Soldiers focus all attention to their mission, map reading. Drill sergeants stand ready to grade the Future Soldiers and provide coaching if needed.**

Recruiters and the battalion leadership are on hand to offer support and keep the participants motivated. The Dallas Battalion used recruiters from the companies as coaches for the teams at the first Ranger Stakes. The coaches for the second event were Future Soldiers who participated in the first event. Families and friends are encouraged to attend.

To bring realism to the events, Dallas Battalion teams with local Army Reserve units to get eight to 10 drill sergeants to participate in the program and grade the events. This gives the Future Soldiers a chance to interact with drill sergeants before basic training to lessen whatever fears they may have.

“The drill sergeants have been very excited and motivated about participating,” Sgt. 1st Class Gallegos said. “Whenever Reserve drill sergeants get the opportunity to push troops and do what they were trained to do, it’s their time to shine.”

The drill sergeants have provided the training aids, as well as including the supplies to facilitate the six events. They give the program “the perfect spice,” Sgt. 1st Class Gallegos added.

Décor for Ranger Stakes includes camouflage netting used at each event table, symbolic of the environment the

Future Soldiers will soon be in. Army banners and the battalion HMMWV also add to the Army atmosphere. A large scoreboard to post team event times highlights the competition.

At the end of events, the Dallas Battalion hosts a lunch and an awards ceremony to close the day. At the awards ceremony, the winning team is presented Ranger Stakes Champions T-shirts and the Dallas Rangers Stakes trophy. A nameplate signifying the winning company and the quarter will go on the trophy. All participants are awarded a Ranger Stakes T-shirt for completing the events. The drill sergeants are also presented with an award, along with others who helped make the event a success.

The future Soldiers walk away not only better prepared for their Army careers, but also more motivated and excited about their futures, said Sgt. 1st Class Terry Haynes, Dallas Battalion senior trainer.

“Ranger Stakes solidifies the [Future Soldiers’] commitment,” Sgt. 1st Class

Gallegos added. “It shows they can have fun in the Army.”

The idea for Ranger Stakes was the battalion commander’s as a way to both bring the companies together in a competition and instill a sense of accomplishment in the Future Soldiers. The program brings out the spirit of the Soldier’s Creed, while still supporting the recruiting mission by generating Future Soldier referrals and supporting Future Soldier sustainment, he said.

The Dallas Recruiting Battalion has since hosted two Ranger Stakes and is planning the third.

“Ranger Stakes has probably been the two best days I’ve had in command,” said Lt. Col. Walsh. “The motivation, teamwork and desire of all the Soldiers is very infectious.”

The Future Soldiers learn teamwork, Sgt. 1st Class Haynes said. Being among their peers brings them closer, and it lets them feel like they are a part of the Army.

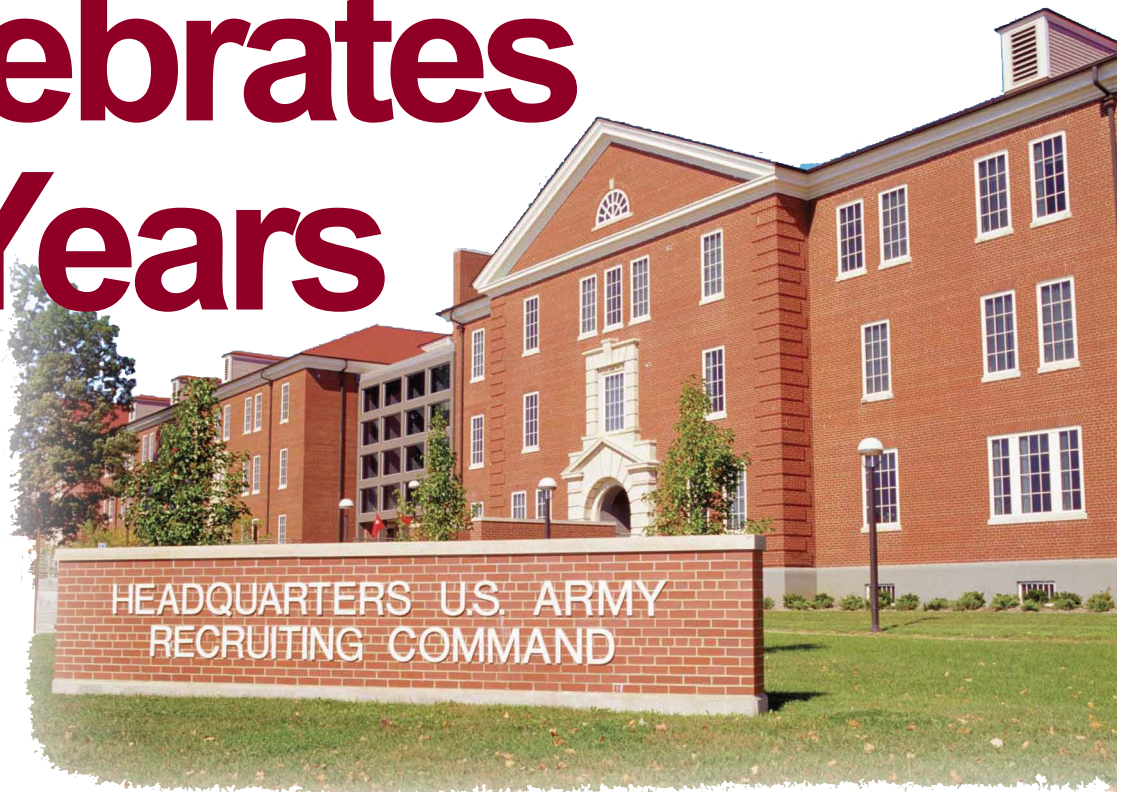
Out of the 238 Future Soldiers who have participated in Ranger Stakes, only two failed to report to basic training.

For more information on Ranger Stakes or tips for planning a similar event, contact Sgt. 1st Class Randy Gallegos or Sgt. 1st Class Terry Haynes at 972-756-0453.



**A team of five races to their next challenge. Each team of 20 is broken into smaller groups of five who complete an event together. Once the entire team completes the event, their time is recorded on the Ranger Stakes scoreboard.**

# USAREC Celebrates 40 Years



*By S. Douglas Smith, USAREC PAO*

Oct. 1, 2004, marked the 40th Anniversary of the U.S. Army Recruiting Command. The Command celebrated the activation Oct. 1, 1964, with a cake-cutting ceremony at Fort Monroe, Va. By slicing the cake, Brig. Gen. Leonidas Gavalas marked the beginning of a new era in Army recruiting.

Of course, recruiting was not a new function. Recruiting for the United States Army began in 1776 with the raising and training of Continental soldiers to fight in the Revolutionary War. The U.S. Army Recruiting Command traces its history back to 1822, when the General Recruiting Service was started by Maj. Gen. Jacob Jennings Brown, whose position then as Commanding General of the Army was equivalent to today's Chief of Staff of the Army.

The first recruiting stations, called rendezvous, were opened in New York, Baltimore and Philadelphia. Today, stations are located in every major metropolitan area in the United States, as well as in hometowns across the country. Recruiters then and now perform the same task: looking for quality young people to serve their country in America's Army.

Volunteerism has been the backbone of the U.S. Army during its 229-year history. The only time conscription completely replaced volunteerism was during the latter part of World War II. Recruiting was re-established in August 1945 under the direction of the Army Adjutant General's Office.

A 1962 reorganization of the Army transferred the recruiting, examining, induction and processing responsibilities within the continental United States to the Commanding General, United States Continental Army Command (CONARC).

Under the U.S. Army Recruiting Service, recruiting was divided among the six Continental U.S. Armies (CONUSAs), with each Army responsible for recruiting within its geographic boundaries.

In December 1963, the Army Deputy Chief of Staff for



Personnel appointed a committee to study recruiting. The committee recommended that recruiting responsibility be withdrawn from the Continental Armies and centralized under the Continental Army Command (CONARC). Thus, the present U.S. Army Recruiting Command was formed Oct. 1, 1964, at Fort Monroe, Va., as a subordinate element of CONARC. Recruiting Command was authorized 23 officers, one warrant officer, 18 enlisted personnel and 50 civilian employees, for a total of 92 at its headquarters.

The new Recruiting Command was made responsible for:

- ◆ Operations of all activities pertaining to recruitment of enlisted personnel of the Active Army.
- ◆ Special programs for procurement of Army Nurse Corps and Women's Army Corps officers.
- ◆ Assistance in Army Reserve procurement.
- ◆ Assistance in Army National Guard procurement in those areas where assistance is desired.
- ◆ Assistance to the Surgeon General in procurement of Army Medical Service personnel where such assistance is requested.
- ◆ Operation of all Armed Forces Examining and Induction Stations and joint U.S. Army and U.S. Air Force Recruiting Processing Units.
- ◆ Development, operation and supervision of the National Recruiting Publicity Program.

The new command was organized into six Recruiting Districts, which mirrored the six Continental Armies' structure. The Recruiting Districts (the equivalents of today's Recruiting Brigades) were as follows: First Recruiting District in New York City; Second Recruiting District at Fort Meade, Md.; Third Recruiting District at Fort McPherson, Ga.; Fourth Recruiting District at Fort Sam Houston, Texas; Fifth Recruiting District in Chicago, and Sixth Recruiting District at the Presidio of San Francisco. The Continental Armies continued to provide administrative and logistical support to the Recruiting Districts.

The Recruiting Districts were organized into Recruiting Main Stations (today's Recruiting Battalions) and were responsible for the Armed Forces Examining Stations, Armed Forces Induction Stations, and joint U.S. Army-U.S. Air Force

Joint Processing Units within their boundaries.

The Recruiting Command was reorganized July 1, 1965. One element of the reorganization was that the First and Second Recruiting Districts were consolidated as the First Recruiting District at Fort Meade, Md. The Armed Forces Examining and Entrance Stations were removed from the Recruiting Main Stations and placed directly under the control of the Recruiting Districts. The Command at this time was comprised of five Recruiting Districts, 38 Recruiting Main Stations, 70 Armed Forces Examining and Entrance Stations, and 1,024 recruiting stations located within the boundaries of the continental United States. The Command had a total of 5,055 military and civilian personnel assigned to it.

Effective July 1, 1966, Recruiting Command was transferred from the Continental Army Command and placed under the Deputy Chief of Staff for Personnel, Department of the Army. The command now had the responsibility of recruiting for the Regular Army in the continental United States, Alaska, Hawaii and Puerto Rico, and running the nationwide network of Armed Forces Examining and Entrance Stations. The command's authorized recruiter strength was raised from 1,750 to 2,200. The command had a total of 8,300 military and civilian personnel. The Command moved to facilities at an old Nike site at Fox Hill, Va., and then in 1968 moved into leased office space in Hampton, Va.



Former USAREC Headquarters, Fort Sheridan, Ill. 1973-1992.

# USAREC TimeLine

1964	1966	1968	1973	1978	1992	2002
U.S. Army Recruiting Command forms Oct. 1 at Fort Monroe, Va., an element of CONARC	Recruiting Command transfers from CONARC to Deputy Chief of Staff for Personnel	Recruiting Command moves into leased office space in Hampton, Va.	Recruiting Command moves to Fort Sheridan, Ill. USAREC begins recruiting an all-volunteer Army	USAREC begins recruiting for the Army Reserve	USAREC Headquarters moves to Fort Knox, Ky.	USAREC and U.S. Army Cadet Command reorganize under the U.S. Army Accessions Command

By December 1972, the last draftee had entered the Army and, in July 1973, USAREC began recruiting an all-volunteer Army. On July 15, 1973, the headquarters completed a move from Hampton, Va., to Fort Sheridan, Ill., to gain more space for its expanded mission. The number of Recruiting Main Stations grew from 40 to 64.

In late 1973, in order to improve the chain of command structure, captains began to be introduced into the chain of command between the Recruiting Main Stations and the Recruiting Stations. The master sergeants who had previously served as Area Commanders became Assistant Area Commanders.

In 1974, the five numbered Recruiting Districts were redesignated as Regional Recruiting Commands. There was the Northeast Regional Recruiting Command at Fort Meade, Md.; the Southeast Regional Recruiting Command at Fort Gillem, Ga.; the Midwest Regional Recruiting Command at Fort Sheridan, Ill. the Southwest Regional Recruiting Command at Fort Sam Houston, Texas and the Western Regional Recruiting Command at Fort Baker, Calif. The Recruiting Main Stations were redesignated as District Recruiting Commands.

The Military Enlistment Processing Command (now the Military Entrance Processing Command) was established as a subordinate element of Recruiting Command at Fort Sheridan on July 1, 1976. Responsibility for the processing of volunteers and draftees was transferred from USAREC to the new command.

The Recruiting Command began recruiting for the Army Reserve in 1978.

MEPCOM became an independent command Oct. 1, 1979.

In October 1983, Recruiting Command's subordinate units' designations were changed one last time. The Regional Recruiting Commands were designated as numbered Recruiting Brigades, with 1st Brigade at Fort Meade, 2d Brigade at Fort Gillem, 4th Brigade at Fort Sheridan, 5th Brigade at Fort Sam Houston, and 6th Brigade at Fort Baker. The District Recruiting Commands were redesignated as Recruiting Battalions.

The USAREC headquarters was relocated from Fort Sheridan, Ill. to Fort Knox, Ky., in 1992 as a result of base realignment and closure studies.

The 4th Recruiting Brigade was deactivated on July 2, 1992. Its territory was divided among 1st, 2d, and 5th Brigades. The

number of recruiting battalions was reduced to its current 41.

The 3d Recruiting Brigade was activated on October 1, 1994, and assumed much of the territory that had been previously assigned to the 4th Recruiting Brigade.

The Army Medical Department Officer Procurement Division and the medical specialty recruiting missions moved from the Office of the Surgeon General to USAREC in 1995.

On Feb. 15, 2002, the U.S. Army established the U.S. Army Accessions Command, a subordinate command of the U.S. Army Training and Doctrine Command headquartered at Fort Monroe, Va. USAAC is charged with providing integrated command and control of recruiting and initial military training for officer, warrant officer and enlisted forces.

USAREC, along with the U.S. Army Cadet Command at Fort Monroe, Va., and the U.S. Army Training Center at Fort Jackson, S.C., were reorganized under the U.S. Army Accessions Command effective Oct. 1, 2002.

In November 2002, USAREC transferred the mission of 10 recruiting companies to civilian contractors, as mandated by Congress for the contract recruiting company initiative required under the National Defense Authorization Act for Fiscal Year 2001.

## Army Recruiting Ad Campaigns

**"An Army of One" is the fifth generation of Army advertising campaigns.**

**The first campaign of the all-volunteer Army was "Today's Army Wants to Join You." The first television commercials aired as a test in the spring of 1971.**

**In 1973, the Army introduced "Join the People Who've Joined the Army." This campaign evolved into the short-lived "This is the Army," which ran from January 1979 to January 1981.**

**The Army introduced "Be All You Can Be" in January 1981. \***

**"An Army of One" debuted January 11, 2001.**

**\* Advertising Age in its edition, The Advertising Century, listed "Be all that you can be" as number two in its list of the top 10 jingles of the 20th century. They listed the "Be all you can be" campaign as number 18 in its list of the top 100 advertising campaigns of the century.**

Photo by John C. Heil III



# Future Soldier Training Program

## — Redesigning DEP training

By Sgt. 1st Class James Grider, USAREC G-3

Members of the Delayed Entry Program will now be identified as Future Soldiers under USAREC's new Future Soldier Training Program.

As the Army's lead agent for change, TRADOC is spearheading the effort to infuse Warrior Ethos across the force. Following an Army Chief of Staff directive, TRADOC developed the Army's strategy and is incorporating Warrior Ethos into all Army doctrinal materials and instruction.

"We are, have been, and will remain a values-based institution," said Chief of Staff of the Army General Peter J. Schoomaker. Our values will not change, and they are non-negotiable. Our Soldiers are warriors of character. They exemplify these values every day and are the epitome of our American spirit. They are the heart of our Army."

USAREC will support the Army's transition by redesigning the Delayed Entry Program to focus efforts on preparing Future Soldiers for success in Initial Entry Training. Some of the changes to the current DEP will include changing the name of the Delayed Entry Program to the Future Soldier Training Program and addressing members of the Future Soldier Training Program as "Future Soldiers."

The title "Future Soldier" more closely aligns with the Soldier's Creed, Warrior Ethos and Future Force Soldier, and carries forward the message of the Army – We are an Army at War: Relevant and Ready.

Other changes that will occur will be the changing of the ArmyDEP.com Web site to FutureSoldiers.com, and RPI 925 will change from the "Guide for New Soldiers and Their Families" to the "Guide for Future Soldiers and Their Families."

A systematic approach will be used to integrate the new initiatives into the Future Soldier Training Program. Although these changes are meant to build a foundation for Future Soldiers, its focus will be directed toward preparing them mentally, emotionally, and physically as well as preparing their family members for a military lifestyle. The redesign and implementation of the Future Soldier Training Program will be developed and released in phases. All efforts will be coordinated to ensure changes are synchronized in order to eliminate confusion and reduce the impact of the changes on the field force.

Emphasis on the importance of retention will continue, while at the same time Recruiting Command will provide a better-prepared, both mentally and physically capable Future Soldier. The Future Soldier Training Program will increase the opportunity for success of Future Soldiers during IET, as well as enhancing the quality of the Soldiers upon arrival at their first units.

# Domestic Violence

## — early intervention can lead to prevention

*By Jack Nix, Family Advocacy Program Manager*

Joe hit his wife with the telephone, then pinned her down on the bed. Suddenly, he realized he had his hands around her neck and was ready to strangle her. As his rage subsided, he told his wife to call the police, then drove away from their home.

Joe had not only scared his wife, but also himself. He slept in his pickup for two nights before reporting in to his first sergeant. His first sergeant immediately referred him to the nearest installation Family Advocacy Program for assistance. They intervened and offered counseling and treatment for his wife, the victim, and him, the offender.

It worked for Joe. A year later, his life at home is much better and he is once again excited about his career.

### The Family Advocacy Program

There is a popular belief that the Family Advocacy Program is a career-ender. But for Joe, it was the daylight in a dark tunnel. He now encourages others to seek help before it is too late — telling them that the Family Advocacy Program can be a career-starter, not a career-ender.

In the weeks leading up to the incident, Joe was under a great deal of stress at work. He was away from home a lot, which created stress there, too.

During individual counseling sessions and six weeks of group counseling, Joe learned how to deal with his anger. He began to understand what triggered his anger and to recognize how his body could tell him when his anger was rising and threatening to get out of control.

The anger-control training provided an extra bonus: It helped him in dealing with people at work, too.

### Reporting Domestic Violence

The report of domestic violence did not go into his service record. Instead, the information was filed in a Central Registry of Family Advocacy cases at Fort Sam Houston, Texas. If there is another incident, officials can go back and check records to see if there is a history of domestic violence.

There is no other record for Joe. Participating in Family Advocacy Program counseling and treatment did not negatively impact his career; it enhanced his military career, as well as his relationship with his wife.



### Prevention of Domestic Violence

The Recruiting Command is committed to the prevention of domestic violence in all its forms. Throughout the year and especially during October, we focus on domestic violence prevention.

Prevention of domestic violence is everyone's responsibility and can only be successful when it is pursued 24/7 each day of the year.

Working together we must promote awareness of domestic violence within USAREC and surrounding communities, act on our individual responsibilities to report domestic violence, and make every home a safe home.

To find out more, call Army One Source at 1-800-464-8107 or visit their Web site at [www.armyonesource.com](http://www.armyonesource.com). EAP Consultants can also provide information at 1-800-869-0276 or visit [www.eapconsultants.com](http://www.eapconsultants.com). Both Web sites require a user ID and password, which can be obtained from the battalion Soldier and Family Assistance program manager. Any of the battalion SFAs can be reached through 1-800-790-0963.

# Deer Make Bad Hood Ornaments

By Jerry L. Waibel  
USAREC Safety office



Photo by Walt Kloeppe

Deer-car accidents are responsible for more than 500,000 car accidents yearly. The Insurance Information Institute reports that deer-car accidents are one of the most common types of accident in the United States and that more than \$70 million in damages due to deer-car accidents are paid out annually. Worse, of course, are the hundreds of deaths and thousands of injuries that occur as a result of deer-car accidents each year. In Kentucky, more than 4,000 deer accidents are reported annually.

Each year, deer are responsible for more than 120 deaths in the United States. The vast majority of these deaths occur as the result of deer-vehicle collisions. According to a 2002 New York Times article, this makes them the deadliest animal species in America. In fact, deer kill more people in the U.S. than sharks, alligators, bears, mountain lions and rattlesnakes combined.

The worst season for deer accidents is during October, November and December (mating season). Deer are restless during mating season. Distracted by the opposite sex, deer often fail to notice oncoming cars or pay close attention to their surroundings. As many as 50 percent of all deer accidents occur during this time.

Deer have sensitive, acute hearing. So, one might ask, why don't deer hear cars coming? The answer is deer can hear cars coming. They hear cars coming in the same way that you hear cars outside your front door or birds chirping in your backyard. Just as you've learned to filter out those sounds, so have deer learned to filter out the noise of the road. Deer filter out routine background noise such as rustling leaves and road noise so they can pay attention to unfamiliar sounds that might be dangerous.

Deer are not good at determining the source of short, abrupt sounds such as gunshots or short honks of a horn. In fact, such sounds are likely to spook the deer in a random direction. Continuous blasts, however, are easy for the deer to locate, particularly if the sound is high pitched. In fact, for years, deer experts have advised motorists to honk their horns for several

continuous seconds when driving in areas of heavy deer population.

There are two kinds of deer that cause deer-car accidents: the deer that never saw the car coming and the deer that thinks the car is a predator planning on deer-kabobs for dinner. The first deer is usually standing peacefully by the side of the road right before it walks calmly in front of your high beams.

When this type of deer starts across the road and notices the oncoming car, he often does the worst possible thing. He stops. The deer-in-the-headlights freezing behavior is normally a defense mechanism for the deer and works well in a natural setting. Upon becoming aware of a predator, the deer may freeze to assess the situation and to exercise a little camouflage. He will stop, look and listen for more sounds of danger. Unfortunately, this defense mechanism does not work so well with oncoming cars.

The second type of deer is also standing peacefully by the side of the road before it notices the car, but this one upon being startled by the oncoming vehicle, suddenly takes off in a full sprint. Normally it will begin to run in the logical direction (away from the car) and parallel to the roadway. Then, it does something that seems incredibly illogical. It makes a sharp 90-degree turn directly in front of your vehicle and into your fender. Believe it or not, just like the deer-in-the-headlights behavior, this 90-degree turn is also a natural defense mechanism. Deer are adept at making amazing turns at high speed. While the deer might not outrun a predator in a head-to-head race, it can almost always loose the predator by making a sharp turn or two at the last moment.

The best defense is to slow your vehicle and stay alert to the hazards of the environment you're driving in, along with understanding the defense mechanisms of the deer. Upon approaching an area that has been identified as a populated deer area, expect a deer to cross the roadway at any time. Remember that the road sign costs money; counties and townships will not spend that money if there is not a real problem with deer entering the roadway.

## Battalion Staff Soldier Becomes an American Citizen and Re-enlists on Same Day

Story and photo by Renee Sawyer, Des Moines Battalion

Sgt. Gabor Nap had an especially patriotic 4th of July this year. The Des Moines Recruiting Battalion celebrated with him as he took his oath of citizenship and then re-enlisted in the U.S. Army.

Sgt. Nap was born in Szekesfehervar, Hungary, to Istvan and Kathlin Nap. He has an older brother and an older sister. His mother came to the United States in 1980 with her three children and took up residence in Salem, Ore. Sgt. Nap was three years old. They then moved to Lake Worth, Fla., where Nap graduated from Lake Worth High School in 1997. He enlisted in the Army at the age of 19, through the Wellington Recruiting Station.

Sgt. Nap shipped to basic training at Fort Jackson, S.C., to become a Human Resources Specialist. His first assignment was in Korea with the 122d Signal Battalion. His other assignments include the 32d Armor Cavalry Regiment at Fort Polk, La., and the 615th Military Police Unit stationed in Germany. He is currently assigned to the Des Moines Recruiting Battalion as the Finance Noncommissioned Officer.

On July 1, Conrad Zaragoza, the Immigration Naturalization Service Officer in Charge, came to the Des Moines Battalion and gave Sgt. Nap his oath of citizenship.

“It was difficult for Nap to obtain his citizenship because he resided in so many different locations, some were overseas,” said Zaragoza.

After his oath for citizenship, he took another oath - his oath of re-enlistment in the U.S. Army.

“I feel very proud to be a U.S. citizen and even prouder to serve the U.S. Army,” said Sgt. Nap, “It is fulfilling to finally have what I have worked at for so long.”



Sgt. Gabor Nap takes his oath of re-enlistment from the Des Moines Battalion Commander, Lt. Col. Marisa Tanner.

## Pine Bluff Recruiter Recruits Sons

By Chris Wilson, Oklahoma City Battalion

Jerry Lindsey brushes off his pale green Army uniform — three chevrons over two arcs show his rank as Sgt. 1st Class and a Gold Badge names him as an Army recruiter. Sgt. 1st Class Lindsey took off the uniform when he retired, but that same day his son left for basic training and a uniform of his own. He was the second son Sgt. 1st Class Lindsey recruited into the Army.

“It’s been a great experience,” Sgt. 1st Class Lindsey said of recruiting his sons, Troy Norton and Ben Lindsey. “I can’t explain the feeling.”

The sons are the latest addition to a military tradition that includes Sgt. 1st Class Lindsey’s wife, Ellen, his father, both grandfathers, and a great grandfather. Norton enlisted in the Army Reserve a year before his brother, joining the

820th Signal Company in North Little Rock as a cable systems installer and maintainer. Ben Lindsey joined the Army Reserve as a motor transport operator. Sgt. 1st Class Lindsey was the commander of the Pine Bluff, Ark., Recruiting Station, Oklahoma City Battalion.

“It’s kind of a family tradition,” Norton said. “I always knew I would join — it’s like I’ve been in the Army all my life.”

The brothers were also enticed by the college money available with military service.

“I joined because I needed the college money,” the younger Lindsey said. “I was impressed by the money you could get through the Montgomery GI Bill, loan repayment and cash bonuses.”

Sgt. 1st Class Lindsey remembered his sons asking questions about the Army when they were young.

“They always asked questions when they were growing up, but neither of them had many when it was time to go,” he explained.

The brothers had a firsthand view of Army life, so they knew most to the answers when it came time to decide

about their military service. Still, there were a few things they weren’t prepared to face.

“I knew I was going to join, but I didn’t want to think about that,” Norton said. “I was busy thinking about girls and cars and being cool.”

“It was a little uncomfortable going over the drug questions and tests with my dad,” Lindsey said, his voice fast and chuckling. “I hadn’t done anything, but still . . . it’s your dad.”

“I never thought of them as recruits,” Sgt. 1st Class Lindsey said. “They were just my sons, continuing their path in life — seizing life.”

Norton has been a real benefit for his younger brother.

“He told me a lot about what to expect in basic and a lot about the training,” Lindsey said.

“He asked me if basic was hard,” Norton said. “It’s more emotionally demanding, being on your own and pushing yourself.”

“He also wanted to know if they let you eat sweets,” he added, smirking. “I had to tell him no, no sweets.”



## Soldiers Applauded by Hispanic Community

Story and photo by Kim Levine  
Dallas Recruiting Battalion

Two Hispanic Soldiers from the Dallas Battalion were recognized at Hispanic Heritage Night Aug. 28 at the Cotton Bowl during the Dallas Burn soccer game.

Master Sgt. Anibal Matospadilla, Dallas Military Entrance Processing Station, and Staff Sgt. Gabriela Campbell, Oak Cliff Recruiting Station, were two of 10 to be commended for their contributions in the Hispanic community.

On the eve of Hispanic Heritage Month, Sept. 15 to Oct. 15, Hispanic Heritage Night paid tribute to the culture and traditions of the Dallas Hispanic community. The event was fittingly hosted by the soccer team, a sport with a heavy Hispanic influence and following.

The Soldiers spent the evening in the VIP hospitality suite at the stadium, interact-



Two Soldiers from the Dallas Recruiting Battalion are presented Dallas Burn jerseys at Hispanic Heritage Night Aug. 28 during half-time of the soccer game. The Soldiers were recognized alongside other community leaders for their contributions to the Hispanic community.

ing with the other community leaders and Burn staff.

"It's great to be recognized as a leader in front of my own people," said Staff Sgt. Campbell. "It's good to know the community appreciates my hard work."

During halftime, the 10 honorees were escorted to center field. They were presented with a Dallas Burn jersey and memorabilia and applauded by the thousands of people in attendance.

"It was a great experience to be recognized among my peers and by other community leaders," said Master Sgt. Matospadilla. "As a Soldier, we're always in the community's eye."

The event also provided a

forum for the Soldiers to celebrate Hispanic Heritage Month.

"The Hispanic influence has been a big part of my career," said Master Sgt. Matospadilla. "The Army has provided an equal playing field for everyone."

About 50,000 Hispanics serve in the Army, making up about 10 percent of all Soldiers.

While Army installations typically host recognition events during the month, recruiting battalions are challenged by location because they cover such a large area. Community events, such as this one, become even more important, said Master Sgt. Matospadilla.

"It's important to recognize the contributions that Hispanics make to the Army," he said. "There are a lot of people doing a lot of good things."

The recognition of Hispanic heritage began in 1968 as a weeklong celebration and was extended to a month in 1988. In the first four days of the month, Sept. 15-18, seven Hispanic countries celebrate the anniversary of their independence.

"[Hispanic Heritage Night] is a reminder to show the community that you can accomplish anything if you are committed and have the heart," said Staff Sgt. Campbell.

## From COI to Future Soldier

By Rae Nola Smith, Salt Lake City Battalion



Mandy Peterson

When Mandy Peterson was a high school student she wanted to join the Army, but her mother's strong influence convinced her it wasn't the right time. She began attending college classes with hopes of becoming an X-ray technician and later began working at Weber Basin Job Corps in Ogden, Utah.

Weber Basin is where the local Army recruiter got to know Peterson. She worked as a placement administrator until taking over as the representative for the Army. "She became an outstanding COI with a great sense of pride and service to country. She was very personable and took great interest in the welfare of the students," said Staff Sgt. Teddy DeSouza, Ogden Recruiting Station commander. "She referred many students to us because she believed that the Army was not just

employment, it was a place to help these students build character and a sense of pride."

She did such a great job convincing students the Army was a great choice, that she eventually started thinking about her old dream of joining the Army. She was still trying to pay for her college and could use the money, but it was more than that. Peterson was committed to the principles she was sharing with the students; the idea had become very personal to her.

It was no surprise to Staff Sgt. DeSouza when Peterson decided to join the Army Reserve. She had already convinced more than 30 students to enlist in the Army and Army Reserve and now she was taking the same step. With the support of the recruiters, her husband, Adam, and stepdaughter, Christy, the decision was easy. It was really what she had wanted to do since high school.

Peterson enlisted as a Medical Equipment Repairer and was recognized as Top U.S. Army Reserve Soldier of the Month in April for the Ogden Recruiting Station.

## Recruiters Take Bull by the Horns

Story and photos by Chris Wilson, Oklahoma City

Recruits from the Oklahoma City Battalion watch as Army-sponsored bull rider Mike Lee wraps the bull rope tight around his gloved hand while a ton of angry bull snorts and jostles below him. Lee nods to the cowboys around him — he's ready. They pull open the gate and the bull erupts into the arena, whirling, jumping and kicking.

The Army cowboy's ride is the highlight of the battalion's participation in Bullnanza, a major bull riding competition on the Professional Bull Riders circuit.

"We're fortunate to have Mike Lee, the No. 3 cowboy in PBR, riding for us," said John Soos, battalion advertising and public affairs chief. "He certainly grabs attention at a bull riding event like this."



**Bull rider Mike Lee , No. 3 ranked in the Professional Bull Riders circuit, signs autographs and poses for photos with bull riding fans at the Army's Bullnanza.**



**First Sgt. Alejandro Velazquez from West Company, Oklahoma City Battalion, drills Future Soldiers before the swearing-in during the opening ceremonies.**

Lee attracted a large crowd outside the arena, where he signed autographs and gave on-air interviews at the Army radio remote.

Oklahoma City hosted one of the first events featuring the Army-sponsored bull riders in conjunction with a special interactive area to attract potential recruits. Bullnanza featured a rock climbing wall, radio remote, participation in the opening ceremonies and a backstage chute tour for members of the Oklahoma City Battalion's Future Soldier program.

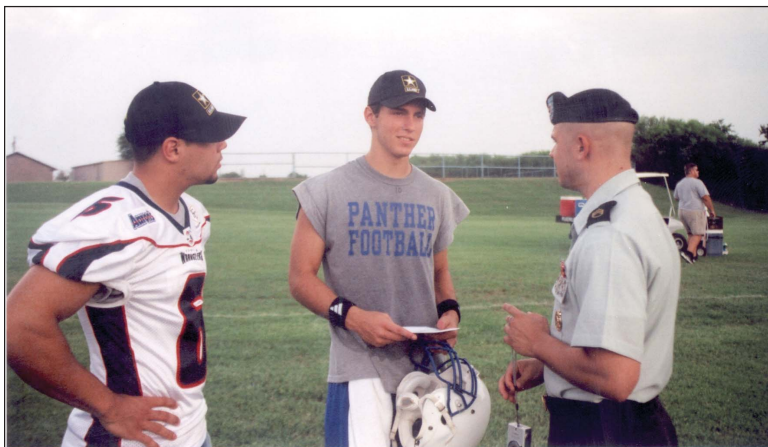
Before the opening ceremonies, event coordinators led the Future Soldiers on a tour through the chute area where rides start and the holding pens where championship caliber bulls, some weighing more than 1,600 pounds, waited.

"I'd rather go to war than try to ride one of those," said Dayna Booth, a Future Soldier from Oklahoma City's Northwest station.

The other Future Soldiers agreed, adding they wanted to have weapons when confronting an angry bull.

These Future Soldiers were part of a swearing-in ceremony held during the Bullnanza opening ceremonies, which also included a uniformed color guard from Oklahoma City's West Company and a patriotic video with PBR riders praising U.S. armed forces. The Future Soldiers completed the oath of enlistment to a roar of applause from the crowd.

The Future Soldiers stand and cheer as Mike Lee is tossed wildly on the back of the bucking bull. A digital timer counted down to the coveted eight seconds needed for a score. Suddenly Lee is bucked to the side and he tumbles off the bull. The cheering dies down as the cowboy picks himself up from the dirt. It's not a successful ride, but it was the highlight of great evening for the Oklahoma City Recruiting Battalion.



**L to R: Austin Wrangler Brent Browner talks with Pflugerville High School senior and U.S. Army All-American Bowl nominee, Todd Walker, and Staff Sgt. Daniel Mercado of Austin North.**

## Ready For Some Football

*Story and photos by Stephen Nolan, San Antonio Battalion*

Football never has an off season in Texas. With the beginning of the new school year, the Army All-American Bowl All-Star nominations are being delivered to 400 of the top athletes across the nation.

On Aug 11, San Antonio Battalion was honored to notify Pflugerville High School senior Todd Walker, son of Jim and Dorena Walker, that he was in the running for a position on the West team.

Walker, who is the starting quarterback for the Pflugerville Panthers, is currently being recruited by various colleges, according to his high school coach, George Herrmann. Herrmann, who

has been the coach at Pflugerville for seven years, said that Walker plans to graduate in December then review whatever offers he has from the various universities.

Assisting in the presentation was Arena Football League, Austin Wrangler Number 6, Brent Browner. A 2001 graduate of Northern Iowa, Browner is a defensive specialist with the Wranglers. This being his first year with the team, Browner felt honored to deliver the nomination to a local athlete. Browner was able to participate in the ceremony because of the affiliation the Army had with the AFL during the 2004 season. The Army was a major sponsor for the AFL and had a presence on and off the field during regular season games.

The local recruiter for the school, Staff Sgt. Darrell Mercado, took several minutes to congratulate Walker and

encourage his teammates to work hard this year to ensure Walker remained a contender for the All-Star team. During his 2003 season, Walker ran for 10 touchdowns and threw for eight. His team finished its season as the Bi-District champions.

Walker was excited to receive the nomination. He thanked the recruiters and Browner for the nomination but made a special appreciative comment to his coach and teammates for being there for him and helping get to where he is now.

The Army All-American Bowl begins its fifth season. The first game was played in Dallas in January 2000. Following that year, all other games have been hosted by San Antonio and are played at the Alamodome. Of the 400 nominations, 78 players will be selected to make-up the East and West teams.

San Antonio Battalion was represented by four players and the coach for the West team during the 2004 All-Star game: Chancey Campbell, Otis McDaniel III, Jordan Shipley, Stanley Zwinggi, and Coach Carl Gustofson.

## On the lite side ...

*By Anna Buonagura, Albany Battalion  
Photos by Staff Sgt. Marlowe Howard,  
Recruiter Bristol, Conn.*

Upon graduating from Terryville, Conn., High School, Keith Croce knew he needed more skills to market himself in the business world. His brother had served in the Army and Croce thought that was the way to go. However, he had to overcome one obstacle ... he needed to lose 134 pounds to be a candidate to join the Army.

With strong will and dedication, Croce began his quest to become a Soldier. Over the past year, Croce has been running four miles a day. He would stop by the recruiting station

every three months or so just to check-in and show his weight loss. "Croce was do determined to drop the weight, we would see him running through the neighborhood in all kinds of weather," says Bristol, Conn., recruiter Staff Sgt. Marlowe Howard.

Croce was a member of the wrestling team at his high school. He plans to continue his love of wrestling while in the military. His military occupational specialty is Military Intelligence Systems Maintainer. Pvt. 1st Class Keith Croce is at Fort Leonard Wood, Mo., for basic training, a lighter and happier young Soldier.



**Keith Croce at 330 pounds.**



**Keith Croce at 196 pounds.**

## Spouses to Teachers Pilot Program

DOD has tasked DANTES to establish and manage a new pilot project titled Spouses to Teachers. This program will provide information and assistance to spouses interested in pursuing a teaching career. Spouses to Teachers will be piloted in six states that have a large military population and need public school teachers. These states are California, Colorado, Florida, Georgia, Texas, and Virginia. Pending an evaluation of interest and activity, additional states may be added in the future.

Contact information for the pilot state offices will be available on the Spouses to Teachers Website, [www.spousestoteachers.com](http://www.spousestoteachers.com). A DANTES Spouses to Teachers administrator/counselor will be employed to oversee the project and will be under the direction of the Chief, Troops to Teachers. The toll free number for Spouses to Teachers will be 1-800-452-6619; DSN 922-1241, and commercial 850-452-1241. The e-mail address will be [stt@voled.doded.mil](mailto:stt@voled.doded.mil).

Information resources will include state teacher certification requirements, routes to certification, employment potential, financial assistance resources, and assistance with employment searches. Funding will be available to reimburse eligible spouses for expenses incurred to take examinations required for state teacher certification.

Eligible spouses will include spouses of active duty personnel, spouses of members of the Selected Reserve and National Guard, and spouses of members of the Individual Ready Reserve recalled to active duty.

## VFW Joins With Army Recruiter to Reach Youth

The Veterans of Foreign Wars and the U.S. Army Recruiting Command have extended their existing memorandum of agreement. Army recruiters and VFW members are now being encouraged to work together to reach America's young men and women. Both organizations have programs and opportunities that benefit young people. In addition, both Army recruitment and the VFW share a common bond of patriotism, appreciation for military service and a strong concern for youth.

Throughout the year, VFW and Ladies Auxiliary members visit schools and youth groups. The purpose is to present their

scholarship opportunities, Flag Etiquette instruction, Patriotic Art contest and Veterans in the Classroom, as well as the availability of a variety of Scouting, JROTC and Life Saving awards.

VFW Posts are asked to contact their local Army recruiting station and invite them to send a recruiter along on the visit. Army recruiters should also be invited to participate in any Post activity where young people are invited. Serving as judges for the Voice of Democracy and Patriot's Pen competition, as well as being part of the JROTC awards activities are just a few possibilities.

On the Army side, local recruiting stations will shortly receive materials developed by VFW National Headquarters. These materials are designed to be given to students and teachers when recruiters participate in school and youth fairs as part

of their traditional recruitment activities. The materials briefly familiarize students with the VFW's history, programs and activities.

In addition to reaching out to students, both the VFW and USAREC share a desire to make more military personnel and their families aware of the VFW's Military Assistance Program (MAP). Under the direction of Army retiree Bud Haney, the MAP has provided thousands of dollars in direct and indirect assistance to deployed personnel and their families. Through MAP, VFW Posts have adopted dozens of units and work closely with the military's family support centers to help families maintain a respectable quality of life during their soldier, sailor, airman or Marine's deployment.

Both the VFW and Army recruiting believe this new

## Upcoming Smithsonian Exhibition Honors Service Members

By John Valceanu  
American Forces Press Service

The Smithsonian Institution will launch a major permanent exhibition honoring American armed forces on Veterans Day.

"The Price of Freedom: Americans at War" will occupy about 18,000 square feet in the Smithsonian's National Museum of American History. The exhibition will cover 250 years of American history, beginning with the French and Indian War of 1756 and running through the current war on terrorism.

"The overall theme of the exhibit is that wars have been



Visitors to the Smithsonian Institution's National Museum of American History in Washington, D.C., stop to look at a presentation announcing a new permanent exhibition called "The Price of Freedom: Americans at War," which will be launched on Veterans Day. Photo by John Valceanu

defining episodes in American history," said David Allison, project director for the exhibition.

The exhibition will focus on the servicemembers who fought the nation's wars, but it also will examine the sacrifices made by American individuals, families and communities dur-

ing wartime, Allison said. It contains more than 800 artifacts, including weapons, uniforms, equipment, flags and medals. Hundreds of images, diary entries, video and audio pieces will help tell the story of what servicemembers and other Americans experienced during war.

relationship will prove to be mutually beneficial to both organizations and especially to America's young people. For further information about this new relationship between the VFW and USAREC, contact Bud Haney, Military Assistance Program, VFW National Headquarters, 406 West 34th Street, Kansas City, Mo. 64111.

## Military Translators and Interpreters

By Pete Shaver, Military Intelligence Foreign Language Training Center

Due to the operational environment and the critical requirement for Arabic and other Middle Eastern language translators and interpreters, the Army G-1 approved a concept to establish MOS 09L, Translator Aide. Following approval, the Army G-1 assigned U.S. Army Intelligence Center as branch proponent.

Although the MOS 97L, Translator/Interpreter, already existed, it did not meet the force structure requirements of a tactical level translator/interpreter, and, as a Reserve-only MOS, it was being eliminated by the National Guard and Army Reserve due to unrealistic personnel and career path development requirements.

The 09L MOS was established as an Individual Ready Reserve pool of Arabic, Dari, Pashto and other linguists — to include Arabic dialects — to support the Active Component during peacetime and war. It may be expanded to include other critical languages in the future, as determined by DA G-2, Army Foreign Language Proponency Office. As it is a pilot program, its future will be determined through validated analysis being conducted by Defense Language Institute

## Tricare Officials Offer Tips for Contract Transition

By American Forces Press Service

Some beneficiaries of the military's Tricare health care system may experience long wait times when calling their new regional contractors.

But the transition to new contracts "will make a strong program better and ultimately result in higher patient satisfaction," Tricare officials said.

Officials suggest conducting business online whenever possible, calling during nonpeak hours and visiting Tricare service centers for face-to-face assistance as ways

through interviews, surveys, and feedback from 09Ls and their commanders and supervisors.

The current objective is to recruit 250 a year until 700 are in the force and then attempt to maintain that number. As branch proponent, U.S. Army Intelligence Center and Fort Huachuca is responsible to develop and manage concepts, doctrine, and training; tactics, techniques and procedures; organization designs, requirements and authorizations; personnel proponency and lifecycle functions.

The current training path includes a requirement for 09L recruits to score a minimum of 80 on the English Language Comprehension Test to be eligible for basic training and advanced individual training. If they score less than 80, the recruits are sent to Lackland Air Force Base where they will attend English training until they

to beat phone congestion during the transition.

Each regional contractor has made conducting business online easy and fast, officials said. Beneficiaries may enroll or change enrollment information online, search for providers in their local area, and find information on the health plan as well as links to other key sites for information on claims processing and online appointments.

Beneficiaries still may call their regional contractor, officials said, but should understand they might experience longer wait times due to high call volume during the transition. Officials suggest that since more people call on Mondays than any other day, beneficiaries should try to call on other days if they can. Thursdays and Fridays have the least calls, officials

reach the minimum standard. Basic and advanced training are conducted at Fort Jackson, S.C., supervised by the 4th Training Brigade. DLI native speaker instructors and military language instructors conduct a four-week AIT where recruits are taught basic translation and interpretation skills with an emphasis on escort interpreting and operationally relevant vocabulary. Under a new six week AIT, which will begin in November, there will be an Arabic refresher taught to dialect speakers and military jargon and vocabulary to those of other languages.

As of September, 14 09L Soldiers are deployed to Iraq and Afghanistan. A class of 25 graduated in August and will also be deployed to support special operations. It is too early to judge the effectiveness of this program and its usefulness to the combatant commander. One impediment may be the lack of a security

said, making these days the best chance for gaining quick access.

The toll-free regional contractor telephone numbers are:

North: 877-874-2273

South: 800-444-5445

West: 888-874-9378

Officials also stressed the importance of beneficiaries keeping their Defense Enrollment and Eligibility Reporting System information updated. Failure to keep DEERS information current, they explained, may result in denials of care or pharmacy service, returned claims and undelivered updates about the transition.

To update personal information in DEERS, beneficiaries should visit a local uniformed services personnel office or contact the Defense Manpower Data Center Support Office at 800-538-9552.

clearance. The loyalty and professionalism of the Soldiers who graduate from the program is exemplary. They are enthusiastic, patriotic Middle Eastern Americans whose only desire is to voluntarily serve their country.

*Editor's Note: The 09L MOS offers a \$7,000 Non-Prior Service Enlistment Bonus.*

## Middle Eastern Languages

By Capt. Sangari Sargis, USAREC G-5

To support the Army's mission in Afghanistan, the Recruiting Command is looking for speakers and translators who can communicate in Pushtu (Pashto and Pachtu) and Persian-Afghan (Dari).

Pushtu (Pashto and Pachtu), is the national language of Afghanistan. This language is also

called Afghani, the word used to refer to the national currency in Afghanistan. In 1948, the people speaking Pushtu became divided between the states of Pakistan and Afghanistan. Because of the separation, differences appeared in the languages and dialects of the Pushtu speaking people on different sides of the border.

The language name is written as Pashtu/Pushtu and Pakhto/Pukhtu. Since the French spelling of the language

is commonly used in journalism, the recruiter may see Pachtu used to identify the language. The British used to call all Pashtu speaking people regardless of the national boundary as “Pathans.”

There are two major dialects in the language: The Pushtu/Pashtu dialect is spoken among the western tribes and people, and Pakhto or Pukhtu is spoken among the eastern tribes in Afghanistan. Since most of Afghanistan’s political leaders

loses a Soldier to an accidental death, according to officials. The “Be Safe” program educates Soldiers about potential hazards, emphasizing those connected with operating motor vehicles. The program also informs the general public about the need to help Soldiers be safe.

“Letters from War,” is about a Soldier safely returning home from war. His great-grandmother’s diaries of her three sons who fought in World War II, was the inspiration for the song.

Since Schultz’s partnership with the U.S. Army Safety Center, the public has become more familiar with the “Be Safe!” campaign. The center’s Web site has received 1.4 million hits.

## Recording Artist Spreads Army Safety Message

By Raini Wright, Army News Service

Word Records recording artist Mark Schultz performed “Letters from War” at the Pentagon Courtyard Aug. 25 to highlight the Army’s “Be Safe!” campaign.

Schultz partnered with the U.S. Army Safety Center earlier this year and donated his song “Letters from War” to the Army’s effort of reducing accidental deaths by 50 percent by October 2005.

Every 32 hours the Army



Word Records recording artist Mark Schultz performs before a crowd gathered in the Pentagon Courtyard. Photo by Sgt. Carmen Burgess

have come from among the western tribes (Kandahar) the media outlets have only associated Pushtu as the language of Afghanistan in their reports. Afghanistan’s eastern tribes (Jalalabad and Nanagarhar province especially) speak the eastern Pukhtu dialect and so do most, but not all, of Pakistan’s Pukhtuns. Most of these people live in the Northwest Frontier Province which includes Peshawar and especially the tribal territories in which al-Qaida has taken refuge. These areas are also where the United States Army conducts most of its missions in its hunt for al-Qaida. It is more important to find persons who speak the eastern Pukhtu dialect for the support of the field mission than the western Pushtu dialect. However, most current Afghan refugees in the U.S. come from western Afghanistan. They are Pushtu speakers, mainly from elite tribal groups or from Kabul.

The current Afghan refugees who are still in Baluchistan, Pakistan, and in and around Quetta also speak the western or Pushtu dialect. Some of these refugees may add to or create future recruiting enclaves in the U.S. Currently, the best known enclave of Pushtu speakers is in Fremont, Calif.

The differences among the dialects spoken by these refugees are several and are exaggerated by the high rate of illiteracy among all Afghans, especially the Pushtuns. In writing, both dialects used in Afghanistan look the same. But in the spoken language, there are significant differences, especially in consonant pronunciation. The importance of the effects in these language differences is felt more on the ground for the mission support than in

recruiting. It would be useful if the recruiter can find Pakhtu speakers to operate with the troops in eastern Afghanistan, not a Pashtu speaker. Pashtu speakers would be identified as pro-Kabul by the tribal folks in the east and would be looked upon as being of different and competing tribal background, and therefore outsiders. In information gathering, more accurate intelligence is gathered when the civilians on the ground connect with the interpreter based on his or her tribal connection and language.

The Taliban came from among the Pushtun speakers in Kandahar, as does the current president of Afghanistan Mr. Karzai. A significant sector of the current political leaders, communist mujahidin, as well as some of the Taliban, have come from among the Pukhtuns. The recruiter needs to know this to understand that tribal connections are critical in Afghanistan and the Northwest Frontier province of Pakistan.

There is a simple shorthand for the two dialects: the Abdali tribal confederacy (western) speaks Pushtu and the Ghilzai tribal confederacy (eastern) speaks Pukhtu.

### The Persian-Afghan (Dari) Language

Persian is spoken in Iran, Afghanistan, and Tajikistan. In Afghanistan, it has been one of two official languages. It is either called Dari or Afghan Persian.

In writing, Afghan and Iranian Persian are virtually identical. They are both written in a modified Arabic alphabet. Tajikistan has only recently begun transitioning to writing the language using the alphabet system used in Afghanistan and Iran.

In speaking, Iranian Persian is standardized while Afghan

Persian is not. Low Afghan literacy rates impede standardization, although literacy is far higher among Afghan Dari speakers than among Pashtu speakers.

Most urbanized and educated Afghan Pashtu speakers can speak both Dari and Pashtu. But it is fairly easy to distinguish native Dari speakers from those who speak Dari as a learned language. Most Dari speakers do not speak or even understand Pashtu, despite the vocabulary similarities. Pashtu is a difficult language with cases and moods, similar to Russian.

Regionally, Dari speakers have more influence than at the tribal level, since Dari has regional rather than tribal affiliations.

Recruiters who would like additional language information may contact the brigade language advocate.

## Today's Service Members Carry on Vets' Legacy

By Jim Garamone  
American Forces Press Service



Today's servicemembers are carrying on the American Legion's idea of selfless service, the chairman of the Joint Chiefs of Staff told the veterans group's convention.

Air Force Gen. Richard B. Myers gave the nation's largest veterans organization a report on the state of the military. "Since the founding of the nation, 40 million Americans put on a uniform and answered the call to serve," Gen. Myers said. "You have formed a line of honor that stretches across our nation's history."

## Nemechek Finishes 22nd in Richmond

Joe Nemechek posted a 22nd-place finish in the Chevy Rock and Roll 400, the 26th of 36 races in the 2004 NASCAR Nextel Cup season.

"We didn't rock tonight, not much else to say," Nemechek said. "We struggled finding the right grip — just couldn't get the back tires hooked up."

Nemechek qualified the No. 01 U.S. Army/USG Chevrolet fourth, but it wasn't long after the green flag dropped for the start of the 400-lap, 300-mile race at Richmond International Raceway that he started to fall back in the field.

"We made one adjustment after another but nothing seemed to click," explained Nemechek. "This is one of those races where you take your lumps and get on to the next one. We're better than what we showed tonight."

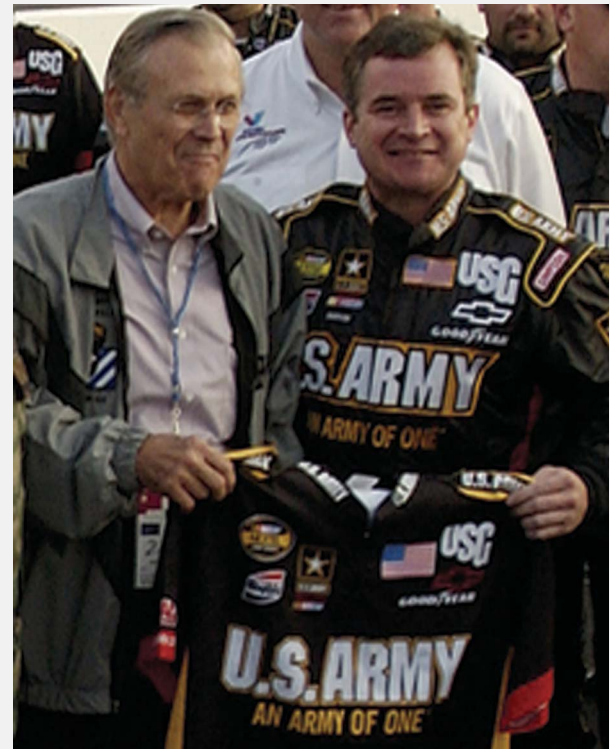
Crew Chief Ryan Pemberton was equally disappointed in the result.

Gen. Myers told more than 5,000 Legionnaires at the Portland Resort that he is humbled to represent the more than 2 million Americans in the military. He told the veterans that the force is engaged around the world. "One fifth of our force is serving on distant shores," he said. "Many of them go bravely in harm's way, day in and day out. The legacy that you have worked so hard to create is in very good hands."

Gen. Myers said that in June he represented the U.S. military as part of the 60th anniversary of the D-Day invasion. He said he met with veterans from that conflict and even with men in

"It wasn't a good performance overall," said Pemberton. "We got some breaks during the race that resulted in good track position, but we never could maintain it. It seems like when we get a break or two it never coincides with a race that we're running well at. We threw everything but the kitchen sink at the car tonight and nothing worked."

Prior to the race, Secretary of Defense Donald Rumsfeld mingled with the team on pit road after he was presented with a U.S. Army Racing crew shirt.



Secretary of Defense Donald Rumsfeld accepts a U.S. Army Racing crew shirt from driver Joe Nemechek prior to the Chevy Rock and Roll 400 at Richmond International Raceway.

"It was both exciting and an honor for all of us to meet Rumsfeld," said Nemechek. "It was pretty special of him to take the time to stop by and visit with us."

their late 70s and 80s could sense their relentless determination and courage.

"When I visit our troops around the world today, I see the same determination and courage," he said. "(I see) the same ordinary citizens doing extraordinary things as they carry on your legacy."

Gen. Myers told the veterans that the "most potent" weapon in America's arsenal is the values U.S. servicemembers bring to the fight. American troops, he explained, are tough warriors, who — once the fight is over — want to help rebuild.

The military will reconfigure for quicker deployments.

"We're not simply going to be the first with the most, we're going to be the first with the best," he said.

American servicemembers know the war on terror will take time and they know it will be a tough fight, the chairman told the group. "They know their mission and they absolutely know what's at stake: freedom for ourselves, freedom for our friends and freedom from fear," he said.

The enemy confronting America is unlike any in the past, he said. The terrorist groups are not predictable. Terrorist groups are actively trying to get weapons of mass

death and destruction. They use Western technology to strike against innocent men, women and children. "They are extremists who know absolutely no territorial or moral bounds," he said. "They can certainly — and have — tested our will and resolve."

The enemy is adaptable, the chairman said, so the U.S. military must be more adaptable and more flexible. Gen. Myers said the American military is transforming to improve the capabilities needed to face the terror threat. "The message is clear for this war on terrorism: Failure is not an option," Gen. Myers said.

## Schumacher, Brown Take First Double Win at Indy

By Chris Dorato, Army News Service

For the first time since partnering with Schumacher Racing in both the Top Fuel and Pro Stock Bike classes, the U.S. Army team claimed two victories Sept. 6 in the 50th annual Mac Tools U.S. Nationals at Indianapolis Raceway Park.

U.S. Army Top Fuel dragster, Tony "the Sarge" Schumacher, captured the Top Fuel class in the NHRA's most prestigious race for the fourth time in five years, while U.S. Army Pro Stock Bike driver Antron Brown won his second U.S. Nationals title.

"This is incredible," said an elated Schumacher. "To win this race once is something, but to win it four times is beyond belief. This U.S. Army team just won't be denied, that's all there is to it. We just seem to have a handle on this track. I really can't explain it."

Pro Stock Biker Antron

Brown took care of Karen Stoffer, Craig Treble and Chris Bostick in the opening three rounds, before disposing of Shawn Gann in the finals with a 7.213-second dash at 185.77 mph. "I feel just like Tony does — ecstatic," said Brown. "I've now won the U.S. Nationals twice in my career and that's an unbelievable feeling, trust me. My U.S. Army team knows how to take care of business." The Indy win also marked the second victory in as many races for the New Jersey native. "We've been real consistent," he said.



**U.S. Army Top-Fuel driver Tony "The Sarge" Schumacher's wife, Cara Schumacher, left, shares her own story about traveling at high speeds. Cara took her first plunge with Sgt. 1st Class Billy VanSoelen of the Golden Knights.**

## eArmyU to be Fielded Armywide

Army News Service

Beginning Oct. 1, access to the Army Continuing Education System's eArmyU program will be available to most active-duty enlisted Soldiers.

The Army launched eArmyU in 2001, to offer eligible enlisted Soldiers the

opportunity to work toward a college degree or certificate online. The program began with selected installations and so far, more than 46,000 Soldiers have taken courses from 29 institutions. With the program's expansion to the entire Army, the eArmyU "Technology Pack" or "laptop" option will be offered solely as a retention and readiness tool in support of Army Transformation and the Army Campaign Plan by encouraging re-enlistment into combat forces/operational units.

The eArmyU "no laptop" enrollment, now called "eCourse enrollment," will be offered to the majority of other active duty Soldiers, officials said. With eCourse enrollment, Soldiers use their personal computers to participate in the program on a course-by-course basis. There is no longer a service-remaining requirement with the eCourse option, officials said. However, they said Soldiers must have sufficient remaining time in service to complete the eArmyU course in which they are enrolling.

The Armywide expansion of the program comes with some critical changes in Soldier enrollment eligibility, officials said. Enrollment in eArmyU's "laptop" option (referred to as Technology Package) will be limited only to Soldiers who re-enlist for assignment in a combat forces/operational unit, as defined by senior Army leadership.

Laptop program enrollees will receive a state-of-the-art laptop and will be required to successfully complete 12 semester hours in three years instead of the current two years. Soldiers must have three years time-in-service remaining at the time of program enrollment and must have concurrent enrollment approval from their com-

mander and the ACES Counselor.

Both "no-laptop" and "laptop" students receive several tools to support their success as an online student, including an Internet Service Provider account, textbooks, eArmyU "Boot Camp" tutorial, an e-mail account, online academic tutoring, digital library services, and 24/7 help desk and technology support.

eArmyU.com, the program's distance-learning portal, currently allows enrolled Soldiers to access 146 post-secondary certificates, as well as associate, bachelor's, and master's degree programs from 29 regionally-accredited college and university partners. Soldiers are ensured that they can transfer education credits across institutions because only Servicemembers Opportunity Colleges Army Degree member schools, may offer undergraduate programs as part of eArmyU. Institutions offering only graduate and/or certificate programs must agree in writing to the Servicemembers Opportunity Colleges institutional principles and criteria.

All eligible Soldiers receive \$250 per semester hour or up to 100 percent tuition, whichever is less, up to an annual ceiling of \$4,500. Tuition Assistance covers tuition, fees, books, academic advisement, library resources, and administrative and technical support, officials explained.

To find out more about the Armywide expansion of eArmyU, visit any installation's Education Center, officials said.

General requests for information about the program should be directed to the local Army Education Center, [www.earmyu.com](http://www.earmyu.com), or to the eArmyU Help Desk at 1-800-817-9990.



# Gold Badges

RSM AUGUST 2004

## ALBANY

SSG Cythnia Walker

## ATLANTA

SGT Kevin Williams

## BALTIMORE

SSG Jay Peterowski

SSG Belinda Nesmith

SSG James Brown

## BECKLEY

SGT Freddie Hicks

SGT Dwayne Bacum

## COLUMBIA

SGT Michael Zurline

SSG Tommy Griggs

SSG Timothy Morgan

SSG Willa Smalls

SSG John Zimmerman

## DENVER

SFC Kevin Henderson

SSG Anthony Johnson

## GREAT LAKES

SSG Keith Bender

## HOUSTON

SSG Glenn Marquette

SSG Warren Evans

SSG Juan Canalda

## JACKSON

SSG Kenneth Hines

SSG Ronald Wright

## KANSAS CITY

SGT Jerry Doyle

## LOS ANGELES

SSG Luis Gutierrez



SSG Aaron Potter

SGT Omar RodriguezLopez

## MIAMI

SGT Christopher Rodriguez

## MID-ATLANTIC

SSG Johnathon Reed

## NASHVILLE

SSG Erik Burge

SSG Jason Hawkins

## NEW ENGLAND

SSG Paul Smith

## NEW YORK CITY

SFC Anthony Coleman

SSG Larry Nelson

SSG Rosa Lugo

SSG Josue Pichardo

SGT John Moylan

## PHOENIX

SGT Richard McFadden Jr.

## PITTSBURGH

SSG Thomas Henis

## PORTLAND

SFC Kimberly Christopherson

SGT Justin Davis

## SACRAMENTO

CPL Michael Bratt

## SEATTLE

SSG John Ranger

SSG David Bell Jr.

SSG Chad Thaut

SGT Peter Leibham

## SOUTHERN

## CALIFORNIA

SGT Kevin Durham

SSG Brian Pilcher

## ST. LOUIS

SSG Jessie Standridge

SSG Amy Reiman

# Recruiter Rings

RSM AUGUST 2004

## 5TH AMEDD

SSG Clinton Youngerman

## ALBANY

SFC William Williams

## BALTIMORE

SSG Jerry Vines Jr.

## BECKLEY

SSG Joseph Weiglein

## COLUMBUS

SFC Benjamin Zumock

SSG Tracy Davis

## DALLAS

SFC Terica Shepard

SFC Jose Rojas

SSG James King

SSG William Mitchell

SGT Michael Witschorke

## DES MOINES

SFC Jon Chism

SSG Thomas Smith

## GREAT LAKES

SSG James Pellow

## INDIANAPOLIS

SFC Anthony Clark

## JACKSON

SFC Kelvin Pleasant

## JACKSONVILLE

SGT Nelson Rivera

## KANSAS CITY

SGT Jerry Doyle

## LOS ANGELES

SGT David French

## MIAMI

SSG Ulises Marrero Diaz

SGT Darwin Rivera Ruiz

## MONTGOMERY

SSG Ozro Covington

## NEW ENGLAND

SFC Roland Meader

## NEW ORLEANS

SFC Jopond Crosley

SGT Rachel Hernandez

## NEW YORK CITY

SFC Donald Boozer

## OKLAHOMA CITY

SFC Michael Ricks

SFC Robert Asch

SSG Mark Wells

SSG George Dillard

SGT Shannon Land

## PHOENIX

SSG Charles Warner III



SSG Theodore Polanco

SSG Wesley Thomas

## SACRAMENTO

SFC Nicholas Gallardo

SSG Jemahl Martinson

SSG Shawn Smith

SSG Jason Elemen

## SAN ANTONIO

SFC Christopher Nenninger

SFC Hal Roberson

## SEATTLE

SFC Tove Barth

SSG Jeffrey Isola

## SOUTHERN CALIFORNIA

SSG Douglas Oliver

# Morrell Awards

RSM AUGUST 2004

## ALBANY

SFC Robert Curtis Jr.

## BALTIMORE

SFC Kevin Bidwell

SFC Darrell Gibbs

SSG Quincy Martin

## DALLAS

SFC Raleigh Betts

SSG Joseph Vinson

SSG Terry Gwin

## DENVER

SFC Hector Montalvo

## GREAT LAKES

SFC Ted Kinney

## HOUSTON

SSG Jonathan Jackson

## JACKSONVILLE

MSG Raymond Asby

SFC Melvin Zeigler

## MINNEAPOLIS

SFC Martin Brill

## MONTGOMERY

SSG George Gamble

## PHOENIX

MSG James Flowerree VI

SFC Julio Deleon-Perez

SSG Antonio Hinojosa

SSG Tony Penaz

## PITTSBURGH

SFC Christopher Long

## SACRAMENTO

SFC Dominique Yuquimpo



SFC Donald Lenmark

SSG Justin Thompson

## SOUTHERN CALIFORNIA

1SG Charles Milani

SFC Timothy Sweeney

## ST. LOUIS

SFC Shelby Loughary

SFC Kenneth Swank

1. **Center of Influence event funds may be used for the purchase of tickets or admission to sporting, recreational, or to other public tickets.**
  - a. True
  - b. False
2. **No person who has consumed an intoxicating beverage or controlled substance within the previous \_\_\_\_ hours shall operate a GOV.**
  - a. 4
  - b. 8
  - c. 6
  - d. 24
3. **What are the three types of controls developed to either eliminate or reduce a hazard during risk management?**
  - a. Mental, physical, and emotional
  - b. Educational, mental, and avoidance
  - c. Educational, physical, and avoidance
  - d. Physical, emotional, and avoidance
4. **There are \_\_\_\_ Principles of Training.**
  - a. 5
  - b. 3
  - c. 8
  - d. 10
5. **Risk management applies to all situations and environments across the wide range of Army operations, activities, and processes.**
  - a. True
  - b. False
6. **What form is used to authorize a COI's spouse to attend a COI function at government cost?**
  - a. A COI's spouse cannot attend at government cost.
  - b. UF 544 and have prior approval of the recruiting battalion or AMEDD detachment commander.
  - c. UF 34-2.
  - d. None of the above.
7. **During a COI function, funds can be used for meals or snacks of military or Department of Defense civilian personnel.**
  - a. True
  - b. False
8. **The \_\_\_\_\_, or lack thereof, for each Future Soldier largely determines if they will fulfill their contract obligation.**
  - a. consideration
  - b. conversation
  - c. enthusiasm
  - d. attitude
9. **Which applicant is not eligible for enlistment?**
  - a. Divorced and shares joint physical custody of one child.
  - b. Divorced and pays child support for one child.
  - c. Divorced and pays child support for two children.
  - d. Married with two children.
10. **A USAREC Form 446, School Folder, is to be initiated \_\_\_\_\_.**
  - a. only on historically productive schools
  - b. only on schools that administer the ASVAB
  - c. the day of the first school visit
  - d. July 1 or the next available workday
11. **The Range card provides which of the following functions?**
  - a. Shows the gunner where to place fire on designated target during limited visibility.
  - b. Provides the gunner conducting a relief in place all the information needed to respond immediately to enemy action.
  - c. Provides the platoon leader and company commander information for their fire plan.
  - d. All of the above.
12. **If a casualty is not breathing, what measure must be immediately started?**
  - a. Move to shady area.
  - b. Begin mouth-to-mouth resuscitation.
  - c. Begin chest compressions.
  - d. Check for bleeding.
13. **When evaluating a casualty, what is the first measure taken upon contact with the Soldier?**
  - a. Check for breathing.
  - b. Check for bleeding.
  - c. Check for responsiveness.
  - d. Check for shock.
14. **When providing aid to a victim with heat exhaustion in a "no chemical environment," which is an appropriate measure of first aid?**
  - a. Pour water on the casualty and fan them.
  - b. Have casualty drink two canteens of water slowly.
  - c. Have casualty sit upright with knees to chest.
  - d. Do not move victim until medical aid arrives.
15. **When reacting to a gas attack, what is the first step when donning your protective mask?**
  - a. Clear the mask.
  - b. Check the mask.
  - c. Zip the front of the hood closed by pulling the zipper slider downward.
  - d. Stop breathing and close your eyes.

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

# Mission Box

The Achievements of One that Contribute to the Success of the Team



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

## RSM August 2004

### Top Regular Army Recruiter

**SFC Frank Tomko**  
New England

**SFC Clarence Miller**  
Atlanta

**SSG Fred Hampton**  
Indianapolis

**SGT Stanley Ross**  
New Orleans

**SSG Michael Potts**  
Portland

### Top Army Reserve Recruiter

**SFC Susan Hendrick**  
Baltimore  
**SSG Jeffrey Klimek**  
Syracuse

**SSG Jeffrey Slaughter**  
Montgomery

**SFC Larry Arnold**  
Indianapolis

**SFC Russell White**  
Kansas City

**SFC Darryle Bankhead**  
Phoenix

### Top Limited-Production Station Commander

**SSG Mark Ashley**  
Quincy  
New England

**SFC Charles Marmann**  
Decatur  
Montgomery

**SFC Joyce Miles**  
Maplewood  
Minneapolis

**SFC Ricky Paige**  
St. Joseph  
Kansas City

**SFC Kevin Amos**  
Pocatello  
Salt Lake City

### Top On-Production Station Commander

**SFC Richard Trevisone**  
Billerica  
New England

**SSG Carlos Alvarez**  
Citrus Park  
Tampa  
**SSG John Murphy**  
Cullman  
Montgomery

**SSG Larry Bovee**  
Alpena  
Great Lakes

**SSG Jonathan Jackson**  
Rosenberg  
Kansas City

**SFC Charles Williamson**  
Sheridan  
Denver

### Top Company

Huntsville

Lawton

Guam

### Top Army Medical Department Detachment

Southeast

Carolina Team

Minneapolis

Oklahoma City

Rocky Mountain

## Answers to the Test

1. b. USAREC Reg. 1-18, para 4j(6)
2. b. USAREC Reg. 56-1, para 3-5a
3. c. FM 100-14, pg. 2-14
4. d. FM 7-0, pg. 2-1
5. a. FM 100-14, pg. 1-4
6. b. USAREC Reg. 1-18, 4d
7. b. USAREC Reg. 1-18, 4c
8. c. USAREC 601-95, 2-3a
9. a. AR 601-210, para 2-9c(3)(a)
10. d. USAREC Reg. 350-6, Appendix C-3
11. d. STP 21-1, SMCT, pg. 134
12. b. STP 21-1, SMCT, Task 081-831-1000, para 2(b), pg. 474
13. c. STP 21-1, SMCT, Task 081-831-1000, para 2b(2), pg. 491
14. a. STP 21-1, SMCT, Task 081-831-1008, para 2b(2), pg. 491
15. d. STP 21-1, SMCT, Task 030-503-1035



HEADQUARTERS  
UNITED STATES ARMY RECRUITING COMMAND  
Fort Meade, Virginia 22131

1 October 1964

Today, marking the activation of Headquarters, United States Army Recruiting Command, I am pleased to extend my appreciation to all members of the Command for their past performance of duty.

I can think of nothing more worthy than rendering honorable service to our country. Army recruiting personnel have served their country honorably and well beginning with "The General Recruiting Service," in 1822, a year which marked the first organized recruiting activity of the United States Army.

Members of the United States Army Recruiting Command have the distinction, personal satisfaction, and responsibility of being the Army team whose full-time mission is to obtain the highest caliber of young Americans for Army service.

So long as the Army is a service of quality, so long may we guarantee our country's freedom. To this end, Army recruiters may be proud of their contribution to national security.

Please accept my best wishes for your success and happiness in this Command.

*Leonidas Gavalas*  
LEONIDAS GAVALAS  
Brigadier General, USA  
Commanding



November 1964

**U. S. ARMY**

**RECRUITING COMMAND**  
*Birth of a New Command*

