

RECRUITER

United States Army Recruiting Command August 2003

Journal



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Journal

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Time has changed the face of recruiting. Since USAREC instituted cyber-recruiting, ARISS, ADHQ leads, and two new federal laws were passed allowing recruiters to receive more high school and college lists. Discussions have focused on how to assist recruiters to manage their time better. During these discussions, a complete review of all contact milestones was conducted. The implementation of these new contact milestones will result in better Lead generation and an increase in awareness of the great opportunities within the Army.



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Over the past few years Congress has enacted laws that provide military recruiters with the tools to obtain student recruiting information on currently enrolled college students and student directory information on high school students. As the new school year begins commanders and recruiters should ensure they understand the parts of the Solomon Amendment and the No Child Left Behind Act that pertain to the release of student information.

20 The Lone Ranger

The Education Services Specialist, or “Ed Spec” is very much like the Lone Ranger, the masked crusader in that classic television series. He is always available and lends a helping hand to persons in need. He is the person relied upon to present an honest and unbiased response in lieu of the absence of the law.



DEP members participate in a Y.E.S. Program NHRA event. (Photo by Steve Gray Photography)

Leadership is Key

During the past month we celebrated the 30th anniversary of the All Volunteer Army or more accurately, the All Recruited Army. Indeed, we have great cause to celebrate. The All Volunteer Force is alive and well. More accurately, it is flourishing.

Today's All Volunteer Army is experienced, smart, disciplined, and representative of the society it represents. Much has changed in 30 years. Today, we have a highly professional, experienced, and well-educated noncommissioned officer corps. In fact, it is the envy of all other armies in the world. Overall, today's Army is more disciplined, more physically fit, and proudly representative of Army values. Though much has changed over the past 30 years of the all-volunteer era, many things remain the same.

Today, not unlike what our Nation witnessed during conscription, men and women of extraordinary talent and character step forward (volunteer) to answer the Nation's call to arms. Today, as has been the case in many other times and places in America's history, these young people come together in teams all across the Army, united by a common purpose and common values, prepared to succeed with every mission. Today, each man or woman wearing the Army uniform is a volunteer. The force that defeated the Iraqi army and secures U.S. interests in disparate parts of the globe is the inescapable proof of the original mandate from President Richard Nixon and 30 years of hard work by Army Recruiters.

We will enter Fiscal Year 2004 with a very robust Entry Delayed Entry Pool (EDEP). Records indicate that it is the largest EDEP since 1988. In both size and quality, the FY 04 EDEP leaves us positioned for mission success in an uncertain future recruiting environment, but it also brings challenges. We will be challenged to keep soldiers in the DEP motivated and committed to their decision for a longer period. Many will be in the DEP as long as four to six months, awaiting a training opportunity. Most will remain fully committed. Others will falter. All will require the leadership of outstanding Recruiters throughout their delayed enlistment experience. USAREC regulations clearly spell out the terms of DEP leadership. Executing those responsibilities will become even more vital in the coming years. Leadership remains the key.



MG Michael D. Rochelle

Let's continue to demonstrate that leadership makes the difference.

Thanks to great Army Recruiters, success in fulfilling our FY 03 responsibility to the Army is assured. Though the FY 04 EDEP is robust, the future (FY 04 and beyond) remains, as always, uncertain. We must, therefore, redouble our efforts to remain true to the blocking and tackling of good Army Recruiting. We know what those are. Good Recruiters and good recruiting leaders do those things not only consistently, but well. To avoid the dangers of complacency and overconfidence, we must all do them with consistency and commitment.

In closing, I want to say how proud I am of your FY 03 contributions to manning America's Army. We will close FY 03 with quality (mental category) for RA and USAR accessions and MOS precision at sustained high levels. As 30 years of history and recent performance of great American Soldiers have shown, America's All Volunteer Army continues to be an overwhelming success. I am proud of all that you do, and I am even prouder to lead this great USAREC team!

Let's continue to demonstrate that leadership makes the difference.

Development of USAREC's Future NCO Leadership

According to FM 22-100, Appendix C, “organizational readiness and mission accomplishment depends on every member’s ability to perform to established standards. Supervisors must mentor their subordinates through teaching, coaching, and counseling. Leaders coach subordinates the same way sports coaches improve their teams: by identifying weaknesses, setting goals, developing and implementing plans of action, and providing oversight and motivation throughout the process. To be effective coaches, leaders must thoroughly understand the strengths, weaknesses, and professional goal of their subordinates.”

Army recruiting truly is a leadership laboratory. To deal with the complexities and unique characteristics of recruiting, USAREC recruiters and leaders must be well adept in all facets of leadership. New recruiters find out quickly that they can’t influence prospects by the power of their rank, but by the power of interpersonal skills. To gain subordinates’ respect and willing support, commanders and cadre leaders alike influence, not through threats and intimidation, but by the tenets of FM 22-100. Having said this, USAREC cadre leadership has not always been “perceived” as positive and caring, nor competent. Furthermore, there have been technological advances, systems and doctrinal changes, and unorthodox senior leadership philosophies that have significantly impacted leader development and experience and “perceived” capabilities.

Most changes have significantly enhanced the development of NCO leadership while others have had an eroding affect on experience and capabilities. Without belaboring the point, I will focus on pre-1993 and post-1993. During the ‘80s the command had 56 recruiting battalions and a robust cadre force – most with in-depth recruiting experience. During the early ‘90s the command drew down to 41 battalions and offered 15-year retirements to a number of cadre recruiting. As with the larger Army, there was a mass exodus of experience. This, coupled with incessant changes de-emphasizing time-tested management systems and doctrine, made it very challenging to develop the “art” of recruiting leadership and to build the requisite experience base to attack the bleak recruiting times of the late ‘90s. Notwithstanding this picture, it has been the cadre recruiter who has been the continuity factor sustaining almost every aspect of recruiting.

While operating in an unstable sociopolitical and fiscally constrained environment – both in human and material resources – and as technology supplants legacy paper-based systems, there lies the requirement to continue to transform our business practices and to develop our force to recruit the “Objective Force” soldier. The demand for confident and



CSM Harold Blount

competent NCO leadership will be unprecedented. Understanding and effectively executing systems and possessing and applying analytical and problem solving skills must be “second-nature.” The “Objective Force” detailed and cadre must embrace self-development and life-long learning to meet future challenges. USAREC’s Learning Management System and the new 79R conversion program are two key developmental programs that, if exploited properly, will greatly serve this purpose. These initiatives radically change the way soldiers are reclassified into MOS 79R. Instead of the lone requirement to submit a DA 4187 requesting conversion, the new program requires completion of a Distance Learning phase and completion of the Station Commander Course.

A key component of the conversion program is the 15-month counseling requirement. All recruiters will be counseled between the 12th and 15th month on the program and their potential to be future will be leaders assessed. Individuals assessed as having the potential and displaying the proper motivation and interest will be formally enrolled in the program. Those assessed as not quite having the potential for whatever reason will be counseled on the reasons and the steps needed to become more competitive. Disclaimer: This is not an appeal or an implied mission from the USAREC CSM to convert more 79Rs. Frankly, only those soldiers consistently displaying a “warrior ethos,” embracing the NCO Creed and NCO Vision Statement, possessing leadership skills IAW FM 22-100 and, of course, consistently writing quality contracts and understanding basic recruiting will be allowed to reclassify to MOS 79R. However, the pre-79R SCC will be available for self-development for individuals aspiring to meet the aforementioned criteria.

Beyond reclassification, there is an expectation from me for newly converted leaders to continue self-development to be totally effective in leading subordinates and impacting mission success. Senior NCO leadership will play a more pivotal role in developmental counseling and sustainment training. The command further rides on the quality of confident and competent NCOs. I know that you will meet the challenge. Hooah!!

Dealing With Changes

Boxes, boxes, and more boxes. Yes, it's that time of year when we pack up our household goods and ship them to new and sometimes exotic places. My wife and I just arrived from Korea and are living out of suitcases. This PCS has been an exciting time with airport delays (only one night on the floor), lost luggage, and a frightened dog. It was hard to say goodbye to those we worked with in Korea; we had become a real team. Now we face new challenges. Developing a new team and friendships. A new language to learn. What is ARI? ARADS? RPMS?

Our lives are filled with transition and change. Change comes in many shapes and sizes. We expect the developmental metamorphosis. Parents are excited the first time their newborn child sleeps through the night. Moms grieve the first day of school as their precious gift, who has been connected at the hip for years, now makes his or her way into a new world of teachers, school buses, and homework. Who can forget watching their son or daughter receive their diploma as they graduated from high school or college? Many can only dream of holding their granddaughter or grandson for the first time. Developmental changes happen and we can do little to stop them nor should we.

Many changes are intentional, that is, we plan and prepare for them. Teen-agers dream of the day they will leave home and attend college. They work to acquire the highest grade point average in order to be accepted into the "right" school. Others elect to gain work experience and not go to college. They make the choice and it can result in blessings or ruination. All our intentional choices must be rooted in realistic, ethical, and practical conclusions.

Situations can produce change in our lives. We all have found ourselves in places that we did not plan to be. Sickness strikes, financial crises arise, and disappointments surround us. We find ourselves in the wrong place at the wrong time. We leave home in the morning, the sun is bright and shining. When we return, the clouds open up and we get soaked from head to toe. We have little to no control over natural laws yet they affect us every day.

How can we deal with change? Should we sit back and accept what comes our way or can we prepare ourselves? I would suggest that we employ TOPS.



Chaplain (LTC) Lyndell E. Stike

T – talk it out
O – obtain new skills
P – prepare ourselves
S – seek help

When change seems to overcome us, we need to find a friend to *talk it out* with. A support system is imperative. Whether it is family, friends, or your clergy person we all need someone to verbalize our emotions and thought process with. It can provide us with a reality check on our self-talk.

We must *multiply our skill set*. Coping with stress and change over a lifetime demands that we enhance our skills through the years. The skills that were applicable during high school may not work as a new bride or husband or even on recruiting duty. In this information age, resources seem to be everywhere. Take the time to research and learn new coping skills.

Prepare yourself by developing a strong ethical and moral foundation. This will allow you to maintain your direction during the storms of life. It is imperative that parents provide this rudimentary underpinning and that our social structure build upon this foundation. The Army has contributed to this education by providing instruction in values and ethical decision making. However, it is up to us to internalize and implement this knowledge.

The most difficult task for most of us (men) is to *seek help* when changes become unmanageable. It takes courage and self-awareness to ask for help from others. We must admit that we don't have all the answers or skills and this alone may be laborious. However, if our SUV doesn't run properly we would see a trained mechanic. How much more important is our emotional, spiritual, and mental well being?

So when you receive that PERSGRAM assigning you to Camp Casey, or your daughter introduces you to a new boyfriend, remember TOPS. This is Chaplain Stike saying, "*Soar with the eagles, the view is spectacular.*"

Colonel Vangjel Returns to USAREC

Meet the new DCG West

COL (P) Peter M. Vangjel is the U.S. Army Recruiting Command's new Deputy Commanding General (West). He returns to USAREC, having served the first time as a recruiting company commander in Canton, Ohio, from 1983 to 1986.

"I have very fond memories of my time in USAREC. The work was demanding and very rewarding. I'm impressed with the quality and motivation of every person, military and civilian, that I have met at the USAREC headquarters," said Vangjel.

Vangjel was commissioned as a second lieutenant in the Field Artillery upon graduation from the University of New Hampshire in 1977.

After completing the Field Artillery Basic and Cannon Battery Officer courses and the Turkish language course, he was assigned to TUSLOG Detachment 168 in Cakmakli, Turkey, where he served as a Maintenance and Assembly Team Chief, Physical Security Officer, and Ammunition Platoon Leader.

He returned to the States in 1980 and reported to Fort Bragg, N.C., as a member of the 82d Airborne Division Artillery.

Vangjel served as a Brigade and Battalion Fire Support Officer; Commander, Headquarters, and Service Battery; and Commander, C Battery, 2d Battalion (Airborne), 321st FA [now 3d Battalion, 319th (Airborne) FAR] and, finally, as a Battalion Fire Direction Officer/Assistant S3.

After graduation from the Infantry Officer Advanced Course in 1983, Vangjel moved to Canton, Ohio, where he served for two years as commander of the Canton Recruiting Company. In 1986, he was selected to command B Battery, 2d Battalion (MLRS), 77th Field Artillery Regiment. Following collective training at Fort Sill, Okla., he deployed the battery to Babenhausen, Germany. While in Germany, Vangjel also served as S3, 1st Battalion (MLRS), 27th Field Artillery Regiment; Operations Officer, 41st Field Artillery Brigade; and Executive Officer, 1st Battalion (MLRS), 27th FAR, where he deployed the battalion to Operations Desert Shield and Desert Storm.

Upon his return from Europe in 1991, Vangjel attended the Command and General Staff College at Fort Leavenworth, Kan., and earned a master's degree from Central Michigan University.



COL Peter M. Vangjel, DCG West, stands with his wife Joanne, and daughter Jennifer, during his welcome ceremony held on Flagg Field, HQ USAREC, July 8. (Photo by Jim Welker)

In 1992, he served on the Joint Staff as an Organizational Policy Planner and Special Assistant/Executive Officer to the Director for Strategic Plans and Policy, J5, until he assumed command of 5th Battalion (MLRS), 3d Field Artillery at Fort Sill in July 1994. Following battalion command, he reported to the U.S. Army Total Personnel Command as the Field Artillery Colonel Assignments Officer. He graduated from the National War College in June 1998 and was assigned as the Chief of Plans for the 1st Battlefield Coordination Detachment at Fort Bragg until assuming command of the 18th Field Artillery Brigade (Airborne) in July 1999. Before returning to Recruiting Command, Vangjel served as Chief of Staff, 1st Infantry Division, Wuerzburg, Germany.

"[I'm] excited and proud to be part of a high performing success that is literally at the tip of the spear in building a quality Army for the future. The entire organization exudes success," said Vangjel.

Vangjel and his wife, Joanne, have three children: Jennifer, Peter, and Matthew.



For DEP, DTP Members, and You

Story and photo by Walt Kloeppe, Associate Editor, Recruiter Journal

Army Knowledge Online is growing in popularity as more recruiters discover the benefits it provides, not only to themselves, but to DEP members as well. Today's young people are Internet savvy, so when recruiters open accounts for DEP members, it makes the DEP members feel like they're really part of the team. AKO is a positive tool to keep the DEP members enthused and informed on their career decision to be part of today's Army.

Recruiters must now register all their DEP members. Effective immediately, station commanders are responsible to ensure AKO accounts are created at the DEP orientation and that every DEP member has an account.

"The command has embraced AKO and has made very positive steps in ensuring that all DEP/DTP soldiers have an AKO account before they ship to Initial Entry Training," said SFC Erick Hoversholm, G-3, Plans Division, Programs Branch.

The commanding general made AKO an item of discussion during the Unit Status Briefs occurring in July and August. AKO is another tool the recruiter can use to show their DEP/DTP members that the Active Army and Reserve are committed to providing technology and support to soldiers. The command continues to look for ways to provide additional resources and sustainment materials to a DEP soldier. The material assists in preparing a DEP member for basic training and contains information that answers specific questions about the DEP, how to prepare physically while in DEP, safety while in DEP, Army Family Team Building training, specific MOS information, Basic Training, and Advanced Individual Training. The content will continue to evolve to ensure the needs of the DEP member and the Army are met.

"Once the soldier completes Initial Entry Training, a soldier can review their personnel file to prepare for a promotion board, access their Leave and Earning Statement, enroll or disenroll from the Thrift Savings Program via MyPay. The more familiar a soldier becomes with AKO while in DEP, the more doors will open to review information and communicate with peers across the Army with AKO e-mail and chat capability," said Hoversholm.

Recruiters can go online and view the available AKO tutorial which will explain step-by-step the procedure to open an account, as well as the benefits it provides. The AKO portal combines many of the tools available both online and offline into a single source, accessible from anywhere in the world. AKO is a passport to Army information, breaking news, documents, Internet communication, and more.

AKO for Personal Use

SGT Alissa Walton of Preston Recruiting Station, Indianapolis Battalion, expresses the benefits of AKO for personal use.



SGT Alissa Walton, Preston Recruiting Station, Indianapolis Battalion, is an advocate of AKO, sponsoring all of her DEP/DTP members, as well as using it personally.

"I make sure my records are updated and check my NCOERs, and make sure my medical stuff is updated too," said Walton.

"I like it, I love it. I use the white pages to find people I haven't talked to forever. To me, it's one of the best things the Army could come up with as far as putting all your personal data on a computer. Even if you lose promotion orders or anything, you can go on there and find it rather than go to personnel branch, it's just good, I don't have anything negative to say about it."

AKO for DEP/DTP

Walton sponsors *all* of her DEP/DTP members. She said the process is not difficult.

"It's not tough at all. Once you sign them up, they send you back an e-mail to approve them ... pretty simple," said Walton.

Because today's young people are 'into' the Internet thing, it readily sparks their interest to find out they can create their own AKO page, get their own Army e-mail address, and connect with other soldiers via the AKO Instant Messenger feature.

"It doesn't take long at all. It is pretty easy to put them in the system. Once you sit down with them and show them how they can use it, then they appreciate it a little bit more."

DEP members are quick to learn their way around the site and realize the benefits available.

"I sit down with my DEP members and I show them how to go on and use the white pages. I show them how to check out their information, as far as their personal information, and how to go in and change their information that they need to change once they get to their first duty assignment," said Walton.

Some suggestions for validating accounts are: 1 – Have the company clerk look up and validate the AKO for all DEPs. 2 – Require all DEPs to send the SC and/or CLT an email from their AKO account. 3 – Recruiter specifically annotates account establishment in ARISS and SC validates.

AKO is strategically transforming how the Army does business. Each Army organization owns and maintains a community page in the AKO portal that can be seen by all users. Army values are posted as well, giving DEP members insight to what their new 'family' is all about.

More information on AKO is available by visiting www.us.army.mil. There is also an AKO e-mail link for the DEP on www.army.dep.com. Recruiters may also contact SFC Hoversholm at erick.hoversholm@usarec.army.mil.



College Programs for Recruiters

By William J. Kunisch, Education Division

What is your excuse for not continuing your education? With 100 percent tuition assistance for active duty and improved tuition assistance for Army Reserve, it can't be money. Is it that you do not have enough time? Are you too busy to enroll in traditional college courses? Your answer to this problem is distance learning and online courses. The Army's solution is eArmyU. This program offers classroom access from anywhere and attempts to meet the unique demands of military life. However, this program is offered through only a few select installations and the opportunity to enroll is limited.

Is another problem not having degree programs that take advantage of the training and experience you have received as a soldier? Part of the answer to this problem was the establishment of the Servicemembers Opportunity Colleges Army Degree programs. This network of colleges have joined together to accept credits from all others. This guarantees that Army students and their adult family members can continue toward completion of their degrees even though the Army may transfer them several times. Colleges within SOCAD act as "home colleges" for SOCAD students.

SOCAD students are eligible for an official evaluation and SOCAD Student Agreement, which is a degree plan and contract-for-degree. Included on the official SOCAD evaluation is appropriate credit for any previous college courses and nontraditional learning, to include Army MOSs, military training courses, and results of national examinations. Credit for nontraditional learning is based on recommendations of the American Council on Education.

Recently, the staffs at SOC and the Army Continuing Education System took the next logical step when they developed the SOCAD Army Degree Builders. Army degree builders translate military training into college credit that matches requirements in MOS related college degrees. These degree builders demonstrate to soldiers specific options for meeting college requirements. This could include Army training, classroom instruction, distance learning, testing, certification, and licensure. Degree builders currently exist for over 65 MOSs. Printed copies of the SOCAD Army Degree Builders are distributed at the BNCOC schools of the MOSs for which they are available. Although the SOCAD Army Degree Builder is usually introduced at BNCOC or WOBC, any soldier can use it to plan a degree. The degree builder is for planning purposes and a completed SOCAD Student Agreement is still needed as a personal degree plan.

Central Texas College

There are degree builders for the 79R recruiter and 79S career counselor MOSs. Through Central Texas College, a 79R can use the degree builder to earn an Associate in Applied Science in

Applied Technology in either Sales Management or Marketing Management. The 79R and 79S can also work with Park University to earn a Bachelor of Science in Management or Marketing. Recruiters can download these degree builders from the SOC Web site at <http://www.soc.aascu.org/socad/DegBldrsA.html>. Detailed recruiters should go to this site and see if a degree builder is developed for their MOS. Information can also be found on the USAREC home page by going to the Professional Development section and clicking on SOCAD.

CTC offers classes at many installations in CONUS and OCONUS. CTC also offers many online courses. Costs will vary at each installation, but the cost per semester hour is less than \$250, so the 100 percent tuition assistance will cover the cost of the course.

American Military University

Another institution is the American Military University, a part of the American Public University System. AMU is nationally accredited by the Distance Education and Training Council and a member of SOC. It focuses on the educational needs of the military community with flexible distance learning model uniquely suited to the military student's lifestyle. AMU supports over 10,000 students from all 50 states and 40 foreign countries. AMU hosts a comprehensive Web site at <http://www.apus.edu/amu> that contains complete information pertaining to the programs and services offered by the university.

All AMU programs are delivered through online distance learning. AMU hosts electronic classrooms where students and faculty communicate by e-mail, chat rooms, and discussion lists. A Student Course Guide takes students through a course with specified readings, research, writing requirements, online participation, and examinations.

AMU offers a marketing internship for recruiters. It consists of nine courses in sales, marketing, and management. Students can apply these courses to an associate degree or eventually to a bachelor in Marketing or Management. Detailed recruiters should check into all the other courses and programs AMU offers.

Tuition for AMU courses is \$250 per semester hour, so tuition assistance covers the cost of each course. Books for undergraduate students are provided without cost to students through AMU's Book Grant.

With the SOCAD Degree Builders, online courses, and 100 percent tuition assistance, recruiters have few excuses left not to continue their education. As a new school year begins, recruiters should begin anew working on their education.

Note: Though AMU is seeking regional accreditation, it is currently only nationally accredited. Just a word of caution, there are some regionally accredited institutions that do not accept courses offered by a nationally accredited institution, though most SOC institutions will.



Army Medical Dep

Army Medical Department (AMEDD) Recruiting

By Donald D. McKinley, G-3, 79R Proponency

As many of you know, in 1995 U.S. Army Recruiting Command transformed from exclusively recruiting Army Nurse Corps officers to recruiting for all six AMEDD Corps for both the active and reserve components. Seven years later, you can still hear a health care recruiter referred to as the pre-1995 “Nurse Recruiter.” I would like to take this chance to dispel a few myths about health care recruiters and provide some insight into the job that these great soldiers are tasked to accomplish. I will also provide some perspective reference the role of the health care recruiter and encourage successful recruiters to take an AMEDD recruiting tour of duty as a means of diversifying their recruiting careers.

Health care recruiting stations receive a mission just as every other recruiting station in USAREC. The main difference is that health care recruiting stations sign for a yearly mission to recruit commissioned officer for the six corps of the U.S. Army Medical Department. Health care recruiters are composed of both noncommissioned officers and commissioned officers serving in Active and Active Guard Reserve status. The majority of the NCO health care recruiters are 79R cadre with a small number of detailed recruiters with medical MOS backgrounds to round out the force. Health care recruiting officers come from the Army Nurse Corps, Medical Service Corps, and the Army Medical Specialist Corps.

Many recruiters assigned to USAREC do not realize that the health care recruiters are responsible for specific specialties within the six AMEDD Corps to include Army Nurse Corps, Dental Corps, Medical Corps, Medical Service Corps, Army Medical Specialist Corps, and the Veterinary Corps. There are several incentive programs available to assist the recruiter in

making their assigned mission. Incentive programs target those specialties that are in short supply with a large demand in the civilian sector as well as the Armed Services. Active component incentives include the Health Professions Scholarship Program, Health Professionals Loan Repayment Program, and select bonus programs for specific medical specialties. Army Reserve incentive programs include the Specialized Training Assistance Program, Health Professionals Loan Repayment Program, and the Health Professions Bonus Program. Health Care recruiters are expected to be familiar with the vast array of qualification criteria and service obligations attached to each incentive program. Each health care recruiter must be able to sell both active and Army Reserve programs.

The health care recruiter must ensure that applicants meet basic eligibility requirements and are professionally qualified as either a working professional or a student in training. Professional licensure, work experience, references and history of malpractice are examples of the items that must be researched and verified before an applicant can receive an appointment as an Army Medical Department officer. Applicants must also meet the requirements to be issued a secret security clearance. USAREC Regulation 601-37 spells out the specific requirements that an AMEDD applicant must meet.

When an AMEDD prospect decides to take advantage of a particular program, health care recruiters have processing time lines that must be met. To meet these time lines, the Health Services Directorate, located at Headquarters USAREC publishes an AMEDD board schedule for each fiscal year. The board schedule outlines, by month, when each type of accession and student program board will convene and adjourn. These boards are much like our promotion boards in that individual records are reviewed and considered on a “fully qualified” or “best qualified” basis based on the particular program a health care professional is applying for. Selection boards are composed of AMEDD officers from both the Army



Department Recruiting

and Army Reserve from all six of the AMEDD Corps. HSD convenes on average five boards per month at Fort Knox, KY.

Health care recruiters must meet an "Application Deadline Date" to insure that their applicant's packet has been quality checked and declared "board ready" prior to the actual board date. If errors are found with an applicant's record, the recruiter responsible is notified and has until the "Board Ready Date" to correct the mistakes or the applicant must wait until the next scheduled board. This is particularly important if the board is a one time only board for the current fiscal year. In this case, the applicant would have to wait until next year to re-submit their record.

Non AMEDD recruiters must take caution when discussing opportunities with prospects interested in an appointment as an AMEDD officer. Please refer all potential AMEDD officer prospects to your local health care recruiter. AMEDD contact numbers are available at each recruiting battalion. Provide the health care recruiter with the referral and let them assist the individual. If you are uncertain who the health care recruiter is in your area, contact the Health Services Directorate NCOIC, MSG Martin Stubeda, at DSN 536-0372 or commercial at (502) 626-0372.

Hopefully, I have provided some new knowledge and true insight about health care recruiting. This is not the "9 to 5" recruiting force referred to by many people. Health care recruiters will be found visiting Army Reserve units, working conventions both at the local and national level, and conducting TAIR events. Health care recruiters frequent emergency rooms, college campuses or wherever medical professionals can be found. Teamwork is the key as USAREC strives to provide quality health care professionals required to meet the mission of taking care of the soldiers, family members, and retirees of the U.S. Army!

Bright Idea



Classroom Presentations

It is very important to produce and have at your access PowerPoint presentations geared to specific topics and classes. Today's recruiter is constantly managing the limited resource of time and may not have the time to produce a quality slide deck to present in a high school or college history class for example. The battalion marketing officer can be a resource to produce quality targeted presentations.

MAJ Coy Turner, Indianapolis Battalion

New Recruiting Month Calendar

By Pearl Ingram, Editor, RJ

Recruiters have long complained about their people getting shuffled in and out of the MEPS according to SFC Jose Castillo, USAREC, G3. And, nowhere is that more evident than at the MEPS in large cities.

However, change will arrive with the new recruiting month calendar on Sept. 15. The recruiting month will start and end in the middle of the month beginning in FY 04.

“Day-to-day operations won’t change,” said MAJ Mendel Waddell, USAREC, G3.

The current calendar creates increased workload at the Military Entrance Processing Station and increases the possibility of error in the stacks of paperwork needed to bring an applicant on to duty. With all the military services processing applicants at or around the end of the month, it’s difficult to provide personal treatment to either the applicant or the recruiter.

However, with the change to a midmonth end-of-month Army mission day, the workload on MEPS personnel will be alleviated somewhat. This will enable Army applicants to receive the red-carpet treatment they deserve.

“The MEPS will focus on the Army for mission day,” said Castillo. “They won’t have to worry about the Marines’ mission day the next day or the Navy’s before that. We’re the only service who will have an end of month in the middle of the month.”

The Recruit Ship Month will remain the same for accessions, so the calendar will continue to support the current Recruit Ship Week process to fill training seat vacancies. The major change for recruiters is establishment of a contract calendar.

“Our business practices aren’t changing,” said Castillo.

It is not just the recruiter who will benefit from the new

calendar but also the Military Entrance Processing Command. MEPCOM conducted an A to Z process review of recruiting actions. Now, two small workload increases — one midmonth and one end of month — will even out the overall applicant flow.

“We’re hoping that the waiting won’t be as long because most of the applicants will be from the Army, initially making a better atmosphere for the applicant,” said Castillo.

The greatest advantage is that now a long awaited process exists with an opportunity to break end-of-month “peak processing” habits. This wide-reaching change will open up an opportunity for recruiters to establish an “even flow” in production.

In addition, work continues on an annual training calendar through the efforts of a Process Action Team. This calendar will provide time to conduct focused training events, such as recruiter sales training, mandatory Department of the Army training, and sustainment training. During one week per year, training can be conducted without unscheduled interruptions. Training can be more effectively focused. These results will be achieved by having recruiters off mission for one week per calendar year at a cost of an estimated 25 production days over the course of the recruiting year.

A highly important advantage to the training calendar change is that battalions and brigades are enabled to clearly assess training needs on a periodic basis and establish procedures for tactical success.

The new training calendar will also enable commanders to focus time and resources to strengthen soldier and family well-being programs within their units. Leaders can provide an increased quality of life for personnel assigned, while at the same time minimizing the risks to achieving mission success.

“It’s a whole attitude change,” said Waddell.



MG Michael Rochelle administers the oath of enlistment to 10 Armed Forces recruits during the All-Volunteer Force 30th anniversary observance July 1 at the Louisville, Ky., MEPS. (Photo by Mary Auer)

Stephens, Not Your Usual Army Enlistee

By Chris Wilson, Oklahoma City Battalion

There's not much left on Shawn Stephens' life to do list: marry Miss Arkansas International, check; get a master's degree, check; start a family, check. The only thing Stephens has left is to become An Army of One.

Stephens, 28, a Little Rock native, who has been a part of the Arkansas political community, decided to enlist in the Army. The educated family man stands out as unique — making a career choice stereotyped for those 18 and fresh out of high school. Stephens' pride and family involvement in the military seemed to always steer him to service.

"There's a huge sense of duty and honor there," Stephens said of his reason for joining.

Stephens' uniqueness goes well beyond his age and education. The future soldier competed nationally in debate and internationally in judo.

"I either had the option to go to the Olympic training center or to go to college and chase debate," Stephens explained. "I chose the latter."

His university of choice was George Washington University in Washington, D.C., the largest university in the Nation's capitol. Stephens earned a Bachelor of Science in Political Science and a masters degree from George Washington University.

"And I got married," he added.

Stephens' marriage to Andrea Stephens, Miss Arkansas International, was a major accomplishment in its own right.

"I guess that's my 15 seconds of fame, just walking her down the aisle," Stephens joked.

Stephens worked at the World Bank in private sector development and international development while he and his wife were still living in the D.C. area.

"After we had our son, we both decided to come back to Little Rock and try to make a go at a political career," said Stephens, who now has a son, Myles, 5, and a daughter, McKinley, 3.

"I actually started to go into the Army in 1999, but I got on the Bush campaign," he continued. "In effect, I was second in command of the Bush campaign in Arkansas for 2000.

"I say 'in effect' because the difference between me and the guy above me is huge — he regularly speaks with the

top brass at the White House, and I still get excited when an advisor calls me."

After the campaign, Stephens became the executive assistant for Arkansas Lieutenant Governor Win Rockefeller and worked with Republican senate races in Arkansas.

Stephens' success in politics didn't diminish his desire to serve his country, and soon became part of his plan to one day run for office.

"The recruiter was a pretty good salesman because I came into this wanting to go into the Reserves — wanting to go into civil affairs for a few years then go into diplomacy and foreign service," Stephens explained.

His plans were changed by two important factors — student loans and family traditions in military service.

"SGT Hobert Park starts talking about student loans, and the reality that George Washington University, at \$30,000 a year, is not easy to pay back for a kid who grew up with poor means, like myself," Stephens explained.

The money is not what swayed Stephens.

"I'm certainly not going in the Army for the money, although paying the loans is a huge plus," he said. "I'm taking about a 30 percent pay cut to do this."

There was a stronger tradition that finally tipped the scales in favor of the Army.

"Every male in my family has been in the military, so it's sort of like a duty," Stephens said.

Stephens' brother, Brett Stephens, has been in the Marine Corps for nine years, father, Bennie Stephens, served in the Vietnam War, uncle, Jack Lindsey Jr., is in the Army Reserve, and his cousins, Trey and Kenneth Lindsey, are in the military.

"I guess I got most of my gumption, my excitement for the Army from my brother," Stephens said.

That excitement should peak in November, when Stephens is scheduled to ship out. He will enlist at an E4 pay grade in Army intelligence. Stephens hopes to go through linguist training and plans to continue his career in politics when he finishes his career in the Army.

"I was going to come back to work on the presidential campaign here, but as it turns out now, I'm fully enlisted," he said.

Athletes Helping Kids!

Story and photo by Tom Blackwood, Sacramento Battalion

A new kind of battle had emerged from the football playing field when the pilot program “Athletes Helping Kids” was launched at James Logan High School in Union City, Calif., on Wednesday, April 16, 2003. The physical agony might not be a factor while speaking to kids in an auditorium but for the professional athletes winning the support of the kids is a real battle. Like professional football, the focus is to win!

What made “Athletes Helping Kids” a big success at James Logan was Don Edwards. Edwards, a former National Football League football star for the Pittsburgh Steelers, joined forces with Reggie Dawson of the St. Louis Rams, Jerry Robinson from the Philadelphia Eagles, and Super Bowl Champion Greg Townsend from the Oakland Raiders.

Often challenged with kids talking and not listening, Edwards showed the kids at James Logan High School how tough he and his teammates could be. Speaking in front of an unruly audience of about 900 students, Edwards commanded in a loud and authoritative voice from the moment the microphone was handed to him, “We are not here for us. We are here for you. We all volunteered to be here. Our group made a special effort to get up at 3 o’clock this morning to catch an airplane from Los Angeles to be here with you this morning.” Edwards continued to speak loudly with conviction and sincerity. “All we’re asking is for you to try to understand what we’re doing. We are trying to help you!”

Lucie Titus, president of the Association of the United States Army from northern California remarked, “Athletes Helping Kids’ has a formidable message. These kids barely listen to their teachers, much less to an Army recruiter.” She added, “At the assembly at James Logan High School, the kids, all with huge attitudes, really listened. Let a role model athlete tell the kids what the Army can do for them, they listen!”

This new pilot program, “Athletes Helping Kids,” was sparked by Edwards while he was speaking at high school assemblies in Hawaii. According to Edwards, “While I was being driven to one of my appointments, I made small talk with the Army driver who happened to mention the many perks the Army offers to new enlistees. Edwards added, “There are kids out there that can only dream of going to college.”

While speaking at James Logan, Edwards asked a simple question to the audience, “How many of you are planning on attending college after you graduate from high school?” Approximately 100 hands were raised from the audience.

Edwards continued, “Now let me ask all of you another question. How many of you would attend college if you could



San Leandro Recruiting Station recruiters pose with Football All Stars to help promote the new “Athletes Helping Kids” program. Left to right: Don Edwards, SSG Lucas Gonzales, Reggie Dawson, SSG Brannon Curiel, Greg Townsend, SFC Yaro Lola, and Jerry Robinson.

afford to go to college?” Most all the of the hands went straight into the air.

Finally, Edwards asked the very last question, “How many of you would like to do something good for your country and be paid to go to college at the same time?” All hands in the audience went straight up!

“This kind of presentation is perfect for opening doors of opportunity for both students and Army recruiters,” stated Titus. “The program, ‘Athletes Helping Kids,’ really works. Don and I talked about this message: anti-drug, anti-violence, going to college, and how the Army can make a difference in one’s life,” Titus added.

According to Titus, “Don Edwards’ dream is to help kids. We will see at high school assemblies and youth sport clinics students being addressed by some of the greatest football sports figures — Howie Long, Jerry Robinson, Greg Townsend, Marcus Allen, Ronnie Lott, Joe Montana, Jerry Rice, Reggie Dawson, Troy Aikman, and Marshall Falk, just to name a few of the NFL superstars.”

Don Edwards’ message is simple. Connect kids with professional football stars to help send a positive message of staying in school, staying off drugs, stopping the violence, and providing alternate opportunities for kids to attend college.

SFC Yaro Lola, station commander for the San Leandro recruiting station stated, “The ‘Athletes Helping Kids’ pilot program helped our recruiting efforts. It increased the Army’s credibility and exposure with the student body and faculty members at James Logan High School.” He added, “Professional athletes are always very respected amongst young adults. This event was a definite plus in helping us achieve our recruiting mission! We got 917 leads from the assembly at James Logan High School.”

Overall, the outcome for adopting “Athletes Helping Kids” pilot program will be determined by higher headquarters. Edwards and Titus have worked very hard to try to push this program to succeed. Will “Athletes Helping Kids” program be successful? Possibly, however, maybe we should be asking the crux of the question . . . Will this new program help benefit Army recruiting? And most importantly, will this new program help generate enough leads for Army recruiters to make mission?

New Contact Milestones and School Priorities

By SFC Jose Castillo and Terry Backstrom, G3

Time has surely changed the face of recruiting. Recruiters are receiving more names, addresses, and telephone numbers than were received only a few years ago. Throughout the past few years, USAREC has instituted several technological advantages, such as cyber-recruiting, ARISS, and ADHQ leads that will continue to expand the prospecting market.

At the same time, due to two new federal laws, leaders and recruiters are receiving more high school and college lists. The command is also expanding their presence on college campuses and at the same time maintaining their presence in high schools. These factors have led to discussions on ways to assist recruiters to manage their time better. Additional factors considered were the number of schools, student population, the command's advertising focus periods, and leadership's need to have flexibility in directing prospecting efforts toward the mission. During these discussions, a complete review of all contact milestones was conducted.

The first outcome from this review is the prioritization of assigned high schools and colleges. Realizing that all schools are important to the command's success, a need existed to formulate a way to categorize schools.

Assigning priority levels to each school will indicate where leaders and recruiters need to direct most of their effort and will also provide a basis for evaluating the status of the recruiting program within each school. Guidelines are provided on how to prioritize each school. These guidelines include an assessment process to identify schools that are most supportive and have the highest contract producing potential. Evaluating schools with this process will also indicate the resources needed to improve the recruiting program at each school.

Prioritization begins with each recruiter, in conjunction with the station commander and company leadership team. They will need to complete the High School Priority Evaluation form on each high school and the College Priority Evaluation form on each college. For high schools, eight areas require an objective decision and for colleges there are 10 areas on the evaluation sheet. The evaluations need to be completed prior to the beginning of each school year. Recruiters and their station commanders will use these priority evaluation forms to determine a plan and focus their efforts on each school throughout the school year. The totaling of the points will establish a priority code for each school. A brief description of the three priority codes:

Priority 1 - A high school or college that fully supports

Army recruiting and provides the recruiter with the access and privileges necessary to effectively communicate with students. The primary focus should be on schools that consistently produce a number of contracts or have the potential to be contract producing.

Priority 2 - A high school or college that does not fully support Army recruiting and limits recruiting activities and recruiter access to students. With a dedicated plan and more focused effort, the schools have the potential of becoming Priority 1.

Priority 3 - Schools that do not support Army recruiting and provide no access to students. These schools warrant minimum focus.

Station commanders will ensure that the priority level for each school is annotated on the USAREC Form 636, School Data Sheet, USAREC Form 636B, Post-secondary School Data Sheet, and USAREC Form 446 School Folder. Every effort must be made to move Priority 2 and 3 schools into the next higher priority. This guidance does not alleviate the recruiter from the requirement to visit schools regardless of priority assessment.

Recent federal legislation — Solomon Amendment and No Child Left Behind Act — has led to an increased number of high schools and colleges releasing student lists with names, addresses, and telephone numbers. This provides the recruiter with more to work with, compared to a few years ago. This volume increase in names necessitated a review of the contact milestones, which resulted in the second outcome; the development of new contact milestones starting in school year 2003 - 2004. The contact milestones were changed to quarterly percentages for all Priority 1 schools. The change to quarterly contact milestones allows leaders at the lowest level to have the flexibility necessary to develop prospecting plans, that focus on the mission.

Additionally, once the command's advertising periods are tied into the quarterly contact milestones, recruiters gain assistance in targeting specific segments of a school's population. In essence, the advertising focus periods are a combat multiplier for commanders and recruiters.

The key to the new contact milestones is the link between the prioritization of schools with the advertising focus period under the leadership's direction. The implementation of these new contact milestones will result in better lead generation and an increased awareness of the opportunities within the Army. Additional guidance is provided at Recruiter Central (On the RC Wire) <http://learn.usarec.army.mil/rc>.

Contact M

Phase I		Phase II
School Year	SY 1st Qtr (Jul-Sep)	SY 2nd Qtr (Oct-Dec)
Advertising Focus Periods	<ul style="list-style-type: none"> * Build the EDEP * End of Summer * Recent College/HS Grads are looking for immediate employment or education opportunities/options * HS grads not going to college are seeing friends go off to school * Grads without a job are likely to get family pressure * Deliver Army message to new SY High School Srs 	<ul style="list-style-type: none"> * Even flow * Dropout rate highest for first year college students during this period, alternatives being explored. * Recent HS grads career plans may have changed ... did not go to college, "great job" did not have reality check, etc.
Contact Milestones		
Priority 1 Schools	<ul style="list-style-type: none"> * 2yr College Students - 40% * HS Grads, Srs, Jrs - 40% 	<ul style="list-style-type: none"> * 4yr College Fresh/Sr - 40% * 2yr College Students - 75% * HS Grads, Srs, Jrs - 75%
Priority 2/3 Schools	* Mail outs are required if lists are provided	* Mail outs are required if lists are provided
SASVAB (ARISS priority code 1 & 2)	<ul style="list-style-type: none"> * SASVAB Leads I-IIIA or plans military within 72 hrs * SASVAB Leads I-IIIB within 5 working days 	<ul style="list-style-type: none"> * SASVAB Leads I-IIIA or plans military within 72 hrs * SASVAB Leads I-IIIB within 5 working days
ADHQ Leads (ARISS priority code 1)	* Contact Leads within 72 hrs	* Contact Leads within 72 hrs
Cyber Recruiting Leads	* Contact Leads within 72 hrs	* Contact Leads within 72 hrs
Comments		
	<ul style="list-style-type: none"> * Focus on 2 yr College Students, HS Grads and new HS Seniors from JR list * 100% HS Sr list construction complete 	<ul style="list-style-type: none"> * Focus on 4yr College Fresh/Sr, 2yr College 1st yr students, HS Grads * 100% College list construction complete * 100% HS Jr list construction complete

Milestones

Phase III		Phase IV
Oct-Dec)	SY 3rd Qtr (Jan-Mar)	SY 4th Qtr (Apr-Jun)
<p>st yr</p> <p>period,</p> <p>ans</p> <p>t go to</p> <p>appen,</p>	<ul style="list-style-type: none"> * New Year * Mindset Time * College Freshman are deciding to return to or dropout of college * HS Srs are exploring career options * Everyone is making New Year's resolutions 	<ul style="list-style-type: none"> * Decision * College students are getting mid terms back and beginning to think about summer * Upon graduation, college seniors are deciding their future career plans * HS Srs are deciding their future career / education plans upon graduation
	<ul style="list-style-type: none"> * 4yr College Fresh/Sr - 75% * 2yr College Students - 90% * HS Grads, Srs, Jrs - 90% 	<ul style="list-style-type: none"> * 4yr College Fresh/Sr - 100% * 2yr College Students - 100% * HS Grads, Srs, Jrs - 100%
	* Mail outs are required if lists are provided	* Mail outs are required if lists are provided
	<ul style="list-style-type: none"> * SASVAB Leads I-III A or plans military within 72 hrs * SASVAB Leads I-III B within 5 working days 	<ul style="list-style-type: none"> * SASVAB Leads I-III A or plans military within 72 hrs * SASVAB Leads I-III B within 5 working days
	* Contact Leads within 72 hrs	* Contact Leads within 72 hrs
	* Contact Leads within 72 hrs	* Contact Leads within 72 hrs
<p>h,</p> <p>HS grads</p> <p>tion complete</p> <p>n complete</p>	* Focus on 4yr College Freshman, 2yr College students, HS Seniors	* Focus on 4yr College Freshman & Seniors, 2yr College students, HS Grads

Students Say

Y.E.S.

to Career Options

By *Sandy Cutshall, Techniques Magazine Contributing Editor*
Photos by *Steve Gray Photography*

Can drag racing inspire young people to explore new career options? The answer is Y.E.S.!

Drag racing is becoming a powerful learning tool in classrooms across the United States – thanks to an innovative program offered by the National Hot Rod Association, Youth and Education Services, in conjunction with the U.S. Army.

The NHRA (www.nhra.com) is the world's largest motorsports sanctioning body with a roster of 85,000 members, 144 member tracks, 35,000 licensed competitors, and more than 4,000 member-track events. Nearly two million spectators annually attend NHRA national events, and an additional 200 million watch NHRA competition on television.

As the only full-time educational program in the world of motorsports, the Y.E.S. program consists of 22 events along the NHRA national race schedule.

The effort assists teachers and students in determining a course to help young people achieve their long-term career goals through career opportunities fairs, "Education Day at the Track" programs, Tracknology Academy lessons and activities, Raceway Activities for Curriculum Enrichment, "Careers at the Starting Line" video and lesson packet, and other track site and classroom programs.

According to Tom Tiernan, chief, Event Marketing and Promotions, U.S. Army Accessions Command, approximately 50,000 students (from middle schools up through two-year colleges) now participate in the Y.E.S. program annually. The Army became involved with Y.E.S. in 2000, helping to expand the program through a successful partnership with the NHRA.

"Y.E.S. is the key component in the Army's involvement with the NHRA," says Tiernan. "We believe in investing back in American youth. We care about our country's future and how we can help shape it. This program plants a seed, telling students: 'Here are some opportunities out there and some ways you can get started in a career.'"

One of the things that students learn is how the U.S. Army can offer a pathway into mechanics and other such related careers.

Y.E.S. began in 1989 with a career opportunities fair for high school students at Pomona Raceway Fairplex in Pomona, Calif. According to Don Runyon, drafting teacher at Cleveland High School in the Los Angeles Unified School District, the program has been very important to his students over the past 13 years,



MG Michael D. Rochelle, U.S. Army Recruiting commander, briefs students during a Y.E.S. event.



Students at an NHRA event are treated to static displays and a chance to talk to Army recruiters on job opportunities.

and he has witnessed many benefits as a result of their involvement.

"This is really a beautiful tool to capture the minds of young people. You can literally see the excitement in students' eyes," says Runyon. He notes that he has probably taken 400 to 500 students to Y.E.S. over the years.

"It's wonderful that there is an organization willing to spend the time and effort to let students learn about careers, willing to give so much back in this way. If every organization, large and small, was doing an outreach program like the NHRA, education would be very different today," says Runyon.

The career opportunities fair is a cornerstone of the program, providing high school students with the opportunity to explore a variety of career options in the automotive, marketing, and communications fields as they relate to the motorsports industry. They attend seminars, view pit and manufacturer midway displays, and take tours.

According to Clarke Stephens, currently an educational administrator in Los Angeles and a former auto shop instructor, it is a big advantage for students to learn about different opportunities in the motorsports industry. "They discover there is much more than just the mechanic who works on the car and the driver. Students who may not know what they want to do in



of some of the Army's combat vehicles and aircraft, as well as given and benefits available in the Army.

school level students. This classroom program is popular with math, science, and technology teachers who supplement subject matter learning about motion, force, acceleration, aerodynamics, power, and other lesson topics related to those subjects. The participating students enjoy the excitement of constructing and painting their own model dragster and racing it on a special NHRA Y.E.S. track.

R.A.C.E. is a program designed for elementary and middle school students at select NHRA national events. Participating classes attend an Education Day at the Track program where the students are divided into cooperative learning teams and given a series of problems and questions to solve. Using a variety of resources and learned skills, the students tour the pits and manufacturer midway to find solutions to the problems. Guest speakers, a raceway scavenger hunt, and other activities highlight the student's experience at the track.

The Y.E.S. program at times includes many different competitions, including contests where students take apart a portion of an engine in a team or create a T-shirt design for the event, as well as photography and video contests.

In addition, students in Runyon's drafting class "take the program to a whole other level" by helping to do logistics for the event. These students are learning leadership and teamwork skills through their involvement in organizing and seating the 4,000 to 5,000 attendees in Pomona. They brief the attending

students on rules and regulations, coordinate lunch distribution, and perform a variety of other organizational tasks.

"It's a layer of education generally not taught in high schools," says Runyon. "And it's a great opportunity for these students to get invaluable real-life experience." As with many other teachers who are involved, he is filled with positive comments about the Y.E.S. program and what it has meant for his students.

Tiernan notes that the enthusiastic support of teachers is the reason that Y.E.S. works.

"I think we've generated excitement with a program that meets the needs of teachers. They find it valuable, and that's what allows the program to grow like it has," said Tierman.

In addition to the NHRA and the U.S. Army, the Y.E.S. program is sponsored by Scholastic, Skills USA-VICA, FFA, Job Corps, Lincoln Tech, and Babcox.

The Army also sponsors Tony Schumacher's Top Fuel dragster, and often provides opportunities for area high school students to get an up-close look at the 6,000 horsepower machine. The Army provides an exciting experience for event attendees through interactive displays at each NHRA national event, including a U.S. Army recruiting center, complete with a rock-climbing wall.

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a career can suddenly connect to something, such as racing, that they are interested in."

In addition to career opportunities fairs, the Y.E.S. program has been very successful in giving students an introduction to motorsports while connecting drag racing's scientific, mathematical, and social concepts to classroom subjects.

Education Day at the Track is a race-day field trip for kindergarten through college level students. This program is available on Thursday or Friday at 20 NHRA national events. Classrooms participating in the EDATT program receive an initial education day lesson and activity packet, plus a copy of the "Careers at the Starting Line" video with a suggested lesson plan for use at the track and in the classroom. Many teachers choose to implement such lessons into math, science, English, technology, business, and social studies classes.

According to Kelly Kostamo, educational coordinator in Aluchua County, Fla., teachers can use the lessons to help students tie something interesting and exciting to something they do at school. For example, students may visit the race and then learn journalism and communications skills by writing an article about it.

Racing a "power-belt dragster" is a hands-on activity in the Tracknology Academy program for elementary and middle



Requesting and High School

By William J. Kunisch, Education Division

Over the past few years Congress has enacted laws that provide military recruiters with the tools to obtain student recruiting information on currently enrolled college students and student directory information on high school students. As the new school year begins, commanders and recruiters should ensure they understand the parts of the Solomon Amendment and the No Child Left Behind Act that pertain to the release of student information.

Solomon Amendment Quick Tips

- Battalions should submit a written request for SRI to the Registrar (see figure E-1 (sample letter) in UR 601-104) at the beginning of the school year.
- Determine whether you want the names of all the students or only specific classes.
- Clarify whether you want local or permanent addresses and telephone listings.
- Colleges are required to provide eight different data elements, but not all colleges may maintain these elements. Clarify what information you want.
- Request that colleges sort the SRI.
- Colleges may provide the SRI once each term or semester.
- Colleges may only provide SRI on those students currently enrolled, not on those no longer enrolled (stop-outs).

Solomon Amendment (Colleges)

The Solomon Amendment established a policy whereby the military services are provided the same opportunities to inform postsecondary students of military career options, as are available to other employers. The amendment provides for access to campus and the release of student recruiting information (SRI). If colleges do not comply, they may lose federal funds essential to their campus. It is in their best interests to comply with the law and develop a positive working relationship with recruiters.

Since the implementation of this amendment, the command has seen increased cooperation from the colleges. More than 90 percent of the colleges provide access and release SRI. The amendment has opened the doors. It is now the recruiters' job to ensure that they understand how to implement the law. More information about the amendment can be found in UR 601-104, Appendix E, and the Education Division's Web site at <http://hq.usarec.army.mil/ro/Education/files/AACRAOSolomonBroch.pdf>.

There are nearly 50 colleges that deny access and nearly 300 that refuse to release SRI. Some of these are small private colleges that do not receive federal funds. However, there are nearly 50 public institutions both two-year and four-year that

College School Lists



do not comply with the Solomon Amendment. Recruiters should report colleges that do not comply with the amendment to the battalion education services specialist. If no acceptable solution is reached, a memorandum with appropriate documentation will be submitted through channels to HQ USAREC, Education Division.

Stop-Out Lists (Colleges)

A word on “stop-out” lists. Recruiters may request information on former students, stop-outs, but they have no legal right to demand such lists.

Where the Solomon Amendment requires colleges to release SRI on students currently enrolled, it does not require them to release SRI on students no longer enrolled. However, the Family Educational Rights and Privacy Act, which covers directory information, permits the release of directory information on current and former students. Since FERPA is defined much more narrowly, colleges are not required to release directory information.

Colleges can refuse stop-out lists and other directory information as a matter of policy, or according to local law. It is permissible for recruiting personnel to request stop-out lists, however, the college may properly refuse such requests.

High Schools

The “No Child Left Behind Act of 2001” and National Defense Authorization Act FY 2002 require school districts to provide:

- **Military recruiters, upon request, access to high school students’ names, addresses, and telephone listings.**
- **Military recruiters access to high school students the same as is provided to institutions of higher education or to prospective employers of those students.**
- **Parents of a high school student the right to “opt-out” by requesting the student’s name, address, and telephone listing not be released without prior written parental consent.**

Allowing students and parents the right to “opt-out” means that recruiters may not receive a complete list of all high school juniors and seniors. At the beginning of the school year, school administrators should send a form home with each student that allows parents to “opt-out” of having this information released to the military and institutions of higher education. All must understand that the law does not allow parents to choose between institutions. The choice is between having student directory information released or not having this information released. It is all or none. The military cannot be singled out.

The official guidance from the Department of Education and Department of Defense was late in reaching the state departments of education and local school districts last year. Some school districts took a long time to implement their policy, so recruiters were late in receiving student directory information from some schools. Most schools should have their policy in place for this school year.

As of the end of the school year, there were a very small number of school districts that had spun the “opt-out” policy in a different direction by asking parents and students to “opt-in” if they want the directory information released to military recruiters. Both DOE and DOD agree that schools pursuing an “opt-in” method are incompatible with current laws. Action is being taken to inform these school districts that they are in violation of the law.

As the new school year begins, recruiters may discover other schools that have adopted “opt-in” or the schools may be allowing students to choose if they want directory information released to the military or to colleges. If recruiters discover any violations to the laws, they should work with their ESS and attempt to obtain copies of letters or forms that are sent to parents. These will be sent through channels to HQ USAREC, Education Division. Both DOD and DOE have pledged to take action on any violations.

With the “opt-out” policy there is a very distinct possibility that a recruiter may receive the names of less than 85 percent of the high school seniors or juniors. Even if the school provides the names, addresses, and telephone listings of less than 85 percent class, the school has provided a list and is in compliance with the law. The recruiter will have to obtain the names, addresses, and telephone listings of the other seniors or juniors in order to have a complete list. (Plans are underway to revise the 636 to reflect this problem.)

Recruiters now have some valuable tools to obtain the names, addresses, and telephone listings on students in their assigned high schools and colleges. To obtain these lists you need to ask for them and then pick them up. If problems arise, ensure that commanders, battalion ESSs, and HQ USAREC, Education Division are informed, so assistance can be provided.

Ed Spec – The Lone Ranger

By Jerald Hunter, 1st Brigade Education Services Specialist

Wherever I go I meet someone who inquires about the education services specialist. Two questions frequently asked are, “What is an education services specialist,” and “What exactly are the duties of an education services specialist assigned specifically to Recruiting Command?”

“The Lone Ranger” is a phrase used to identify the battalion education services specialist, or otherwise known as “Ed Spec.” In many ways an Ed Spec is very much like “The Lone Ranger,” the masked crusader in the classic television series. He is always available and lends a helping hand to persons in need. He is the person relied upon to present an honest and unbiased response in lieu of the absence of the law. The Ed Spec is the honest broker and on a moment’s notice will stop what he is doing to assist the commander or recruiter to save a possible enlistment to make the mission for that battalion and ultimately USAREC.

The battalion Ed Spec wears many hats. First, the Ed Spec advises the commander on education issues, is a resource in accomplishing the recruiting mission, and is responsible for the ever changing educational needs of the battalion. The Ed Spec is the command’s authority on education enlistment credentials and serves as the Army Continuing Education System representative.

The battalion staff, recruiters, family members, civilians, community leaders, and educators in every college and high school are the Ed Spec’s customers. Developing a presentation for a commander or recruiter to brief personnel at a state board meeting, or a regional educator conference or to gain access to the offices of a state governor, college chancellor, or superintendent requires high-performance professional skills.

The battalion Ed Spec is also a planner and developer who works closely with their company commanders, APA, and operations officers. The Ed Spec helps analyze current resources to develop a battalion high school and college penetration plan designed to effectively target and identify potential market segments with the greatest propensity to enlist.

Most importantly, the Ed Spec is the authority on education enlistment credentials, known as the “Tier Evaluation” process. Ed Specs are trained to identify legitimate, as well as bogus “diploma mill” high school diplomas and college degrees. They coordinate with the school registrar offices and state education and national accrediting agencies to ensure that a diploma or transcripts are worth the paper they are printed on.

The Ed Spec must keep the command current on the status of all high school completion and accredited post secondary school programs within the battalion, which includes charter, home, and magnet high schools, and the approved overseas private high schools.

The Ed Spec has four “silver bullets” at hand to help the recruiter gain total market share in the education community.

The **first silver bullet** is the school ASVAB. Ed Specs train

the recruiter how to market the ASVAB program and how to conduct post-test interpretations. The ASVAB is the best source of pre-qualified senior leads for a recruiter.

The **second silver bullet** is the ConAP. A recruiter, parent, new soldier, high school, and college can benefit tremendously from the program. It serves as a means to help students gain college admission and provide them with a plan to attend a home college and receive credit for educational experiences in the Army. High schools benefit by enabling more of their graduates to attend college from the earning of Montgomery GI Bill educational benefits, which in turn, helps to increase Army enlistments. ConAP is an excellent DEP management tool and a truly win-win situation.

The Ed Spec’s **third silver bullet** is the educator tour program. This program enables the battalion commander to showcase a training base installation to approximately 20 to 30 key educators, centers of influence, and media. Tour planning begins 9 to 12 months out and requires the Ed Spec to coordinate with the installation Public Affairs Office, as well as hotel, airline, and bus vendors. It is an opportunity for educators and COIs to have an inside look at what makes a recruit into a soldier and to see that we have the best Army in the world.

The **fourth silver bullet** is federal legislation. The Ed Spec will educate recruiters, and in some cases, high school and college officials on what is appropriate and what is not appropriate in regard to Family Educational Rights and Privacy Act, No Child Left Behind Act, and Solomon Amendment. All public high schools and colleges, by law, are to grant a recruiter access to their campus and release student directory information when requested.

In the role as the battalion ACES representative, the Ed Spec is responsible for coordinating with the education services officer of the installation education centers assigned to that battalion to arrange for tuition assistance, eArmyU, distance learning, testing, and scheduling of college courses. The Ed Spec must also remain knowledgeable on DANTES programs and services.

Each battalion is unique in nature. Some battalions cross state lines and their geography is made up of cultural, historical, political, racial, and religious mores and values interwoven into the population mind set. The multitude of diversity and unequaled nature between the organizational structures of the Army, state governments, colleges, and local school districts can be challenging environments for the Ed Spec to operate within.

All Ed Specs are not created equally. Each one uses their specialized and fine tuned abilities, knowledges, skills, and talents to support the individual needs of the command they serve. The Ed Spec is dependent on total teamwork to get the job done. Their position is one deep in this organization and is spread thin. So the next time you see the Ed Spec in your section or recruiting station, remember that as “The Lone Ranger,” this Ed Spec is seeking a way to lend a hand to the recruiter in the foxhole or even the commander to achieve mission.

Cell Phones *Prohibited* Behind the Wheel

From a National Transportation Safety Board Press Release

The National Transportation Safety Board said that the nation's driver education courses should include warnings about the dangers of distracted driving, and novice drivers should be prohibited from using cell phones while at the wheel.

These were two of the recommendations contained in the Board's final report on its investigation into a highway crash last year that took the lives of five persons, including a driver who was using a wireless phone at the moment she lost control of her vehicle.

On Feb. 1, 2002, a Ford Explorer was traveling northbound on Interstate 95/495 (the Capital Beltway) near Largo, Md., at an estimated speed of 70 to 75 mph when it veered off the left side of the roadway, crossed over the median, climbed a guardrail, flipped over, and landed on top of a southbound 2001 Ford Windstar minivan. All five persons in the two vehicles were killed.

The Board found that the probable cause of the crash was the Explorer driver's failure to maintain control of her vehicle in the windy conditions due to a combination of inexperience, unfamiliarity with the vehicle (she had just purchased it that evening), speed, and distraction caused by use of a handheld wireless telephone.

The Safety Board has long been concerned with the issues of distracted driving and novice drivers. The Board recommended to all states — except New Jersey, which already has a similar proscription — to prohibit holders of learner's permits and intermediate licenses from using interactive wireless communication devices while driving.

"Learning how to drive and getting comfortable in traffic requires all the concentration a novice driver can muster," NTSB Chairman Ellen Engleman said. "Adding a distracting element like a cell phone is placing too many demands on a young driver's skills."

The Board also urged the National Highway Traffic Safety Administration to develop a media campaign stressing the dangers of distracted driving, and that it work with the American Driver and Traffic Safety Education Association to



develop driver training curriculum that emphasize the risks of distracted driving. The Board cited a study showing that drivers engaged in phone conversations were unaware of traffic movements around them.

In addition, the Board said that NHTSA should determine the magnitude and impact of driver-controlled, in-vehicle distractions, including the use of interactive wireless communication devices, on highway safety and report its findings to the U. S. Congress and the states.

The NTSB noted that the extent of wireless phone use in car crashes is unknown because most jurisdictions don't have driver distraction codes on their accident report forms. The Board recommended that those 34 states change their forms to add driver distraction codes and include wireless phone use in those codes.

The Largo crash once again demonstrated the benefits of seat belt use. The driver of the Explorer, who was not wearing her seat belt, was ejected and killed (because of the severity of the impact, seat belt use was not an issue for the four persons in the Windstar). However, during the accident sequence a Jeep Grand Cherokee ran into the wreckage of the minivan; the adult driver and the two children in the back seat were all restrained and escaped with minor injuries.

"The NTSB will continue to be aggressive in pursuit of safety," Engleman stated. "It is not enough to issue these recommendations, we want to make sure they are implemented."

USAREC Regulation 385-2, Safety Program, March 1, 2003, states: While operating a GOV, cell phones are authorized for use only after operator has safely pulled over. **GOV operators are not authorized to use hands-free kits.** This is to be enforced immediately. Current policy letter H-4, Cellular Phone Usage, dated March 14, 2003, is being updated to reflect guidance in USAREC Regulation 385-2. Using a cell phone, hands-free kit or not, places the operator of a GOV at a higher risk. The bottom line is using interactive wireless communication devices while driving is extremely dangerous and is not allowed in USAREC.

Milwaukee Battalion Recruiter Puts Army Pride on Parade

By Sara E. Keller, Milwaukee Battalion

If you know this soldier, you won't be surprised. Those familiar with SFC Lane Goldfarb are acquainted with his enthusiasm for recruiting and his devotion to the Army. Now, however, the Army pride is not just in the person, it's on parade.

When Goldfarb, station commander of the Ironwood Recruiting Station, Milwaukee Battalion, purchased his yellow Pontiac Aztek in July 2002, he had no plans for what would become a traveling Army billboard. But, following the application of two "An Army of One" decals and a plethora of positive feedback from friends and the community, Goldfarb returned to Alf-Craft Signs in Ironwood, Mich., to complete a new mission. He would create his own personal recruiting tool.

Branded from front to back in "An Army of One," Goldfarb's POV is turning heads everywhere he goes. "It sparks interest," explained Goldfarb. "Some wonder what it is and some ask me if it is a GOV or new recruiting asset." Goldfarb has taken his mobile billboard to schools, job fairs, and appeared in a local Memorial Day parade. He plans to showcase the vehicle in future parades and community events.



SFC Lane Goldfarb's Pontiac Aztek is a traveling billboard for "An Army of One," participating in parades and community events. (Photos by Rachel Voldarski)

As one might imagine, Goldfarb is often asked why he elected to alter his vehicle in this way, to which he explains, "It's my way of giving a little back, showing my pride."

South Sacramento Company Recruiters Pose With Hootie and the Blowfish



Soldiers from left to right are SFC Paul Sandoval, SSG William Dressel, SSG Charles Burt, SSG Antonio Villari (squatting), SSG David Bustamante, SGT Jason Casey, SSG Jason Williams (squatting), SSG Bobby Kindavong. Lead singer, Darius Rucker (standing, middle) and rest of Hootie and the Blowfish pose with soldiers from the South Sacramento Company at Discovery Park for Day in the Zone, June 22, 2003.

Mayor's Son-in-Law Joins the Army

Story and photo by John C. Heil III, Sacramento Battalion

At 34 years old and a successful businessman, Giancarlo Panzani is not your typical recruit. He's not joining for the education benefits — he already holds a Bachelor of Arts Degree in Anthropology with an emphasis in Archaeology. He's not joining because he needs a job — he already is running a lucrative business as a concierge in Davis, Calif., that has more than doubled in the past year. He's not joining for the travel — he has already been overseas and seen several states. He's not joining for any of the usual reasons people join the Army these days.

"I'm joining because of my convictions towards this country," said Panzani, who is the son-in-law of the mayor of Davis, Susie Boyd. "I've had a good time ... I've had my college education paid for. I live in an excellent community. I've had a lot of nice things come to me not only through hard work, but also through luck.

"I think a lot of today's young people who have signed up for the armed services have done so in order to get a college education and that's a noble concept, but certainly it does require that somebody else stand up and say I want to do this because it's something that I believe in. I want to do a good job — give back to the community."

While Panzani won't deny he has an interest in politics later in his life, right now he is focused on his career in the Army as a 19K, M1 Abrams armor crew member possibly for 20 years.

"I am not interested in doing this so I can wind up being the President of the United States," said Panzani, who enlisted April 15, 2003. I'm interested in doing this because I want to make a difference with the unit that I'm with, people that I'm working with, and the people I'm working towards protecting whether that's here in this country or somewhere else. To me, that's what being a soldier is all about."

Even though he really enjoys his job, Panzani wishes he had joined the Army right out of high school.

"This is something I should have done at 18," said Panzani. "I've really enjoyed everything I've been doing, but I'm finding out now that I'm actually more excited and gung ho about this than I have ever been about anything in my life before."

Not only is Panzani excited about his new career, which will start with basic training in August, but also his wife, Pamela, is equally excited.

"It was her idea," said Giancarlo about his wife of 10 years. "Her words were 'you're at parade rest in the house all of the time — you need to put your money where your mouth is ... go see the recruiters and stop your whining.'"

Not only was Pamela excited for Giancarlo, but his mother-in-law was also happy for him.

"I'm excited for him," said Boyd, who's been in elected office for over 25 years. "I'm excited because he's excited. I'm really pleased about this decision he's made. People need to follow their own dreams and that's what he's doing."

"Susie's actually really excited and enthusiastic about the fact that Pam wants this to happen not only for herself but for me as well," said Panzani. "Pam is looking at this as a growth and challenge for herself. She told me that one of the reasons why she supports me in this is because she's found somebody who actually has a calling. She's excited that one of the two of us actually found something we're excited about doing."

Panzani has always been interested in the military from air shows, to building model aircraft, tanks and boats, but the recent military operation — Operation Iraqi Freedom — motivated him to take his interest seriously and enlist at the Woodland Recruiting Station.

"It definitely was a catalyst," said Panzani of Operation Iraqi Freedom. "I couldn't help but be bombarded by the media and what our troops were doing there."

SSG Thomas Hornbrook, Woodland station commander and the one who signed Panzani up is real excited about the future of his Delayed Entry Program soldier. "I think he'll provide a great sense of leadership as far as his knowledge and capabilities of running a business," said the 34-year-old Hornbrook. "Although I have 14 years in the Army, him coming in with a degree and the leadership potential he has falls into the same concept of where I'm at."

"This is something that I've looked forward to because of the respect that I saw ... but it's something I was ready to do before I ever walked into the recruiting office," said Panzani, who runs every Thursday morning with Hornbrook. "SSG Hornbrook exhibited professionalism throughout the entire process. He's certainly given me a whole lot more confidence about the Army."

Panzani also enjoys photography and hopes to have a picture of himself in a tank real soon as he gets set for basic training at Fort Knox, Ky.



SSG Thomas Hornbrook, Woodland Recruiting Station commander and Susie Boyd, Mayor of Davis, pose with mayor's son-in-law, Giancarlo Panzani, DEP soldier.

Army Opens Recruiting Station at Torii Station, Okinawa

By Ray Graham, Honolulu Recruiting Company

The U.S. Army Recruiting Command has moved its recruiting operations in Japan from Camp Zama to Torii Station on Okinawa. Located in the Garrison Command Headquarters building, the new station will serve American dependents and green card holders living not only on Okinawa, but all of Japan.

At a grand opening celebration held June 11, BG Leslie L. Fuller, Deputy Commanding General, U.S. Army Recruiting Command, cut the ribbon to officially open the new station. "The move to Torii Station was done for logistical reasons and to take advantage of the high propensity of students at local high schools to enlist in the Army," said Fuller. "The support we've received from the Garrison Manager Mr. Spinks and his staff here at Torri Station has been phenomenal, and we look forward to continued mutual cooperation as we recruit America's finest from the DOD high schools in Japan," he said.

The new station will be commanded by SSG Joseph Moxley, who moved from Camp Zama to open the Okinawa Station. "SSG Moxley is truly one of our finest recruiters, and we're excited to have him coming in to run the new station," said LTC Tom Eisiminger Jr., commander of the Portland Recruiting Battalion.



BG Leslie L. Fuller, Deputy Commanding General, U.S. Army Recruiting Command, is assisted by Torii Station Garrison Manager, Kenneth D. Spink, in cutting the ribbon to officially open the new U.S. Army Recruiting Station in Okinawa, Japan. Looking on is the commander of the new recruiting station, SFC Joseph Moxley. Fuller attended the June 11 ceremony as part of his visit to Army recruiting stations in the Pacific Rim.

Civilian Recruiter Enlists Daughter in Army

By Christina Ramirez, Fairview Heights Company

When Alexis Holsey, 19, decided to enlist in the Army, she had no idea that her father, an Air Force retiree, would be the one to sign her up.

"I had tried community college for a while, but really hadn't decided what I wanted to do," said Holsey, a recent graduate of Collinsville, Ill., High School. "I didn't think seriously about the military until my father joined the Community Based Recruiting Program."

Keith Holsey is one of 26 civilians who are part of a congressionally mandated program that allows soldiers to return to the mainstream Army by replacing them with civilian recruiters. Holsey, who resides in Collinsville, works out of that city's recruiting station, at 2010 Vandalia.

"I made a career of the armed forces so I knew the military experience and was confident in having her be a part of that," said Holsey, who retired from the Air Force in April 1999. "It's just great knowing that she's got the foundation and support now to take care of herself."

Alexis enlisted May 13 at the Military Entrance Processing station in St. Louis, Mo., as a petroleum supply specialist. She will begin her four-year contract by shipping off to Fort

Jackson, S.C., for basic training in October. She will then move to Fort Campbell, Ky., which was her station of choice. She also qualified for a \$9,000 cash bonus.

The Fairview Heights Army Recruiting Company is one of 10 nationwide to participate in the pilot program for the Army.

"The idea is to place citizens who are active in the community into positions where they can help their family, neighbors, friends, and fellow citizens reach their fullest potential," said Joseph Solano, company manager. "The process itself has not changed. The only noticeable change is that Army recruiters wear business attire rather than military uniforms."



Keith Holsey is pictured with his daughter, Alexis, after he enlisted her in the Army.

Army DEP, Reluctant Hero

By Chris Wilson, Oklahoma City Battalion

Jody Matlock didn't think much of the bang he heard on April 22 — he had no idea there was a screaming girl trapped inside a burning car.

"I was sitting in the living room, just getting ready to go to bed," explained Matlock, a 29-year-old member of the Army's Delayed Entry Program. "I'd got up and turned the TV set off, when I heard two loud bangs that sounded like a pick-up backfiring."

The loud bangs were the sounds of Angela Anderson's 1997 Pontiac Sunfire flipping and flying into a brick sign. Anderson had bought the car earlier in the day. She lost control while driving home from work. The car landed on the driver's side door and the roof smashed down into the cabin.

"I turned on the front porch light, opened the door, and looked around," Matlock said. "All I could see was a car's marker light, and I thought somebody had run into the ditch."

Anderson was trapped inside and the car was beginning to fill with smoke.

"I couldn't see a way out," Anderson said, and she started to scream louder than she'd ever screamed in her life.

"I got two steps out the door and heard somebody screaming for help," Matlock said. "The rest is just a blur."

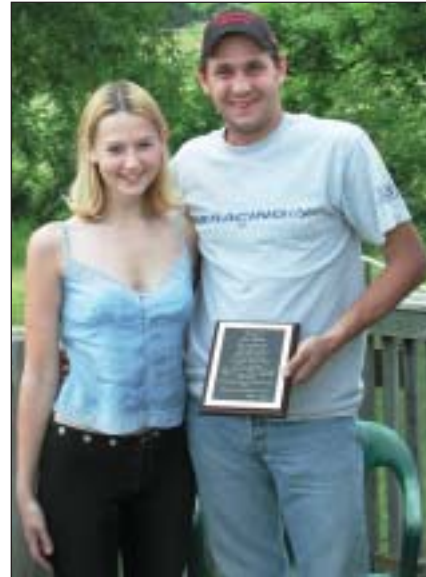
Neither of them remembers the details of how Matlock pulled Anderson from the car, but they're sure it was difficult task.

"I know a ran up there, but how I got her out of that car I don't know — it may of only been a spot about 12 inches wide," Matlock said.

After pulling her free, Matlock left Anderson with his parents, who took her to North Arkansas Regional Medical Center, while he took a fire extinguisher to put out the fire.

"The doctor told me my neck was broken in a way that didn't cause me any pain, but if I had shifted wrong it could have paralyzed me," Anderson said.

There's no doubt Matlock's immediate action helped save Anderson's life.



Angela Anderson presented Jody Matlock with a plaque she had engraved with a poem she wrote. (Photo by George Holcomb, Harrison Daily Times)

"When you see a wrecked car on fire and hear somebody begging for help, there's no time to scratch your head and wonder what you ought to do."

Matlock's quick actions have earned him a lot of gratitude and the title of hero.

"I'm no hero; I don't think of myself as one," he said.

Matlock, who will be a motor transport operator when he goes on active duty, can't even convince his recruiters at the Harrison station he's not a hero.

"They tell everybody to call me a hero," Matlock said. "They like to give me a hard time; it's like being in a family."

Anderson presented Matlock with a plaque she had engraved with a poem she wrote.

"It makes me feel good," Matlock said about helping Anderson. "Everybody calls me a hero but I don't think I did anything anybody else wouldn't have done. That's the way I was brought up — when you see somebody in trouble you try to help them."

A Dream Realized

By Rae Nola Smith, Salt Lake City Battalion

Running a marathon was a lifetime dream for SFC Monty Stobart, a recruiter trainer for the Salt Lake City Recruiting Battalion. Ten years ago, Stobart decided to quit smoking and make his dream a reality, and on June 7, his dream came true.

We all know recruiting is a busy business and many times the marathon was put on hold, but he finally decided that 2003 would be the year. When the weather broke in February, he made the commitment to prepare for the Governor's Cup Marathon in Helena, Mont. He worked hard to find time to run at least four days a week, even when he was on the road. His motivation was to run for underprivileged kids so they could go to summer camp.

The marathon began in Marysville, Mont., an old mining community northwest of Helena. Winding through mountains,

flats, and rolling hills the course ended after a 3-mile gradual climb in downtown Helena. Participants ranged in age from 12 to 74. Stobart received a marathon medallion for completing the 26-mile course.

Stobart, a positive thinking individual, believes in setting a good example for the youth in the community. Through his efforts he helped provide some of them a way to realize their dream and attend camp.



SFC Monty Stobart, Butte Recruiting Company recruiter trainer, rests after completing his first 26-mile marathon. (Photo by SSG William Robb)

Maintenance, Intelligence Jobs Offer Enlistment Bonus

By SSG Marcia Triggs, *Army News Service*

Bonuses are being offered in four more specialties this month for new recruits, but the number of jobs paying cash advances for enlisting is still down compared to last year.

Not only are the enlistment options down for individuals coming into the Army, soldiers currently serving have limited re-enlistment options and that probably won't change until late next fiscal year, said SGM James Vales, the G1 retention sergeant major.

Because of intense recruiting, the U.S. Total Army Personnel Command is only offering enlistment bonuses for 56 of the Army's 240 military occupational specialties — down from last year's 76, said SGM Alphonsa Green, the senior recruiting policy noncommissioned officer for the Office of the Deputy Chief of Staff for Personnel, G1.

Soldiers can get between \$1,000 to \$3,000 for signing a four- to six-year enlistment contract for the following jobs: test measurement and diagnostic equipment support specialist, 35H; fire control system repairer, 45G; ammunition specialist, 55B; and imagery analyst, 96D.

The bonuses are being made available three months before the next fiscal year because a red flag was raised in the recruiting efforts for those particular specialties, Green said.

"People were not volunteering for those jobs, so we're offering incentives," Green said.

"Enlistment bonuses are given based on the needs of the Army. For example, the Infantry Career Field is doing well. So it fell off the list."

Four military occupational specialties were taken off the bonus list and the dollar amount was decreased for 14 others. The MOS with the highest payout and one of the longest specialties to reside on the bonus list is electronic warfare/signal intelligence specialist (Linguist), 98X.

Soldiers who enlist as a linguist could net \$20,000 based on a six-year contract.

There are also several other types of bonuses and incentives individuals can receive.

"HIGRAD" is a type of bonus for individuals who have at least 30 hours of college credit or who have degrees, Green said. Then there are seasonal bonuses, which are for recruits commonly referred to as "quick ships," he said.

"Quick ships don't sit in the delayed entry program as long," Green said, explaining that delayed entries normally average 90 days.

"MOSs that are short personnel are labeled 'critical need' by PERSCOM," Green said, "and recruits are sent to basic as soon as possible to fill those slots."

Also available are bonuses for recruits who volunteer to attend jump school and fill airborne slots. For more information on enlistment bonuses go to <http://www.goarmy.com/index08.htm>.

The Army continues to be over strength, Vales said, which is why the limits placed on re-enlistment options have not been lifted. The Army is authorized 480,000 troops, and Congress has mandated that the Army stay within one percent of that number, Vales said.

However, personnel strength has exceeded that ceiling, he added.

Korea is the only option mid-term soldiers serving on a second or subsequent enlistment period will have to re-enlist for an overseas assignment, Vales said. He also said Selective Reenlistment Bonuses have been considerably cut compared to last fiscal year.

New Armed Services' Ad Campaign Targets Adult Influencers

By Gerry J. Gilmore, *American Forces Press Service*

Recent polls show that the American public respects its all-volunteer force. DOD wants to translate this respect into better reaching adults who can recommend military service to young people.

To do that, DOD has just released a print ad campaign, David S.C. Chu, the undersecretary of defense for personnel and readiness, remarked during a June 27 interview in his Pentagon office.

Chu said, "We've gotten the young people to listen to us," pointing to the armed services' successful recruiting and retention missions today. "But (many of) the people who advise them, including parents and teachers, don't think military service is a good career choice."

To demonstrate the value of military service to such adult influencers, Chu said DOD is now running insert color print ads — consisting of anecdotal accounts and photos of successful people who've served in the armed services — in major national periodicals, such as *Sports Illustrated* and *People*.

For example, in the July 7, 2003, issue of "People," readers can learn about former Dallas Cowboy defensive tackle Chad Hennings, an Air Force Academy graduate who's also earned three Super Bowl rings during nine years in the National Football League.

Hennings' Air Force experiences, the article noted, which included a stint flying A-10 Thunderbolt missions during Operation Provide Comfort, provided "a regimen they don't teach in (football) training camp: Show up early. Study the threat. Visualize. Prepare. Focus."

Another vignette highlights Valerie Vigoda, a touring musician who'd served in the National Guard for nine years. Touring with a band isn't easy, the article points out, but it implies that Vigoda's military experience has helped her to develop the stamina necessary for such a life on the road.

The ads also present stories about a doctor who's a former Navy officer; a businessman who served as an Army Ranger; and a successful salesman of Western hats who's also a Marine Corps veteran. Each vignette also carries a specific value — highlighted in bold red letters — such as "Total Unwavering Commitment," "Perseverance," and "Sense of Community."

Military recruiters, Chu pointed out, tell young people about the opportunities that military service offers.

Chu acknowledged that many adults today may not have experienced a stint in one of the armed services, or may harbor distrust of the military, recalling the campus protests during the Vietnam War.

Consequently, the ad campaign seeks "to get the facts out" about military service, Chu emphasized.

The ads, he continued, "show the value of military service in terms, I think, that all Americans, but especially adults guiding young people in their choices," can understand.

The ads, Chu pointed out, show "that

(military service) “makes you a better person ... with enhanced values.”

Online Registration and Voting Experiment to Be Launched

By SFC Doug Sample, American Forces Press Service

A DOD voting experiment in the 2000 presidential elections that allowed military and overseas voters to cast their ballots through the Internet will be expanded in 2004.

Beginning this fall, the Federal Voting Assistance Program hopes to get as many as 100,000 military personnel — stateside and overseas — their eligible dependents and U.S. citizens living outside the United States to take part in the Secure Electronic Registration and Voting Experiment, said Polli Brunelli, the program director. SERVE covers only those U.S. citizens who fall under the Uniformed and Overseas Citizens Absentee Voting Act.

Mandated by Congress, the project eligible voters from participating project states will be able to register and vote electronically via any Windows-based personal computer with Internet access from anywhere in world, Brunelli said.

In the 2000 experiment, 84 citizens located in 21 states and 11 countries voted in jurisdictions in South Carolina, Texas, Florida, and Utah, proving the theory that online voting could work for voters wherever they lived, Brunelli said.

“We conducted a small ‘proof of concept’ experiment for the 2000 presidential election, and it was very successful. Now we are conducting another electronic voting project. Congress wants it to be large enough to be statistically relevant. This will allow us to make supportable recommendations to the Congress on the future of Internet voting for UOCAVA citizens,” she said.

Brunelli noted that 10 states are interested in participating in the 2004 SERVE project: Arkansas, Florida, Hawaii, Minnesota, North Carolina, South Carolina, Utah, Ohio, Pennsylvania, and Washington.

“We’re looking for volunteer voters to participate in the project,” she explained, “and we have a Web site where interested voters can see if their voting jurisdiction is participating in the project.

Beginning later this year, the voter can sign up, then register and be able to vote in the 2004 elections.”

According to Brunelli, local and state election officials will use the SERVE system to receive voter registration applications, provide ballots to voters and accept voted ballots.

Brunelli said security during the registration and ballot process is a primary concern. SERVE will utilize digital signatures for registration and ballot encryption as part of the security features.

“People are concerned about Internet security. We’ve looked at the threats that could happen to this type of system, and we’ve developed mitigating measures to guard against those threats,” she said.

Brunelli said that not every county in states participating in the experiment will be part of SERVE. She said voters can find a list of participating jurisdictions at the SERVE Web site. However, she added that those counties that do participate will include the “full ballot” for that election — local, state, and federal.

The experiment’s official Web site can be found at www.serveusa.gov. For more information on SERVE or the Federal Voting Assistance Program, go to www.fvap.gov

Retention Control Points Change for Active Guard Reserve Soldiers

The retention control points for Active Guard Reserve soldiers in the ranks sergeant first class through command sergeant major/sergeant major will change effective Jan. 1, 2004. The changes improve the retention of trained and experienced soldiers and will more closely align AGR RCPs with those of the Active Army.

Retention control points serve to prevent stagnation of promotions to the senior enlisted ranks and enhance upward mobility by limiting the amount of time an enlisted soldier can serve on active duty. The graduated RCP scale also provides an incentive for promotion by allowing soldiers in higher ranks to serve longer. The longer retention rates also allow the Army to capitalize on the increased knowledge, education, and experience senior noncommissioned

officers gain as they serve in positions of increasing responsibility.

The RCPs will change on Jan. 1, 2004 as follows:

- 1) RCP for CSM/SGM increases from 26 years to 29 years
- 2) RCP for 1SG/MSG increases from 24 years to 26 years
- 3) RCP for SFC increases from 22 years to 24 years
- 4) RCP for SSG and below remains unchanged at 20 years

Soldiers who reach the RCP for their rank prior to Jan. 1, 2004, are not affected by this change and will not be “grandfathered.”

For more information contact MSG Ethel R. Ellis, Personnel Directorate, HQ USAREC, (502) 626-0204, ethel.ellis@usarec.army.mil

What’s in a Name? Many Soldiers Will Get New Designators

By SSG Marcia Triggs, Army News Service

Personnel specialists Armywide are changing more than 50 percent of the enlisted force’s occupational codes. For most enlisted soldiers it will just be an alphanumeric change, for others it could mean a career change.

The Army has 230 military occupational specialties — a number that changes everyday, said Randy Newman, chief of the Classification Structure Branch. By Fiscal Year 2009, about 150 of them will be renamed or deleted, he said.

The codes will be aligned with the officer and warrant officer codes for clarity as directed by the former Army chief of staff, retired GEN Eric K. Shinseki.

The Engineer Career Management Field will be renaming 20 specialties. The Aviation CMF will be renaming 19 specialties. These two have the most soldiers to receive a new nomenclature. However, these soldiers will be among the least affected by the realignment of job designators.

Decreasing confusion on what jobs fall under the Engineer CMF will be the primary benefit, said LTC Jack Smith, the Enlisted Engineer Branch chief.

Engineers now have specialties ranging from diver, 00B; interior electrician, 51R; heavy construction equipment operator, 62E; to topographic analyst,

81T. It was quite confusing around the Army as what MOSs were engineering, Smith said. But with the CMFs 12, 51 and 81 converting to CMF 21, there won't be any doubt who's an engineer, he said.

Combat engineering senior sergeant, 12Z, will be converted to 21Z. However, general engineer supervisor, 51Z, will be reclassified to 21X and topographic engineering supervisor, 81Z, will be reclassified to 21Y. Bottom line, Smith said, they will be sergeants major responsible for leading troops.

The Aviation Branch is not consolidating any individual specialties, and the change will not affect promotion or assignment eligibility, said MSG David Wagner, the senior career adviser for the Aviation Branch.

"The most-asked question is whether the change means that aviation soldiers will become combat arms, and the answer is no," Wagner said. "Our pilots and the officers are considered combat arms, but enlisted soldiers will still be combat support."

Most of the realignment changes will take place Fiscal Year 2004, but the process will be staggered until FY 09, Newman.

"The reason the reclassifications will take so long is because I only have a limited number of MOS codes to use," Newman said. "For example, medical specialists, CMF 91, will be moved to CMF 68. However, right now aviation is coded CMF 68."

Medical specialists will be among the last to get their new designators, but they were the first to announce how the realignment will "doctor" its field.

In October 2001, combat medics, 91B, and licensed practical nurses, 91C, were combined and reclassified as health care specialists, 91W. A six-year transformation began for the active-duty medic and an eight-year transition for the reservists.

The advanced individual training for health care specialists located in San Antonio, Texas, was also extended to 16 weeks from the 12-week course.

Personnel specialists also have a long road ahead. Over the next four years the position "administrative specialist," also widely recognized as 71L, will not be renamed but deleted, said SGM James Miller, the Adjutant General Branch

sergeant major.

When it comes to Transformation, the Adjutant Corps is building the bridges that will get them there and have them waiting for the rest of the Army, Miller said. However, the greatest challenge now is to take care of the soldiers who spent their early years in the Army serving under the AG umbrella, he added.

Family Leased Housing

The Department of the Army has established and implemented a Government Leased Family Housing Program.

Recruiting personnel are often assigned to locations where housing costs are not documented and not fully supported by Basic Allowance Housing and where military housing is not available within a reasonable commuting distance. To improve the quality of life for independent duty, Army Recruiting Command personnel and their families, the Department of the Army has established a Government Leased Family Housing Program. The US Army Corps of Engineers, in conjunction with this Headquarters, will procure leased housing.

Eligibility.

‡ Effective immediately, all personnel, in the grades of E-8 and below, are eligible. As of July 15, 2003, the program will be open to all ranks in Recruiting Command. All eligible personnel must be receiving BAH at the "with dependent rate" and accompanied by dependents. In cases of joint custody of dependents, only the military member who has custody for more than 9 months per year is eligible.

‡ Actual or anticipated out-of-pocket expenses, including utilities, must be greater than the monthly BAH plus 7.5 percent for FY 03, 3.5 percent for FY 04 and zero for FY 05.

‡ Permanent duty personnel located in a location that is greater than a one-hour commute from a military installation.

‡ Members are required to have at least 12 months remaining at their current duty station at the estimated date of lease consummation.

‡ If adequate suitable housing is identified by the Corps but declined by

the service member, they will be dropped from the program. They cannot reapply for the program until they have orders for a permanent change of duty station.

Procedures:

‡ Service member fills out application and turns it in to their respective Battalion Facility Manager.

‡ Service member must also submit a Statement of Understanding for Acceptance of Government Family Leased Housing. The service member's signature indicates that he/she understands the provisions of the lease.

‡ A copy of the service member's PCS orders must accompany the request.

‡ In the case of a lease conversion, a copy of their current lease and utility bills are required.

‡ The total application process will take approximately 45-60 days.

‡ All necessary documentation and information may be obtained from the Battalion Facility Manager.

Non-Applicability of the Telemarketing Sales Rule to Military and Contract Recruiters: Keep on Making Your "Cold Calls"

By Kenneth P. Gornic, Attorney Advisor, 1st Recruiting Brigade

The Telemarketing Sales Rule of the Federal Trade Commission recently established a national "Do Not Call" registry, which empowers consumers to stop the telemarketing calls they do not want. Since the end of June, consumers have been entering their home and mobile telephone numbers in the registry. By September, businesses engaging in telemarketing will receive access to the registry and will be required to scrub their call lists against it at least once every 90 days. The FTC will commence enforcement on Oct. 1, 2003.

Military recruiters and contract recruiters are not required to comply with this rule. They do not have to restrict their normal calls or scrub their lists. Telephone prospecting is alive and well in USAREC. Go ahead and continue to make your P-1 calls. Anticipate, however, that some parents and applicants may misinterpret the rule. This potential for conflict is understandable, as the rule does not list military recruiters or

contract recruiters as specifically exempt. In 16 C.F.R. §310.6, specific exemptions were written for charities, political organizations, survey-takers, and companies with which a consumer has an existing business relationship. There is a general exemption under §310.6(c) for transactions that cannot be completed without a face-to-face presentation. Of course, recruits do not sign up to join the service until after at least one “face-to-face” interview is conducted.

There are statutory reasons why the rule does not apply. Recruiters are not included within the definition of either “seller” or “telemarketer,” and their activities do not constitute “telemarketing” under 16 C.F.R. §310.2 and 68 Fed. Reg. 4670. Also, the “Do Not Call” rules apply to *interstate* phone calls made by solicitors of commercial goods and services. Lastly, Congress has recognized in other statutory authority that recruiting is a vital mission of the armed forces; telephone prospecting is a lawful and necessary tool for the execution of this mission.

There are also common sense reasons why the rule is inapplicable. By establishing this Registry, our Congressional Representatives have responded to years of public outcry against commercial telemarketers disrupting their personal privacy. Congress never intended to interfere with necessary functions required by agencies of the Federal Government, such as USAREC. Neither did they desire to keep prospective employers from contacting potential employees.

It is possible that state governments might attempt to include telephone recruiting in similarly structured “Do Not Call” legislation. Any attempt of this nature would violate the Federal Supremacy Clause of the U.S. Constitution and be a matter for the Federal courts.

U.S. Army recruiters are courteous professionals, both in person and on the telephone. As consumers can become emotional over, and sometimes misinterpret, these “Do Not Call” rules, resist the temptation to argue with them. Although legally protected from claimed violations of the telemarketing laws, a recruiter must be careful not to exceed the proper scope of his or her authority to prospect by

being abusive or threatening. If an applicant or parent wants to complain about your call or discuss whether the rule applies, refer them to the brigade judge advocate via your chain of command.

New Intranet Tool to Keep NCO-ERs on Time

By SSG Marcia Triggs, Army News Service

The Army has developed a tool to monitor the timeliness and error rate of Noncommissioned Officer Evaluation Reports once they reach their final stop in Indianapolis

Out of the 181,809 NCOs on active duty, about 10 percent of their evaluation reports are turned in late and about 3 percent have errors, said MSG Gary Adams, chief of the NCO Evaluation Branch at EREC. The error rate is actually down from last year, which was 7 percent, Adams said.

A link titled NCO-ER Online Reports at the Web site, www.EREC.army.mil, can be accessed by personnel specialists who are charged with managing soldiers' files and senior leaders with command and control authority.

“The Army’s human resources community has the opportunity to tap into EREC’s database to track what NCO-ERs have been processed,” Adams said. “They don’t have to call or e-mail us, and wait for us to respond.”

The link is only to be used by persons with proper justification, Adams said. When individuals go to the site they have to request permission, and I won’t approve an individual who just wants to see if his NCO-ER has been processed, he added.

Personal records can be reviewed by going to EREC’s links: Official Military Personnel File Online or Personnel Data Snapshot, Adams said.

The officer corps does not have a similar tracking system because the size of the force is smaller, according to officials at the Officer Evaluation Reports Branch. There are approximately 70,000 officers on active duty, according to Army Demographics Profile.

(PERSCOM’s Tecia Williams contributed information to this report.)



MG Michael D. Rochelle, Antron Brown, Don Schumacher, and Angelle Savoie.

U.S. Army Racing Expands into NHRA’s Pro Stock Bike Class

By Chris Dirato, U.S. Army Racing

Three-time NHRA pro stock bike world champion, Angelle Savoie, and teammate, Antron Brown, have signed on with the U.S. Army Racing NHRA team.

The new “recruits” began carrying the U.S. Army’s name and logo on their pro stock bikes in the Mopar Mile-High Nationals at Bandimere Speedway.

“U.S. Army Racing is proud to offer proven winners like Angelle and Antron an opportunity to continue their careers with our team,” said LTG Dennis D. Cavin, commanding general for the U.S. Army Accessions Command.

Savoie, who currently holds second-place in the pro stock bike standings, and Brown, who sits in fourth, joins Tony “The Sarge” Schumacher, as part of the U.S. Army Racing NHRA family.

Plans call for Savoie and Brown to join “The Sarge” as keynote speakers for the NHRA’s Youth & Education Services program, presented by the U.S. Army. The program helps kids better understand career planning and the breadth of opportunities at the track, as well as how math and science play a role in drag racing.

Racing without a sponsor for the first half of the 2003 NHRA Powerade Drag Racing Series season, Savoie and Brown will now sport the traditional black and gold colors of the U.S. Army for the remaining eight races of the pro stock bike campaign under the Don Schumacher Racing umbrella.

Savoie has posted three wins and a number one qualifying spot to date this season, while Brown has a final round appearance to his credit.

“We’re pleased to have Angelle and Antron join Schumacher Racing,” said team owner, Don Schumacher. “Clearly, they will be a nice complement to our already successful U.S. Army Top Fuel program.”

Gold Badges

RSM JUNE 2003



ATLANTA

SSG Roy Turner
SSG Bernadette Johnson
SSG Keith Moore
SSG Dexter Wheelous
SSG Ahmal Campbell
SSG Ulysees Busby
SSG Henry King
SSG Albert Paxton
SSG Adam Cureton
SGT Katrina Minter

BALTIMORE

SSG Larry Roberts
SGT F B Anderson
SGT Larry Sarmiento
SGT Charles Dodson

BECKLEY

SFC Bruce Mustafaa
SFC Charles Johnston
SFC Bernard Dameron
SSG Donnell Williams
SSG Rusty Hicks
SSG Anthony Foronda
SGT Joseph Kellam
SGT Craig Cooper

CLEVELAND

SSG Timothy Twigg
SSG Brad Willoughby
SSG Mark Beck
SGT Raymond Thompson

COLUMBIA

SSG Garnett Gaskin
SSG Gerard Charles
SSG Roland Hodges
SGT Timothy Munford
CPL Daniel Bevill
CPL Oliver Jones

COLUMBUS

SFC Bennie Gray

DALLAS

SSG Frankie Phillips
SSG Edward Hodge

SGT Lori Anstey
SGT Elvis Williams
SGT Lionel Gilbert
SGT Lonell Zimmerman

DES MOINES

SGT Deana Huck
GREAT LAKES
SGT William Bickford

HARRISBURG

SSG Shawn Seman

HOUSTON

SSG Robert Fox
INDIANAPOLIS
SSG David Steinbeck
SGT William Apper
SGT Anthony Tedder

JACKSONVILLE

SSG Thomas Parker
SSG William Yorgey
KANSAS CITY

SSG Kevin Blascoe
SGT George Vash

MIAMI

SSG Jose Rodriguez
SSG Ricardo Rodriguez-
Cruz

SGT David Holley

NASHVILLE

SSG Keven Hutchinson
SSG Jerry Rutherford
SSG Anthony Wardlaw
SSG Andrew Pastusic
SSG Douglas Turner
SSG Donald Walbert
SSG Philip Franklin
SSG Shawn Ahlswede
SSG Vickie Sharper
SGT Stewart Williams
SGT Jacob Bonner
SGT Patrick Saltsman

SGT Matthew Tucker
SGT Peter Martin

NEW ORLEANS

SSG Gary Hilliard
SSG Edward Hawley
SSG Damon Mitchell
SGT Rachel Hernandez
SGT James Lenau

NEW YORK CITY

SFC James Freeman

PITTSBURGH

SGT Brian Patton
SGT Robert Arrington
SGT Timothy Kozik
SGT Michael Clark

PORTLAND

SSG Alexander Tkel
SSG Raymond
Woothtakewahbitty

SSG Samuel Contreras
SSG Franklin Buendia
SSG Corey Branning
SSG Bennett Muasau
SGT Billy Oliver
SGT Ryan Lukoszyk
SGT Ricky Austin

SGT Terry Lyons Jr.

RALEIGH

SGT Latonia Byrant

SACRAMENTO

SSG Douglas Lesh
SSG Michael Kahyai
SSG Scott Seeley
SSG Irene Pena
SSG Kenneth Reines
SSG Geovanni Moreno
SGT Eliezer Fournier

SAN ANTONIO

SSG Yvette Garcia

SEATTLE

SFC Gordon Walsh
SSG Caleb Wood
SGT Juan Ramirez

SGT Tammy Striedl-Beever
SGT Jared Stewart

SOUTHERN CALIFORNIA

SSG Adrian Tubana
SSG Donald Adkins
SSG Tyrone Vargas
SSG David Beauchamp

SSG Arthur Garcia
SGT Thomas Butler
SGT Nate Marone
SGT Matthew Leon
SGT Jaime Osuna
SGT James Smith
SGT Thomas Black

ST. LOUIS

SFC Raymond Bugg
SSG Eric Koenig
SSG Michael Dooley

SSG Kurt Rasmussen
SGT Matthew Jones
SGT Jeremy Jurewicz
SGT Ralph Wright
SGT Brandon Milhoan

SYRACUSE

SSG James Barrett

TAMPA

SSG Eric Smeed
SSG Raul Laureano-Cheveres
SSG Christopher Copeland
SSG Gerald Harris
SSG Carlos Alvares
SGT Lavone Sharp

Recruiter Rings

RSM JUNE 2003



ALBANY

SFC Tracy Tyus
BALTIMORE
 SSG Derrick Prehn
 SSG Jason Hipp
 SSG Erik Lewis
 SSG Evert Ortega Jr.
 SSG Derrick Allen
 SGT Andrew Tenczar

BECKLEY

SFC Jacob Finkle Jr.
 SFC Kenneth Golder
 SSG Thomas Hamilton
 SGT Jason Bannick

CLEVELAND

SFC Gregory Dickerson
 SSG Christopher Hughes
 SSG Christopher Simon
 SSG Charles Washington
 SSG Kevin Garner

COLUMBIA

SFC Stephanie Wright
 SSG Avery Mobley
 SSG Anthony Cooper
 SSG Charles Atkins Jr.
 SSG Thomas Kaszas

COLUMBUS

SSG Christopher Timbrook
 SSG David Lee Jr.
 SGT Mark Waxler

DALLAS

SFC Jerry Jacoba
 SSG Joseph Vinson
 SSG Rodolfo Guerrero
 SSG Alan Jensen
 SSG Ozender Elston
 SSG Jack Sadler
 SGT Melvin Ruffin
 SGT Terry Gwin
 SGT Richard Rose
 SGT James Penick

DENVER

SFC Scott Boeger
 SFC Charles Williamson III
 SFC Kenneth Schafer

DES MOINES

SFC Todd Mitchell
 SFC David Albaugh
 SGT Timothy Varnes

GREAT LAKES

MSG Von Eric Gentry Sr.
 SFC Robbie Rohren
 SFC Douglas Gourley

HOUSTON

SFC Johnny Ford
 SSG Sung Kim

INDIANAPOLIS

SFC William Feaster
 SSG Joseph Johnson
 SGT Kenneth Zabaty

JACKSONVILLE

SGT Luis Alicea
KANSAS CITY

SFC William Morgan
 SFC John Stover
 SSG Mathew Payne
 SSG Gary Wright
 SSG Jerry Spears
 SGT Revita Page

LOS ANGELES

SSG Gasper Munoz
 SSG Charles Bodner

MILWAUKEE

SFC Jeffery Vollmer
 SSG Todd Hughes
 SGT Eric Rasmussen
 SGT Robert Wallace

MINNEAPOLIS

SFC Mark King
 SFC Christopher Tolbert
 SSG David Blancett
 SSG Jeremy Nelson

NASHVILLE

SFC Anthony Barry
 SSG Charles Hunter
 SSG Michael Newlands
 SSG Robert Barron
 SSG Sam Harrison

NEW ENGLAND

SFC Michael Sadowski
 SFC Daniel Bocko
 SSG Dwight Pennington

SSG Walter Robinson
 SSG Charles Blough
NEW ORLEANS
 SFC Franklin Miller
 SSG Robert Blanchard
 SSG William Brown
 SGT Robert Rutland
NEW YORK CITY
 SFC Agustin Valerionunez
 SFC Dale Kelly

SFC Hector Graudielramirez
OKLAHOMA CITY
 SFC Pedro Perez Jr.

SSG Jeffery Godines
PITTSBURGH

SSG Edward Landry
PORTLAND

SFC Corey Hammond
RALEIGH

SFC Linda Perry
 SFC John Guilmette

SSG Eddison Cyrus
 SSG David Conklin

SSG Jimmy Leazer
 SSG Clifton Woods

SACRAMENTO

MSG Kirk Schultz
 SFC Michael Goodman
 SSG Racine Evans
 SSG Gilberto Maldonado
 SSG Ricardo Herrera

SALT LAKE CITY

SFC Eddie Anderson
 SFC Robert Wilkinson
 SSG Thomas Raper
 SSG Trevor Proefrock

SEATTLE

SFC James Wagner
 SSG Thomas McClain
 SSG Robert Read
 SSG Nathaniel Reed
 SSG Larry Cameron

SOUTHERN CALIFORNIA

SFC Paul Pham
 SFC Scott Diem
 SFC Dorothy Herlem
 SSG Frank Parker
 SSG Roger Gomez
 SSG General McJimson
 SSG James Randall

SSG Mario Galvan
 SSG David Baker
 SSG Steven Williams
 SSG Jose Castro
 SSG William Nolen II

SGT Joseph Beimfohr
ST. LOUIS

SFC Kenneth Schoelhamer
 SSG Ryan Warner

TAMPA

SSG Cyndi Murphy

Morrell Awards

RSM JUNE 2003

ALBANY

CSM Billy Lansberry
 SFC Gary Lynch
 SFC David Cameron
 SFC Robert Morency

ATLANTA

SFC Kenneth Reese
BALTIMORE
 SFC Gregory Moore
 SFC Rocheed Halim
 SSG Kenneth Moses

CLEVELAND

MSG Kevin Haupt
 SFC Ronald Haynes
 SFC Ronald White

COLUMBIA

SSG Frank Mays

COLUMBUS

SFC Erich Orrick

SFC Sean Call
 SSG Douglas Hagadorn
 SSG David Taylor
 SSG Joseph Dewey

DALLAS

1SG Joseph Pullen
 SFC Fred Mathis

DENVER

1SG Edward Smith
 SFC Jerome Lister Jr.
 SFC Dewight Farra

DES MOINES

SSG Joseph Cloke
GREAT LAKES

SSG John Delk III
 SSG Shane Wohlfert

SFC Robert Goethals

JACKSONVILLE

SFC Thomas Downs

KANSAS CITY

SFC James Roberts
 SFC Charles Orange
 SFC Brian Wetzell

MIAMI

SSG Enrique Segovia-Ramirez

MILWAUKEE

SSG Jacob Tilford
 SSG Jose Casiano
NEW ENGLAND
 SFC Raymond French

SFC Arnold Dennis
 SSG Harold Grant

SSG Anthony Zarate

SSG Mark Ashley

NEW ORLEANS

SFC Devlin Stevenson

OKLAHOMA CITY

CSM Anthony Gales

SFC James Crosby
 SFC Shawn Carr
 SSG Ronald Rhodes

PORTLAND

MSG Kaleoaloha Chong
 SFC Iondas Miguel

PITTSBURGH

SFC Donald Wilson

RALEIGH

SFC Bernard Lynch
 SFC Steven Cruz
 SFC Charles Coe

SACRAMENTO

SFC Troy Stoudt
SALT LAKE CITY

SFC Christopher Irwin

SEATTLE

1SG Donald Lang
 SFC Willie Howard
 SFC Robert Grant



SFC Bradley Dallman
 SSG Harold Hunt

SOUTHERN CALIFORNIA

SFC Richard Byrd
 SFC Stuart Williams
 SFC Susan House

ST. LOUIS

SFC Ricky Reynolds
 SFC Bridget Sutton-Paltani

TAMPA

SFC Gerado Alvarado
 SFC Shanon Hoover

The Test

1. Is a recruiter authorized to draw a monthly cash advance using their government travel card at an ATM?
 - a. Yes
 - b. No
2. Advances using the ATM are limited to?
 - a. \$50
 - b. \$100
 - c. \$70
 - d. \$0, advances are not authorized
3. The ATM charge can be claimed on what form?
 - a. SF 1164
 - b. SF 5645
 - c. SF 8767
 - d. ATM cannot be claimed
4. The _____ is responsible for paying their bill on time?
 - a. parents
 - b. recruiter
 - c. children
 - d. wife
5. Soldiers must maintain a daily record of their expenses in their _____.
 - a. residence
 - b. mandex
 - c. government vehicle
 - d. wallet
6. What regulation covers Center of Influence events?
 - a. AR 603-97
 - b. UR 1-18
 - c. UR 21-98
 - d. AR 24-31
 - e. UR 18-1
7. According to regulation, who is the approving authority for a \$1,400 COI function?
 - a. Recruiting battalion commander
 - b. Recruiting battalion or AMEDD detachment commander
 - c. Recruiting company commander
 - d. Station commander
8. What form is used to authorize COI spouse attendance at COI function at government cost?
 - a. COI's spouse cannot attend at government cost
 - b. UF 544, and have prior approval of the recruiting battalion or AMEDD detachment commander
 - c. UF 34-2
 - d. None of the above
9. A parent can be considered to be a COI solely because they are the parents of a DEP/DTP member.
 - a. True
 - b. False
10. During a COI function, funds can be used for meals or snacks for military or Department of Defense civilian personnel.
 - a. True
 - b. False
11. While maintaining an M60 machine gun, and while disassembling it, the first step in order to remove the buffer is _____. (All steps that are needed to get to this step have been completed already)
 - a. Pull the latch
 - b. Press the exposed buffer lightly with the palm of your hand
 - c. Pull the charging handle to the rear
 - d. Press lightly on the retainer spring and pull the buffer back
12. After completing the above mentioned step, you must remove the _____ from the top of the receiver.
 - a. buffer yoke
 - b. charging handle
 - c. trigger assembly
 - d. barrel
13. The third step based on the previous questions is _____.
 - a. Yank the charging handle and pull the buffer from the buffer assembly
 - b. Remove the buffer slowly by pulling it rearward
 - c. Push the charging handle forward until the buffer falls out
 - d. Nothing, the buffer does not exist on an M60 machine gun
14. To remove the operating rod and bolt, after pulling the cocking handle to the rear and allowing the bolt to separate from the barrel socket, you must then _____.
 - a. Pull the rod and bolt to the rear
 - b. Do nothing, you've done the disassembly process
 - c. Return the cocking handle to the forward position
 - d. Push the bolt forward with your finger
15. When cleaning the M60 machine gun, the prohibited cleaning solvents are _____.
 - a. gasoline
 - b. kerosene
 - c. benzene
 - d. all the above

The answers to this month's test can be found on the inside back cover.

Mission Box

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



RSM June 2003

Top Regular Army Recruiter

SSG Joseph Morra
Pittsburgh

SFC Raul Rios
Jacksonville

SGT Eric Lanza
Cleveland

SGT Marcus Fuller
Dallas

SSG Jarinda Nettles
Portland

Top Army Reserve Recruiter

SGT Sean Mosher
New England

SSG Christopher Young
Nashville

SGT Charles Battle
Great Lakes

SSG Boyd Birdsong
Dallas

SFC Jo Noble
Phoenix

Top Limited-Production Station

Chesapeake
Baltimore
SFC Harold Bailey

Jonesboro/Atlanta
SFC Kenneth Reese
Lumberton/Raleigh
SFC John Watkins
Pine Hills/Tampa
SFC William Rivera

Minot
Minneapolis
SFC Donald Hiemstra

Grand Island
Des Moines
SFC Clifford Cunningham

Whittier
Los Angeles
SFC Fredrick Quichocho

Top On-Production Station

Mitchville
Baltimore
SSG Gregory Smiling

Albertville/Montgomery
SSG Michael Cornelius
Ft. Payne/Montgomery
SFC Jeffrey Gaylord

Rensselaer
Indianapolis
SSG Joseph Guilfoyle

Woodlands
Houston
SSG Latosha Bowens

Issaquah
Seattle
SSG Jessica Hicks

Top Company

North Shore
New England

Jacksonville
Jacksonville

Indy North
Indianapolis

Omaha
Des Moines

Spokane
Seattle

Top Battalion

None

None

None

Des Moines

Portland

Top Army Medical Department Detachment

Southeast

Carolina Team

Indianapolis

New Orleans

Northern California

Mission Box Brigade

5th Brigade

Answers to the Test

- a. USAREC Reg 37-16 para 5
- c. USAREC Reg 37-16 para 5
- a. USAREC Reg 37-16 para 5
- b. USAREC Reg 37-16 para 5
- b. USAREC Reg 37-16 para 8, (2)
- b. RS Administration Update
- b. UR 1-18, 4b
- b. UR 1-18, 4d
- b. UR 1-18, 4d
- b. UR 1-18, 4c
- b. UR 1-18, 4c
- b. STP 21-1-SMCT, dtd Oct 94, pg 146, step 3(1)
- a. STP 21-1-SMCT, dtd Oct 94, pg 146, step 3(2)
- b. STP 21-1-SMCT, dtd Oct 94, pg 147, step 3(3)
- c. STP 21-1-SMCT, dtd Oct 94, pg 147, step 3
- d. STP 21-1-SMCT, dtd Oct 94, pg 152, (caution statement)



YOUTH & EDUCATOR SERVICES
Y-E-S
U.S. ARMY

THANK YOU FOR VISITING

Bud
2 3

CPO
ON ICING