

RECRUITER

United States Army Recruiting Command August 2009

Journal



Back-to-School
Pulling in the High School Market

CLOCKWISE FROM THE LEFT: HARVEY SPIGLER, MIAMI BATTALION; VA; MICHAEL E. JOHNSON PHOTOGRAPHY



FEATURES

- School Zone **8**
Accessing 'School Folder' Web information quickly
- Successful School Visits **9**
Building relationships to take back market share
- Computer Donations **10**
Turning excess computers into M2S tools at local schools
- Top ESS **11**
Oklahoma City Battalion's Ron Williams selected for commandwide ESS award
- March 2 Success **12**
March 2 Success program effective for adult learners
- Education Pre-Screening **14**
Screen application for education requirements the same as for moral, medical requirements
- Medicine in Action **16**
Army Boston Health Care recruiting team shows top medical facilities during nurse educator tour
- State Partnership **20**
South Carolina Department of Education, Army work together to promote military career opportunities

August 2009 Volume 61, Issue 8

Contents

DEPARTMENTS

- 4 Recruiting News
- 5 Command Sergeant Major
- 6 Chaplain
- 7 The Way I See It
- 21 Pro-Talk
- 23 Safety
- 24 Field File
- 29 News Briefs
- 31 Salutes

ON THE COVER: FIRST SGT. CYNTHIA REED, REDLANDS RECRUITING COMPANY, COACHES THE COMPANY'S FEMALE TUG-OF-WAR TEAM TO VICTORY DURING THE SOUTHERN CALIFORNIA RECRUITING BATTALION'S MAY "BATTLE SHARK CHALLENGE" MEGA FUTURE SOLDIER TRAINING EVENT IN HUNTINGTON BEACH, CALIF. PHOTO BY DEE BORJA

RECRUITER Journal

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Summer Transitions Ending, It's Back into the Schools

The summer is traditionally a time for transitions, and we have already had many here in the headquarters and throughout the command. This past month, we bade farewell to our deputy commanding general, Brig. Gen. Joseph Anderson, who is heading to Iraq to become the Chief of Staff for the Multi-National Force-Iraq. He and Beth made such tremendous contributions to this command, and we wish them all the best. We welcome to USAREC and Fort Knox our new deputy, Col. promotable Michael Garrett, his wife, Lorelei, and their children Samantha and Mikey. They are a great addition to the team. Ann and I welcome them and the many new leadership teams, recruiters, Soldiers, civilians and Families across USAREC and the new skills, experiences and ideas they bring to the command.

This is a challenging assignment, but equally rewarding. Our success is based on what I consider the four pillars of command. First, we will succeed or fail as a team. We need each other's support and commitment to be successful – none of us can do this job alone. As a brigade commander, I learned that if everyone focuses on teamwork, not trying to outshine the other, greater things above and beyond the mission are accomplished.

Second, ensuring the quality of life of everyone on the team is as important as the annual mission. Taking care of people only makes a team stronger. Third, we must be disciplined and adhere to our Army values in everything we do and, finally, we must clearly communicate and enforce our standards. As the Army's trusted ambassadors, we must live the Army Values every day as we communicate the value of serving our great Army.

I strongly believe in the importance of effective communication – across all levels of the command and to every member of the team. Good communication is also important for our Future Soldiers and their families. As the Future Soldier pool continues to grow for the

next fiscal year, we need to be sure we have effective Future Soldier management programs in our stations, and that we keep them informed and engaged until they ship.

Many of our Future Soldiers, as well members of our target market, are heading back to school this month. Recruiters should already be planning school programs and making their first contact with school counselors and administrators. Make the first impression a good one. We have a responsibility to ensure that every impression we leave reflects a positive, professional impression of our command and the Army.

America's educators are a key group of influencers with whom it is critical that we take the time to build mutually beneficial relationships. We must reassure them that we have their students' best interests in mind, whether they choose to enlist or not. It is important for the student, the school, the Army and the nation, that he or she stays in school, performs well and graduates.

As we focus on our target market going back to school, it's also a good time to be introspective and think about how we can all grow as individuals, both personally and professionally. Are there education goals that you've set but have not yet achieved? A language you wanted to learn? A skill you want to improve? Now may be the time to put those goals into action again.

If you have not taken advantage of the Army's education programs and tuition assistance, I encourage you to do so. It's never too late to get started, or to finish. The new Post 9/11 GI Bill goes into effect this month and will offer Soldiers more options, including transferring their unused education benefits to their spouses and children. This addition to the bill is a great benefit for our families. But each GI Bill has its limitations, so be sure you choose the right one for you.

Thanks for all you, the great USAREC Team, do to provide the strength! Army Strong!



**USAREC Welcomes
New Deputy CG
Incoming USAREC
DCG Col. promotable
Michael Garrett and
his wife, Lorelei, meet
a guest at their
welcome reception
July 2 at the Fort Knox
Leaders Club. Garrett
comes from an
assignment as a
Senior Military Fellow
at the Center for New
American Security.**



JULIA BOBICK, USAREC

Apply to Become Drill Sergeant/AIT Platoon Sergeant

Recruiting Command, in conjunction with the Human Resources Command (HRC) Detailed Assignments Branch, will select 10 79Rs for a 24-month assignment to serve as either drill sergeants or AIT platoon sergeants.

Selected NCOs will attend drill sergeant training (nine weeks) or platoon sergeant training (up to four weeks), and

will report to their units approximately 30 days after completion of training.

Interested recruiters must submit completed requests through their chain of command and S1 channels to the USAREC 79R personnel proponency office before Aug. 15.

For eligibility and application details, refer to USAREC Message 09-133.



New Partners

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Decision Analyst Inc. operates as a marketing research and marketing consulting company. It offers advertising testing, strategy research, new product development, and advanced modeling for marketing decision optimization for customers primarily in the United States, Canada, Europe, Latin America and Asia.

Soldiers, Families Can Get In-State Tuition

**Did
you
know?**

For periods of enrollment that begin after July 1, 2009, members of the armed forces (Army, Navy, Air Force, Marine Corps and Coast Guard) on active duty for a period of more than 30 days and his or her spouse, or his or her dependent children will be eligible to receive in-state tuition at public colleges and universities in the state where they reside or are permanently stationed. Once a service member or their family members are enrolled and paying in-state tuition, they will continue to pay the in-state tuition rate as long as they remain continuously enrolled at the institution, even if the service member is reassigned outside the state.

This change is included in section 135 of the Higher Education Opportunity Act (H. R. 4137) (HEOA) which was signed into law Aug. 14, 2008, and amends and extends the Higher Education Act of 1965 (HEA). This requirement applies to all public institutions that receive funds under a program authorized by the HEA.

Interactive Culture of Value Training Events

The Recruiting and Retention School is now offering virtual classroom server (VCS) training sessions.

Topics include conflict resolution, listening in a hectic world, speaking to influence, roles of a coach, providing constructive feedback and coaching upward within the command.

The 90-minute sessions are highly interactive and provide analytical practice opportunities. The training will be led by certified RRS trainers.

Each voluntary session can satisfy company training requirements. For open enrollment, click the "live training" link on the RRS home page at www.rrs.army.mil. For details or to schedule a session outside of the open enrollment sessions, contact Sgt. 1st Class Scott Lewis at (803) 751-8463.

Free Test Prep Software for Military

Through a donation program sponsored by the Department of Defense and several National Football League players, eKnowledge Corporation, a supplier of interactive learning software for college test preparation, is offering free SAT/ACT test preparation software to military members and their families through 2010. Eligible recipients, including active, reserve and retired military and their relatives, may order the software by visiting www.eKnowledge.com/military.

Harris Poll Shows Rise in Confidence in Military Leadership

The Harris Poll of 1,010 adults surveyed by telephone Feb. 10-15 showed a rise in the public's confidence in their military leaders.

Adults with a "great deal of confidence" in people running institutions, today vs. last year:

	2008	2009
Military	51%	58%
Colleges	32%	40%
White House	15%	36%
Medicine	28%	34%
Television news	16%	22%

“Being a Soldier on recruiting duty is not just about recruiting — it’s also about us doing our part to make sure that our youth realize the importance of graduating.”

Take Back the Schools

I hope everyone had a great Fourth of July and has been able to spend some quality leisure time with friends and family this summer. I’m happy to report that, as a command, we enjoyed the holiday and we are well into the summer with no major accidents. I want to thank all our leaders, Soldiers, civilians and families for their continued focus on safety. Being Army Safe is Army Strong. I also want to remind leaders and Soldiers about the Army requirement to use TRiPS (Travel Risk Planning System) prior to all TDY, leaves and passes that require travel exceeding 100 miles. TriPS is mandated by the Army Safety Campaign Plan. During IG inspections we will be looking for TRiPS verification for road trips.

Regular vehicle inspection, both of GOVs and POVs, is also important — don’t get complacent. We will reinforce these and many other safety issues this month during the USAREC-wide Safety Stand Down Day Aug. 14.

September is National Preparedness Month and the one-year anniversary of the Ready Army Campaign to focus on preparing the Army family for all potential hazards, both natural and manmade.

I encourage you to review this month’s safety article on page 23 and ensure your family is ready.

On Aug. 6 we recognize the 19 noncommissioned officers who will be inducted into the USAREC Sergeant Audie Murphy Club here at Fort Knox. I want to congratulate these outstanding NCOs for their past performance and future potential.

These NCOs are willing to give back to their communities — it’s not just about getting a ribbon or certificate. They set a great example. I urge all our recruiters to join SAMC members working in their communities wherever they’re stationed and explore more ways to get involved and give back. Next month’s Journal will feature our Audie Murphy members and highlight some of their efforts across the command. We will also recognize two USAREC spouses nominated for the Margaret C. Corbin Award to honor spouse volunteers within the Training and Doctrine Command.

This month we focus on going back to school and maintaining the Future Soldier pool — we’re going to have a lot of Future Soldier seniors as this new school year starts. We must make sure we help



**Command Sgt. Maj.
Stephan Frennier**

them feel like part of our Army team from day one, and help us in the schools. The stations I’ve visited have done very well to ‘take back’ the schools. Stay in the schools, find new ways to engage the students and schools in your area, and continue to press March 2 Success.

Being a Soldier on recruiting duty is not just about recruiting — it’s also about us doing our part to make sure that our youth realize the importance of graduating. It’s important not only for the military, but also for the future of our country. As I’ve said in the past, our recruiters are the front line image of a Soldier to the American public. Whether mentoring students, serving as positive role models or coaching high school teams under those Friday night stadium lights, your actions serve as a constant reminder that we truly care about the communities we live in.

How Heavy is Your Load?

Take a Break

Rest Relax Decompress

By Chaplain (Lt. Col.) Doug Peterson

Why do you go home at the end of the day?

Stupid question? Perhaps. But it illustrates a basic fact of life. Regular interruptions from work are necessary in order to operate efficiently.

We all know intuitively that periodic diversions from a stressful environment are good for the body, mind and spirit.

Divine design has divided the day into light and darkness. And the seventh day of the week further established the regular cycle of mandated rest.

Why? Because the human system is not capable of maintaining a heavy pace, or something bad will happen. And it may not be pretty.

The following piece recently came across my desk and it seemed too good not to pass on. It makes this very point.

A lecturer, when explaining stress management to an audience, raised a glass of water and asked, "How heavy is this glass of water?"

Answers called out ranged from 20 to 500 grams.

The lecturer replied, "The absolute weight doesn't matter. It depends on how long you try and hold it. If I hold it for a minute, that's not a problem. If I hold it for an hour, I'll have an ache in my right arm. If you hold it for a day, you'll have to call an ambulance. In each case, it's the same weight, but the longer I hold it, the heavier it becomes."

He continued, "And that's the way it is with stress management. If we carry our burdens all the time, sooner or later, as the burden becomes increasingly heavy, we won't be able to carry on.

"As with the glass of water, you have to put it down for a while and rest before holding it again. When we're refreshed, we can carry on with the burden."

So, my friend, put down anything that may be a burden to you right now. Don't pick it up again until you've rested a while.

Here are some great ways of dealing with the burdens of life:

- Accept that some days you're the pigeon, and some days you're the statue.

- Always keep your words soft and sweet — just in case you have to eat them.
 - Drive carefully. It's not only cars that can be recalled by their maker.
 - If you lend someone \$20 and never see that person again, it was probably worth it.
 - Never put both feet in your mouth at the same time, because then you won't have a leg to stand on.
 - Since it's the early worm that gets eaten by the bird, sleep late.
 - When everything's coming your way, you're in the wrong lane.
 - Birthdays are good for you. The more you have, the longer you live.
 - You may be only one person in the world, but you may also be the world to one person.
 - Some mistakes are too much fun to only make once.
 - We could learn a lot from crayons - some are sharp, some are pretty and some are dull. Some have weird names, and all are different colors, but they all have to live in the same box.
 - A truly happy person is the one who can enjoy the scenery on a detour.
- So, go home. Take a break. Enjoy some humor. Rest. Relax. Decompress. Let go of the stress.
- And if even with all the effort you can muster you find that you're not able to put down that glass of water, get some help. You will be much better off for it.

THE WAY I SEE IT

If you have an issue you would like to have addressed through THE WAY I SEE IT, e-mail TWISI@usarec.army.mil.

USAREC Awards

Dear TWISI,

My questions concern USAREC awards.

Army Regulation 600-8-2 states that Soldiers who are flagged for Army Physical Fitness Test (APFT) failure are blocked for promotion, reenlistment and extension only, however, you may receive awards. USAREC regulation 672-10 states that Soldiers flagged cannot receive awards.

So if you are flagged for APFT failure you can technically receive a Meritorious Service Medal but not a Recruiting Gold Star!

An MSM is a far greater award than a Gold Star, but yet a Gold Star is held above the standard in this way over the MSM.

I know some will disagree personally with PT failures receiving awards, but it's a new Army and NCOES schools allow you to graduate with an APFT failure, so how come Soldiers can't receive their recruiting incentive points and get their awards?

I understand that USAREC governs its own awards program but if the rest of the big Army is doing it, why aren't we?

Sgt. 1st Class Thomas Putnam

Chief of Staff Responds

Dear Sgt. Putnam:

Thank you for your input to the "The Way I See It" Program, regarding receiving an award while on Suspension of Favorable Personnel Actions (Flags) for the Army Physical Fitness Test failure.

As you pointed out in your correspondence, Army Regulation (AR) 600-8-2, dated Dec. 23, 2004, does allow an exception for Soldiers who failed the APFT to receive military awards. AR 600-8-2 was published at a later date than U.S. Army Recruiting Command Regulation 672-10, Recruiter Incentive Awards, dated February 2002.

We will take your recommendation under consideration since we are

currently doing an annual review of the regulation.

Thank you for your concerns and please continue to let us know how we can better support the recruiter.

For further information, contact Kathy Daugherty at (800) 223-3735 ext. 6-0460 or e-mail kathy.daugherty@usarec.army.mil.

Sincerely,

Col. Hubert E. Bagley Jr.

Enlistment Document Release

Dear TWISI,

I'm writing to suggest that USAREC look at the regulations it has made and to provide crystal clear guidance concerning the definition of police/court agencies that release or do not release information on the DD 369 and the USAREC Form 1037.

Often, there are huge discrepancies between the RS, MEPS, and operations when it comes to interpreting USAREC Regulations 601-56 and 601-94 concerning agencies that do not release information, and what constitutes a normal copy fee versus a fee that is above and beyond a copy fee, thus makes the agency or court a non-releasing facility.

Let's say applicant Snuffy is enlisting into the Army. Several agencies have signed FL 146s, some stating they do not release at all. Another agency charges a fee of \$12 and releases only to applicant. Another agency does not release to recruiter but will release to applicant after fingerprint submission and a \$25 fee and takes up to six weeks to get back.

Recruiter Joe, after seeing all three agencies in the PAL system assumes he does not have to get checks from the agencies, but operations and MEPS say he does.

The regulation seems to clearly exempt record checks from agencies that clearly do not want to cooperate or charge a fee above a copying expense.

It seems to me recruiter Joe should be able to print a copy of the FL 146 in the

PAL system for the police departments. This way applicant Snuffy can be processed for enlistment or a waiver in an expeditious manner.

Sgt. 1st Class Nathan J. Kerr

Chief of Staff Responds

Dear Sgt. Kerr

Thank you for your input to the "The Way I See It" Program. You asked what expense is reasonable and what happens in the cases where battalion ops has verified and placed a FL 146 in the PAL.

USAREC Regulation 601-56, Waiver, Future Soldier Separation, and Void Enlistment Processing Procedures, Annex B-8 states, "Recruiters will obtain the court documents for the charges requiring the waiver.

Fees charged by the court for copies of court documents may be claimed as reimbursable expenses for documents in the same manner as fees for copies of birth certificates or other official documents. If the charge for a copy of the court document is for a purpose other than a copying expense, the document may not be obtained.

Letters or memorandums on each court charging fees, other than for copying purposes, will be kept on file at recruiting battalion headquarters."

To answer your question, what expense is reasonable, the cost for copying should not exceed \$1 per page. Charges for copies are reimbursable and therefore you may use your REA funds. If the agency charges a processing fee, copies will not be obtained. The only requirement then is to annotate the agency name, the amount they charge, and the date the letter was filed at the battalion at no cost.

Thank you for inquiry in this matter and I encourage you to always utilize your chain of command.

For further information contact the action officer at (800) 223-3735, ext. 6-5480; or e-mail at charles.marmann@usarec.army.mil.

Sincerely,

Col. Hubert E. Bagley Jr.

School Zone

Accessing and
updating
information quickly
and easily

By Debbie Roach
Education Division

The School Zone (SZ) application is a Web-based replacement of the obsolete paper-based School Folder (USAREC Form 446) designed to provide real-time access to high school/postsecondary school information.

School Zone is available to individuals at all levels of the command through the USAREC portal page. Total access was provided since a variety of users, from headquarters to station level, have requirements to directly assist with the Schools Program. Although multiple users can access SZ information, the roles and responsibilities have not changed.

School Zone is not the Schools Program, but an extension of the program developed by a company commander based on strategic guidance from higher echelons and executed by the station.

Recruiters have integrated access to SZ through their Recruiter Zone (RZ) Planning Guide. As the recruiter plans activities/events that relate to the colleges and high schools they are assigned, those activities/events are added and updated in SZ simultaneously, eliminating redundant work for the recruiter, allowing them to be more efficient in their day to day activities. The SZ enables recruiters to create, plan and maintain an effective school program, but they are responsible for maintaining a written account of all school activities, too.

SZ presents a profile of all that has happened or needs to happen in the school. Recruiters and leaders can also use this to evaluate specific programs that were conducted in the school. The difference is that much of the information is semi-automated and that all levels of leadership will have access to the folders, which allows the information to be up to date and accurate.

Company and higher level users can access SZ through the USAREC portal page under the applications tab. Company-, battalion- and brigade-level users can see all schools under their RSIDs, and headquarters users can see all schools in the command.

One cornerstone of an effective high school program is scheduling, conduct and follow-up of a high school ASVAB. Through the automation of SZ, the projected ASVAB date, the actual test date and number of students tested are available without user request or input. Any discrepancies noted should be directed through the chain of the command to the Battalion Education Services Specialist (ESS) for clarification of test data, and technical issues should be directed to Customer Service Support.

To find the schools on SZ, one can simply use the RSID or a specific school name. To access school folders, click on the hyperlinked school name. There is a wealth of information on School Zone (SZ). For guidance on what activities and information needs to be entered, refer to the USAREC Message 09-099 (School Zone, dated April 16, 2009) and/or SZ USER Manual (last update Feb. 24, 2009).

What's in a School Zone School Folder?

RSID, School Name, School Type (Secondary, Vo Tech, College, etc.), Support (Fully, Partially, or Does Not Support), Targeted (determined by SC and Company Commander), Address (comes from FAZR), Phone Number/Web Site.

Faculty/Student tab — allows for key educators, student council members, ROTC faculty, and key members to be listed.

Evaluation screen — determines how supportive the school is by the recruiters' answers in the following eight areas: Access, Student Directory, Total Senior Population, DOD Market Share, ASVAB, Publicity, Presentations and TAIR and JROTC.

Successful School Visits

Building Relationships to Take Back Market Share

By Steven Brown
Kansas City Battalion ESS

According to USAREC Regulation 601-107 (paragraph 4-6), the company commander will visit all priority one schools within the company's operating area at least once a year.

In Kansas City Battalion, we conduct school visits as a team comprising the ESS and the company commander. The goal: to introduce the principals and counselors to the leadership of the recruiting field force.

In most cases, faculty members only see the recruiter assigned to that school. Some school officials believe recruiters are trying to take their students away, even before graduating. A good approach to combat those misperceptions that we have used in Kansas City Battalion is to establish a mutually beneficial relationship and make some friends within the campus administration.

The agenda for a school visit starts with a simple presentation that offers the school Army services and programs that will benefit the students, such as ASVAB and March 2 Success.

This strategy of giving back to the community catches many school officials off guard. They are often pleasantly surprised that the Army has so many programs and services to offer schools. This approach puts the school officials at ease and makes them more open to further the discussion.

We tell schools that the Army can offer mentoring for youth who may need guidance or confidence. Additionally, the recruiters can coordinate guest speakers for both academic and vocational school programs. Recruiters could act as judges at school events such as speech and forensic competitions, cheerleading tryouts, intramural sports, chaperoning at proms, or field trips. They may also be able to assist with test proctoring for year-end exams or conduct Army physical fitness circuit training and classes on nutrition.

As the educator on the team, I present March 2 Success, ASVAB, and team-building programs to school officials. I am able to compare and contrast the value of the ASVAB Career Exploration Program against the programs the schools are currently using and paying for.

One important element to this approach is when the schools show interest, the company leadership has to ensure that recruiters conduct the follow-up.

Another benefit of commander school visits is to give school officials an opportunity to meet a person in charge. Our team makes it clear that the recruiters are on the school campuses to give back and not just take away. The school

officials also have a name and a face to contact should any issues arise on their campus. Knowing who is leading the recruiting effort in their community increases the comfort level of many school officials and helps develop lasting relationships.

Stories about a school not being friendly toward recruiters might have something to do with the school not having any relationship with the assigned recruiting station or recruiter.

In some of situations, we find that in the past a school has been known to favor another military branch or perhaps has not been friendly to any military branch. These are not unique examples. Many station or company commanders simply accept that a school may be pro one service or another or that the school may be unfriendly, but fail to visit and reestablish or nurture a relationship with that school.

Through annual school visits our team has been able to re-establish positive relationships and begin down the road toward regaining market share. Focus and deliberate targeting will open the doors along with the hearts of many school administrators.

For other commanders, this approach may offer a solution to establishing stronger relationships or partnerships with their respective schools. The stronger the relationship, the greater the opportunity for gains in market share.

Team school visits have paid off in Kansas City Battalion. One of the battalion's most difficult to penetrate school districts had restricted the on-campus visits of recruiters in all of its schools. The team took the district's assistant superintendent to lunch and gave him the same presentation given to the principals. The superintendent in turn shared the information with his administrators. Subsequently, the company conducted some team-building activities within the district. All these activities resulted in full access to those campuses and the beginning of a great relationship. The coming school year should be positive for our recruiters in this once off-limits school district.

The commander must take the lead and engage his/her respective schools. Team up with the ESS, make the school visits together and dispel the notions that a school cannot be penetrated because the Marines have it covered or the school is not friendly toward the military. In most cases, there is simply no relationship with the school or a lack of understanding of Army recruiting programs and services. Once they know what we have to offer, many contact us for support. The Army can take back market share!

Turning Excess Computers into M2S Tools at Local Schools

By Don Ellwood, Montgomery Battalion ESS

Sometimes there is more than one solution to a problem. Sometimes, in order to solve a complex problem, more than one course of action is needed. As a recruiting station commander, I found myself constantly needing to solve increasingly complex problems regarding barriers to enlistment. These skills have come in handy time after time as a new education services specialist. Below is an example of one of those problems.

The March 2 Success online tutoring program has been extremely useful in helping recruiters forge better relationships with high schools and increasing student test scores, but the program cannot always be used in schools with limited technological capabilities. My challenge became finding a way for the high schools that are most in need to be able to provide M2S to their students. I entered the station commander problem-solving mode.

After a brainstorming session with Lt. Col. Thomas Boyd, Montgomery Recruiting Battalion commander, we had a plan.

If we could donate our old recruiter laptops to schools instead of turning them into the Defense Reutilization and Marketing Service (DRMS), we could provide the most technologically impoverished schools in our area with the same opportunities all our other schools had with M2S. A big component of the program had to be return on investment (ROI) in the form of enlistments, so after cross-referencing “priority” schools with schools that are most in need, we came up with a list that we felt would give us the most bang for our buck.

Although we targeted 15 high schools across our six companies, we started with a donation of 10 computers to a



COURTESY PHOTO

Don Ellwood poses with one of the laptops being donated to local schools for the March 2 Success program.

local school. The strategy was to travel the state doing M2S presentations in high schools (I did approximately 60). Then, when the schools decided that M2S was extremely useful and adopted it, phase II would be to go back and donate computers to schools that wanted to use M2S and could use the computers to get it started.

Under the program, DRMS requires the high school to log onto its Web site, register to receive government equipment and write a letter requesting the computers. The required letter asked the schools to describe how they plan to use them. As a means of speeding the process along, I crafted the letter for the schools.

The M2S program and computer initiative is a win-win situation for everyone involved. By getting the word out about the M2S tutoring program, schools are increasingly able to raise standardized testing results, potentially getting more students to graduate and qualified for the Army or to get into college. A final benefit is the goodwill that has been created between the recruiters and the schools, thereby allowing greater access, in some cases, into hard-to-penetrate schools.

The program used to get schools qualified to receive government equipment is DOD Computers for Learning program. Program details can be found at the DRMS Web site: www.drms.dla.mil. The site also guides users through the process of turning in computers and clearing them from hand receipts.

The moral to the story is: Sometimes good high school programs start with a desire to help the schools with *their* challenges first.

Automated ConAP

System Streamlines Request Submission & Verification

By Kellie Tefft
Education Division

In the new recruiting year it will become easier for recruiters to enroll Future Soldiers in the Concurrent Admissions Program (ConAP). The ConAP process will be automated and become part of the Future Soldier brief. The Web site, www.futuresoldiers.com, will improve Future Soldier support and sustainment by streamlining the ConAP process and providing timely verification from the selected ConAP college of receipt of information.

The Concurrent Admissions Program is a partnership between Army Recruit-

ing Command and more than 1,950 participating colleges and Servicemembers Opportunity Colleges (SOC) to link Future Soldiers to a college at the time of enlistment.

During the Future Soldier brief, recruiters propose ConAP colleges to Army and Army Reserve Future Soldiers, usually in their home area. The Future Soldiers send an electronic ConAP form to a college stating their intent to enroll during or after enlistment.

The college point of contact acknowledges the Future Soldier's intent to enroll by returning a verification e-mail back to the Future Soldier. The ConAP form provides ConAP Soldiers guidelines

for applying for admission, preparing for the academic experience, beginning college work during their enlistment and staying in touch with the college.

The new automated system will not change the overall benefits of ConAP. For Soldiers, ConAP offers a plan to attend a home college, use Army education benefits and receive credit for educational experiences during their service. For high schools, the program enables more graduates to attend college by earning Army education benefits. For colleges and universities, the program provides an increased enrollment of mature, motivated veterans who have job experience and money for education.

Williams Named USAREC ESS of the Year

Education Division

Ron Williams, Education Services Specialist for the Oklahoma City Recruiting Battalion (Little Rock Company) is the recipient of the command's FY 08 Davis - Kunisch Memorial Award.

"Ron's genuine desire to do all he can to assist recruiters is what sets him apart from most. You can count on his 'can-do' attitude and willing support," said Lt. Col. Thomas F. Artis, Oklahoma City Battalion Commander. His "value to the battalion cannot be measured. He exemplifies all the values in the Davis-Kunisch Memorial Award."

Williams is very active in training recruiters to ensure they understand Army education programs. He is active throughout the education community, conducting more than 100 March 2 Success presentations during FY 08, which resulted in over 2,500 hours of in-service credit to Arkansas educators.

These efforts helped him to be nominated and selected as Arkansas state Counseling Advocate of the Year.

The Davis - Kunisch Memorial Award has been awarded to the most outstanding USAREC ESS for the past 16 years. The award is in honor of James F. Davis and William J. Kunisch, who both served as Chief of the Education Division at Headquarters, USAREC.

Other award nominees were: Michele Satterlund, Atlanta Recruiting Battalion; Andy Blaha, Milwaukee Recruiting Battalion; Sheryl Cuevas, Phoenix Recruiting Battalion; and



Ron Williams, Oklahoma City Battalion ESS, is recipient of USAREC's FY 08 Davis - Kunisch Memorial Award.

Allan Silberstein, Salt Lake City Recruiting Battalion. These battalion education services specialists represent everything Davis and Kunisch stood for in supporting the field force.

March 2 Success and the Adult Learner -

By Mark Mazarella
Harrisburg Battalion ESS

In the past, the primary focus for promoting March 2 Success (M2S) has been in the high school market; however, during a recent conference at Penn State University, the Harrisburg Recruiting Battalion took the marketing of M2S one step further by reaching out to a new, oft overlooked demographic: *the adult learner*.

The conference, entitled “The Changing Face of Our Campuses,” brought together administrators from the university’s 21 statewide campuses for a day-long discussion on best practices for accommodating the fast-growing population of adult learners.

The conference provided an excellent venue to demonstrate M2S to a broad range of university professionals and substantiated that colleges are very interested in what M2S can offer to help returning adult students succeed. As a result, recruiters have a new model to help penetrate the adult learner market, as well as to create new COIs and campus-based referrals among college faculty and administrators.

Who are adult learners? Adult learners often include veterans, retirees, former students, graduates, GED recipients and adults changing careers. Referred to as non-traditional, re-entry or continuing ed students, adult learners participate in various types of educational activities in order to acquire the knowledge and skills necessary to succeed in the workforce, to earn a college or advanced degree, to learn basic skills or English language skills, or to enrich their lives. They often juggle families or careers in addition to continuing their formal education as part-time students.

Regardless of their reasons for enrolling in college, non-traditional students tend to share one common factor: they have been away from the classroom, often for several years. Because of this, many have forgotten some basic skills in math and English, both of which are fundamental requirements in the core curriculum of most undergraduate postsecondary programs.

This often causes anxiety for adults who consider enrolling in college classes because they simply aren’t sure what to expect and wonder if they can even handle college level work. This is where March 2 Success can help.

The March 2 Success High School Preparation and Standardized Test Preparation Courses are both excellent resources to help adult students brush up on the math, science and English they will be expected to know as they begin college-

level course work. With M2S, students complete an initial assessment in each subject area and, based on the responses, M2S automatically generates a series of self-paced courses linked to an electronic textbook that addresses only those areas of demonstrated weakness. After reviewing each lesson, the student is presented with a follow-up assessment. This process repeats until the student achieves a minimum score of 80 percent on each follow-up assessment. This ensures the adult student will not only be better prepared for college, but will also raise their confidence level and eliminate some of the anxiety they may have about returning to school as an adult.

With enlistment eligibility now raised to age 42 and many more adult learners returning to college to improve their marketability in an uncertain economy, the adult learner offers a viable and largely untapped market on our college campuses—to include two-year, four-year and career/technical colleges. There are a number of ways recruiters can promote M2S on college campuses, while at the same time creating opportunities to penetrate the adult learner market and develop new relationships with college faculty and administrators who are in a position to provide referrals.

To effectively promote M2S on college campuses, recruiters should first identify the office (or offices) that serve as a focal point for adult education at each college. This will often be the Office of Continuing Education, the Office of Adult Education, Admissions/Enrollment Services, or Academic Affairs.

Next, set up a presentation and demonstration of M2S with that office (or offices). Recruiters should consult with their battalion ESS for assistance.

The presentation should highlight the High School Preparation and Standardized Test Preparation Courses as excellent resources for refreshing adult learners’ math and English skills. While the SAT/ACT preparation and college planning resources should be discussed briefly, most colleges recognize that adult learners often bring with them a wealth of life experiences and knowledge gained through work-related activities, family responsibilities, and previous education and therefore do not require adult learners to submit SAT or ACT scores when applying.

By demonstrating to colleges how M2S can benefit adult learners and others on their campuses, recruiters will open doors to engage adult students, faculty, and administrators who they otherwise might not have access to, leading to additional contracts and referrals.

a Winning Combination!



This also creates an opportunity for recruiters to tell their own Army story, while discussing the myriad other benefits of Army service.

Of course, it should be made clear that there is no magic to M2S. No matter how good or expensive any online academic preparation program may be, the student must be motivated and committed to the process in order to be successful.

When it comes to e-learning this is often the greatest advantage the adult learner has over the traditional student. Adult learners, by virtue of age and experience, are usually autonomous, self-directed and self-motivated, and therefore more committed to the learning process.

For these reasons, March 2 Success and adult learners are a winning combination!

Suggestions for Colleges to Leverage March 2 Success

Refer returning adult students to M2S as a means of self-diagnosis of basic math, language arts and science aptitude

Suggest M2S to adult students for self-tutoring based on demonstrated weaknesses on placement tests, quizzes or exams

Post M2S flyers in the career center and demonstrate M2S during career center events (flyers should include local recruiter's contact info)

Make M2S available to students on computers in the library, learning center, writing center, academic counseling center and/or multicultural center

Demonstrate M2S during select visitor programs, such as summer programs, admissions/continuing education open houses)

Offer M2S as a resource for adult students with middle/high school children at home

Demonstrate M2S during the college's summer/winter retreat for administrators

Demonstrate M2S to all employees during HR-sponsored employee benefits fairs

Demonstrate M2S in graduate-level education and counseling related classes

Raise awareness of M2S by providing brochures and flyers, and through the college's Web site/campus newsletters

Applicants for Education Requirements

A By Eileen Van Kavelear, ESS Indianapolis

As an Education Services Specialist (ESS), I've sometimes had to give the bad news that an applicant on the floor has a Tier 2 diploma when the Soldier believed it was Tier 1 or, even worse, the applicant has a diploma that is not valid for enlistment. Education documents can be confusing. Here are just a few of many examples:

Some states issue a high school diploma to people for passing the GED. Usually if a high school diploma was issued by a state instead of a specific high school, it is a GED.

A Soldier reads on a school's Web site that the school is accredited. Unfortunately, there are a number of so-called accrediting agencies that are not recognized as valid by the American Council on Education.

Sometimes Soldiers will protest, "but I know we've put in applicants from that school before!" That may be true. However, some schools have more than one track for a diploma and not all of the tracks are approved for enlistment. Also, a school's tier level can change if it changes its requirements or adds new programs.

To save yourself some time and possibly some grief, here are a few guidelines to help you ensure your applicants meet the Department of Defense (DoD) education enlistment eligibility policy when they process at the MEPS and you will know if a diploma cannot be used for enlistment.

Ensure the school is in ARISS.

If the school is not listed in ARISS, we won't know its tier level until either the ESS or a commissioned officer conducts a site visit, completes USAREC Form 1015, and obtains the battalion commander's signature on the UF 1015.

This can take some time, depending on people's schedules and how far the person conducting the site visit must travel. So don't wait until the last minute to let the ESS know you need a site visit.

If the school in question is located in another battalion's area of operation, a representative from that battalion must conduct the site visit.

Note: Before you request a site visit, ask the applicant if the school required classroom attendance. The school might be an online or correspondence program and a site visit would not apply in that case.

If the school is in ARISS, look for the Tier level.

Each school will be coded as T1, T2, T3, or TE.

Home-schooled applicants must have their diplomas and transcripts validated.

If the home school is valid, the applicant's AFQT score will determine the tier level. Alphas (AFQT of 50 or above) will be coded Tier 1. Bravos, (AFQT 31-49), will be coded Tier 2.

Home school graduates must be of traditional school age when they graduate and must have completed at least one

TIER LEVELS

T1 - Tier 1

The Tier 1 category is always open for enlistment and more jobs and incentives are available to applicants enlisting from Tier 1 schools. Generally speaking, this category is limited to schools that require four years of full-time attendance and follow the state's requirements for graduation. Any school or program that makes it considerably faster or easier to obtain a high school diploma will not be Tier 1. An applicant can also qualify as Tier 1 with 15 semester credits from a recognized college or 675 clock hours from a recognized vocational college. Courses below the 100 level (refresher courses), credits awarded for life experience, and credits earned online will not count towards the 15 credits or 675 hours.

academic year via the home school.

One of the parents must have been actively involved in teaching the courses in order for the home school to be approved. For example, an applicant who worked alone on lessons while both parents were at work would not be considered to be home-schooled.

T2 - Tier 2

The Tier 2 category is for alternate high school diplomas. This includes GEDs, approved online or correspondence courses, and some schools with attendance or curriculum requirements that are not as strict as what the state requires of its public high schools. Sometimes public school diplomas are classified as Tier 2. For example, some public alternative schools allow students to complete classes online from home; some adult programs award large amounts of credit for life experience.

The Tier 2 category, although valid for enlistment, is not always open. There is a limit on the number of applicants we can enlist from this category.

Soldiers with Tier 2 credentials are much more likely to leave military service within their first six months of enlistment. The Department of Defense tracks attrition rates by education code. Just like an insurance company considers a 16-year-old driving a high performance sports car a higher risk than a 45-year-old mother driving a mini-van, DoD looks at the probability of an attrition loss.

DoD is not saying people with Tier 2 credentials are not as capable as traditional high school grads.

T3 - Tier 3

The Tier 3 category is less than a high school diploma. Diplomas from these schools cannot be used for enlistment. Quite a few online high schools fall in this category. The graduation requirements of Tier 3 schools come nowhere close to what public schools require.

TE

The TE code stands for individual tier evaluation required. This means the tier level will be determined case-by-case. It is possible that graduates from the same school will have different tier levels. Schools coded TE may have more than one track.

If your applicant's school is coded TE, you must provide the ESS the transcripts from all high schools attended if the applicant went to more than one school. Make sure the transcripts include dates of attendance or the school adds an attachment to show the dates.

The ESS will review the transcripts to see how closely the school's requirements match the state's public high school graduation requirements. The ESS will complete USAREC Form 1015A and assign the applicant a code of T1, T2 or T3.

Note: The XO and S-3 are also authorized to complete the UF 1015A, but company commanders are not authorized to complete individual tier evaluations.

National Guard Youth Challenge Program individuals who have completed the 22-week program and received a GED can enlist as Tier 2.

Job Corps graduates may enlist as Tier 1 if they complete a vocational skills training program that is at least 675 clock hours in length and they have a GED or other type of Tier 2 diploma.

They cannot become Future Soldiers until they have been enrolled at least (X months) at the Job Corps. You must have the Job Corps Certification form signed by the Job Corps center director in order to process the applicant. This is a Job Corps form, not a USAREC form.

Applicants who completed high school or have college credits from foreign countries must have their documents evaluated via one of the three options listed below.

The ESS cannot evaluate foreign transcripts or diplomas, even if they have been translated into English. There are too many differences between U.S. high school requirements and those of other countries.

Note: A few countries and territories are exempt from the foreign evaluation requirement; they are listed in AR 601-210.

- Recognized College** — The evaluator must be someone with training in international education systems. Normally this is a person working in the admissions department or the international student office at the college.
- A State Department of Education official** working in the area of international education.
- An agency that is a member of the National Association of Credential Evaluation Services (NACES).** A list of NACES members is located online at www.naces.org/members. These agencies charge a fee for evaluating foreign diplomas or transcripts.

Depending on where you are located, you may not be able to get a college or state department of education to evaluate a foreign credential. If the applicant completed any college credits in the States, that college may already have an evaluation of the foreign high school diploma on file. It's worth checking to see if the college's assessment of the high school diploma is available.

Understanding the different tier levels and the documents you need for education verifications will help you ensure the applicants you send to the MEPS have a diploma that qualifies for enlistment.

Screen applicants for education requirements just like you screen to ensure they meet medical and moral requirements. These educational qualifications are DoD policy, and therefore all services must adhere to them.

The bottom line is this: If you're not 100 percent sure what a diploma or transcripts represent, call your ESS.

Army Medicine in Action

Through the Eyes of a COI

By Maureen Eldredge
Undergraduate Program Assistant,
William F. Connell School of Nursing, Boston College

In the middle of a cold New England February, the U.S. Army's Boston Health Care Recruiting Team invited me to attend a Nurse Educator's Tour at Fort Sam Houston in San Antonio, Texas, the headquarters for Army medical education and its renowned Brooke Army Medical Center. The Army began hosting these tours about two years ago with the goal of giving educators a better understanding of what being an Army Nurse is like so they are well-equipped to advise students.

It is at the Brooke Army Medical Center and the Center for the Intrepid, that combat casualty care, science and technology all come together for the physical, mental, emotional and spiritual well-being of our Soldiers. One of its main charges is to prepare Army medical personnel – doctors, nurses, medics and field technicians to be combat-ready in order to ensure mission success on the battlefield.

Brooke is a Level-1 trauma unit used by both the military and the city of San Antonio; it also acts as the Department of Defense's primary burn center. Here, severely burned patients are evacuated from distant battlefields to Texas via the military hospital in Landstuhl, Germany, in about 36 hours.

Upon arrival at Brooke, victims are cleared of blisters, stabilized and sent to the operating room where damaged skin is removed to stave off infection, or skin grafts are performed to cover exposed areas. The average burn casualty spends about a year in the hospital and two additional years as an out-patient. In the fight against burns, research and technology are increasingly critical to the battle. It is through this research that important discoveries are made to improve the morbidity and mortality rates of burn victims.

Like most hospitals, nurses are the lifeblood at Brooke. They are given opportunities to participate in research projects, pursue advanced graduate degrees and work in a highly collaborative environment. Throughout the tour, I was surprised by the resources and technology available to help make patients whole again.

The next stop was the Center for the Intrepid. Built in just 18 months and paid for by civilian donations, the Center for the Intrepid offers severely wounded military persons the absolute best in rehabilitative care. This four-story, 65,000 square-foot out-patient facility serves amputees, limb salvages and advanced burn patients, giving them access to the most innovative technologies.

The tour ended with a visit to the simulated mobile tent hospital on the grounds of Camp Bullis. Inside the triage tent, there were no windows - only six gurneys on wheels nearly side-by-side.

It happened so suddenly – my heart started racing and it was difficult to catch a breath. Then my head felt woozy and in an instant the entire week came together in my mind's eye. I could hear the cries of the medics and see gurneys flying through the door flaps. The medical people moved faster than I ever could and I feared they might slip on the plastic floor.

Suddenly I had to leave the tent and get some fresh air. At that moment, I realized that I could never do what this required – react in a heartbeat, faster than a breath.



Battlefield triage training is often part of nurse educator tours.

The captain followed me out into the Texas sunlight to ask if I was okay. I tried to explain what was happening, what I felt and what I saw in my mind's eye. He smiled as if he knew just what I'd seen, as if he'd been there.

What I saw on that tour was eye-opening. I saw Soldiers who had been severely injured but still found it in themselves to respond with 'Ma'am, I wanna go back' or 'Ma'am, I would do it all over again.' This inspired me and makes me so proud of the individuals who serve our country.

As emotional as the experience was at times, I appreciate the opportunity to witness the Army values – loyalty, duty, respect, selfless service, honor, integrity and personal courage – firsthand at Fort Sam Houston. I can now return to my students and tell them about what I experienced and how the Army Nurse Corps seeks to instill the same traits – leadership, dedication, and commitment in action – that educators work to teach students every day.

Eldredge wrote this piece after attending an Army Nurse Educator Tour at Fort Sam Houston.



HARVEY SPIGLER, MIAMI BATTALION

Miami Battalion Command Sgt. Maj. Melvin Williams speaks to Blanche Ely High School students about Army programs.

ESS Uses Grassroots Program to Cultivate New Partnerships

By Angelique Clark, Miami Recruiting Battalion

With the need for lucrative and secure jobs in the South Florida market, it was time for the Miami Recruiting Battalion's new Education Service Specialist, Carlos Rivera, to grab his Army branded goodies and educational materials and spread the Army message to all educators in the area.

His first step in reaching out was through the new Miami Grassroots Advisory Board, on which Rivera is an active member and participant. By highlighting the Army's educational programs at the inaugural meeting, Rivera caught the attention of local college deans and principals, as well as Novice Johnson, the community outreach representative and journalism teacher at Blanche Ely High School. A resulting partnership between Johnson, Rivera and the Army has given Deerfield Beach Station recruiters in Pompano Beach, Fla., open access to the school.

A special room has been set up at the school with computers and direct access to March 2 Success, ASVAB-CEP and educational Web sites to help students in their career decision-making process.

In addition, Col. Rodney Symons, 2nd Recruiting Brigade commander, Command Sgt. Maj. Melvin Williams, Miami Battalion command sergeant major, and Capt. Tricia Clarke, South Dade company commander, recently visited the school and used the room to address the students about the importance of education and women in the military. Symons concluded his visit with a basketball shoot around with Blanche Ely's principal, Karlton Johnson, who has ties with the National Basketball Association's Vancouver Grizzlies.

The relationship established through the Grassroots Advisory Board and initiatives by Rivera have also yielded new Concurrent Admissions Program registrations, community exposure to the health professions recruiting program, wider understanding of the March 2 Success program, and awareness of and participation in the ASVAB Career Exploration Program, as well as JROTC and ROTC programs. Future endeavors include career fairs, recruiter presentations and homecoming table displays.

As part of his outreach program, Rivera has been able to add more than 40 new schools into the FAZR/HSS system, increase the number of schools interested in ASVAB-CEP, and contribute to the completion of MEPCOM requirements in the school ASVAB testing goal for the 2009 school year.

Making Sense of GI Bill Benefits

Before converting to the Post 9/11 GI Bill, which goes into effect this month, Soldiers are encouraged to think through long-range schooling and occupational plans for themselves, as well as their families, to determine whether the program suits them.

Soldiers unsure of their educational goals should consider enrolling in the MGIB program first. It offers great advantages, and down the road Soldiers can convert to the Post 9/11 GI Bill. Montgomery GI Bill Army College Fund “kickers” also convert and will be paid in addition to regular Post 9/11 GI Bill benefits.

Service members may be eligible for the Post 9/11 GI Bill if they served at least 90 aggregate days on active duty on or after Sept. 11, 2001, and were honorably discharged. Based on the length of active duty service, members are entitled to a percentage of the cost of tuition and fees, not to exceed the most expensive in-state undergraduate tuition at a public institution of higher learning.

Members not on active duty may also receive a monthly living stipend equal to the basic allowance for housing payable to a military E-5 with dependents, and to an annual \$1,000 stipend for books and supplies.

“The Post-9/11 GI Bill throws open the doors of the country’s colleges and university to veterans,” said L. Tammy Duckworth, the assistant secretary for public and intergovernmental affairs at the Department of Veterans Affairs.

“The Department of Veterans Affairs is working with those educational institutions to help Veterans improve their lives through education.”

Additionally, the Yellow Ribbon Program, a provision of the Post-9/11 GI Bill, allows degree-granting institutions to voluntarily enter into a formal agreement with the VA to fund tuition and fee expenses that exceed the highest public in-state undergraduate rates. It provides dollar-for-dollar matching funds from the VA to educational institutions for tuition for veterans above the amount funded through the new GI Bill.

As of July 13, more than 1,100 colleges, universities and schools across the country have entered into Yellow Ribbon program agreements with the VA. Information on specific schools participating in the Yellow Ribbon program is available on the VA’s GI Bill Web site.

The Yellow Ribbon program is reserved for veterans eligible for the Post-9/11 GI Bill at the 100-percent benefit level. This includes those who served at least 36 months on active duty or served at least 30 continuous days and were discharged due to a service-related injury.

For many eligible participants, the Post-9/11 GI Bill is a better solution than other education benefit programs, such as the Montgomery GI Bill (Chapter 30), Montgomery GI Bill for the Selected Reserve (Chapter 1606) and the Reserve Education Assistance Program (Chapter 1607). However, this decision depends on several factors, including the type of education or training Soldiers plan to take and the amount of benefits received under each program.

For example, the Post-9/11 GI Bill can only be used for programs taken at a college or university. Montgomery GI Bill benefits include college (undergraduate and graduate) certificate programs, on-the-job training, apprenticeship training, flight training and non-college degree courses. The chart on the opposite page is provided as a quick reference to help Soldiers decide which benefits are right for them.

Watch the VA’s GI Bill Video Guide

on YouTube: www.youtube.com/watch?v=6wwzie29m5Y
on the USAREC portal: ‘What’s New’ on G7/9 page

Career service members on active duty or in the selected reserve as of Aug. 1 and who are eligible for the Post 9/11 GI Bill may also be entitled to transfer all or a portion of their education entitlement to one or more family members. To be eligible, service members must have served for at least six years, and agree to serve four additional years, from the date of election to transfer.

“Transferability of GI Bill benefits is the most requested initiative we receive from our service members, and we believe it will assist us in retaining highly qualified military personnel,” said Deputy Under Secretary of Defense for Military Personnel Policy Bill Carr.

Eligible service members may make transfer designations online at <https://www.dmdc.osd.mil/TEB>. The full transferability policy is available online at www.defenselink.mil/news/DTM09-003Post9-11GIBill.pdf.

The Department of Veterans Affairs administers the Post 9/11 GI Bill, and determines eligibility for education benefits. Further information on eligibility, benefit levels, and application procedures can be found at their Web site, www.gibill.va.gov.

(Compiled from Army, DoD and VA news releases and the VA’s GI Bill Web site)

	Post 9/11 GI Bill Chapter 33	Montgomery GI Bill Chapter 30
Effective date	Aug. 1, 2009 - Payments not retroactive for courses started before Aug. 1.	Remains in effect.
Basic Eligibility	Serve on active duty for at least 90 days since Sept. 11, 2001 (start at 40% benefit earned & increases 10% for each additional six months on active duty. 100% benefits at 36 months or after separation with service connected disability after 30 days.)	Enlist on/or after July 1, 1985. Service member must make a decision upon entry to active duty.
Benefit Expiration	15 years after separation or discharge — of 90 days or more service — from active duty.	10 years after separation or discharge — of 90 days or more service — from active duty.
Education Benefit Amounts & Payment	Tuition and fees paid directly to school. Actual cost may vary by state and veteran's period of service. Maximum benefit is highest undergraduate tuition/fees of a state school. No cap for someone on active duty. Yellow Ribbon — may exceed max in-state undergrad rate. Whatever reduction school gives, VA will match.	Paid monthly to Soldier/Veteran, based on student status (full-time/part-time) and length of service. Since Aug. 1, 2008, the full-time monthly rate is \$1,321 for individuals with three or more years of service, with possibility of up to an additional \$950 a month with Army College Fund enlistment incentive. Rate annually increases Oct. 1.
Qualifying Education Programs & Schools	Only pays benefits for institutions of higher learning (IHL) or degree-granting institutions. Soldier who converts from MGIB to Post 9/11 GI Bill can receive benefits for both IHL's and non-IHL's.	IHL graduate & undergraduate degrees, as well as non-degree-granting programs: job training, apprenticeship, independent study leading to a certificate, etc.
Housing Allowance	Paid directly to student. Monthly housing allowance is equal to the BAH payable for an active duty E-5 with dependents (located in ZIP code of the education institution the student is attending). Individuals pursuing training while on active duty, solely via distance learning or training at half-time or less are not eligible.	No housing allowance.
Army College Fund (Kickers)	Upon authorization, paid in addition to housing allowance. If Soldier does not qualify for BAH, they are not able to receive Post 9/11 GI Bill Kicker.	Paid as supplement to monthly benefits for qualified individuals. No link to housing allowance and can transfer to Post 9/11 GI Bill if individual converts.
Book Stipend	Up to \$1,000 per year for books and supplies.	None, however, students can spend benefit check however they choose.
Enrollment Fee	None.	Yes. Upon enrolling, will reduce Soldier's pay \$100 a month for 12 months.
Transferability	Soldiers may transfer part or all of their benefits (up to 36 months of benefits). Soldier must have served at least six years and commit to another four years of active duty or reserve service. Spouse may use immediately, but child must wait until Soldier has completed 10 years of service.	Some. Currently only for critical MOS option. Soldier must have served at least six years and reenlist for four more years.

This is just a brief program comparison, for complete details and eligibility information, visit www.gibill.va.gov.

South Carolina, Army Work to Promote Military Career Information in Schools

By Maggie Smith, Columbia Battalion

When people think of military careers, images of boot camp and Soldiers traveling overseas often pop into their minds. Many citizens are unaware that the United States military offers numerous career opportunities that mirror those in the civilian sector. For this reason, Dr. Ray Davis proposed a committee to provide South Carolina educators military career information that they can pass on to students.

Davis, of the Careers and Technology Division of the South Carolina State Department of Education, said there was a gap in the information given to South Carolina secondary students when discussing their future career paths. He noticed that the military was often never mentioned as an option for students and when it was discussed, the information was very limited.

South Carolina schools are now putting greater emphasis on career planning and helping their students focus on the world of work by encouraging them to define job interests early on. Career clustering (grouping related career paths for exploration) is becoming more and more prominent in high schools across South Carolina.

Davis said that the military is not just a part of one of the 16 career clusters currently followed in all South Carolina schools; military careers are inherent in all 16 clusters. Feeling that minimizing military careers was not only a disservice to the military but to the students, Davis contacted Martha Daniels, Columbia Recruiting Battalion education services specialist, to set up a committee to address the issue.

Made up of military representatives and South Carolina educators, this committee is currently working on a program to inform state educators at all levels about the numerous career opportunities in the military. The focus is to bring educators and military together for a professional development experience that will examine issues on both sides, as well as provide recertification credits for participants.

The committee's goals are to empower educators to assist high school students with career planning and to become advocates for career pathways in the military; provide military recruiters a forum in which they can explore common goals for student development and understand how military career pathways correlate to the 16 federal career clusters; dismantle myths educators and recruiters have about one another and provide educators military academic and career resources.

Why is the military not being given proper visibility from teachers? Ralph Lataille of Battery Creek High School said, "It is not a question of support. Teachers, students and parents support the military; however, they are unaware of the many different opportunities that the military can offer."

The committee has met twice to date and will meet once more this summer to further their plans in this venture before it is brought before the state Department of Education and Columbia Recruiting Battalion for approval to move forward. The committee is tentatively planning its first professional development experience in Columbia and on Fort Jackson in summer 2010.

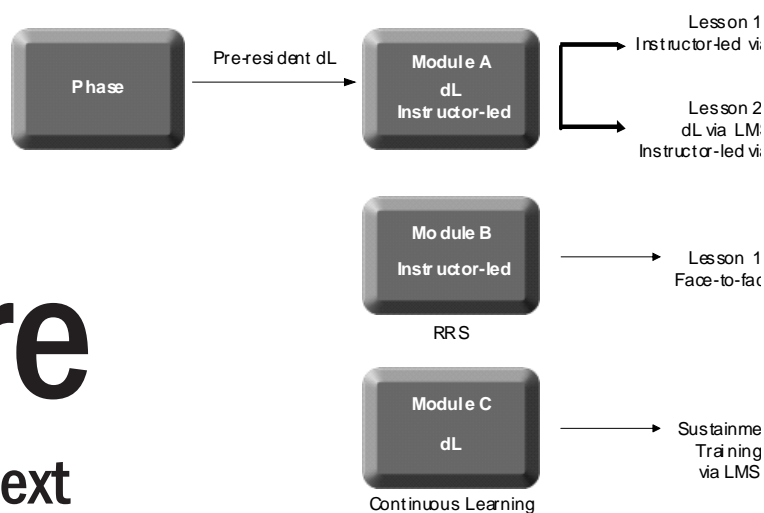
Showing the Money

Two Future Soldiers, Pfc. Norris Gordon and Pvt. Malcolm Rhodes, show their classmates "The Money" during the June senior night at Phillip O. Berry Academy of Technology in Charlotte, N.C.

Staff Sgt. Marlon Bates, a South Park, N.C., recruiter, presented the checks for the Montgomery GI Bill, in the amount of \$47,556. Norris also received a \$12,000 senior incentive bonus, and he provided two referrals to earn his promotion. Rhodes received a \$4,000 senior incentive bonus.



An example of a "Blended Learning" Model



Getting
More
from your next

Training Session

By Vennice W. Furlow
Recruiting and Retention School-Training

What is blended learning? Simply stated, blended learning is a combination of two or more training methods.

The goal is to deliver effective training while saving time and money. Blended learning uses a variety of media ranging from the traditional workshop to small-group instruction to electronic text to CD or DVD.

Web-based training eliminates much of the cost of classroom instruction. Web-based approaches include the virtual classroom, self-paced distance learning, collaborative learning with or without an instructor, streaming video, audio and text.

At USAREC headquarters and the Recruiting and Retention School (RRS), training developers and instructors have taken advantage of blended learning to create flexible learning environments. In pre-resident training, the student completes modules to gain a basic knowledge that builds the foundation

for a higher level of learning during face-to-face instruction. This is the primary purpose for the pre-resident training and a blended learning curriculum.

The student must complete the pre-resident training. Student feedback reinforces the importance of completing the training to prepare for active classroom participation and for an easier grasp of the instruction.

Six RRS pre-resident programs support blended learning: Station Commander Course, Health Care Recruiter Course, Guidance Counselor Course, Recruiting Company Commander Course, and Pre-Command Course. These courses use Web-based technology for distributed learning (dL) via the USAAC Learning Management System (LMS).

In July the RRS added the new Senior Master Trainer Course. This curriculum comprises pre-resident elements to prepare the student for the rigorous four-week resident phase.

The virtual classroom server (VCS) is effective in preparing the student for classroom instruction.

A blended learning model can improve learning retention through reinforcing concepts and providing hands-on practice through application sharing.

Both the LMS and VCS have proven effective for unit training, new systems training, and Army Reserve recruiter training. USAREC master trainers use the VCS for monthly and quarterly training sessions. It allows RRS instructors to work with students before students report for the resident phase. Using the LMS/VCS and dL with traditional classroom learning is the way of the future. The technology is here today. Web-based tools can facilitate communication, interaction (e.g., Recruiting ProNet and BCKS Forums) and collaborative learning in ways that were not available before.

For additional information and suggestions on developing a blended learning experience call (502) 626-0148.

A Day in the Country

with the

USAREC Entertainment Team

Upcoming Events

- August 26-28** Nashville Battalion High School Blitz
- Sept. 1-2** Eastern Tennessee State University "Welcome Back"
- Sept. 3-4** Nashville Battalion High School Blitz
- Sept. 12** "We Do Care Freedom Festival"
- Sept. 18** "Kentucky Bourbon Festival 2009"
- Sept. 19** "Autumn Days Celebration 2009"
- Sept. 24-27** "River City Roundup 2009" (Tentative)

The USAREC Entertainment Team is available for performances at both local and national events throughout the United States. To request the team, contact Rhonda Richards at (502) 626-0430 or Sgt. 1st Class Buckley at (502) 626-2022 or e-mail Rhonda.Richards@usarec.army.mil or James.Buckley@usarec.army.mil

- Eastern Tenn.**
Johnson City, Tenn.
- Eastern Tenn.**
Barrington, Ill.
- Baydstown, Ky.**
Vine Grove, Ky.
- Omaha, Neb.**

- Nashville Bn**
- Nashville Bn**
- Nashville Bn**
- Chicago Bn**
- Nashville Bn**
- Nashville Bn**
- Denver Bn**

MICHAEL E. JOHNSON PHOTOGRAPHY



KRISTI TUCKER, COLUMBIA BATTALION

USAREC Entertainment Team Sgt. 1st Class Jamie Buckley performs alone and with country singer Darryl Worley (top right) at "A Day in the Country" May 3 in Augusta, Ga. The event created hundreds of leads for local recruiters and netted four contracts for Columbia Battalion as of June 1. The day's lineup also included country stars James Otto, The Lost Trailers and Colt Ford.

Ready Army

By Maj. Mark Martin, U.S. Army Asymmetric Warfare Office

As we approach the peak season for hurricanes and the anniversaries of both Hurricane Katrina and the Sept. 11 terrorist attacks, it is a good time to ask ourselves, “Am I as prepared as I can be for all potential hazards?”

There is no time like the present to do the right thing for your family and make sure they are prepared for all the hazards they face. To help you, the Army launched its Ready Army Campaign in September of 2008 in conjunction with National Preparedness Month. Ready Army is designed to prepare the entire Army family for all potential hazards, both natural and man made.

“This program will educate our families on disaster preparedness and motivate them to ‘Get a Kit, Make a Plan and Be Informed,’ as the program’s motto encourages,” said Col. Jon Dahms, chief of planning support in Army public affairs.

The Ready Army program will be the focus again this year during National Preparedness Month in September.

Soldiers, civilians and their family members should become familiar with the spectrum of possible dangers and learn how they will be notified about them.

It is also important to give special consideration to local hazards such as hurricanes, tornadoes, flooding, earthquakes or other extreme weather situations.

Preparedness is a year-round effort that everyone can be a part of by remembering and acting on the three keys to being a Ready Army: Get a kit, make a plan and be informed.

Getting a preparedness kit together

Assemble a collection of first aid supplies, food, water, medicines and important papers to sustain your family for at

least three days after an event and until a crisis passes. Consider the unique needs of your family and pets, and then assemble emergency supply kits in the home, car and workplace. These kits will enable your family to respond to an emergency more quickly. The various emergency kits will be useful whether evacuating or sheltering-in-place.

Making a plan for your family

Make and practice a family emergency plan. Consider the range of potential emergencies and all the places your family members might be. Family members may not be together when

an emergency strikes. Planning ahead for various emergencies will improve the chances of keeping in touch, staying safe and quickly reuniting.

Some emergencies require different responses than others, but a family communications procedure will be helpful in any case. Knowing how to keep in touch and find one another will help your family stay safe and cope with the confusion and fear that come when emergencies strike.

Keeping your family informed

Emergencies can arise from weather and other natural hazards, industrial and transportation accidents, disease epidemic and terrorist acts. Anticipate the emergencies most likely to affect your family and learn about related procedures including the Army Disaster Personnel Accountability and Assessment System. Being

informed also means knowing first aid and appropriate response measures. Knowing what to do can make all the difference when seconds count.

The Army Web site has a variety of resources for units and families: www.ready.army.mil.

Suggested items to consider for a home emergency kit:

- Water—at least one gallon per person per day for at least three days
- Food—nonperishable food for at least three days
- Formula and diapers for infants
- Food, water, other supplies and documents for family pets
- Manual can opener
- Flashlight, National Oceanic and Atmospheric Administration battery-powered weather radio, battery-powered cell phone charger and extra batteries
- First aid kit with dust masks, antiseptic and prescription medications
- Sanitation supplies such as moist towelettes, disinfectant, toilet paper and garbage bags
- Important documents — personal, financial and insurance
- Family emergency plan, local maps and a copy of your command reporting information



Army Runner is Motivating Individual

By David Kidwell, special to Recruiter Journal

Capt. Ivan Castro, of Fayetteville, N.C., ran every step of the Pocono Mountains Run for the Red Marathon May 17 alongside one of his best friends and his boss, Lt. Col. Fred Dummar.

They've already run two marathons together and though they have known each other for more than a year, Castro has never even seen Dummar.

In fact Castro, 41, who was raised in Hoboken, N.J., hasn't seen anything in two and half years.

In September 2006, Castro — then a first lieutenant — was leading a group of Soldiers from the 1st Battalion, 325th Airborne Infantry Regiment in fighting near Baghdad, Iraq.

He was sitting on a roof 20 miles from Baghdad when a mortar round hit and exploded near him, instantly killing two of his fellow Soldiers.

The shrapnel nearly killed Castro as well. His right eye was blown out of his head and his left eye was full of shrapnel. One arm was broken, his lungs collapsed, and a shoulder nearly destroyed.

He was brought back the United States and sent to the National Naval Medical Center in Bethesda, Md. Surgeons removed the remaining shrapnel from his left eye in hopes of saving his vision. The surgery, however, was not successful and Castro woke up blind.

"I don't see any light, I'm totally blind," he said.

In a bed in a recovery room at the hospital, Castro overheard a doctor and nurse chatting about their experience running the Marine Corps Marathon in nearby Washington, D.C. At that moment, he announced to everyone in the room that he too would run the 26.2-mile race the following year.

He recalls most of the medical staff scoffing at the notion. Undeterred, the commitment was made and an amazing physical recovery was under way.

First, he had to convince the Army that he could be a contributing active duty member of the military. The Army wanted him to retire, with a medical discharge. After a couple of conversations with higher-ups, he convinced them that he deserved a chance to remain on active duty.

Capt. Ivan Castro (center) and his running partner, Lt. Col. Fred Dummar, and Castro's wife, Evelyn.

"I told them that the Army was my life and that I wanted to continue to serve and lead men and women," he said.

His wife, Evelyn, led the charge for his recovery. She quit her job in North Carolina and moved to Maryland while Castro was hospitalized. The recovery took more than a year, and Castro did run the entire Marine Corps Marathon the following year.

Along the way, he was assigned to 7th Special Forces Group back home at Fort Bragg, N.C. In Feb. 2008, he was promoted to captain and then appointed to executive officer of 7th Special Forces Group.

He spends his days attending meetings, plotting strategy in the wars in the Middle East, and counseling wounded Soldiers back from war zones.

"I'll give them the tough love they need," he said. "I tell them that if they set their mind to it, they can recover and get their life back. And I think that seeing me, and seeing what I've come back from, helps them to realize that anything is possible."

Rod Hasker, 63, of East Stroudsburg was in the middle of a 10-mile run a few months ago when he had the idea that ended up pulling Castro and Dummar into the Run for the Red marathon.

"I wanted to figure out a way to give some recognition to our Soldiers who have served in war," Hasker said.

He also wanted to give the American Red Cross, the sponsor of the Run for the Red Marathon, a little PR.

Hasker, who is the president of the Pocono Area Running Club, had been online friends with Dummar for years. The two started chatting on ultra-marathon message boards.

Hasker knew Dummar was training with a blind Soldier and he thought if he could get them to run in the Run for the Red, then he could knock out two birds with one stone.

"Fred loved the idea and so did Ivan," he said. "I mean, what a great way to tell Ivan, and everyone else serving in the military, that we support him."

The pair uses a simple method to stay together during the races — shoestrings.

"It's basically a shoestring with loops on both ends," Castro said. "He holds one end and I hold the other. We run side by side the whole time.

"He not only guides me through the entire run, he also describes everything to me. He tells me what the scenery looks like, where the other runners are, if there is a pothole and when we are coming up on a water station. The guy is unbelievable. And I'm not just saying that because he is my Lt. Col."

Dummar, 40, downplays his role in running with Castro.

"He is an amazing guy and an amazing runner," Dummar said. "He is a true inspiration to me."

Story reprinted with permission from the Pocono Record in Northeast Pennsylvania.

New USAREC Commander Makes Houston Battalion Stop

Story and photo by John Thompson III
Houston Battalion

While visiting Houston, U.S. Army Recruiting Command's new commander, Maj. Gen. Donald Campbell Jr., used a unique opportunity to spend time with as many of the recruiting battalion's Soldiers as he could.

"I wanted to come to Houston because I heard some great things about the battalion," Campbell said.

Campbell noted the battalion continued with its history of enlisting significant numbers of qualified, quality Soldiers and constantly working to improve the conditions for Soldiers and their families.

Campbell presented seven Soldiers their hard-earned Recruiter Ring and two Soldiers the coveted Glenn E. Morell Award.

The new commander acknowledged the challenges of recruiting, adding that many of these obstacles have not changed during the current economy.

"They are not lining up outside your door I'll bet," Campbell wagered. "You still have to go out and beat the bushes. You go to high schools and events, you develop COIs and you do all the things you do from a leadership standpoint to enable you to



Standing in front of Soldiers who earned their recruiter rings, U.S. Army Recruiting Commander Maj. Gen. Donald Campbell Jr. speaks with candor about Houston Recruiting Battalion's accomplishments and his plan to continue to seek the best quality individuals to become Soldiers.

put quality young men and women into the military.

"We need to remain an all-volunteer force," Campbell continued. "Make no mistake about it, we need to recruit like you do — quality young men and women — every day. And I couldn't be more proud of what you are doing."

Selfless Service and Personal Courage

Story and photo by Becky L. Garcia
San Antonio Battalion

Francisco R. Benevides of Lytle, Texas, had spent most of April 23, 2009 locking his future in the Army as tanker.

Joining the Army is something that Benevides had always wanted to do. He was out with friends that night enjoying his decision from earlier that day.

Benevides and two of his friends had stopped to get something to eat, and were heading home when they saw a small SUV heading northbound lose control and flip onto the southbound lane, into oncoming traffic. The SUV smashed into the front of a van, then immediately after the first impact, a family car from behind the van struck the SUV. Benevides and friends were traveling behind the car and witnessed the collisions.

There was so much smoke from the impact of the wreck that Benevides and his friends could not see anything in

front of them for a moment.

"We had a split second to jerk the wheel and dodge the wrecked family car," Benevides said. The jerk sent them spinning out of control and into a ditch. Benevides and friends soon realized when they came to a halt that they were all fine.

Benevides and his friends "rushed to the van in a dead sprint thinking the worse of whomever was in the vehicle," said Benevides.

In the van was a grandfather with his son and granddaughter who were speaking only Spanish, and Benevides heard the grandfather yelling over and over to help. The grandfather had a gash in his head and the little girl had some blood on her forehead. Without hesitation, Benevides and his friends helped the three out of the vehicle and went to the other two vehicles to see what could be done.

The scene was very traumatic for Benevides.

"From the looks of their condition we realized there was nothing we could do,"



Future Soldier Francisco R. Benevides at the Fort Sam Houston MEPS just a few hours after a traumatic incident where he helped passengers in a multi-car crash.

said Benevides. "This was hands down one of the most real experiences I have ever been through."

Benevides' recruiter, Staff Sgt. Curtis St. Pierre from Potranco Station, is also working to put in Benevides' friend, David Carillo, who was in the vehicle with Benevides.

Father/Son Recruiters Proudly Serve

By J. Paul Bruton
Sacramento Battalion

Sgt. 1st Class Jeff Bettencourt enlisted in the Army in 1973, entering active duty service as an Airborne Ranger assigned to a combat team in Vicenza, Italy.

From 1973-79, he traveled throughout the world training Soldiers in foreign countries in military tactics. While he was sent by the United States to teach Army methods and strategies, he also got to train in the military courses and schools of the countries he visited. Bettencourt did have a break in service, working for 10 years as a paramedic in Sacramento, Calif., but he returned to the Army in 1989 and has been a Soldier ever since.

In a military career that now spans 36 years, Bettencourt has been to 27 different countries, attended five foreign airborne schools and attended several commando schools along with a half-dozen Army schools and trainings. However, the majority of his time in military service has been in the form of putting Soldiers into the Army as a recruiter. It's a job he's done well.

Over the past 17 years, Jeff Bettencourt has helped between 750 and 1,000 young men and women join the Army. But it is not just other families that Bettencourt wants to see serve in the military. Bettencourt said he believes that everyone should serve their country. And that includes his own family members.

"Whether it's active or reserve duty — Army, Marines, Air Force — I don't care. Each branch has its own positive aspects. I just think it's every person's responsibility to serve their country," said Bettencourt.

Currently a full-time Army Reserve recruiter for the Army Reserve in Modesto, Calif., Bettencourt not only recruited his own son in 2004, but is now training him to be a fellow recruiter.

When he was 18, Cpl. Brent Bettencourt told his father that



COURTESY PHOTO

Sgt. 1st Class Jeff Bettencourt and son, Cpl. Brent Bettencourt.

he wanted to become a military policeman in the Army Reserve.

Jeff Bettencourt said he didn't hesitate to do his best to help Brent get the Army job he wanted, because that is one of the secrets to his success in recruiting — helping people get the military job they ask for.

"Well, I have three sources of help," said Jeff Bettencourt. "The biggest gun I've got is the man upstairs — I call him that, other people call him 'God.' I have my family that helps me get recruits, and the Soldiers I put in — since I've helped them — they refer their family, friends, brothers and sisters."

With five years of military service under his belt, 23-year-old Brent was asked if he wanted to take on the job of recruiter. After talking it over with his father, Brent volunteered for the duty and is now stationed at Ceres Station.

And when Jeff Bettencourt said he believes everyone should serve, he wasn't playing favorites, either. One of his daughters, 29-year-old Maurisa Blackmon, just graduated from the University of California. She joined the Army as an officer on July 14.



Dental student Chris Chang gives his impressions of Army school benefits to ABC7 reporter, Lisa Hernandez.

of Dentistry Dental Corps Health Professions Scholarship Program (HPSP) graduates. The dental school assistant dean and Sgt. 1st Class Hyun Kim of the Culver City Medical Recruiting Station participated in the event at the University Dental School campus. Kim provided an overview of benefits available in the program.

Reporter Lisa Hernandez began the interview by mentioning that 10 USC Dental School students have applied for the Army's HPSP program. Four HPSP graduates were interviewed and asked about their reasons for applying. Elizabeth Congiu, Jarom Burbank, Kenneth Hussey and Chris Chang all talked about

the advantage of graduating from dental school debt free, in addition to their reasons for wanting to serve their country.

Dr. Sigmund Abelson, the USC Dental School assistant dean, highly praised the Army's HPSP program as a great opportunity for dental students to gain valuable on-the-job experience and further their education in various settings. He also mentioned the financial benefits of the program were a definite bonus.

Weber Shandwick Worldwide coordinated the event with the USC Communications Director and Office of Public Relations and Marketing to generate public awareness of the opportunities available in the Army Medical Corps. This was a huge opportunity to gain free advertising about the HPSP program.

Dental Students Applaud Army Opportunity

Story and photo by Karon Ballance
6th Medical Recruiting Battalion

On May 13, ABC7 News Los Angeles conducted a television interview of four University of Southern California School

Vo-tech Seniors Meet for Gridiron Action

Story and photo by David L. Watson
New England Battalion

High school seniors representing 18 Massachusetts vocational-technical schools met June 27 at the campus of the Greater New Bedford Vocational-Technical High School for the Second Annual Massachusetts Vocational Senior Bowl.

As several hundred spectators looked on, U.S. Army Reserve Ambassador Ted Sarandis (Mass.), officiated the coin toss, which was won by the West team.

Though the West team put up a valiant effort, the East team managed the win.

During the half-time break and following a spectacular show put on by the Spirit of America Field Band, 15 Future Soldiers took the enlistment oath for the U.S. Army. Two of the Future Soldiers, Chris Wheeler and Ray Tobin — both from North Shore Technical High School — played for the East team.

After the final whistle was blown, and both teams had shaken hands, Sarandis and Cpt. John P. Roder, South Shore Recruiting Company Commander awarded the Most Valuable Player trophies to the top four players and presented the Governor William L. Douglas Trophy to the East team.

The trophy was so named to honor the 42nd governor of Massachusetts. It was the vision of Douglas that led to the development of vocational-technical schools within the commonwealth some 100 years ago.

When Roder and David Currid, head coach of Cape Cod Regional Technical High School, sat down to develop the concept for the event, they determined that its primary purpose would be to honor the precepts of leadership, teamwork and integrity.

“Last year was the first game and we wanted to honor the legacy of Governor Williams — this was the best way to do it,” said Currid.

“The spirit of the selection process is to reward senior football players who have for their entire high school career developed into role models

and are the future leaders of their communities.”

“Coaches nominate players from their school based not just on athletic ability or scholarship, but also on their leadership and teamwork within their respective schools and their involvement within their communities,” said Currid.

“The United States Army and vocational technical schools are a perfect match-up,” said Roder. “The Army can take students that have studied particular skills such as carpentry or plumbing and match them up with the same skill job in the Army or Army Reserve.”

“This is a worthwhile event that covers many aspects of recruiting,” said Roder. “We are utilizing battalion assets to build and influence community relationships, while recognizing the accomplishments of worthy high school students.”

“The intent is to move the event to the western half of the state so we can increase the involvement of students out to the far reaches of the state,” said Roder. “It is an event that will continue to grow every year — one that students, families, communities and the Army can celebrate together.”

In addition to South Shore Company, the event was supported by Soldiers from North Shore, Boston and Rhode Island Recruiting Companies and the Albany Recruiting Battalion.



Massachusetts Army Reserve Ambassador Ted Sarandis speaks with one of 16 Future Soldiers who had just taken their enlistment oaths during the half-time break of the 2nd Annual Massachusetts Vocational Senior Bowl at the Greater New Bedford Vocational-Technical High School in New Bedford, Mass.

The Rough Rider Challenge

Story and photo by Christopher Chang
Los Angeles Battalion

The Los Angeles Battalion “Rough Riders,” hosted their semi-annual Rough Rider Challenge at Balboa Park, located in Encino, Calif., May 9. The Future Soldier Function is one of L.A. Battalion’s biggest and most anticipated events. The event emphasizes the concepts of team-building and basic Soldier skills, which each Future Soldier will encounter once in basic training. Apart from soldierly tasks, it’s an opportunity for families and each company to get together and have a good time.

The battle for Future Soldier supremacy started early with the Army Physical Fitness Test. Future Soldiers scrambled to knock out as many push-ups and sit-ups as possible to earn an early promotion before basic training.

“The station commanders and recruiters really look forward to this event, and go in it to win it!” said 1st Sgt. Gregory McNeill, Covina Company’s top enlisted Soldier.

Opportunities for promotions and to challenge the Future Soldiers’ physical abilities in a competitive atmosphere help improve Future Soldier retention. As most Future Soldiers don’t ship for several months, it’s important to have them engaged in activities that will continue to spark their motivation to enlist, as well as maintain their recruiter/mentor relationship.

After the APFT, Future Soldiers representing each company competed in the very motivating rucksack relay. Recruiters and Future Soldiers alike ran the course with the same competitive spirit you would find in the Army.

“Some Future Soldiers challenged me to a ruck run,” said McNeill. “I was very impressed.”

Events like this help Future Soldiers realize their potential and willingness to compete and succeed in something they never thought they could accomplish before. It’s a great tool in shaping Future Soldiers mentally, and preparing them for the ultimate challenge of becoming a Soldier.

“We need to ensure our Future Soldiers are prepared,” said Lt. Col. Somport Jongwatana, L.A. battalion commander. “It is our job to make their transition from civilians to Soldiers as smooth as possible.”

One of the more interesting events showcased this year, was the grenade assault course. Headed by San Fernando Company, Future Soldiers executed the event by lobbing water balloons simulating grenades at various stationary targets. As the day



Sgt. Kenny Tran of Azusa Station motivates Future Soldier Patricia Ramirez during a run at the Rough Rider Future Soldier event May 9. Ramirez ships this month.

progressed, the temperatures rose and the sweat came pouring down. Future Soldiers got their first lesson on staying hydrated and because of oversight from everyone in the battalion, we had no injuries or heat casualties.

“Command emphasis and leaders embracing ownership of the health of their Future Soldier pool contributed greatly to our success at the Future Soldier function,” said Capt. Chanyang Shin, Covina company commander.

Hyundai, one of the Army’s PaYS partners, attended the event and provided information on the program and brought out their new Hyundai Accent to showcase at the event.

In addition, a local pop station provided music with their radio van and also gave away tickets, posters and T-shirts to the Future Soldiers. One of the bigger prizes available to Future Soldiers was tickets to one of L.A.’s biggest music events, “Wango Tango.” The tickets were awarded to Future Soldiers from the company that provided the most referrals.

Overall the Rough Rider Challenge was a success, boasting over 400 Future Soldiers, and continues to be the strongest of the Los Angeles Battalion’s functions. Having involvement from the entire echelon proves to be a successful team-building process. The esprit de corps becomes stronger, and Future Soldier involvement provides higher retention numbers. The challenge to stay on top is ever growing, but with the hard work and diligence of recruiters and the support of their families, mission success is always possible.

Travel Card Now Option for PCS Expenses

By Rob McIlvaine
FMWRC Public Affairs

The individually billed travel charge card (GTCC) can now be used for relocation expenses,” said John Argodale, deputy assistant Secretary of the Army, Financial Operations.

Charges for transportation, lodging, meals, temporary quarters subsistence expense and house-hunting approved expenses are authorized. Participants whose accounts are

open and current at time of registration and agency program coordinators can obtain travel advances using their GTCC in the form of ATM, cash and manual cash disbursements.

In addition, the credit limit can be increased and cardholders can enjoy a longer bill-pay period.

The new temporary credit limit will activate on the PCS status start date and return to the assigned credit limit on the PCS end date.

The program is expected to increase the rebates to the government and reduce travelers’ dependency on their personal funds. The GTCC balance must be paid by the PCS end date plus 30 days.

Gates Calls for Increase of 22,000 Soldiers

By John J. Kruzal
American Forces Press Service

Defense Secretary Robert M. Gates announced July 20 plans to add up to 22,000 soldiers to the U.S. Army’s ranks.

The plus-up of active duty troops will take the Army from 547,000 to 569,000 forces in what Gates characterized as a temporary increase of the Army’s “end strength” for three fiscal years.

“This is an important and necessary step to ensure that we continue to properly support the needs of our commanders in the field while providing relief for our current force and their families,” the secretary told reporters during a Pentagon news conference.

Gates pointed to escalating violence in Afghanistan and an added U.S. presence there, political turmoil in Pakistan and elimination of the so-called “stop-loss” policy of involuntarily extending a Soldier’s length of service as reasons behind the decision.

“The cumulative effect of these factors is that the Army faces a period where its ability to continue to deploy combat units at acceptable ‘fill rates’ is at risk,” he said. “Based on current deployment estimates, this is a temporary challenge which will peak in the coming year and abate over the course of the next three years.”

Some 130,000 American forces are in Iraq and 58,000 are in Afghanistan, where an influx of deploying troops will bring

the number to 68,000 by the end of this year, defense officials said.

“These additional forces will be used to ensure that our deploying units are properly manned, and not to create new combat formations,” the defense secretary said, adding that the decision was made after consulting with the Army’s top military and civilian leadership and with the backing of President Barack Obama.

Gates, who has described the defense budget as “zero sum,” said the cost of the Army increase would be absorbed in funding already allocated in the budget for the next two fiscal years.

“We will take that money from someplace that isn’t as high a priority as [adding] more Soldiers and taking some additional steps to relieve the stress on the force,” he said. “This is a very high priority.”

Navy Adm. Mike Mullen, chairman of the Joint Chiefs of Staff, appeared alongside Gates today, and also weighed in on the decision.

“I’ve grown increasingly concerned over the last year and a half about stress on the force and our ability to meet the demands out there,” he said.

“This temporary increase helps us address that concern. It will also help us get a better handle on [time at home between deployments] and boost the number of people we can deploy with the capabilities our commanders most need.”

Active Army Mission Changes to 70,000

Recruiting Command was issued a revised Regular Army accession mission for FY 09 as a result of the Secretary of Defense’s approval of an active Army temporary end-strength increase.

“We will begin implementing the temporary end-strength growth immediately by adjusting recruiting and retention missions. This will begin to improve unit readiness by January 2010, as the first Soldiers complete initial training. The majority of the temporary end-strength will be enlisted growth, but some force shaping will take place in the officer ranks,” according to Army Chief of Staff Gen. George W. Casey Jr., in a July 20 CSA Sends message.

The active Army enlisted accession mission has been revised from 65,000 to 70,000.

All Future Soldiers in the Future Soldier Training Program who are scheduled for an active duty accession on or after Oct. 1, 2009, may volunteer to renegotiate to ship this fiscal year.

At the time of publication, FY 2010 mission requirements were still being worked with Department of the Army and Accessions Command.

CSM Now Commandant of Sergeants Major Academy

By Sgt. Jason Stadel
16th MPAD

For the first time in the history of the U.S. Army Sergeants Major Academy, an NCO now leads the premier school for enlisted Soldiers.

Command Sg. Maj. Raymond Chandler became the 19th commandant of USASMA during a ceremony June 29 at East Fort Bliss. He was previously the academy's command sergeant major.

"There is a tremendous amount of pride being the first commandant of the Sergeants Major Academy as a noncommissioned officer," said Chandler. "It's also a very humbling experience because we develop NCOs based on performance and potential."

Colonel Donald Gentry, who relinquished command to Chandler, was the last officer to be the academy's commandant.

Brigadier Gen. Edward Cardon, deputy commandant of the Command and General Staff College, Combined Arms Center at Fort Leavenworth, Kan., said the time is right for a command sergeant major to take over the job as commandant due to the high level of leadership and responsibility given to NCOs.

"We have the greatest noncommissioned officers corps we've ever had," Cardon said. "You can look at how many people study our noncommissioned officer corps from all around the world, and it tells you we have something special."

USASMA was the only noncommissioned officer education system school that was led by a commissioned officer. Since 9/11, the role of the NCO has become more self-sustaining, said Chandler.

"I think the noncommissioned officers corps has gone through tremendous changes...especially in the area of responsibility and working autonomously without an officer present," Chandler said.

The ceremony was attended by retired Army Sgt. Maj. William O. Wooldridge, the first Sergeant Major of the Army.



Secretary of the Army Pete Geren receives a plaque featuring the Army's Noncommissioned Officer Creed from Sgt. Maj. of the Army Kenneth O. Preston, during a ceremony honoring Geren July 16 at the Pentagon.

Outgoing Secretary Lauds Soldiers, Families, NCOs

Story and photo by C. Todd Lopez
Army News Service

In his last days as the Army's 20th secretary, Pete Geren opened up about issues he faced during his tenure, including the challenge of an ongoing war, advancing medical care for Soldiers, and the importance of families.

Secretary of the Army Pete Geren took office March 9, 2007, in the midst of two wars: one in Iraq and one in Afghanistan.

Geren said that the Army's performance in those wars is noteworthy because those conflicts are the longest wars the Army has ever fought using an all-volunteer force.

"Most people never believed you could conduct an extended war with an all-volunteer force — and the extraordinary Soldiers and families we have, have proven those people wrong," he said.

During that time, Soldiers have remained committed to the fight and their families have remained supportive of their Soldiers. Geren said in the future, Americans will look back and remember those sacrifices.

"When we look over the last eight years, that's what people will remember most about the Army — how our Army stepped up and responded to the challenge of our nation at war," he said. "Our Soldiers have responded with great

distinction, as have their families."

During his time as secretary, Geren developed programs like the Army Family Covenant, the Army Community Covenant and Warrior Transition Units. He also was responsible for directing Army and national attention to the contributions of noncommissioned officers by designating 2009 as The Year of the NCO.

"We are halfway through the year now and I hope the NCOs understand how much we appreciate what they do," he said.

Despite his contributions to the Army while serving as its secretary, Geren remains humble.

"I'm one of many people working with the Army to support all these various initiatives. I consider this opportunity I've had to work with the Army, with Soldiers and civilians and Army families, to really be the most rewarding period in my life."

President Barack Obama recently announced his selection of the next Army secretary, Rep. John M. McHugh of New York. Geren said he has been friends with McHugh for a long time.

"He brings tremendous experience to the job," Geren said. "I was very excited for him and for the Army when the president made the choice he did. My successor brings more experience to this job than I brought to the job. He's going to hit the ground running."

1. What USAREC form will guidance counselors ensure all DEP and DTP members are issued after they swear in at the MEPS?

- a. USAREC Form 541
- b. USAREC Form 512
- c. USAREC Form 1134
- d. None of the above

2. Only recruiters, military and DoD guests, and DEP and DTP members [Future Soldiers] and their non-military or non-DOD guests are authorized funded meals and/or snacks at DEP and DTP [FSTP] functions.

- a. True
- b. False

3. How many days out must a station commander contact a DEP or DTP member [Future Soldier] prior to his/her active duty date?

- a. 60
- b. 45
- c. 75
- d. 90

4. What form transfers ownership responsibility of a DEP or DTP [Future Soldier]?

- a. USAREC Form 512
- b. USAREC Form 1134
- c. USAREC Form 994
- d. USAREC Form 991

5. The command goal is to limit DEP [Future Soldier] losses to no more than ____ of RA gross contracts.

- a. 8%
- b. 10%
- c. 12%
- d. None of the above

6. Within how many days of discovery must the battalion executive officer be notified of a recruiting impropriety (RI) allegation or suspected impropriety (SI)?

- a. 5 working days
- b. 1 calendar day
- c. 3 working days
- d. 7 calendar days

7. What regulation governs recruiting improprieties?

- a. USAREC Reg. 601-56
- b. USAREC Reg. 601-45
- c. USAREC Reg. 601-95
- d. DA Reg. 601-210

8. Today is June 25, 2009, I have a 62 AFQT, and I enlisted for MOS 11X for five years. What is the maximum bonus and Army College Fund combination that I may receive?

- a. \$4,000+78K ACF
- b. \$10,000+78K ACF
- c. \$10,000+81K ACF
- d. Bonus and ACF cannot be combined for this MOS

9. The hi-grad bonus is available to _____.

- a. Officer Candidate School and Warrant Officer Flight Training enlistees
- b. "Blue to Green" Applicants
- c. PS, RC to AC enlistments
- d. NPS/DOS

10. When a Future Soldier is transferred to another recruiter, the gaining recruiter must accept ownership responsibility.

- a. True
- b. False

11. Which of the following is not an authorized expense when submitting a claim against the recruiter expense allowance (REA)?

- a. Newspaper ads
- b. Parking fees
- c. Developing film for OCS or WOFT packet
- d. Admission costs to community functions

12. No person shall operate a GOV who has consumed an intoxicating beverage or controlled substance within ____ hours.

- a. 6
- b. 8
- c. 12
- d. 24

Answers

1. c. Reference: USAREC Regulation 601-95, para. 1-4 j (1)
2. a. USAREC Reg. 601-95, para. 6-3 a
3. a. USAREC Reg. 601-95, para. 1-4 l (6)
4. d. USAREC Reg. 601-95 pg 4 para. 2-1 b
5. b. USAREC Reg. 601-95 pg 6 para. 3-1 b
6. c. USAREC Reg. 901-45, para. 3-2 c
7. b. USAREC Reg. 601-45
8. a. USAREC Message 09-129 para. 17
9. d. USAREC Message 09-129 para. 7a
10. b. USAREC Reg. 601-95, para. 2-1 b (1)
11. d. USAREC Reg. 37-12, para. 4-8a (5)
12. b. USAREC Reg. 700-5, para. 2-8a

Gold Badges



JUNE 2009

ALBANY

SSG Christine Dezonie
SGT Matthew Commins
SGT Richard Lower

ATLANTA

SSG Seth Collins
SSG Eddie Grissett
SSG Martin Krietzner
SSG Sean Williams
SSG William Youngblood
SGT Christopher Gravely
SGT Anuar Kiuhan
SGT Marcos Lopez
SGT Fidiqua Morant
SGT Marco Scialdo

BALTIMORE

SSG Michael Boyle
SSG Donald Tingle
SGT Edward Tomago

COLUMBUS

SSG Maurice Corner
SGT Richard Chall

DENVER

SFC Jerrode Miller
SFC Christopher Nolan
SFC Robert Rogers
SFC Carlos Sepulveda-Torres
SSG David Beatty
SSG Franklin Bolin
SSG Adalberto Derivasrespeto
SSG Jeremy Heitz
SSG Robert Laurendine
SSG Martin Peerson
SSG Jason Trahan
SSG Scott Wesemann
SGT Joshua Armstrong
SGT Brandon Cessna
SGT William Marley III
SGT Bradley Murphy
SGT Charles Payne
SGT Jedediah Remmey
SGT Shawn Shannon
SGT Billy Smith
SGT William Thomas
SPC John Hecht
CPL Jessica Mares

GREAT LAKES

SFC Garrett Williams
SSG Richard Donley
SSG Jason Locke
SSG Joseph Marshall
SSG Jonathan Ruiz
SSG Jonathan Stoetzer
SSG John Zdral
SGT Marcus Niter
SGT Jonathan Pickett
SGT Robert Taylor

HOUSTON

SSG Heriberto Rodriguez
SSG Merrie Santana

JACKSONVILLE

SFC Preston Thomas
SSG John Frey
SSG Kevin Hunter
SSG Kevin Lowery
SGT Antonio Guerrero
SGT Michael Rumbaugh

MID ATLANTIC

SSG Steven Beisner
SSG Song Kim
SSG Walter Melendez
SSG Ferdinand Vergara
SSG Dawayne West

MILWAUKEE

SSG Nathan Guzman
SSG Doak Tackett
SSG John Vuksinic
SGT Albert Elliot
SGT Olivia Goff
SGT Anthony Oakley
SGT Justin Stuckart
SGT Kevin Weyler

MINNEAPOLIS

SFC Thomas Frantz
SSG Chad Burch
SSG Michael Lawson
SSG Jonathan Marshall
SSG Juan Reyesmoreno
SSG Jared Seiler
SSG Travis Shultz
SGT Clayton Cowdin
SGT Jennifer Martin
SGT Adam McNicol
SGT Shawn Torgerson

MONTGOMERY

SFC John Head
SSG Melissa Charland
SGT Christopher Pierrot

NASHVILLE

SSG Vincent Dunlap
SGT Stephanie McKee

NEW YORK CITY

SFC David Ayuso
SSG Moon Choy
SSG Pablo Valdezmartinez
SGT Jessie Carmona
SGT Jeffrey Cook
SGT Jose Pimentel
SGT Whitney Taylor

OKLAHOMA CITY

SSG Bobby Easterwood
SSG Conrad Kruse
SSG Trevor Simpson
SSG William Teale
SGT Todd Lopata

RALEIGH

SFC Nathaniel Evans
SFC Eddie Hughey
SSG Wendi Crawford
SSG Gordon Dowden
SSG James Medina
SSG Mark Schad
SGT Troy Carter
SGT Bryan Osborne

SAN ANTONIO

SFC Carlos Diaz
SFC Hector Gutierrez
SFC Marcus Johnson
SSG Fidel Balderrama
SSG David Granado
SSG Christopher Kight
SSG Milton Ramos
SSG Omar Valdez
SGT Eric Terry

SOUTHERN CALIFORNIA

SFC Robert McKine
SSG Seth Niles
SSG Jesse Sanchez
SGT Chicascacao Ruben
SGT Michael Duffy
SGT Roberto Ordonez

TAMPA

SFC Jerry Stewart
SSG Michael Barze
SSG Serena Barze
SSG Michael Bennett
SSG Benita Moise
SSG James Partin
SSG Peter Raba
SSG Tina Robinson
SSG Pedro Gonzalez-Soria
SSG Robert Stebbins
SSG Kai Teetz
SGT Walter Brown
SGT Darren Jefferson
SGT Lateral Johnson
SGT Armando Matias
SGT Jose Velazquez
CPL Christopher Schairer



Rings



JUNE 2009

ALBANY

SSG Daniel Correll
SSG Michael Cowles
SSG Brian Cunningham
SSG Christopher Miller
SSG Adam Ybarra

ATLANTA

SFC Frederick McMurtry
SSG David Goins
SSG Victor Hudson
SSG Brenden Macdonald

BALTIMORE

SFC Joshua Bolles
SFC Sean Fullard
SFC Kenneth Green
SSG Garth Landis

BATON ROUGE

SSG Bobby Arnold
SSG Vernell Butler
SSG Charles Davis
SSG Kenneth Lanaux
SSG Victor Williams

CHICAGO

SSG Nichole Alcantar
SSG Gary Farley
SSG Charista Williams

CLEVELAND

SFC Damon Johnson

COLUMBIA

SFC Gregory Cooley Jr.
SFC Augustin Robinson
SFC Michael Watkins
SFC Shannon West
SSG Robert Burky
SSG Xerxes Bailey
SSG Christopher Farmer
SSG Angela Freeman
SSG Kelvin Loveless
SSG Philip Charles
SSG Ethan Richards
SSG Victor Turnipseed
SSG Shareika Yates
SGT Amanda Colon
CPL Terrika Span

COLUMBUS

SFC Donyet Barnes
SSG Aaron Compton
SGT Daniel Pearson

FRESNO

SFC Angel Dejesusandujar
SFC Jason Peach
SSG Terry Asbridge Jr.

GREAT LAKES

SFC Cassandra Whitman
SSG Lance Gulick
SSG Gregory Heaslip
SSG Justin Randles
SSG Timothy Roberts

HOUSTON

SFC Allen Sistrunk
SSG Eric Hennesey
SSG Wesley Mohon
CPL Chantz Humphreys

INDIANAPOLIS

SFC Timothy Greenfield
SSG Eric Goody

JACKSONVILLE

SFC Kristy Frandsen
SFC Steven Mollnhauer
SGT Luis Alvarezveguilla
SGT Eric Bicksler

KANSAS CITY

SGT Randall Cottner

LAS VEGAS

CPT Erik Johnson

LOS ANGELES

SFC Curtis Hines
SFC Daniel Perales
SSG Carlos Dubon
SSG Bobby Johnson Jr.
SSG Do Kim
SSG Sovan Tea

MIAMI

SFC Raico Dozier
SFC Luis Escribano
SFC Israel Rodriguez
SSG Jose Gomez

MID ATLANTIC

SFC Emanuel Myers
SSG Edgelbert Alvarado
SSG Joseph Henao
SSG Joseph Torriero

MINNEAPOLIS

SFC Richard Brown
SFC Nathaniel Rogers
SSG Kurt Curtis
SSG Matthew Hatfield
SSG Christopher Mathias
SSG Ryan Quinn
SSG Andrew Simer
SSG Daniel Stroupe
SSG John Talley
SSG Ric Wilcher Jr.
SGT Eric Conzett

MONTGOMERY

MSG Jorge Calderon
SFC Bernice Beegle
SSG Jacques Andrews
SSG Carl Blackmon Jr.
SSG Delroy Petgrave

1ST MRB

CPT Anthony Groff
CPT Brett Phillips
SFC Otis Lawrence

NEW ENGLAND

SFC Joel Babb
SFC Martin Rodriguez
SSG David Huntington
SSG John Joyce
SSG Timothy Williams

NEW YORK CITY

SFC Sean Francis
SFC Bruce Johnson
SFC Jewel Knight
SSG Stephane Lapeine
SSG Milton Morales
SGT Louie Herschtein

OKLAHOMA CITY

SFC William Kennedy
SSG Myrthil Bruno
SSG Jason Rhodes
SGT Terrance Chiles

PHOENIX

SFC Jennifer Francis
SFC Michael Fredgren
SFC Justin King
SSG Michael Hudson
SGT Thomas Harvey
SGT Jacob Kendall
SGT Michael Maggio

PORTLAND

SFC Lorena Hammond
SSG Bryan Bigham

SACRAMENTO

SFC Christopher Murphy

SAN ANTONIO

SSG Pedro Sanchez Jr.
SGT Rodrigo Lara

SEATTLE

SFC Jason Dalton
SSG Patrick Chadwick III
SSG Yolisma Chiellini
SSG Enrique Merrell
SSG Clayton Sumner

SORB

SFC Daniel White

SOUTHERN CALIFORNIA

SSG Cesar Blake
SSG Christopher Ingram

SYRACUSE

SFC Keith Lee
SFC Milton Smith

TAMPA

SFC Jose Quinones-Acosta
SSG Joshua Billings
SGT Daniel Fields
SGT Juan Mercado
SGT Tommy Ricks III

Morrell Awards



JUNE 2009

ALBANY

SFC Matthew Hoffman
SFC Kenneth Muise Jr.

ATLANTA

SFC Johnathan Davis

BALTIMORE

SFC Patrick Norman
SSG Michael Alley Jr.
SSG Devin Duckworth
SSG George White Jr.

BATON ROUGE

SFC Richard Conerly Jr.
SFC Sharon Lyons

CHICAGO

SFC Carlos Lopez
SFC Jeffrey Priest

COLUMBIA

SSG Marlon Bates
SSG Kirk Ronald

COLUMBUS

SFC Joseph Casey
SSG Terry Douglas
SSG Jacob Hackney

GREAT LAKES

SFC Samuel Bills
SFC John Howe
SFC Roger Tkaczyk
SSG Jonathan Cargile
SSG Deryl Deveau
SSG Steven Evans
SSG Kenneth Johnson
SSG Drew Kwiatkowski
SGT Kristopher Walters

HARRISBURG

SSG Melonie Cyr

HOUSTON

SFC Neil Ashley
SFC Juan Hernandez
SSG Thomas Elkins
SSG Aaron Given
SSG Jordan Stepp

INDIANAPOLIS

SFC John Adams
SSG Marcus Bishop

JACKSONVILLE

SFC Lloyd Byrd
SFC Jacqueline Crutchfield
SFC Bernard Jackson
SFC Anthony Simmons
SSG Patrick Burnish
SSG Carlesta Hurd
SSG Ming Niu
SSG Randy Rhoden
SSG Louis Whaley Jr.

LOS ANGELES

SSG Dong Jung

MIAMI

SFC Larry Beckham

MID ATLANTIC

SFC Norman King

MILWAUKEE

SFC Bryan Foster

MINNEAPOLIS

SFC William Bryan
SFC Martin Dillon
SFC Mark More
SFC Humphrey Vives
SSG Scott Mackedanz
SSG Brian Marney
SSG Michael Whittler Jr.

MONTGOMERY

SSG Christopher Oneal

1ST MRB

SFC Gurmeet Grewal
SFC Joseph Longo
SFC Daniel Lucas Jr.
SFC Christopher Moore
SFC Virginia Webb

5TH MRB

MAJ Rosa Rodriguez
SFC Daniel Davis
SFC Daniel Fernandez

NEW ENGLAND

SFC James Hilton
SFC Justin Kitchin
SSG Jon Paul Guinn

NEW YORK CITY

SFC McKinley Knight
SFC James Latella
SSG Scott Laczynski

OKLAHOMA CITY

SFC Kelly Burks
SFC William Catron
SSG Christopher Kent

PORTLAND

SSG Kevin Johnston

SAN ANTONIO

SFC Alejandro Garcia

SOUTHERN CALIFORNIA

SSG Raul Ortiz

SORB

SSG Danny Soto

TAMPA

SFC Michael Driggers
SFC Eric Flores
SFC Robert Morehouse
SSG Ramell Boyd
SSG Abdou Camarda
SSG David Dupont
SSG Michael Mills
SSG Blondie Demosthene-Victor

PHOENIX

SFC Patrick Casey
SFC Lisa Clare
SFC Franklin James
SSG Christian Hernandez
SSG Kristopher Lundien
SSG Luis Orozco Jr.
SSG Danny Thomas
SGT Joannie Bonilla

SALUTES

PHASE LINE SUCCESS



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Brigade

June Fiscal Year 2009

Top Large Station

Fredericksburg
Baltimore

Valdosta
Jacksonville

Grand Forks
Minneapolis

Westridge
Phoenix

Everett
Seattle

San Jose
6th Medical Battalion

Top Small Station

Cranberry
Harrisburg

Whiteville
Raleigh

Franklin
Nashville

Council Bluffs
Denver

Gillette
Salt Lake City

Newburgh MRS
1st Medical Battalion

Top Company

Metro
New York City

Jupiter
Miami

Nashville
Nashville

Lewisville
Dallas

Vancouver
Portland

New York City MRC
1st Medical Battalion

Top Battalion

None

Atlanta

Columbus

Phoenix

Salt Lake City

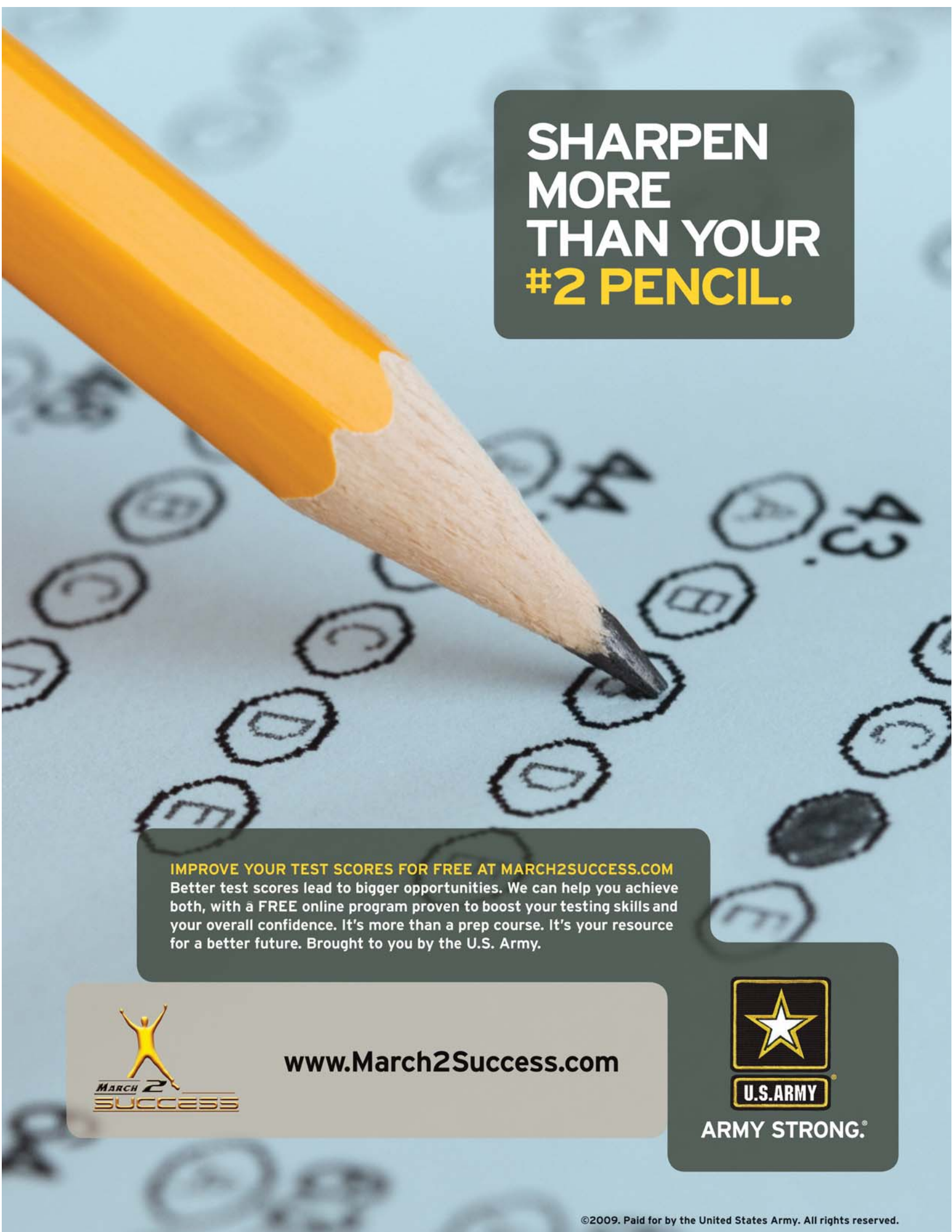
6th Medical Battalion

Top Brigade

None

JOYCEKNIGHT





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