

RECRUITER

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Journal

New Recruiting Asset

page 16



Sgt. 1st Class Jamie Buckley

RECRUITER Journal

U.S. Army Recruiting Command

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Commanding General

Maj. Gen. Thomas P. Bostick

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Teamwork



Maj. Gen. Thomas P. Bostick

Teamwork has been and will continue to be the key to our success. Every member of our team counts — military recruiters, civilian recruiters, officers, noncommissioned officers and junior enlisted, contractors and every Department of the Army civilian — we all contribute to this mission. And on our Team great individuals will make a difference each day, often not even knowing the significant impact of their efforts.

Individuals on our team can have strategic consequences and affect our overall national mission. In February we just made the Army Reserve mission. Anyone out there on our team could have been the person that put us over the top, and if that person did not keep pressing the fight that day, perhaps we would not have made it. I thank each of you for always giving the mission your very best effort. At the end of the day, no one can ask for anything more.

This notion of teamwork is important during this time of our Annual Training Conferences where we recognize our very best recruiters, civilians and units. As important as it is to do this, it is also important not to lose sight of the many members of our team who are not recognized as one of the very best, but without whom, we absolutely could not succeed. Another important part of our team is our spouses, and it has been great to see so many attending the Annual Training Conferences. Renee joins me in thanking each of you and your families for their service, support and sacrifice.

I appreciate all of the great work ongoing throughout the command. Here are few thoughts that I want to share with everyone in the command to ensure we're in synch with my intent on the way ahead.

Mission: We've made great progress, with success nine months in a row on the Active, and six months in a row with the Reserve. The field has written 30 percent more contracts than last year at this time. Nonetheless, we still have much work to do. Need everyone to contribute and show progress each month. We all must plan for mission success. It's important to make improvements each month. Keep raising the bar higher for

your organizations. Focus on bringing into the Army the highest caliber young men and women. This is very important. The Army has given us what we need ... recruiters, incentives, with other programs and initiatives on the way.

High schools and colleges remain key to our success. While we've made great progress in achieving mission success, a 40,000 accession mission in the last four months will require that we continue to build that now with high school and college men and women who will be there when we need them.

Preventing significant Future Soldier losses in the summer is key to our strategy. Strong Future Soldier training programs are a must. Make these programs exciting, integrated with Future Soldiers, parents, influencers, centers of influence and PaYs partners where appropriate.

Training. We've had some great progress with our efforts to train our force. The NTC-like Observer Controller team worked with the Sacramento Battalion providing lessons learned from the schoolhouse to USAREC to the brigade, battalion and down to the individual recruiters. Great lessons which were shared throughout the command. My thanks to all of those on the Team who supported this effort. Doctrine developments continue with specific guides to key positions and staffs at the battalion and company level.

Mobilizing the Army and the Nation: Many general officers, command sergeants major, both active and retired, and many civilians want to assist with this mission ... as do officers and enlisted of every rank. As you know, recruiting is mostly local, so each of us at the local level must pull these volunteers into the fight. I am very interested in how you are doing this, and encourage you to share your success stories.

Keep pressing the fight ... continue to maintain high standards and recruit with integrity. We have momentum and must continue to build on the past successful months. Challenges remain, but I know that we have the team that can make this all work. We can do this. I believe in you!

Competence is My Watchword ... A Quest for Enhanced Performance

The NCO Creed is without a doubt a powerful set of guiding principles that compels NCOs and officers alike to higher levels of performance and conduct. In a word, “competence” is at the heart of the creed’s message to those who strive for professional excellence. Further, the driving message that undergirds the “Be, Know, Do” framework (FM 22-100) states that “leaders of character and competence act to achieve excellence.” The entire second paragraph of the creed that begins with the sentence “Competence is my watchword” is synonymous with enhanced performance. The Army expects all Soldiers to maintain requisite levels of competence to sustain results-oriented performance towards mission accomplishment.

A pursuit of enhanced performance and professional competence requires one to understand how they are tracking along the competence (developmental) continuum. There are numerous assessment tools/processes that describe various stages of competence but they all promulgate results-oriented performance under any type of condition as its highest level. Certainly the highest level of competence for military leaders requires mastery of technical, tactical, conceptual and interpersonal skills as laid out in FM 22-100. The process to move from one level of competence is quite simple yet very elusive for most.

In the psychology discipline, there are numerous learning theories that pro-pound cogent, yet controversial stages of human learning and skill development. The common thread that undergirds all theories is the process for acquiring and assimilating knowledge to achieve performance-oriented results. Without further perpetuating the debate over the relevancy of each theory, would like to focus on the Army’s developmental process which in essence is a healthy blend of all learning theories.

Built around learning theories, the three pillars of the Army Training System (institutional, operational and self-development) support the Be, Know, Do Framework and the Army’s focus on developing competent and confident Soldiers/leaders.

Clearly the learning (developmental) process starts with the acquisition of knowledge and ends with certification of competence. For Soldiers, typically new knowledge, skills and abilities and techniques, tactics and procedures are first introduced at Army institutions. But teaching/training does not necessarily equal competence of skill certification. Upon return to unit, there must be an ongoing effort by the individual Soldier and his/her leadership to take newly acquired knowledge to the highest degree of skill application. Leaders should use the training management model described in FM 7.0 and 7.01 as a guide for individual and collective organizational training competence.

The newly released certification programs builds upon Army training doctrine to facilitate enhanced performance at the recruiter, station commander and CLT level. Each program focuses on a continuum of assessments, practical application, reinforcement training (as needed), coaching, mentoring, counseling and certification to ensure sustained results-oriented performance (consistent mission accomplishment and adherence to command standards and critical focus areas). Ostensibly, leaders must play a huge role in this process but the individual commitment to the pursuit of competence is by far the most critical variable. Of course, timely and developmental and NCOER counseling by leaders is the glue that binds the entire process.

As suggested by the third pillar of the Army Training System, self-development and individual discipline and ownership for their growth and development is



Command Sgt. Maj. Harold Blount

paramount. Believe that all Soldiers within USAREC have been introduced to the notion of self-leadership (ability to competently act independently of leadership).

Recall that the first sentence of the first paragraph of the NCO Creed reads “No one is more professional than I.” The first sentence of the last paragraph reads “Officers of my unit will have maximum time to accomplish their mission; they will not have to accomplish mine.” In my mind there is no doubt why the writer used the acronym “NCO” as the foundation for the creed with “Competence is my watchword” as the pivotal paragraph. For those that fully embrace the essence of the creed understand that “competence is my watchword” translate to one’s highest resolve to pursue professional competence. Further translated, it suggests that individuals should rely more heavily on self assessments and self development (individual investment) than always relying on leaders to assist in closing their developmental gaps.

Reaching the “nirvana” of competence is designed to be a never-ending process. To reach any level of self-actualization there must be a parallel pursuit of professional competence. “Competence is my watchword...”

Thanks for the Memories



Chaplain Lt. Col. Lyndell E. Stike

The 92-year-old, petite, well-poised and proud lady, who is fully dressed each morning by 8 o'clock, with her hair fashionably coiffed and makeup perfectly applied, even though she is legally blind, moved to a nursing home today. Her husband of 70 years recently passed away, making the move necessary. After many hours waiting patiently in the lobby of the nursing home, she smiled sweetly when told her room was ready.

As she maneuvered her walker to the elevator, the director provided a visual description of her tiny room, including the eyelet sheets that had been hung on her window. "I love it," she stated with the enthusiasm of an 8-year-old having just been presented with a new puppy.

"Mrs. Jones, you haven't seen the room ... just wait."

"That doesn't have anything to do with it," she replied.

"Happiness is something you decide on ahead of time. Whether I like my room or not doesn't depend on how the furniture is arranged ... it's how I arrange my mind - already decided to love it ... It's a decision I make every morning when I wake up. I have a choice; I can spend the day in bed recounting the difficulty I have with the parts of my body that no longer work, or get out of bed and be thankful for the ones that do.

"Each day is a gift, and as long as my eyes open I'll focus on the new day and all the happy memories I've stored away ... just for this time in my life."

As my family and I get ready to depart USAREC we know many of you will join us in this process we call PCS. You may have some concerns about your next duty station. It may not be in the locale that you asked for or even in the country you

wanted; however, you can face it with an attitude of hope. Moving can fill our hearts with sorrow and grief, making it imperative that we preserve the memories of our time together. Remembering the laughter and the victories prepares us for those painful goodbyes. Reflecting upon both the good and the bad allows us to begin our journey into the future. Each of us can take from our time in USAREC some powerful lessons that will affect the way we see Soldiers and their families.

Relocating to a new duty assignment produces grief in all of us. Especially when we understand it as the loss of anything or anyone we value. Grief can be felt when we leave our dream house or our special next-door neighbors, our church family and even the job we invested so much time and energy into.

Soldiers must understand that we all go through the grieving process. Some will journey to acceptance without any difficulties while others may need additional time and attention. Listening to our children and spouses will allow them to express their pain and assist them as they struggle with their loss.

Acceptance permits us to scan the horizon with hopeful eyes. We are able to dream about tomorrow and develop new goals and objectives. Excitement can fill our hearts as we anticipate a new job, new friends and a new adventure.

Like Mrs. Jones, we need to decide today that we are going to be happy and accept the future as a blessing from God. The power to enjoy your future is within your control. May you continue to deposit happiness into your bank account of memories. Thank you for your part in filling my memory bank with great USAREC moments and giving me the opportunity to become bilingual — speaking USAREC-ian. GODSPEED!

Hit the **Button** **on Job Web Sites**

Recruiter shares way to browse resumes ... for free

By Sgt. 1st Class Brian Knott, Golden Gate, Calif., station

It's not hard talking to folks, but finding those who are looking for a new career right now is challenging. That's where the Internet comes into play.

Most online job search sites offer resume searches for "paying employers," but some, such as craigslist.com, are among new local services helping job seekers and employers for free. Craigslist.com has spread to more than 190 sites in all 50 states and boasts more than 3 billion page views per month.

Recruiters can spend about an hour a day reading, evaluating and responding to resumes that are freshly posted. The resume search area allows recruiters to do a keyword search or sort resumes by cities, towns or even neighborhoods.

The key to success in Internet prospecting is personalization.

- Never send spam or standardized e-mail; job seekers get plenty of that the minute they post their resume.
- Use the prospect's name in the heading of the e-mail; take the time to type it at the top.
- Be specific; try spending an hour looking only for college grads. Tailor your e-mail and highlight benefits "just for them." Targeting ACASP qualified people (not just linguists) allows recruiters a unique way to present job features and benefits. The payoff? Consider the resume bank a lead refinement list, with tons of blueprint data built-in, not to mention current qualification and contact data staring you in the face. Craigslist.com is not the only Internet-based site offering free career services, and is not available in many rural areas. Contact your local unemployment offices to see if they will sponsor a free account for your recruiting station, both to post jobs and search resumes. Also, keep an eye out for new (local) companies that may offer you a free account for six to 12 months as they begin grow their business.

For tips on Internet prospecting, go to USAREC Enterprise Portal, G3, Policy, Programs and Waivers Division for a "how-to" guide.

Engaging the Media

to help tell the Army story

By Julia Bobick, G5 Public Affairs Division

When the phone rings, the last person that many of us want at the other end of the line is a reporter, asking questions about us and the Army. Probably even fewer of us actually initiate calls to local reporters.

It is a mindset that needs to change. The best strategy to ensure the Army's side of the story is told is to engage not only prospects and centers of influence, but also the media.

When reporters call, "my first thought is what bad thing has happened that they now want to talk to me, an Army person," said Staff Sgt. Laurina Watford, the Palm Desert, Calif., recruiting station commander.

In one case, the reporter's topic was potentially negative: the decline in African American enlistments in the Army. Watford, however, did not shy away from the media; she took the opportunity to tell the Army story – her story. The result of her efforts was a balanced story in which the Army story was told.

If Soldiers and leaders don't tell the Army story – someone else will, and that someone might or might not get it right.

"We have some great stories in recruiting; we can use the media, work with the media to get the word out, if we engage," said Maj. Gen. Thomas P. Bostick, USAREC commanding general, during the Annual Leaders Training Conference in February. "Just do it!"

Bostick admitted that he's had his share of less-than-perfect interviews, but that does not deter him from continuing to engage.

"When you engage the media you are going to trip and stumble every once and a while — hopefully it won't be on national news — but you've got to get the good word out."

A key to working with the media, as with any other organization, is developing personal relationships with reporters, according to Douglas Smith, USAREC public affairs officer.

"The relationship, trust and credibility you develop with a reporter over seemingly routine items helps to establish you as a dependable source of information will pay dividends during a crisis," Smith said.

Recruiters should introduce themselves to reporters, he said.

"Don't take it for granted that they know you're there. They may not know enough about the Army to come to you," Smith said.

Invite reporters to center of influence events to let them know who you are and what you do. Make continued media engagement part of your community outreach plan.

// Staff Sgt. Laurina Watford, who is black and heads up the Palm Desert Recruiting Station, tells her personal story to potential enlistees. It includes growing up in modest circumstances in Brooklyn, enlisting in the military at 18 and forging a career that's included overseas postings in Germany, Egypt and Panama and training in paramedic and emergency medicine. She calls herself a "citizen of the world" and is proud to show off the Army as a place where Americans of all colors and races are welcome. ...

She doesn't sugarcoat the danger.

"We're a company whose business is to take care of our country," Watford said. "I don't want someone who's half-committed." //

From "Blacks are slowing march into Army," by Joe Vargo, The Press-Enterprise, Feb. 28, 2006.

News organizations are hungry for human interest stories about people who live in their areas. Local individuals and their achievements help draw in the readership and viewership that newspapers and television stations depend on, Smith said.

Recruiters who have participated in recent combat and/or humanitarian operations might want to share those experiences with the community via the media. New recruiters could use that story to introduce themselves to a reporter, as well as the entire the community.

Recruiters should work with their battalion public affairs office to identify which stories deserve news releases or would be good to pitch to the media. They should also be aware of their battalion's public affairs guidance and seek advice from the APA staff to prepare for interviews.

Depending on the location and current media environment the following could also garner media attention:

- Future Soldier training events
- Soldiers returning home for HRAP or SRAP duty
- Enlistments of prominent individuals or individuals with interesting backgrounds
- Educator tours and national touring events/exhibits

"It is through the media that most people, especially our target market, get the bulk of their info about us," Watford said. "If we do not use the opportunity, then they, the young people, will always just see one side of who we are."

The next time the phone rings and there is a reporter at the other end of the line, think about how to use the opportunity to tell the Army story – your story.

If recruiters are the only Soldiers in a community and they don't tell their Army story, who will?

Teacher Remembers USAREC CG as ‘Scrawny, Football-Playing Carpenter’

By Kevin Downey, Sacramento Battalion

“I don’t know what you just said, but I like it!” the general said to the assembly of students before him.

“Get out of trouble!” one student called back.

“Yes!” another one shouted.

“I’m hungry!” someone shouted even louder.

“Anything but no!” the general responded, to cheers and a resounding “hooah!” in cadence from the students.

Once lost in translation between normal high school slang and the U.S. Army’s often unique vernacular, the students were catching on to the meaning of “hooah,” which the general said means almost anything except “no.”

The general is Maj. Gen. Thomas Bostick, once a “scrawny, shy, polite, young football player and surprisingly good carpenter,” as described by former teacher David Miller. The students are from Seaside High School, Bostick’s alma mater. The scene is the school’s gymnasium, where Bostick had not stepped foot for more than 30 years.

A proud, bustling teacher watching from the back is Bostick’s sophomore year science teacher, Pam Miller, David Miller’s wife. She is the only teacher currently at the school from Bostick’s days as a student there.

Bostick, Seaside High class of ’74 and now USAREC commanding general, has come home. His message to the students: hard work and desire can overcome almost any obstacle. Be in control of your dreams.

“I remember sitting in the courtyard over there,” Bostick told the assembly, as he motioned to the familiar spot.

“It was my senior year, and I was opening the letter from my congressman that would tell me if I had been nominated to attend West Point, which I had my heart set on. To get into West Point, no less than a nomination from your senator or congress person is required. I will never forget the feeling I had that day as I read line-by-line, word-by-word, over and over again, this letter from my congressman’s office saying my nomination request had been disapproved.

“My first thought was to cry, but I was at school and everyone would have seen me, so that was out of the question. After the initial shock wore off, I had no choice but to use it as motivation. My father taught me that.

“I persevered. I did not give up. I found another way to get into West Point — through a presidential nomination program for sons and daughters of service members who had fought in wars. I doubt I would be where I am today if I had given up when faced with the first real challenge of my life.”

“You needed to come back,” Pam Miller said later as the two reminisced over a 1971 yearbook conveniently flipped to

Bostick’s photo, in which his curly hair was rock-star length. “The kids need to see what one of our own has accomplished in life. My, you’ve come a long way.”

Pam Miller’s husband David remembers Bostick as a disciplined, quiet young man who was young both socially and physically. “He looked like an eighth-grader when I first saw him. He barely spoke. But I soon realized he was the kind of kid that makes a teacher look forward to showing up on Mondays. With students like him, I knew I wasn’t wasting my time in the classroom.”

After speaking to the students and roaming the halls of his former high school — “I still get nervous around the principal’s office,” Bostick joked — he met with the Millers at their home for dinner to show his appreciation for the role they played as teachers and mentors in his life.

“I was happy to invite him to my home and share some old memories together with my wife. I was humbled at the respect he still gave my wife and I all these years later. He’s a general ... used to having Soldiers jump at his commands, and here he is showing deference to his elders when talking to us,” said David Miller.



Maj. Gen. Thomas Bostick speaks with Pam Miller, a teacher at his high school. Photo by Capt. Robert Kellam

Recruiting with Integrity

The Enlistment Standards Program

By Mark R. Pedron, chief, Inspections Branch,
Enlistment Standards Division

The Enlistment Standards Program is a USAREC-, brigade- and battalion-run system that ensures that U.S. Army recruiters and staff enlist qualified applicants in accordance with all Army and USAREC regulations. USAREC Regulation 600-35, The Enlistment Standards Program, located in the Recruiting Company Operations and Administration Update, establishes responsibilities and methods to implement the program.

The ESP has three major categories that work in unison to establish a solid program to ensure that recruiters and staff members recruit with integrity: teaching and training of the ESP; enlistment data analysis; and the conduct of inquiries and investigations.

The Connelly Investigation

The Enlistment Standards Directorate was created to deter the improper enlistment of Soldiers into the Army. The directorate took on a more intense role in quality control of the enlistment process in April 1977 when recruiters from the Albany District Recruiting Command came under investigation for “phantom” enlistees. The investigation escalated to cover all of USAREC. The House Armed Services Committee, Investigations Subcommittee held numerous hearings on the matter in 1977 and 1978. From 1978 to 1980 the “Connelly Investigation” reviewed enlistments from all districts within USAREC. From more than 10,000 Soldier interviews, 36 percent of enlistments were determined to have some type of recruiter impropriety associated with the enlistment process.

From the investigation numerous commissioned officers and 749 recruiters came under investigation. In 1980, these recruiters were identified as suspects in 3,777 allegations. Five officers and 393 recruiters were relieved from their positions as recruiters due to the wide-spread cheating.

Also identified in the investigation was that the command’s system to investigate itself was lacking. The review discovered amateurish investigations by members of subordinate commands that did not attempt to seek the truth and were self-serving to protect the unit and its members. The report determined that officers, ordered to investigate their own units, were placed in precarious positions to impartially investigate the facts.

USAREC Regulation 600-35 is the framework by which we establish the ESP at USAREC, brigade and battalion levels. This regulation directs that commanders be ultimately responsible for the programs within their command and the assistant chief of staff, G3 USAREC, the brigade chiefs of staff and the battalion executive officers implement the programs at their levels.

Teaching and Training

The foundation of the program is the teaching and training of the ESP within all levels of USAREC. The G3 is responsible for ensuring all key personnel are aware of the ESP. The brigade commanders have the responsibility to train key personnel within that level of command, to include subordinate battalion commands. The battalion commanders are required to brief all newly assigned recruiters within the command and required to provide all assigned personnel with reinforcement training.

To ensure that all officers and senior noncommissioned officers are aware of the ESP and understand how to conduct AR 15-6, USAREC Regulation 601-45, Recruiting Improprieties, establishes a requirement that all officers and senior NCOs receive training in the conduct of Commander’s Inquiries (UCMJ Rule 303) and AR 15-6, Informal Investigations. USAREC Pamphlet 27-65, Procedural Guide for the USAREC Investigating Officers, describes detailed instructions on how to conduct investigations and inquiries.

Data Analysis – Volume II Report

The VOL II Report, also known as the Recruiting Management Reporting System, is a monthly report that is found on the USAREC Intranet in the Business Intelligence Portal. USAREC Regulation 600-35, Appendix B, provides a method for evaluating the performance of recruiters, recruiting stations, companies, battalions and brigades. The data serves to identify negative trends and to assist staff and leaders in spotting emerging trends that are counterproductive to making mission with integrity.

All the appendices have easy to read bar charts that pull data from the appendix and populate charts to graphically portray the values. A color-coded system (green, yellow and red) uses current USAREC goals to determine if the individual or unit meets or exceeds an established benchmark. In the business intelligence portal, there is a “how to” guide to download that gives step-by-step instructions on how to review data using the Hyperion Business system.

Classes on VOL II are provided to chiefs of staff and executive officers at USAREC classes and during quarterly refresher training periods at brigades. An overview class is provided to commanders during the USAREC Pre-Command Course. Per the current Quarterly Training Guidance, each brigade should provide follow-on training to the chiefs of staff and battalion executive officers so that newly assigned personnel grow in their knowledge of how to manage the program and to spot emerging negative trends in their units.

Categories of Recruiter Improprieties:

Criminal Involvement
 False Documents
 Presigned Forms and False Certification
 Improper ASVAB testing
 Medical Concealment
 Concealed Dependents
 Concealed Prior Service
 Misrepresentation and Coercion
 Tampering with an Inquiry
 Using Imposters in Testing

Inquiries and Investigations

ESD rigorously inquires into allegations to reassure the president, Congress, Department of Defense, the American people, Soldiers and Department of the Army employees that USAREC personnel possess the qualities of integrity, accountability, responsibility and stewardship, and to protect our leaders and recruiters from false or spurious allegations. In order to inquire into allegations and situations of suspected or possible recruiter impropriety, USAREC has established a system to review cases of possible improper recruiting impropriety. USAREC Regulation 601-45, Recruiting Improprieties, clearly identifies what actions constitute an impropriety, categories of improprieties, who can conduct inquiries and investigations, due processes for recruiters and procedures for closing of cases.

Suspected recruiter improprieties are situations where there is data or documents to support that an impropriety may have taken place. If this is the case, a suspected impropriety inquiry is conducted by an officer or senior noncommissioned officer to determine if there is credible evidence to support the conduct of a recruiter impropriety investigation. The officer or NCO prepares a memo to report his/her findings to the commander. During the past three years, as the electronic enlistment folder (GCR) has been created and fielded, there have been more and more instances of suspected improprieties from the omission of required core documents to verify an applicant's citizenship, education and medical fitness for duty. A recruiter impropriety investigation is conducted when there is an individual making a legitimate allegation or there is overwhelming data or evidence to support an allegation.

This investigation is conducted as an informal AR 15-6 investigation by a commissioned officer or GS-13 or above appointed to investigate a specific allegation or incident. Sworn statements and evidence are gathered and a formal report is prepared in accordance with USAREC Pamphlet 27-65. Only a preponderance of the evidence (51 percent or greater) is required to close the case as substantiated against the recruiting personnel. Recruiters are afforded due process and given the ability to rebut all allegations and findings before the case is closed. The case closing authority is either the battalion commander, brigade commander or USAREC commander — determined if the case is substantiated or unsubstantiated and if the applicant has accessed to active duty or not. A chart in USAREC Regulation 601-45 clearly identifies actions by levels of command.

Recruiting with Integrity

In the spring of 2005, the USAREC commanding general, after several large investigations concerning ASVAB cheating and a large, nationally televised impropriety, ordered a USAREC-wide stand down. Along with the stand down, ESD established a USAREC hotline at (800) 223-3735, Ext. 6-3001.

USAREC is committed to providing quality Soldiers to the U.S. Army who meet all requirements for enlistment and to conducting the enlistment process with the utmost in professionalism. ESD is committed to fostering an atmosphere of recruiting integrity by teaching and training the command, conducting succinct enlistment data analysis and by inquiring and investigating allegations and situations where recruiters may be operating outside the bounds of proper, professional recruiter behavior. The American people, our elected officials and fellow Soldiers in combat units expect nothing less of USAREC - to "Provide the Strength" of our Army.



Crown Equipment Corporation, Phoenix Police Department and San Diego Police Department Join PaYS

Crown Equipment Corporation

Story and photo by Kim Martin,
Columbus Battalion

Crown Equipment Corporation officially became a member of the U.S. Army's Partnership for Youth Success team when they participated in the ceremonial signing of the PaYS agreement in their home office in New Bremen, Ohio, on Nov. 14.

"The U.S. Army is proud to add Crown to its team of corporate partners in the Partnership for Youth Success program," said Lt. Col. Michael Faruqi, commander, Columbus Battalion. "This program enables our recruiters to offer applicants quality employment opportunities during and after their Army service. Partnerships with organizations like Crown make me proud to know our Soldiers will use their skills to continue to make significant contributions to our society even after they take off their boots."

A family-owned and privately held company, Crown Equipment Corporation is the sixth largest industrial lift truck company in the world and the No. 1 brand of electric lift trucks in the United States. Outside of their home in New Bremen, Ohio, Crown headquarters are also located in Europe, the Middle East, Africa, India and Asia. There are also manufacturing plants located in many regions of the United States, Australia, Ireland, Germany and Mexico.

Crown has earned more than 45 design awards for its products, environmental honors from the Environmental Protection Agency and historical preservation recognition from the Ohio Historical Society.

Faruqi signed the agreement along side of Peter B. Falk, Crown's director of personnel.

"This is a very small, patriotic town," said Falk. "We are all very excited about this program with the Army. In this partnership, we get to have the first crack at hiring very skilled,



Crown Equipment Corporation executives officially sign on with PaYS on Nov. 14 at their home office in New Bremen, Ohio.

disciplined workers when they return to their lives as civilians. Everybody wins."

Maj. Christopher Mosley, Marion Company commander, played a major role in organizing the event.

"The Army's PaYS program is a valued added incentive that offers our current and Future Soldiers the ability to utilize their acquired skills to work for top-performing companies like Crown," Mosley said. "It is significant to note how America's industry supports our military, and the U.S. Army welcomes Crown Equipment Corporation into the PaYS program."

Columbus Battalion also welcomed the Ohio division of Waste Management into the Army family in February '05.

"Soldiers have the qualities Crown is looking for in their employees," said Faruqi. "They are motivated, have professional work habits and high standards of conduct. This partnership is one way we can help ensure our Soldiers continue to achieve success after leaving the Army, and that American industry benefits by gaining quality employees."

San Diego Police Department

Story and photo by Catherine Caruso,
Southern California Battalion

Representatives from USAREC and the San Diego Police Department signed an agreement Jan. 18 to provide priority hiring status to qualified Soldiers participating in the Partnership for Youth Success program.

“We know military experience is as valuable to the public and the private sectors as it is to those who enlist. Civilian employers are always looking for employees who understand teamwork, discipline and how to accomplish a mission, and Soldiers transitioning to civilian employment bring all of that to the table, from day one,” said Bruce Haddock, a spokesperson for the Southern California Battalion.

Military experience is especially relevant to police work, said Officer Robert Acosta, a human resources officer for the San Diego Police Department.

“People with military experience really stand out at the academy,” he said. “You can really tell the difference between someone who has been in the military, and someone who hasn’t.”

The San Diego Police Department has many prior-service members in its ranks, many of whom retain their eligibility for some military benefits by continuing to serve in the National Guard and or Reserves.

Under terms of the agreement between USAREC and the San Diego Police Department, enlistees interested in gaining specific job training and qualifications will receive that training while in the Army. As part of the enlistment process, recruits sign a statement of understanding of intent to interview with the San Diego Police Department upon completion of their term of service. As they near the end of their enlistments, the Soldiers will have the opportunity to interview with the department for a specific job at a specific location.



Lt. Col. Michael Oubre, commander of Southern California Battalion, and William Lansdowne, chief of the San Diego Police Department, shake hands upon signing a PaYS partnership agreement at San Diego police headquarters Jan. 18. Officer Steve Markland witnesses the ceremony.

Phoenix Police Department

By Shae Warzocha, PaYS

When it comes to finding new and creative ways to capitalize on the signing of a new PaYS partner, none do it better than Phoenix-Central Company commander Maj. Jill Mackin. In front of 1,700 Moon Valley High School students, Phoenix Police Department’s assistant chief, Andy Anderson, signed the Memorandum of Agreement to become the 127th PaYS partner. The signing ceremony kicked off the Moon Valley High School pep-rally.

Mackin explained to the students what the PaYS program could mean to them.

“Business and government agencies are looking for hard working and experienced employees with Army experience. The Army Values reflect the Phoenix Police Department’s code of ethics,” she said.

“The Phoenix Police Department wants the very best candidates to become police officers and Soldiers make excellent candidates. We are looking forward to this partnership with the Army PaYS program to continue to receive fine men and women with Army experience and maturity,” said Anderson.

The Army ended their portion of the pep-rally with the crowd cheering as Sgt. 1st Class Charles J. Nichols called forward Future Soldier and PaYS Soldier, Rebecca C. Cofield, a Moon Valley senior. Mackin then presented Cofield with the certificate promoting her to private first class. Cofield joined the Army through the Back Canyon station. She joined as a 44C, Finance Management Specialist and has signed a Statement of Understanding to interview with PaYS partner Cintas for a position in Phoenix after her enlistment.

Cintas provides uniform and apparel service, maintenance service, various products and solutions, and employs 30,000 people. Cintas has been a PaYS partner since May 2004.

Phoenix Police Department becomes the fifth PaYS partner to offer post Army employment opportunities to enlisting Soldiers in the Phoenix Battalion and the second police department along side Scottsdale Police Department.

The Arizona Department of Public Safety has reserved slots in each of the next 10 years of Cadet Academy classes for RA Soldiers and five years for Reserve Soldiers.

Also within the battalion, Queston Construction Inc., a small local construction company, offered roofing construction opportunities to enlisting Army Reserve Soldiers, and Empire Southwest LLC, a large Caterpillar dealership, offered construction equipment repair mechanic and power system generator mechanic opportunities to enlisting Regular Army Soldiers.



By Capt. Ron Carden, Health Services Directorate*

Since 1973, physician assistants have been an integral component of the Army Health Care Team. Today, Army physician assistants serve as their unit's primary health care provider and medical platoon leader in the physician's absence. They are responsible for everything from prescribing medications to teaching medics. The PA's role has become critical in recent years because Army physicians have come to rely on them more to assist with their ever-increasing patient loads and healthcare responsibilities.

In 2005, the brigade restructure created more than 140 PA positions and increased PA demand by 37 percent. PAs in the Army get more recognition, rewards and autonomy than in the civilian sector. They enjoy an atmosphere of mutual respect and camaraderie as they work alongside fellow officers and health care professionals in a team-oriented environment. In addition to enjoying a greater degree of responsibility and freedom, the Army PA is active in every aspect of patient care and does not encounter the clinical limitations that civilian health care provides. They have the opportunity to practice medicine everywhere from high-tech clinics to field hospitals. They perform evaluations, order labs and radiographs, diagnose, write consults, treat acute and chronic illnesses, as well as manage medical and traumatic emergencies.

Army PAs will likely serve in a table of organizational equipment unit. These units include mechanized or light infantry, armored cavalry, airborne or, if qualified, Special Forces. Regardless of where they are assigned, they will serve the "front line" of Army medicine and be responsible for the total health care of Soldiers assigned to that unit, as well as their family members when in garrison. They also support the Department of Homeland Security and natural disasters.

How to find PAs

The American Academy of Physician Assistants estimates there were 55,061 people in clinical practice as PAs at the beginning of 2005. About 10,000 students are enrolled in PA programs. The number of new graduates in 2004 was approximately 4,592. There are 137 PA training programs in the United States. You can locate them by state at the AAPA Web site: <http://www.aapa.org/pgm1ist.php3>. There are numerous annual PA conferences all over the country. The following Web site lists them by date: <http://www.aapa.org/cme/approvedcat1.html>. These conferences provide the best opportunity to meet PAs. It is likely that most of your local hospitals and clinics employ PAs. Physician assistants typically work for a private practice physician. That is because a PA must work under the license of a physician. Due to the fact that PAs have not been recruited for so long, AMEDD recruiters face a tough challenge in getting the word out that we are accepting applications. There is a lot of interest. However, civilians have been denied the opportunity for so long that many are no longer looking for the Army as an option. We must be proactive.

Show me the money

Results of the 2005 AAPA Physician Assistant Census Survey indicate that the mean total income for PAs who are not self-employed and who work at least 32 hours per week for their primary employer is \$81,129 (standard deviation \$21,254); the median is \$77,402. The comparable mean for PAs who have been in clinical practice for less than one year is \$68,116 (standard deviation \$13,077); the median is \$66,591. This may appear to be a recruiting challenge at first. However, PA's salaries have a tendency to start high and plateau very quickly.

* Capt. Carden is the former Interservice Physician Assistant Program Manager and has recently deployed.

Opposite page: Sgt. Jeremy B. Johns, a medic with the 82nd Airborne Division, carries a young boy to a waiting vehicle with help from physician assistant Capt. Michael E. Franco in Tal Afar, Iraq. Photo by Pfc. James Wilt

Historically, PA salaries do not increase much higher than inflation. The Army, on the other hand, has great opportunity for regular promotions and wage increases. Most Army PAs are making equivalent or greater incomes than their civilian counterparts within five years of service. This takes all wages and benefits into account. During this five year period, they are getting an incredible amount of experience that is highly desirable to civilian employers.

As outlined in USAREC Message 05-205, some PAs will be eligible for the Physician Assistant Active Duty Health Professions Loan Repayment Program incentive. This incentive offers three years of loan repayment for qualified loans up to a max annual amount of \$30,651 (pre-taxed).

Educational opportunities

The educational opportunities are endless. Those who seek a master's degree may be eligible for 100 percent tuition assistance if they desire additional college courses. Most units will fund annual continuing medical education courses. Army physician assistants who have completed their initial obligation may qualify for fully funded post-graduate training programs at the end of their initial obligation. Advanced specialty training opportunities include orthopedics, emergency medicine, cardiopulmonary perfusion and occupational medicine. In addition, those interested in preventive medicine can apply for a two month course. There are opportunities to get a fully funded masters in education or public health or a doctorate in higher education or epidemiology. There are special training programs in Advanced Trauma Care (Tactical Combat Medical Care following OBC), Medical Management of Chemical and Biological Injuries, Aviation Medicine and others.

What makes Army healthcare unique

- You have more freedom to practice medicine as you feel appropriate without administrators and inspection groups limiting the decisions that are right for the patient. Nonetheless, the standards are of the highest caliber.
- You don't have to worry that a needed test may not be covered by their insurance. Your patients don't have to prove their ability to pay. All your patients have guaranteed coverage.
- There is no concern that a provider may or may not order a test in their own financial interest. Our healthcare is focused on what is right for the patient.
- You have a primarily young and healthy patient population.

Qualifications:

- be a U.S. citizen

- be at least 21 years of age and less than 48 years of age (age waivers may be considered for applicants with prior military service)
- hold at least a bachelor's degree
- be a graduate of a training program accredited by the Accreditation Review Commission on Education for the Physician Assistant, Inc.
- have current certification by the National Commission on Certification of Physician Assistants
- be employed as a physician assistant if completed PA training more than one year ago.
- successfully complete a security investigation
- pass an English Comprehension Level Test if English is the second language.
- meet the prescribed professional, physical and ethical standards for appointment as an Army commissioned officer.

What documents will the recruiter need?

- Curriculum Vitae with date of birth and work experience by month and year.
- Copies of transcript(s) or diploma(s) from a physician assistant educational program accredited by the Accreditation Review Commission on Education for the Physician Assistant, Inc.
- Current certification by the National Commission on Certification of Physician Assistants.
- All current state PA licenses.
- If prior military service, two copies of their DD 214 (Record of Service) and last two officer evaluation reports or non-commissioned officer evaluation reports.

For more information:www.usarec.army.mil/armypa



Physician assistant Tom Lewandowski, from Company C, 205th Army Medical Battalion, provides care to an El Salvadoran during a medical assistance visit to San Vicente. Photo by John M. Foster

Army at Daytona



The Army pit crew springs into action during the Daytona 500. Photo by Cameras in Action

By Army News Service

While Army 01 NASCAR driver Joe Nemechek was plagued by pre-race car troubles and mid-race collisions, Soldiers from various parts of the country were on hand at the Daytona 500 Feb. 19 to give fans a taste of the Army.

Between a color guard, an Army chorus, a Soldier cordon and an interactive area, the Army was out in full force to support the opening race of the 2006 NASCAR Nextel Series.

“What you have here is our engagement with America,” said Lt. Gen. Tony Jones, deputy commanding general of Training and Doctrine Command. It allows the public to come and learn about the Army, he said, noting that it was the Army’s responsibility to go where the American people are to tell the Army story.

Days before the race, Nemechek and Army Soldiers urged students to stay in school and talked about the importance of math, science and technology education.

The session with high school students was another step in the Army’s NASCAR education program, which began last November. While not a direct appeal to recruit new Soldiers, the program lets students know that one of the keys to future success, in the Army or otherwise, is a high school diploma.

“Young people need education,” said Sgt. 1st Class Kevin G. Dailey, of U.S. Army Accessions Command, who travels around the country talking to students through various Army racing education programs. “Youth Education Service tells kids to stay in school, get an education and follow their dreams.”

On race day, Future Soldiers had a chance to speak with the top enlisted Soldier in the Army when he welcomed them into the Army family, noting that the Army has for many become “a family business.”

Sgt. Maj. of the Army Kenneth O. Preston talked to the high school students, many of whom would be off to basic training within 120 days.

In an interactive area located just outside Daytona International Speedway, the Army allowed race fans to get a hands-on Soldier experience. The site included a wall climb, a simulator depicting a convoy through Baghdad and a pit crew challenge where visitors had to change the tires of the Army 01 car as quickly as they could. It also had a station where visitors could get personalized Army I.D. tags.

“[The interactive area] is really cool,” said Samantha Henderson, a 16-year-old Junior Reserve Officer Training Course student. “It has been very interesting. You get to see how to go on a mission, learn about strength and discipline and just have a good time.”



Army 01 NASCAR driver Joe Nemechek, left, talks to a Future Soldier at a NASCAR educational outreach event at Daytona International Speedway Feb. 17. Photo by Steven Field

In the hours leading up to the race, Army pageantry kicked into high gear. The 82nd Division “All-American” Chorus performed a selection of patriotic songs for cheering fans.

The chorus, which sang “America the Beautiful” and the songs from each of the Armed Services, received especially loud applause during their rendition of Darryl Worley’s “Have You Forgotten,” a song calling on America not to forget the tragedy of Sept. 11, 2001.

Following the performance, 20 Army Reserve Soldiers from central Florida were given the opportunity to serve as an official cordon during the introduction of the drivers competing in the Daytona 500. Nemechek and other drivers shook their hands as they were introduced.

A joint service color guard from the Military District of Washington presented the colors.

Before one lap was even completed in the race, Nemechek was the victim of another driver’s problem.

Another driver’s cut tire came apart and the flying tread tore through the front-end of Nemechek’s 01 Army car, causing severe body damage.

The incident forced Nemechek to come down pit road a number of times as the Army of One crew worked valiantly to repair the damage.

Then, on Lap 79, he got collected in a multi-car wreck.

Though Nemechek’s black and gold Army car looked like it was ready for the junkyard, the Army team refused to throw in the towel.

“Ryan (crew chief Ryan Pemberton) and the pit crew were absolutely awesome,” said Nemechek. “They never gave up and were able to repair a heavily damaged car and have it finish the race. I was very impressed and very proud of each and every one of the guys.”

Nemechek was credited with a 33rd-place finish in the season opener.





New Recruiting Asset is *Music to You*

Entertainment team taking requests as USAREC's newest release

By Mary Kate Chambers, RJ Associate Editor



As much as Sgt. 1st Class Jamie Buckley is doing it for himself, he's doing it more for the Army.

Buckley is living his musical dream as part of a new recruiting asset, an Entertainment Team from USAREC G5. He is taking requests to perform country music at local and national events and aid in the recruiting effort.

"We're there as lead generators," Buckley said. "We're the Army dragster, we're the Army NASCAR ... with a pulse."

Buckley and his partner, Master Sgt. Marty Gowin, envision a typical performance as being alongside a standard Army recruiting booth at an event.

"We set up next to the Army booth and provide the visual and audio that attracts people," explained Buckley. "And maybe more stop for the music," he added, than would have stopped otherwise.

"We're telling people, 'I'm a Soldier, he's a Soldier; this is what we do for the Army'" Buckley said. "It's not just the myth of digging holes and marching and getting yelled at. It's not like that at all. This is the opportunity that's been presented to us because of the U.S. Army."

The team can be used in a variety of markets.

"This new recruiting asset for USAREC will support the local recruiters in high schools, colleges, universities, local communities and at national events," said Rhonda Richards, Marketing Division chief at USAREC G5. "We expect to generate thousands of additional leads and community awareness of the Army and the Army Reserve, and what opportunities are available to the young men and women today."

The Entertainment Team will come equipped with its gear in a 24-foot trailer hauled by a pickup truck, both Army-branded. The team has a flashy lighting system and a riser system with multiple stage configurations. Army Values, Warrior Ethos, Soldiers Creed, banners and Soldier cutouts will be set up — "as a professional Army presentation, of course," said Buckley.

"We are already receiving requests from DA, other military installations, as well as the recruiting force," to have the team perform, said Richards.

The team requests some support from the requesting station or battalion, such as inclusion in prearranged advertising materials for the event.

And it will be up to the recruiters, of course, to get the audience to fill out leads cards.

"So the next thing you know, the person they'd have never talked to in the past, they are now talking to and they can potentially get that lead," said Buckley, his feet tapping to the beat of his excitement.

'Just plunking around'

After leaving the Army in 1991, Buckley reenlisted in 1997 with the hope that the Army would be a platform for his vocal career. A Chemical Operations Specialist, he landed assignments in Army bands and performed everywhere from Fort Hood, Texas, to Seoul, Korea. During a chemical assignment to Fort Knox, he met Gowin, who also was assigned to the NBC School.

"He said, 'I play harmonica,' and I said, 'I play a little guitar,'" Buckley recalled. "A week or two later ... we sat over lunch playing, just plunking around," said Buckley.

A duo was born. During their time at Fort Knox,

Gowin and Buckley regularly "gigged" together. One event was a dinner hosted by former USAREC commanding general Maj. Gen. Michael Rochelle.

Buckley said Rochelle was interested in the idea of an Entertainment Team for the command. But Buckley pursued his plan to become a recruiter and moved to Seattle Battalion.

Then, in September, USAREC called Buckley to Fort Knox and put the Entertainment Team plans to music.



Sgt. 1st Class Jamie Buckley and Master Sgt. Marty Gowin. Photos by Mission Support Battalion



our Ears



Book the Team

Stations, companies and battalions can request the Entertainment Team through their brigade.

Audio files of Buckley performing “The Star-Spangled Banner,” “God Bless America” and “America the Beautiful” as well as more information about the asset are on the USAREC G5 Intranet at <http://hq.usarec.army.mil/apa/index.htm> under Events and Operations.

Contact Rhonda Richards at (502) 626-0430, or Sgt. 1st Class Jamie Buckley at (502) 626-2022 to book the Entertainment Team.

‘Be enthusiastic’

Gowin was at the top of Buckley’s list to be his partner.

Gowin’s role on the Entertainment Team is as “the guy who keeps the show sounding and looking great” as the sound and lighting chief, Buckley said. He occasionally will join Buckley by playing his harmonica.

“I really wanted someone who would be enthusiastic about it. Marty knows most of his role is behind the scenes, and he’s fine with that,” Buckley explained.

“He needs my support more running the equipment, logistically, and keeping the music going, the lights, all that stuff,” Gowin said.

“And it’s going to be a lot ... and especially with just one guy running it,” Buckley quickly added.

Gowin, with 25 years in the military, has a strong background in music as well. He works as a disc jockey on Fort Knox and for years has spent his weekends in local clubs singing and playing.

“I’m not the caliber of singer that Jamie is, but yeah, I sing all the time,” Gowin said. “I’m not known as much for my singing as I am for my harmonica playing. I’m a singer secondly.”

Buckley was recording his third album this spring. His first effort, “On My Way” was released in 1997. “There You Are” was released in 2003.



Gowin said Buckley is an “awesome” performer.

“That’s why I’ve stuck with him,” Gowin said.

Buckley, in return, commends Gowin’s harmonica skills. He has even invited him to play on two songs on his second album.

But the two keep going back to the Army and the fact that they are Soldiers first. In fact, they had autograph cards redesigned so that “Soldier” is listed before the rest of their information.

“First and foremost, I’m a Soldier,” Buckley said. “And if they told me tomorrow, ‘You’re not singing anymore, you’re going to Iraq,’ that’s the way it goes. At the beginning and end of every day, I’m a Soldier first.”



Transformation Changing How Recruiting is Done in Europe

By Geoff Ziezulewicz, used with permission from the Stars and Stripes, Copyright 2006, Stars and Stripes

As the Army's transformation in Europe plays out this year, sending thousands of Soldiers and family members back to the United States and elsewhere, the effects of the downsizing are being felt at recruiting offices in Europe as well.

The dynamics of recruiting in Europe are changing. More people with prior military service are walking through the door, and high school-age recruits are not being as actively recruited due to the uncertain destinations of their communities and military parents. Some Americans who got out of the Army and built a life in Germany want to stay, but their civilian employment with the Army and Air Force Exchange Service or Defense Department contractors will be ending as bases close and units consolidate this year, said 1st Sgt. David Ralston, commander for the U.S. Army Recruiting Detachment in Europe.

As a result, they're looking to the Army as a way to keep their families in Europe, he said. "The market is changing over here," said Ralston. "And we're getting a lot of those guys."

During the first quarter of this recruitment year, roughly from September to mid-January, those recruits with prior service constituted roughly 10 percent more of the overall recruitment total than at the same time last year, said Ralston. So far this year, 27 out of 54 have already served in the military.

While the exact numbers of U.S. civilian and local national jobs that will be terminated with transformation efforts this year have not been disclosed, U.S. Army Europe and AAFES representatives have stressed that relocation is a priority for employees whenever possible.



Cavalry Soldiers of U.S. Army Europe's Immediate Reaction Force wash their vehicles following operations in Romania. More than 50 percent of Europe's recruits are prior military, changing the demographics of recruiting in Europe. Photo by Pfc. Tanya Polk

As head of the recruiting station in Würzburg — where much of the 1st Infantry Division is slated to head back to the States or be reassigned this year and installations are getting ready to close — Sgt. 1st Class Robert Curtis is dealing with a direct front of the Army's downsizing.

Recruiters make an effort to accede to the desires of prior-service enlistees to stay in Europe, he said, but things such as former rank, training and the needs of the Army play a factor in deciding where they go.

"A lot of them are requesting to be stationed here, but that's difficult for us to do," said Curtis.

To lure back those with a history of Army service, recruiters now offer prior-service enlistment bonuses and education assistance for people who are thinking of reenlisting, said Ralston.

Curtis said he expects to see more prior-service people walk through his front door in the coming months, as the Army's plans continue to take shape. In January, all his enlistees had prior service.

"I foresee this continuing," he said.

The looming closure of bases and the reduction of Army boots in Europe also means recruiters are now "passively recruiting" high school seniors instead of pursuing them more actively, Curtis said. When parents have orders back to the States or elsewhere, it is often too difficult for a recruiter to keep track of a young recruit and make sure they follow through on their commitments, he said.

"With the downsizing in Europe, especially with the 1st ID, it has deterred us from actively recruiting for them," said Curtis. "It was a good market for us."



Hesperia Races Draw *Fast Crowd*

By Catherine Caruso, Southern California Battalion

Staff Sgt. Michael Brobston is a motocross bike racer, as well as the station commander of Hesperia, Calif., station. That's why he knew he could connect with adventure-oriented young adults through their shared love of the sport.

"That's what kids do out here. It's all there is to do, sometimes. Every weekend I see them out there on their bikes," said Brobston.

He contacted Scott Haydis, owner of Racetown 395 in Adelanto, Calif., and with the approval of his command leadership team and the support of the battalion A&PA, Redlands Company recruiters hosted a weekend of races at the speedway last August.

The raceway offered free registration (normally \$35 to \$55) to race, banking on increased profits at the gate and a local radio station broadcasting the event to make up the difference.

The radio station also sponsored a drawing for two dirtbikes, customized with the Army logo. During the weeks leading up to the races, Brobston parked the dirtbikes in front of the station when recruiters weren't displaying them outside high schools and businesses.

"We're right on the main street, but a lot of people don't know where we are. Those bikes changed that. People were honking, giving us the thumbs-up sign ... suddenly, everyone knew us. They were like, 'Oh yeah, the place with the bikes out front,'" he said.

"It's a small town, so this was big news for us. My wife teaches third-graders, and even her kids were talking about it."

While Redlands Company recruiters manned the Humvee display, battalion rock wall and ID tag machines during the race, a few got in on the action.

Sgt. 1st Class Brian Homme, Redland's station commander, and Sgt. 1st Class Lawrence Marion, Redland's company recruiter trainer, competed on the track.

Race registration forms, contest entries and other incentives generated hundreds of leads that Brobston credits with playing a role in the signing of five contracts.



Above: Redland Company recruiters man the Humvee display and ID tag machines. Top: A competitor flies high on his motocross bike. Photos by Staff Sgt. Michael Brobston

Protecting Our Children

By Jack Nix, Family Advocacy Program

When a child abuse tragedy is reported in the media, neighbors often say that they thought something was wrong, yet too often no reports of known or suspected abuse were made to the police or local child protective services agency.

Although the majority of Americans polled believe that everyone should play a role in stopping child abuse, many people also admit to witnessing child abuse and doing nothing about it. The reasons for not reporting abuse include not knowing where to call and misconceptions regarding what will happen once a report of known or suspected abuse is made to the police or a child protective services agency.

Everyone – Soldiers, civilians and family members – must work together to reduce child abuse. To do so, we need to:

- **Recognize** child abuse and the dangerous circumstances that can lead to a child's death.
- **Respond** to what we see and know, keeping the safety of our children uppermost in our minds.
- **Report** all forms of child abuse: situations of child neglect can lead to child deaths.

Everyone has a responsibility to recognize child abuse, to respond by assisting families under stress, and to report all forms of child abuse.

Recognize child abuse

There are four major types of child abuse: neglect, physical abuse, sexual abuse and emotional abuse. Although any of the forms may be found separately, they often occur together.

The major types are:

- Neglect is failure to provide for a child's basic needs. Neglect may be physical (lack of appropriate supervision or failure to provide necessary food, shelter or medical care), educational (failure to educate a child or attend to special education needs) or emotional (inattention to a child's emotional needs).
- Physical abuse is physical injury (ranging from minor bruises to severe fractures or death) as a result of punching, beating, kicking, biting, shaking, throwing, stabbing, choking, hitting (with a hand, stick, strap or other object), burning or otherwise harming a child.
- Sexual abuse includes activities by a parent or caretaker such as

fondling a child's genitals, penetration, incest, rape, sodomy, indecent exposure and commercial exploitation through prostitution or the production of pornographic materials.

- Emotional abuse is any pattern of behavior that impairs a child's emotional development or sense of self-worth. This may include constant criticism, threats, or rejection, as well as withholding love, support or guidance.

Child abuse is not always easy to recognize. If you suspect child abuse, report it to professionals who can provide assistance to the child and family.

Respond for the safety of our children

Pay attention to the early warning signs that families are under stress. Lack of preparation or knowledge of critical issues surrounding parenting, financial or other environmental stressors, difficulty in relationships, stress of single parenting, and depression or other mental health problems can all lead to abusive or neglectful behavior.

Reach out to families under stress to prevent incidents of child abuse. Through prevention activities such as parent education, home visitation and parent support groups, many families are able to find the support they need to stay together and care for their children in their homes and communities.

Prevention efforts help parents develop their parenting skills, understand the benefits of nonviolent discipline techniques, and meet their child's emotional, physical and developmental needs. Prevention programs also can help parents identify other needs they may have and offer assistance in getting that additional support.

Early intervention can prevent incidents of child abuse. Encourage families under stress to participate in prevention programs and activities.

Report all known or suspected child abuse

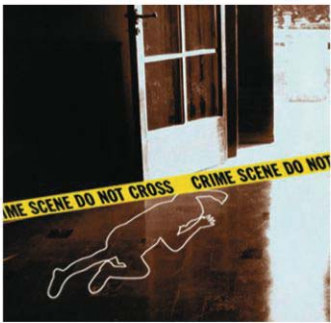
The USAREC community needs to understand that any form of child abuse goes against Army values and the well being of our families. Each of us has the responsibility for protecting our children. If you see child abuse, report it.

By reporting child abuse, we can make a positive contribution to the growth and development of all children. By taking a stand against child abuse and neglect, we help create an environment that nurtures and strengthens families. We can give boys and girls the safe, stable and loving homes they need. They will be encouraged to reach their full potential as individuals and as members of our society.

During April 2006 and beyond, let us join together in protecting our children and keeping them safe by recognizing child abuse, responding to assist families under stress and reporting all forms of child abuse.


RECOGNIZE, RESPOND, REPORT
CHILD ABUSE PREVENTION MONTH IN THE ARMY

WHO is Watching the Children?




Unrelated caregivers?
Overwhelmed new mothers?
Families experiencing extended separations?

What does it take to keep our children safe?
PAY ATTENTION TO EARLY WARNING SIGNS



FAMILY ADVOCACY CAN HELP. CONTACT US.



Are You Riding Legal?

USAREC Form 1236, Commander's Motorcycle Rider Agreement - dated March 1, 2006, version 2.00. This form has been updated to include several changes. The most notable change is the motorcycle helmet requirement. USAREC now requires a Department of Transportation-approved helmet (which is the Army's standard) and highly recommends a full face helmet. This form has been distributed to the field. This form may only be used with the FormFlow application. This file was created with the FormFlow 2.2 software and replaces any earlier versions - U1236.FRZ - which may need to be removed from your forms folder. Commanders, please ensure this form is distributed to all military users. **You must have this agreement completed BEFORE you ride!** — USAREC Safety Office

For USAREC requirements and information on motorcycle safety visit http://my.usaac.army.mil/portal/dt/usarec/HQ/CMD_GRP/Safety/motorcyclesafety/

COMMANDER'S MOTORCYCLE RIDER AGREEMENT (For use of this form see USAREC Reg 385-2 and USAREC Pam 385-2)		
To be kept on file for 2 weeks after soldier leaves unit and updated biannually or when changes in status occur. Commander is held accountable for the record keeping of this form.		
1. DATE:		
2. The motorcyclist received a motorcycle safety brief on this date: _____ <i>(To be given when coming to unit or purchasing a motorcycle or all-terrain vehicle in accordance with USAREC Reg 385-2, Safety Program.)</i> Includes wearing of reflective vest at all times. Wearing eye protection, shield or goggles, over-the-ankle leather boots, full-fingered gloves, long-sleeve shirt, long pants, and Department of Transportation approved helmet (full face is highly recommended). Most dangerous times and areas for riding. USAREC specific motorcycle accident data. If you fail to use all required personal protective equipment per USAREC Pam 385-2, you may be subject to UCMJ action and loss of motorcycle rider privileges.		
3. Date motorcycle license will expire <i>(attach copy):</i>	4. Issuing state and class of license:	5. Date registration and license plate will expire:
6. Date motorcycle insurance will expire <i>(attach copy):</i>	7. Last inspection of motorcycle by unit <i>(attach USAREC Form 1176 (POV Inspection Checklist)):</i>	
8. Date of completion for the Army-approved motorcycle safety course <i>(attach copy of certificate):</i>	9. Motorcycle Safety Foundation Number and Course:	
10. Risk assessment of Soldier <i>(use USAREC Form 1144 (Risk Management Card) and FM 100-14, Risk Management, to assess and check the appropriate risk code):</i> <input type="checkbox"/> Low <input type="checkbox"/> Moderate <input type="checkbox"/> High <input type="checkbox"/> Extremely High _____ Date of Last Risk Assessment Comments: _____ _____ _____ _____ _____ _____		
11. It is the responsibility of not only the commander to ensure motorcyclists reduce the risk to themselves but also the rider, the rider's supervisors, and those who work with them to foster an environment that is conducive to safety mentorship. Preventing an accident before it can occur is the goal of accident prevention and this agreement is between the commander and the cyclist. I, _____, will inform my commander anytime the information on this form changes to ensure the trust the commander places in me is well founded. I also agree to assess all risks prior to and during my riding and furthermore abide by all laws, regulations, and rules of conduct on the highways, roads, and installations. I will ensure all documentation is current and available at all times. As the Unit Commander, I, _____, will ensure all regulatory guidance is followed and take full responsibility when it is not. I will ensure the safety and well-being of my soldiers comes first. A fatally injured soldier hampers the command mission and I will do my best to ensure mission success. I will always be available to mentor and assist those that sign this agreement.		
12. INDIVIDUAL'S SIGNATURE AND DATE:		13. UNIT COMMANDER'S SIGNATURE AND DATE:

Hawkeyes to Redskins to Army of One

Story and photo by Ken Plant, Minneapolis Battalion

From the Iowa Hawkeyes to the Washington Redskins to becoming a Soldier, Dave Alexander has loved taking on new challenges.

Alexander became one of the first Minnesotans to take the Oath of Enlistment when the Army Reserve increased the age limit in March 2005.

“I saw an article in USA Today in which the Army raised the age limit for recruiting and decided to contact my local Army recruiting station. Sgt. 1st Class David Tunsion of the Maplewood Army Recruiting Station helped me with my enlistment decision, and on July 18, 2005, I became a Soldier,” said Alexander.

After high school, where he excelled in basketball, track and football, Alexander



Dave Alexander, far left, is a former college athlete and one of the first Minnesotans to enlist when the Army Reserve raised its age limit.

attended the University of Iowa and played football. In 1988, Alexander began developmental training for the Washington Redskins.

“As No. 55, I played against such notoriety as David Butts and Doug Williams under the coaching expertise of Joe Gibbs,” said Alexander.

In 1993 he returned to the University of Iowa and coached his high school football team for a year.

He moved to Minnesota in 2001 and began professional body guard work. In the same year he competed in the Lumber Jack competition in Stillwater, Minn., taking third place. In June 2003 he took the “Strongest Man-In-The-West” title.

Completing his basic and advanced individual training as honor graduate in February at Fort Leonard Wood, Mo., Alexander now looks forward to working in his new position as a combat engineer.

No free ride for brothers in Dallas Battalion

Story and photo by Barry Collins, Dallas Battalion

Hollywood had the Marx brothers; the literary world had the brothers Grimm; the world of flight began with the Wright brothers; and the Dallas Battalion has the Swain brothers.

Staff Sgt. John W. Swain joined his brother, Command Sgt. Maj. Warren Swain, the battalion command sergeant major, in recruiting in December.

“It’s strictly professional on duty and in front of other recruiters,” said Staff Sgt. Swain. “I call him sergeant major and he calls me sergeant.”

Following in the footsteps of four of his brothers, Staff Sgt. Swain, 27, joined the National Guard at 17.

“I started out in field artillery as a Fire Direction Specialist,” he said. Now he is an Intelligence Analyst with a tour in Afghanistan under his belt. But he’s putting that aside to try his hand in



Command Sgt. Maj. Warren Swain, left, welcomes his brother, Staff Sgt. John W. Swain to Dallas Battalion.

recruiting, which his older brother has had much success in.

“I like talking to people,” said Staff Sgt. Swain. “I think I’ll do well in recruiting. I have been here less than two weeks and I’ve got several appointments lined up. Things are looking good.”

The older Swain has been in recruiting

for almost 20 years, and while he said no favoritism will be shown, he’s glad to have his brother in the unit.

“I’m proud to serve alongside my younger brother in the Dallas Recruiting Battalion. I hope to positively influence him to be a better recruiter and Soldier,” said Command Sgt. Maj. Swain.

Families in the Army



Siblings shake on it

Anthony Antolik, 22, was recruited by his brother, Staff Sgt. Andrew Antolik, at the Burnsville, Minn., station in December. According to Staff Sgt. Antolik, his brother's decision to enlist was the result of what the Army had done for him. Pvt. Antolik attended One Station Unit Training at Fort Leonard Wood, Mo., as a combat engineer. In addition to receiving money for college, he also qualified for an enlistment bonus. *Photo by Mary Lou Eckstrand*

Two generations



Master Sgt. Clarence Hubbard, left, recruited his son, Staff Sgt. Kevin Hubbard, in 1998. Master Sgt. Hubbard re-enlisted for three years on Jan. 12 at the Arlington, Texas, station where Staff Sgt. Hubbard is now is a recruiter. *Photo by Maria Gallegos*

A double deal



Twins Lindsey and Logan Mannan enlisted in the Army together. They will be going to Fort Jackson, S.C., for basic training. Logan Mannan will then go to Advanced Individual Training at Fort Gordon, Ga., to become a Network Switching Systems Operator. Lindsey Mannan's AIT will train her to be a Unit Supply Specialist at Fort Lee, Va. Staff Sgt. Scott Mabee of Dumas station is their Recruiter. *Photo by Denise Breshears*

Recruiters, Future Soldiers help homeless teenagers

By Sgt. 1st Class Jeffery E. Moncrief, Great Falls, Mont., station

The recruiters assigned to Great Falls station recently joined their recruits to give back to the community. They spent a day that had been set aside for Future Soldier Training to remodel a room at the Agape Teen Homeless Shelter.

The old motel room was in desperate need of a facelift and the Army crew spent about 12 hours turning the room into “An Army of One” room.

The idea came from Sgt. Kathlene Porter. She spent the week seeking donations of beds, TVs, desks, shelves and other necessities, and she finished the project by supervising the painting, cleaning and making repairs.

“I just felt like it was the right thing to do ... these are not bad kids and the staff here (at Agape) can only do so much, she said”

The center is a nonprofit outreach center and had several groups sponsor



Cpl. Jessie Krank, left, and Sgt. Mike Highwood help remodel a room at the Agape Teen Homeless Shelter in Great Falls, Mont. Photo by Sgt. Kathlene Porter

rooms. The room occupants had some say in the new design, and Chris, the occupant of the new Army room, was very excited about the Army look.

“It’s awesome! I have always wanted to be in the Army, but because of my health, I can’t,” he said. “But it doesn’t mean I can’t show off my pride.”

The recruiters started the day with a class on Army Values, and the Future Soldiers got a chance to experience what several of those values mean, first hand.

“You never realize how good you’ve got it; until you see how bad some (other) people have it,” said Future Soldier Erick Fisher.

Station pushes high school, centers of influence events

By Sheryl Cuevas, Phoenix Battalion

During the last few months, Farmington, N.M., station has made large strides in their effort to conquer their local high schools, while establishing centers of influence throughout the city.

On Dec. 8, Farmington station executed a COI event at Aztec High School. The event, which drew more than 70 high school educators, included the promotion of Gerald Tryhane to of staff sergeant.

Maj. Jorge Reyes, commander of Albuquerque Company, and an Aztec High School educator took the opportunity to promote Tryhane and pinned on his new rank.

“The COI (center of influence) event was a success,” said Sgt. 1st Class Gregory Hubby, Farmington station commander. “The educators and JROTC department thought that the event would provide an outstanding opportunity to promote Staff Sgt. Tryhane.”

Less than one month later, Farmington station accompanied the JROTC departments of Piedra Vista and Bloomfield High Schools to Chokeycherry Canyon. The Chokeycherry Canyon Wilderness is filled with springs and rocky ridgelines, in

addition to small canyons and drainages.

With the assistance of the JROTC department, Hubby and Tryhane donned their rappelling gear and wowed the students by rappelling off the side of a small cliff within the canyon.

“I was a rappel master for a special operations helicopter assault company when I was in the Marines,” said Hubby. “Staff Sgt. Tryhane occasionally rappels as a pastime.”

The two recruiters took advantage of their rappelling expertise to provide the JROTC with a “no hands” display while hanging from the side of the cliff.

“We had a great time and the JROTC Cadets were really impressed with our ‘no hands’ display,” said Hubby.

The events were just a few of many conducted by Farmington station this past quarter in an attempt to strengthen the relationship between the Army and area schools.

“We really enjoy spending time with our local high school educators and fellow JROTC Cadets,” said Hubby. “They see how much fun we have as a station, and it encourages them to consider a career in the Army. It’s all about attitude.”

Hittin' the mats for the U.S. Army

By Sheryl Cuevas,
Phoenix Battalion
Photos by Sgt. 1st Class
Henry Danache

More than 60 Future Soldiers and recruiters in Phoenix Central Company gathered at the Arizona Center for Martial Arts Academy Nov. 19 to take part in learning one of the oldest Japanese martial arts – jiu jitsu. A method of defending oneself without weapons, jiu jitsu allows people to utilize the strength and weight of an adversary to defend themselves.

Phoenix Central Company's goal was to impact the minds of our young adults by using professionally trained mixed martial arts instructors and blending it with the Army for overall success. By gaining knowledge in mixed martial arts, Future Soldiers and recruiters would be able to use a trained, thorough process to remove themselves from situations in which they may have to defend themselves.

The day's events began as Vincent Lalor and Marc Zee, co-owners of the academy, pulled together with martial arts instructors Maurice Wilson, Robert Garcia and Duane Farrell and provided an orientation for the Future Soldiers and recruiters. They covered safety, code of conduct and drills.

Less than one hour later, the training was in full swing as the martial arts academy was divided into three training areas covering Brazilian jiu jitsu, Muay Thai kickboxing and striking techniques. Future Soldiers and recruiters were then broken down into groups and rotated through the training.

Staff Sgt. Richard Cole, recruiter at Paradise Valley station and nine-year black belt in Okinawan Shodokan Karate, assisted instructors with the training by demonstrating his martial arts knowledge with Future Soldiers.



Above: Staff Sgt. Daniel Murphy, Christown station, watches an academy instructor.

Right: A Future Soldier holds the punching bag while a fellow Future Soldier sharpens her skills.



Staff Sgt. Matthew Michler, station commander of Metro Center station, was pleased with the turnout of the event.

"I am so happy," said Michler. "This is unbelievable – I think that this was a great way to bring our Future Soldiers together for some solid training and team-building."

Future Soldier Laura Yacks never expected to have so much fun learning jiu jitsu foundation techniques.

"I had such a good time," said Yacks. "The training was fun because it was something different. It gave me such a good workout, my muscles were hurting days later!"

Not only did the event provide quality physical exercise, it allowed the Future Soldiers to gain self-confidence.

"I had four Future Soldiers at this event," said Sgt. 1st Class Henry Danache, recruiter at Westridge station. "They thought the training was cool, in fact, they are still talking about it!"

Reservist-civilian finishes Houston Marathon

By Master Sgt. John L. Thompson III,
211th Public Affairs Detachment

Soldiers are measured in physical stamina, mental ability, job skills and ability to accomplish a mission. For Staff Sgt. Terrance Clark, 75th Division, 1st Brigade retention and safety NCO, improving physical fitness and mental toughness combined with support from his family carried him through the Houston Marathon Jan. 15.

Clark, who also works as a civilian as a personnel specialist in Houston Battalion, got the gumption after taking a critical look in the mirror.

"It started in 1999 when I was a Soldier in the Houston Recruiting Battalion," Clark recalled. "I discovered I was overweight and I felt embarrassed standing in front of recruiters because of my weight. I went home and stripped down to my birthday suit and looked in the mirror and said never again."

At 5 foot 11 inches tall and 230 pounds, Clark began running the Army standard of two miles, which became three and then four.

After running the Houston Half Marathon the last two years, it was time to embrace a new challenge while maintaining future goals of ministering to others.

"That is why I am here running the 26 mile marathon," said Clark. "I can give testimony to someone else to let them know whatever you put your mind to, you can do it. No matter what others tell you, no matter what the odds, you can do it, like I did today. I had fun."

Clark says it takes a strong person to be a recruiter.

"I really support them," said Clark. "By working in S-1 (personnel) I try to put myself in their shoes and get them what they need. That's why I work for the Department of Defense because I want to take care of Soldiers. If they are out there recruiting Soldiers for the Army, I need to be here supporting them. That is why I love doing what I do."

USAREC implements FSR2S command-wide

By USAREC G3

The Future Soldier Remote Reservation System is being implemented command-wide. The Future Soldier Remote Reservation System, formerly known as Point of Sale, is a recruiting process that places the MOS selection and reservation process in the hands of the recruiter.

As a test program it was proven to be an effective enlistment processing procedure that increased "Red Carpet Treatment," and reduced Future Soldier losses and renegotiations. In accordance with USAREC Operations Order 04-0071 F-5 the process has expanded this system to 22 battalions. The remaining battalions will be trained during 2006.

The FSR2S system is intended to be used for TSC I-III A and TSC I-III B applicants in a Tier 1 status as follows:

- NPS Grad
- NPS Senior

Recruiters will not make an RA or AR Temporary Reservation for the following types of applicants. All of the applicant types listed below will have their reservation made by a Guidance Counselor:

- Officer/Warrant Officer Candidates
- Band

- Army Civilian Acquired Skills Program
- 09C
- 09L
- ROTC/Simultaneous Membership Program
- College First
- Any applicant requiring the AIMS test
- TSC CAT IV
- Tier 2 applicants
- IRR and National Guard Transfer applicants
- Specialized Training for Army Reserve Readiness
- Prior Service and Days of Service applicants
- AR Alternate Training Program

Any applicant requiring a moral waiver or suitability review IAW AR 601-210, chapter 4, must have the waiver or suitability review completed and approved before a Temporary Reservation may be made.

Recruiters will perform a complete Army Interview to discover the goals and passions of the applicant IAW USAREC manual 3-01-1, The Army Interview. Only after the Army Interview and the applicant goals and passions are established will the recruiter begin the FSR2S portion of the interview. Engender a commitment to join the Army or Army Reserve, and then engender a commitment for a specific MOS.

More information is available in USAREC Message 06-079.

HOT!

The Assignment Incentive Pay Enlistment Option was terminated effective March 17, 2006. This does not affect those members of the Future Soldier Training Program who have already contracted for AIP.

All levels of the command must review all local advertisements, brochures or posters and remove any reference to the AIP Enlistment Option.

The option also appears in the 2006 Pocket Recruiter Guide. If you give the Pocket Guide to anyone, be sure to cross out this option. An updated electronic version of the Pocket Guide is posted online at <http://hq.usarec.army.mil/apa/index.htm>

DoD launches domestic violence awareness campaign

By Sgt. Sara Wood, American Forces Press Service

The Defense Department launched a national program to increase awareness among servicemembers and their families about domestic violence.

The campaign is designed as an intervention message to educate servicemembers and their families about domestic violence and connect them to the 24-hour-a-day hotline, said Gail McGinn, who is performing the duties of the principal deputy under-secretary of defense for personnel and readiness.

"It is an effort to focus the whole country on domestic violence issues,"

McGinn said. "We want to make sure that people have the opportunity to stop and think about domestic violence and highlight that as an issue in society as well as in the military."

The DoD has an active program to address the problem, she said, and a task force has studied the issue and made recommendations about how to improve that program. As a result of those recommendations, DoD has revised some of its policies and put new training programs in place, she said.

The National Domestic Violence Hotline provides crisis intervention, information and referral to victims of domestic violence and their friends and families 24 hours a day. The hotline's phone number is (800) 799-7233, and the TTY line is (800) 787-3224.

Did You Know?

By Army G1

The \$1,000 Referral Bonus Pilot Program. The program is an integral part of the Army's "Call to Duty" campaign and was established to instill in soldiers that "Every Soldier is a recruiter." Soldiers who make a referral may be eligible to receive a referral bonus of \$1,000. The program is open to individuals in the Regular Army, Army National Guard or Army Reserve to include AGR Soldiers on active duty.

It was recently expanded to Soldiers performing SRAP/HRAP duty. Soldiers serving in a recruiting or retention assignment, receiving SDAP (at any level) for recruiting or retention duties are not eligible to receive a bonus. These Soldiers are ineligible to receive a referral bonus for three months following a reassignment outside their recruiting and retention duties. The referral bonus is paid upon the completion of AIT. Go to www.usarec.army.mil/smart to make a referral.

Age changes. Qualified personnel (non-prior service and prior service) may enlist into the Regular Army up to age 40. Non-prior service personnel enlisting under this policy must ship to active duty on or before their 40th birthday and be eligible for regular retirement by age 60. Prior-service personnel enlisting under this policy may ship

onto active duty after age 40 (based on Active Federal Service calculation); however, they must be eligible to retire by age 60.

Terms of service changes. Enlistment in the Regular Army is authorized for a term of at least two years but not more than eight years. This change was made to provide VEL to six year enlistments in support of Force Stabilization.

Enlistment bonus cap changes. The maximum enlistment bonus cap for the Regular Army has been changed from \$20,000 to \$40,000. The maximum enlistment cap bonus for the Reserve Components has been changed from \$10,000 to \$20,000.

Tattoo policy changes. AR 670-1, Chapter 1-8 e (1) is changed to read: Any tattoo or brand anywhere on the head or face is prohibited except for permanent make-up (paragraph 1-8b (1) (a)). Tattoos that are not extremist, indecent, sexist or racist are allowed on the hands and neck. The only tattoos allowed on the neck are those on the back of the neck. The "back" of the neck is defined as being just under the ear lobe and across the back of the head. Throat tattoos or tattoos on that portion of the neck considered the front (ear lobe forward) are prohibited. Initial entry determinations will be made according to current guidance.

On the Horizon

Thrift Savings Plan. Knowledge of the TSP will be incorporated in the Army Interview. Additionally the Army has been authorized to implement a pilot program for FY 06 that provides matching funds to new recruits. The TSP matching funds option is currently under development. If approved, new recruits may receive matching funds up to 5 percent of their pay that is contributed to the TSP.

Unity of Effort phase II. Under the initial phase of the UOE initiative more than 78,000 mail outs were sent to prior service personnel of all services. Although it is too early to assess the effectiveness of those mail outs, the Army intends to conduct another mail out and ask select prior service members who separated over the past five years to return to serve. The intent is to conduct the second mail out prior to April.

NDAA 06 Temporary Authority. The Secretary of the Army is authorized to conduct pilot programs through December 2009 to provide additional recruitment incentives. Currently under development are:

Army Home Ownership/Army Business Fund. The Army Home Ownership is a new incentive that will provide a mortgage down payment. The amount is tiered to the enlistment length. The Army Business Fund is a new program that offers initial equity or seed money for a start-up business loan. The longer the Soldier enlists or reenlists the larger the dollar package. The Army seeks to make a strategic move that entails having Soldiers and veterans informing prospects and influencers of the long term rewards for serving.

The Recruiter Incentive Pay Pilot Program. RIP is a new program under development to enhance enlistments into the U.S. Army through sustained overproduction by the recruiting force. The program's base standard is the component's command required write rate. By exceeding the RWR the program will account for a component's Future Soldier losses and/or training base attrition. To be eligible for the incentive pay under this program, the recruiter must be an on-production recruiter or on-production station commander.

NOTE: These issues are still in the planning stages and are not ready for public discussion.

Soldiers must be adaptive for future, Army chief says

By Sgt. Sara Wood, American Forces Press Service

The nature of the threat facing the U.S. military has changed drastically, and Soldiers need to grow and become more flexible to face that threat, the Army chief of staff said.

In an interview with the Pentagon Channel, Army Gen. Peter J. Schoomaker said the Army now faces an asymmetrical threat, so Soldiers must be prepared to perform many different functions, ranging from high-end combat and untraditional warfare to stability operations and homeland defense.

“We now must cover a broader piece of the entire spectrum of operations, and because we have a force that is going to face challenges that will be dynamic and will move across the various challenges on the spectrum, we’ll need people that are learning and adaptive,” Schoomaker said.

This new breed of Soldier, which Schoomaker dubbed the “pentathlete,” will be skilled in his specific field but also be able to perform other functions, in case a need arises on the battlefield, he said.

“It’s about having very athletic people in very athletic organizations — people that can play multiple positions, that



Gen. Peter J. Schoomaker

aren’t defined very narrowly by a specific military occupational specialty,” he said.

Being an all-volunteer force that retains most of its people, the Army has a vested interest in developing its Soldiers to their highest capacity, Schoomaker said. As Soldiers become more experienced at their craft, the force becomes more professional and expectations must be raised, he said.

“We can’t act like we used to act and expect too little from the great talent we’ve got in our force,” he said. “People will rise to the challenges that we place before them, and we expect that of our Soldiers — for them to be masters of their primary skills, to be very good at other skills, and to grow every day and adapt.”

Soldiers are the centerpiece of the Army, and they need to realize that what they are involved in right now is very important and will have lasting effects, Schoomaker said. The Army is undergoing its largest transformation in 50 years, he said, and it must endure through the growing pains to become a force that is more prepared to fight the long war on terror.

“It’s an exciting time to be in the Army, and it is a time of extraordinary transformation,” he said.

Let USAREC support system guide you

By Jack Nix, USAREC Family Advocacy Program Manager

USAREC has an excellent support system for Soldiers and family members. There are at least five avenues for assistance throughout the command — Soldier and Family Assistance Program Managers, Family Advocacy Program Coordinators, Unit Ministry Teams (chaplains and chaplain assistants), Soldier and Family Assistance Web site and Military OneSource (also known as Army OneSource).

The Soldier and Family Assistance officers are located at brigades and battalions throughout the command. They have often been called ‘mini-ACSs’ because they are responsible for the many programs that you find at the Army Community Services on Army installations. While they do not have the facilities, equipment and materials to provide everything that ACS does, they assist Soldiers and family members with information and referral as needed to the nearest military installation. The battalion offices can be reached through 1 (800) 790-0963.

The Family Advocacy Program Coordinators are located at the brigades and are responsible for oversight of the Family

Advocacy Program in their brigade. Their primary responsibility is the mandatory family advocacy training for commanders, senior NCOs and troops. They also serve as liaisons with the nearest servicing military installation office for processing all incidents of child and/or spouse abuse. The staff also closely with the USAREC unit ministry teams in providing training events for couples and families.

The unit ministry teams are located at the brigades and provide chaplain support throughout their brigade area. The chaplain and chaplain assistants work together to assist Soldiers and families with everyday issues as well as during any crisis. Contact them at their offices at brigade headquarters or through their cell phones with toll-free numbers provided by USAREC.

The Soldier and Family Assistance branch provides valuable information for Soldiers and their family members on their Web site. It is accessible from home computers. Visit the web site at <http://www.usarec-army.mil/hq/hrd/SFA/>



Gold Badges

FEBRUARY 2006

ALBANY

SSG Kevin Giguere

ATLANTA

SFC Christopher Douglass

SFC Edward Noe

BALTIMORE

SSG Luis Bermudes

SSG Michael Hunter

SGT Jeremy Barbaresi

SGT Devin Duckworth

CHICAGO

SSG Brooks Johnson

SSG James Lewellen

SSG Leonard Murrell

SSG Joshua Schellhammer

SSG Jannette Shamaly

SSG Casey Sorensenkindt

SSG Julian Williams

SGT Aaron Patrick

SGT Yvonne Kennedy

CLEVELAND

SSG Philip Cianchetti

SSG Carlos Mancha

SSG Phillip Muth

SSG Brandon Williams

SSG Eugene Mullins

CPL Aaron Roberts

COLUMBIA

SFC Sherita Chambers

SSG Raharda Eaddy

SSG Johnny Merriweather

SSG Robert Thompson

SGT Daniel Cantrell

SGT Dustin Holland

SGT Jonathan Ponce

COLUMBUS

SSG Timothy Corbett

SSG Terry Douglas

SSG Jarrett Jennings

SSG Tony Southard

SSG Darin Worthington

SGT Danny Foxworth

SGT Adams Mays

DALLAS

SFC Danny Potter

SFC Grant Potter

SSG Michael McEunn

SSG Narada Stephens

DENVER

SGT Raymond Loomis

DES MOINES

SFC David Conklin

SSG Brad Brockman

SSG India Harris

SSG Nathan Lawler

SSG Michael Lovett

SSG Roberto Santiago

SSG Kenneth Steward

SSG Louis Walling

SGT Jason Alexander

SGT Peter Cerny

SGT Bradford Henry

SGT Darrel Troxel

SGT Eric Waltz

GREAT LAKES

SSG Michael Crouse

SSG Eric Nelson

SSG Timothy Ping

SSG Dawn

Schultz-Josephson

SSG Ronald Stewart

SSG Patrick Thompson

SSG William Weir

SGT Jerry Bohanon

SGT Steven Moore

SGT David Rutgers

SGT Danielle Weismann

HOUSTON

SSG Bertie Acevedo

SSG James Alston

SSG Brister Davis

SSG Robert Harter

SSG Christopher Hartsfield

SSG Billy Jacks

SSG Michelle Johnson

SSG John Love

SSG Fernando Martinez

SSG Victor Sifuentes

SSG Felicie Spencer

SSG Jorge Toro

SSG Daniel Wright

SGT Alberto Castillo

SGT James French

SGT Jeffrey Gifford

SGT Waylon Petty

SGT Daniel Post

SGT Antonio Salgado

SGT Derek Theaker

SPC Indira Ramroop

INDIANAPOLIS

SFC Thad Shumaker

SSG David Buckman

SGT Kenneth Graves

CPL Michael Meador

JACKSON

SSG Michael Fahey

JACKSONVILLE

SFC Michael Slade

SSG Michael Abramaitys

SSG Jean Attullien

SSG Philip Ayers

SSG James Brown

SSG Dairel Newton

SSG Dredrick Rich

SSG James Westbrook

SGT Michael Burich



KANSAS CITY

SSG Chris Lynch

SSG Keith Petite

SSG Wayne Phillips

SGT Danny Barker

SGT Karl Haering

SGT Christopher Russell

SGT Joshua White

LOS ANGELES

SFC Ramiro Cantu

SSG David Williams

SGT Akop Kokoshyan

MID-ATLANTIC

SSG Runita Clark

SSG Wayne Floyd

SSG Michael Hurst

SSG Richard Jackson

SGT Torey Coward

MINNEAPOLIS

SSG Andrew Antolik

SSG Amanda Preciado

SSG Michael Kolb

SSG Paul Swedlund

MONTGOMERY

SFC Cheryl Cooper

SSG Katura Baines

SSG Jason Baugh

SSG Phillip Lee

SSG Rosie Oates

SSG Travis Ward

SGT Lester Mungro

NASHVILLE

SFC Kara Williams

SSG James Capps

SSG James Morgan

SGT Robert Bishop

SGT Mark Whitlock

NEW ENGLAND

SFC Kathleen Hall

SSG Ryan Lafrance

SSG Kevin O'Boyle

SSG Francis Silva

SSG Scott Simonton

SGT Christopher Helie

NEW YORK CITY

SFC Christoph Dash

SSG Michael Gould

OKLAHOMA CITY

SFC Lavell Sims

SFC Christine Wilkens

SSG James Gammon

SSG David Myers

SGT Christopher Dart

SGT Arlo Nelson

SGT Andre Norvell

CPL Jeffrey Perry

PHOENIX

SGT James Martinez

SGT Kenneth Ogan

PORTLAND

SFC Michael Awai

SFC Anthony Bowden

SFC Alexander Heller

SFC Renny Lutz

SFC William Malpass

SFC Derwin Villanueva

SFC Voltaire Visitacion

SSG Rufino Agustin

SSG Jonathan Baker

SSG Roderico Balagtas

SSG Edward Cadienda

SSG David Cruz

SSG John Makolin

SSG Casey McEuin

SSG Grace Oclinaria

SSG Alejandro Velasco

SGT Russell Hanson

SGT Rachel Knight

SALT LAKE CITY

SFC Robbie Chavez

SFC David Mione

SSG Joseph Fletcher

SSG Jonus Ware

SACRAMENTO

SFC Trevor Davis

SSG Robert Ayers

SSG Brian Ditzler

SSG Luis Green

SSG Eric Jackson

SSG Anthony Mercado

SSG Russ Pierson

SAN ANTONIO

SFC Larry Rodriguez

SSG Jacob Brannan

SSG Geraldo Marinrodriguez

SSG Julio Mendoza

SSG Allen Miller

SSG Luz Oquendo

SGT Isaak Rashkovsky

CPL Isaac Vasquez

SOUTHERN

CALIFORNIA

SFC Eric Graf

SSG Danny Langarica

SGT John Nystrom

ST. LOUIS

SFC Kimberly Murphy
SFC Jamie Springman
SSG Deon Bates
SSG Brian Draper
SSG Randal Hinkle
SSG Gregory Parish
SSG Larry Owens
SSG Kristopher Pate
SSG Sean Russell

SSG Terry Walker
SGT Michael Beardsley
SGT Justin Bliven
SGT Randy Christy
SGT Natasha Holtgrew
SGT John Husbands
SGT Christopher Lenington
SGT Michael Fresenburg
SGT Jason Goff

SGT David Morrison
SGT William Standridge
SGT Molly Stolte
SGT Jimmy Troy
SGT Kalissa Williams
CPL William Weston
TAMPA
SSG Thomas Bigness
SSG Joseph Castaldo

SSG Tashay Ealy
SSG Sonianica Matthews
SSG Alexander Perea
SGT Charles Andrews
SGT Isreal Herrera
SGT Charles Rodriguez Jr.

Recruiter Rings

FEBRUARY 2006

1ST AMEDD

SFC Kenneth Nichols
SFC Bradley Paxton

ALBANY

SFC David Bucklin
SFC Gregory Lauzon
SFC Jose Ruiz

ATLANTA

SFC James Holmes
SFC Mark Weems
SSG Cynthia Green
SSG Cedric Harris
SSG Torrance Hartman
SSG Vera Reed

BALTIMORE

SFC George Lewis
SFC Timothy Sinkfield
SSG Robert Caldwell
SSG Scott Johnson
SSG Kevin Schmoke

COLUMBIA

SSG Jamile Dingle
COLUMBUS
SSG George Brace Jr.
SSG Douglas Mason

CLEVELAND

SSG Jody Molder
DALLAS
SFC Alyce Hooper
SFC James Meneley
SSG Ricardo DelPozo
SSG Christopher George

DENVER

SSG Randall Smith
GREAT LAKES
SFC Timothy Robinson
SFC Jared Russell
SFC Robert Weers
SSG Rex Allen

HARRISBURG

SFC Samuel Morgan
SSG Mark Sabo
HOUSTON
SFC James Brown
SFC Troy Howell

SFC Terry Rancher
SSG Veronica Canalda
SSG Glenn Dudley
SSG Donald Hardy
SSG William Henderson
SSG Glenn Marquette
SSG Scott Pint

INDIANAPOLIS

SFC Frank McClain
SFC Harold Warren
SGT Matthew Monroe
JACKSONVILLE
SFC Robert Viramontes

SGT Keith Jordan
KANSAS CITY
SFC Delissa Rodgersgreen
SFC Alton Savoy

SFC Hugo Wills
SSG Melvin Mack
SSG Scott Taylor
LOS ANGELES
SFC Harold Cleveland
SSG Timothy Prado
MIAMI
SFC Christopher Bodie

SSG Edward Hernandez-Figueroa
SSG Jose Marrero-Montes
MID-ATLANTIC
SFC Earl Raymond

MILWAUKEE

SSG Jeffrey Sexton
MINNEAPOLIS
SFC Mark Duronio
SFC Marvin Tobin
SSG Ronnie Simonsen
MONTGOMERY
SFC James Briscoe

SSG Chad Conner
SSG Michelle Jones
SSG Vasharn Simmons
NASHVILLE
SFC Lorain Golson
SFC Sean Hunley

NEW ENGLAND

SFC Carlos Delcastillo
SFC Scott Haskell
SSG Mycle McConnehey

NEW YORK CITY

SFC Charles Hernandez
SSG Joseph McConnell
SSG Kerwin Samlal
OKLAHOMA CITY
SSG Troy Smith

SSG Danny Smith
PHOENIX
SFC Henry Danache

SSG James Fisher
PITTSBURGH
SSG David Platt
SSG Brian Prine

PORTLAND
SFC Bryan Carver
SFC Eugene Falsario
SFC Conan Fuerte

SSG Dwain Graham
SSG Richard Laine
SSG Andrew Mace
SSG Chad Parmele

SGT Angela Mariani
SGT Joseph Salas
SGT Steven Vigil

RALEIGH
SFC Michael Harris
SSG Daniel Alward
SSG Lori Jackson

SSG Antone Pillow
SSG Gregory Sabino
SACRAMENTO
SFC Will Wilson

SSG Sovan Son
SSG Michael Thomas
SGT Jose Bustamante

SALT LAKE CITY
SFC Craig Lower
SSG Louis Matteau



SAN ANTONIO

SFC Brian Jones
SFC Marcos Lora
SSG Michael Clark
SSG Kelli Damarin
SSG Timothy Goldstein
SSG Luis Gonzalez, Jr.
SSG Michael Jonas
SSG Felix Mamber
SSG Robert Mayberry

SSG Peter Rentas
SSG Christopher Schwope
SSG Michael Shay
SGT William Hudnell

SEATTLE

SSG Alan Hallstrom

SOUTHERN CALIFORNIA

SSG Brian Pilcher
ST. LOUIS
SSG Jerel Clark
SSG James Harmony

SYRACUSE

SFC Randy Hawthorne
SFC Joseph Multunas
SSG John Gueli
SSG James Maikranz
SSG Kevin Palumbo

SSG Timothy Sturgill

Morrell Awards

FEBRUARY 2006



1ST AMEDD

SFC Jarvis Brown
SFC James Wright
SFC Anthony Ward
SFC Javier Gonzalez
SFC Roger Vance

ALBANY

ISG Robert Labine Jr
SFC Eddie Molina

ATLANTA

MSG Sonya Jones
SFC Anthony Gilbert
SFC Bennie Ruth

BALTIMORE

MSG Feliece Cortez
MSG Alexander Goodman
SFC Anthony Colarusso
SFC Gregory Davis
SFC Brenda Gregory
SFC Brent Reynolds
SFC William West

CHICAGO

SFC Donald Wagman
SFC Anthony Catrucco
SFC Doug Hoffman

COLUMBIA

SFC Christopher Brown
SFC Donald Glass
MSG Patrick Grissom
SFC Christopher Swantek
SFC Benjamin Zumock

DALLAS

SFC Jeremy Heuman
SFC Willard Messick
SFC Steven Stuckey
SFC Frederick Wysingle
SSG Ena Gomez

DES MOINES

SFC Terrence Mitchell
SFC Charles Price
SSG Barry Strong

GREAT LAKES

MSG Ronald Maloney
SFC Caleb Miles
SSG Rodney Hope

HARRISBURG

SFC Travis Summers
SFC Marty Cooper

HOUSTON

SFC Winston Graber
SFC Brigg Miller
SFC Juan Vasquez

INDIANAPOLIS

SFC Donald Stewart

JACKSONVILLE

SFC Calvin Clarke

KANSAS CITY

SFC Joseph Buckler
SFC Phillip Gillespie
SFC Todd McVey
SFC Kevin Miller
SFC Alfonso Nelson
SFC Rodney Simpson
SSG James Brown

LOS ANGELES

SFC Sung Kim

MIAMI

ISG Ronald Harvey
SSG Orlando Garcia

MID-ATLANTIC

SFC Jason Robert
SFC Patrick Winslow

MONTGOMERY

SFC Jerome Edmonds
SFC Robert McNeal
SFC David Morrison
SFC Christopher Payne
SFC Terrence Shields

NASHVILLE

ISG Donald McKinley

NEW ENGLAND

SSG Parker Simonds

OKLAHOMA CITY

SFC Nayon Marrero
SFC Frederick Mierow
SSG Michael Hein

PHOENIX

SFC John Jensen
SFC Thomas Richardson
SFC William Walter

PORTLAND

SFC Ernest Babbs, Jr.
SFC Paul Bulathsinghala
SFC Willie Dawson
SFC Corey Hammond
SFC Paul Thompson
SSG James Perry

RALEIGH

SFC Kenneth Diaz
SSG David Decriscio
SSG Jimmy Leazer
SSG David Woodard

SACRAMENTO

SFC Edward Ogara
SSG Jonah Lei

SAN ANTONIO

CSM James Pellechia III
SFC Chad Christenson
SFC Timothy Kimpisty
SFC Gerard Martinez
SFC Christopher Phillips

SFC Eduardo Rodriguez

SFC Michael Williams

SFC Heather Wiatrek

SSG Francisco Larraza

SSG Kenneth Smith, Jr.

SSG Pablo Ureste

SGT Jeffery Nash

SEATTLE

SFC Ernest Simpson

SOUTHERN

CALIFORNIA

SFC Howard Misener

ST. LOUIS

SSG David Ledbetter

SSG Keith Williams

SYRACUSE

SFC Jeffrey Klimek

SFC Robert Mason

TAMPA

SFC David Chamberland

1. What two things must a recruiter do to start the Army interview?

- a. Identify or establish the prospect's goals and motives.
- b. Create a course of action that will meet the true goals of the prospect quickly and proficiently.
- c. State the purpose of the meeting and establish the role of the prospect during the interview.
- d. Determine the qualifications for the jobs the prospect is interested in.

2. What crucial step should the recruiter take if the prospect feels overwhelmed with the eligible choices the Army provides?

- a. Stop the interview and set a follow-up date to finish the interview with more family members being involved.
- b. Assist in dissecting, comparing and contrasting the plausible alternatives with the prospect.
- c. Start the Army interview over and allow the prospect to ask more questions about the Army.
- d. Work through the obstacles as best you can and schedule a follow up date with your station commander.

3. Why would a commander synchronize applicant processing with their prospecting plans?

- a. simplicity
- b. even flow throughout the month
- c. always more cost effective
- d. guarantees MAP and ROS integration

4. A commander conducts a shaping operation to ____

- a. create and preserve conditions for the success of decisive operations
- b. develop a variation of After Action Reviews
- c. expose missed decisive operations
- d. prevent subordinate leaders from using their own ingenuity

5. What is the DD form 372 used for?

- a. request for verification for birth
- b. naturalization certificate
- c. request for drivers license
- d. all of the above

6. Who is the approving authority for all dependant waivers?

- a. brigade commander
- b. company commander
- c. battalion commander
- d. CG USAREC or battalion commander, as appropriate

7. With which of the following charges may an applicant still enlist if currently on unsupervised probation?

- a. criminal libel
- b. unlawful entry
- c. curfew violation
- d. driving under the influence

8. What system of the ROS is considered to be the key to success in recruiting and uses the MAP in conjunction with the LSA to develop a complete operational plan?

- a. training
- b. prospecting
- c. recruiting Service Support
- d. intelligence

9. Which service is USAREC's intelligence gathering arm.

- a. S1
- b. G6
- c. S3
- d. G2

10. What is a characteristic of shaping operations?

- a. sporadic
- b. efficient
- c. complex
- d. inflexible

11. Decisive operations directly accomplish the tasks assigned by ____.

- a. the company commander
- b. department of the Army
- c. the station commander
- d. higher headquarters

12. Reflective listening requires the recruiter to do what?

- a. Repeating to prospects exactly what the recruiter heard them say, in their actual words.
- b. Repeating to the prospect what the recruiter heard him say by summarizing it and putting it into the recruiter's own words.
- c. Repeat part of what the prospect said and input some of what you said.
- d. Completely ignore what the prospect said and listen to the parents.

The answers to this month's test can be found on the following 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

RCM January 2006

Top Regular Army Recruiter

SSG Kevin Lake
Pittsburgh

SFC Natalie Jackson
Raleigh

SFC Bruce Bovenkerk
Milwaukee
SFC Jeffery Shoemaker
Columbus

SFC Grant Parker
Dallas

SSG Joseph Mason
Seattle

Top Army Reserve Recruiter

SGT Richard Barriger
Syracuse

SGT Pierre Brudnicki
Jacksonville

SSG William Fulcher
Great Lakes

SFC John Stover
Kansas City

SGT Clifford Martin
Salt Lake City

Top Large Station Commander

SFC Robert Siegel
Dubois
Pittsburgh

SFC Steven Glover
Rock Hill
Columbia

SSG Joseph Murray
Battle Creek
Great Lakes

SFC Raymond Bugg
Marion
St. Louis

SFC William Robb
Pocatello
Salt Lake City

Top Small Station Commander

SFC Scott Ruff
Rome
Syracuse

SFC Reginald Smith
Eau Gallie
Jacksonville

SGT Matthew Ordiway
Petoskey
Great Lakes

SSG John Fitzsimmons
Ames
Des Moines

SFC Richard Bielefeld
Juneau
Seattle

Top Company

Europe

Charleston

Kings Mills

Fort Smith

Ogden

Top Battalion

Pittsburgh

Columbia

Great Lakes

San Antonio

Top AMEDD

Southeast

Georgia/Alabama

Chicago

Omaha

Rocky Mountain

Answers to the Test

1. c. UM 3-01-1, para 39-C
2. b. UM 3-01-1, para 54-B
3. b. UM 3-0, para 10-40-B

4. a. UM 3-0, para 11-1-A
5. a. AR 601-210, ch 2-3-A
6. d. AR 601-210, ch 4-20-D

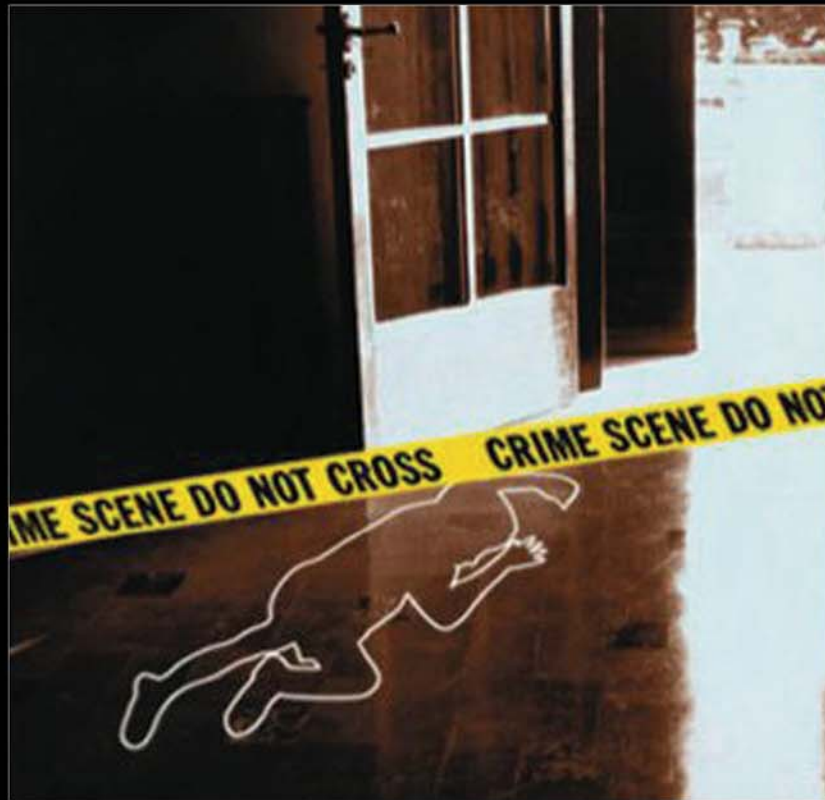
7. c. AR 601-210. ch 4-37-
B (2) (a)
8. b. UM 3-0, para 4-8-B

9. d. UM 3-0, para 5-14-D
10. b. UM 3-0, para 11-5-B
11. d. UM 3-0, para 10-1-D
12. a. UM 3-01-1, para (16)-A

RECOGNIZE, RESPOND, REPORT

CHILD ABUSE PREVENTION MONTH IN THE ARMY

WHO is Watching the Children?



Unrelated caregivers?

Overwhelmed new mothers?

Families experiencing extended separations?

What does it take to keep our children safe?

PAY ATTENTION TO EARLY WARNING SIGNS



FOR MORE INFORMATION CALL MILITARY ONESOURCE
AT 1-800-342-9647 OR YOUR BATTALION SOLDIER AND
FAMILY ASSISTANCE PROGRAM MANAGER AT 1-800-790-0963

