

RECRUITER

United States Army Recruiting Command

December 2006

Journal



**REFERRAL BONUS
INCREASES TO \$2,000**

page 16

RECRUITER Journal

U.S. Army Recruiting Command

December 2006
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Commanding General

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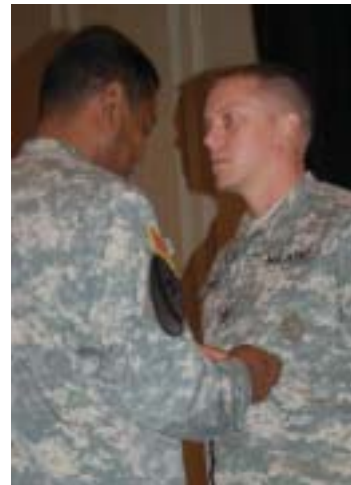
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There's Much to Be Thankful for This Holiday Season

As we close out 2006, we have so much to be thankful for in our Army and our nation. You recruited more than 106,000 Soldiers into the Active and Reserve Components of our Army. An increase of more than 13,000 Soldiers from last year. An incredible achievement. The young men and women you recruited are courageously serving their country, many in harm's way, in challenging assignments such as Iraq and Afghanistan. They all serve knowing that they are part of something important, something that is honorable and true. They make us all very proud.

Soldiers are blessed to have the support of the American people. This support, combined with the pride that Soldiers have in their service, has caused them to re-enlist in record numbers. The re-enlistment rate for the Army was more than 100 percent and those deployed to Iraq re-enlisted at rates more than 125 percent. Again, our recruiters can be very proud that they recruited the right Soldiers who value their service and are electing to remain with the team. These re-enlistment rates send a strong message to those concerned about potentially serving in combat. Even those serving in Iraq feel well trained, equipped and led; they are proud of their service, and they are willing to continue their commitment to the nation.

Here in USAREC, we have a great team of Soldiers, civilians and family members who have worked together to achieve incredible results during the most challenging of times. Your winning attitude, Warrior Ethos and teamwork make you all winners. Your families have been key to our success. We know that without their support, much of what we do each day would not be possible.

One of the greatest strengths of this command is that we have more than 8,400 recruiters telling their story to the American public. To help tell your story, each of you should carry the USAREC key messages with you at all times. It will help you tell the story and keep the facts straight. Share these messages with community leaders, teachers, veterans, Civilian Aides to the Secretary of the Army, Reserve Ambassadors, and other influencers. By using the monthly key messages posted to the G5 Portal, we can tell the right story in a consistent manner across the country.



Maj. Gen. Thomas P. Bostick

Each Soldier we recruit has a story. Some have unbelievable stories to tell. Most Americans do not realize how educated our Army is — 100 percent high school diploma graduates or equivalent (GED, home school.) In FY 06 more than 3,700 Soldiers enlisted with a bachelor's degree, more than 230 with a master's degree, and more than 23 with a Ph.D. or professional degree. This is an unbelievable message to share with America.

Those new Soldiers enlisting in the over 40-age group have been superstars. Each one seems to have a different story to tell about why they have chosen to serve. The story I hear most often is that, "I had always wanted to serve my country but somehow the timing was never right." We have had moms/dads and sons/daughters enlist together under the expanded age limits. I received a letter from a mother who wanted to thank a group of our Soldiers for helping her and her son. As a single mother, she felt that the Army changed their lives. She wrote that "we have finally become the family unit we always wanted to be — open, honest, working together and being positive. And we found it in the most unlikely place — through the U.S. Army." She went on to thank me for the work of our recruiters to whom she credits with her son's graduating from high school and earning his Eagle Scout. When she tried to thank the recruiters with a thank you dinner, they would not take anything because they felt they were just doing their jobs. We have much to be thankful for.

I hope that each of you will have time to enjoy a happy and safe holiday season with family and friends. Your hard work has helped our Army and our nation immensely. As we celebrate our time together, we do so knowing that there are Soldiers on point for the nation, perhaps in harm's way, separated from family and friends, proudly fighting for the freedoms that we enjoy this special holiday season. All of these Soldiers volunteered to serve their country knowing full well that they might deploy into combat one day. They are a part of a small group of Americans who proudly wear the uniform as Soldiers of the United States Army, and we keep each of them in our prayers for a safe return home to their loved ones.

Thank you for all that you do. Army Strong!

Is Your Foundation on Solid Ground?

Greetings fellow warriors and professionals! In this article I want to address a subject that, in my opinion, is of vital importance to the credibility and very essence of this command. As you all know, the United States Army Recruiting Command is charged with providing the strength for the greatest Army the world has ever known.

Despite the fact that our Army is in the midst of fighting an on-going Global War On Terrorism, you are expected to ensure our all-volunteer Army (all-recruited Army is a more accurate term!) remains just that — a fighting force comprised of willful volunteers dedicated to the defense of those ideals upon which our nation was founded. Tall order, isn't it? Roger that.

OK, admittedly your challenge is great but you have proven you are willing and capable of embracing that challenge and exceeding set standards within the GWOT environment. Lesser men and women would shy away from the hard work and dogged determination necessary to attain success. Just look at what you accomplished in FY 06! By now, you should have heard or read about the successes of this command over the past fiscal year so I won't expound on them in this article. Suffice it to say, "You done good!"

So now we set our sights on FY 07, a greater mission objective than the one assigned to you in FY 06. With this in mind, let me ask you one question, "Is your foundation on solid ground?" At this point, you are most likely asking yourself, "What does he mean by foundation?" Fair enough; here's your answer, bear with me.

For instance, when you retire or ETS from the Army, one of your first considerations may be that of purchasing or building a home for you and your family.

Before you sign that mortgage document, which will most likely represent the most significant financial transaction you have ever executed in your life, don't you think it would be wise to ensure that that house sits on solid ground? You would most likely hire an expert home inspector to verify that very concern.

In my opinion, a similar process must take place in the heart and mind of every Soldier in America's Army before he/she can set sights on the objective and strive to achieve mission success. Without having that solid foundation firmly in place, the Soldier stands a much greater chance of losing focus on that which he or she is expected to achieve — mission success.

There is a story written about a wise man who built his house upon a rock. And when the rains descended, the floods came and the winds blew upon that house, it fell not: for it was founded upon that rock.

The fact is that, as Soldiers, our foundation must, I say again, *must*, be firmly grounded in the Army Values. Yes, that's right, the qualities of loyalty – duty – respect – selfless service – honor – integrity – personal courage. That is our rock. Sounds fairly basic to those of us who have served for more than a few days doesn't it? Then again, all too often the most fundamental principles are also the ones we tend to take too much for granted. Here is the way I see it: If we, as Soldiers, as leaders, who are charged with the awesome responsibility of providing the strength for the world's most formidable fighting force, are not totally "sold out" to the absolute, unequivocal and unquestionable personification of these



Command Sgt. Maj. Martin Wells

seven precious commodities, we are like a ship without a rudder, with no direction nor hope of reaching our ultimate destination.

Without these values firmly embedded in our hearts and minds, we are destined to being mired in mediocrity and not operating at the true level of excellence to which we should all aspire and that is just flat-out unfair. It's unfair to our families, our fellow comrades, the Soldiers in our charge and our nation. They expect more from us and indeed they should.

Make no mistake about it, fellow warriors; we are Soldiers and leaders first! As such, these seven values must serve as the bedrock upon which everything else we accomplish must firmly stand. They are what I call "non-negotiable!"

I will continue sharing my thoughts on this subject in my January article because I consider it that important.

I would like to wish each and every Soldier, civil servant, contract employee and their families a very happy and blessed holiday season. You have all put forth a grand effort this past year and your accomplishments are truly noteworthy. You have truly earned the right to spend time with family and friends during this special time of year. Be safe and I wish each and every one of you a merry Christmas and happy new year!

Charlie Brown Responds to Adversity

'Merry Christmas, Charlie Brown'

It's Christmas time, and Lucy comes in where Charlie Brown is standing and says, "Merry Christmas, Charlie Brown. 'Tis the season of peace on Earth and good will toward men. Therefore, I suggest we forget all our differences and love one another."

Charlie Brown, whose face lights up at this, says, "That's wonderful, Lucy. I'm so glad you said that. But tell me, do we have to love each other only at this season of the year? Why can't we love each other all year long?"

Lucy retorts, "What are you, a fanatic or something?"

If we really get serious about Christmas, it seems that we're branded by the world as some kind of fanatic. Yet, this season is supposed to be a time of "peace on Earth, good will toward men."

How wonderful our homes could be, how wonderful our lives could be, how wonderful our world could be, if we really did put into practice the blessing of "peace on Earth, good will toward men."

This is not really that hard to do either. We all live with adversity throughout the year. It is how we deal with this adversity that determines our outlook on life and ultimately, determines our attitude about one another. I think there really is only one way to look at adversity. I would like to share with you this month four different ways to deal with adversity.

First, We Can Maximize the Adversity

We can exaggerate the crisis. We can blow it out of proportion and make the issues bigger than they actually are. This



Chaplain (Lt. Col.) Terry Whiteside

approach can be very damaging to relationships. With this type of response, we will overreact or over respond to situations that could have been handled in a less threatening manner.

Second, We Can Minimize It

In this response, we tend to understate the crisis. We tend to "blow it off" as though it is unimportant. This is dangerous though because in the end, it can come back to "bite us."

Third, We Can Advertise the Adversity

We do our enemies' homework for them in this response. Someone once said that when we stand up and tell people all our bad news, we are doing a gossip's job for them!

Fourth, and the Best Way, We Can Analyze It

But the best way to respond to adversity is to analyze it. We need to ask ourselves what are some lessons learned from this that can help us do better in the future.

By looking at adversity this way will help us to become knowledgeable of the people around us and strengthen us in helping others.

And at this time of year, we think once again, "Maybe it's not impossible. Maybe we really could have hearts filled with love. Maybe we really could be kind to each other, and not just once a year, but all year long." And this is my prayer for each of you this year.

A Mom Commends the Dubuque Station Recruiters

This letter, sent to Maj. Gen. Thomas P. Bostick, commanding general, U.S. Army Recruiting Command, is not the usual TWISI letter. It reflects a parent's view of her son's enlistment. Recruiters may e-mail TWISI@usarec.army.mil.

27 August 2006

I AM WRITING AS A PARENT of a young Soldier wishing to express my deep gratitude to the U.S. Army Recruiting Station, Unit No. 480 in Dubuque, Iowa. My son, Pvt. Schute, Christopher J., decided to enlist in the active U.S. Army in November 2005.

The sergeants at that time stationed in Dubuque were as follows:

Sgt. 1st Class Travis L. Jones, station commander

Sgt. 1st Class Shamus E. Shafer, Pvt. Schute's recruiter

Staff Sgt. Richard A. Littlefield

Staff Sgt. Thomas J. Davis

Sgt. Aaron J. Lincoln

Sgt. Jeffery Jarchow

Sgt. Juan A. Perez

As of this writing, Sgt. 1st Class Jones has moved to Memphis, Tenn., to teach recruiters. Sgt. Juchow is located at Fort Campbell, Ky. Sgt. 1st Class Shafer will leave Dubuque on Sept. 8 to go to Fort Bragg, N.C.

For each and every sergeant mentioned above, I commend them for being the person they are and representing and living the Army values. They have all been extremely important in my son's path to success as a Future Soldier and to both of us during that journey. But two sergeants stand out as key people to us: Sgt. 1st Class Shafer and Sgt. 1st Class Jones.

IDIVORCED IN JULY 1989. Christopher Schute is my only child. In the years to follow the divorce, we both worked hard at recognizing the dysfunctional life we lived while I was married, and to learn from it, making new lives for ourselves. Chris had the most difficult experiences in those teenage years. He received the help and support he (we) needed, challenging as it was. There were other teens and parents in similar situations, where they ended up parting lives before the child turned of age.

I felt it was my (single) parental

responsibility to raise Chris to the best of my ability. I stayed with him, supporting him throughout those hard times and continuing to express what was expected of him to be a productive and proud individual. Children are not disposable when times get tough.

The biggest challenge came when my son turned 18 years of age and starting his senior year of high school. He instantly became a "cocky know-it-all" teen! I could see him spinning out of control and going into a negative lifestyle again. I had actually given myself a deadline as to when I would legally expel my child out of my home! He would be on his own. He was of legal age, now! It was literally within hours of my announcement to him that a phone call saved his life.

A phone call came for Chris when he was gone. As in previous calls, it was a military recruiter asking to speak to Chris. The answer from me was always the same — "No!" then quickly hanging up the phone, not to hear another word. I had drilled it into my son's head for years he was to "never ever enter the military! Not even as a last resort! Stay away from that!"

AS IDREW IN MY BREATH TO once again proclaim, "no," I stopped. Chris was driving me absolutely crazy — he was not listening to mom. I was going to kick him out anyway. He's 19-years-old now — let him decide what he wants to do with his life! Besides, he'll hear what the Army has to say and agree with me.

Chris returned Sgt. 1st Class Shafer's phone call and an "interview" was set up. It was encouraged that parents come along! I went with him. In fact, I was early for the appointment, whereas my son totally forgot about the meeting!

Sgt. 1st Class Shafer and Sgt. 1st Class Jones took a lot of time with us explaining about the U.S. Army and its changes through the years.

We were advised to go home and discuss it (enlisting or not) and call back. There was no rush or deadline. Unknown to me, my son calls the next morning to obligate himself to the military and informed me later.

From November 2005 to June 2006, Chris made it, but not without a struggle. Every sergeant at the station knew Chris met all the qualifications to become a Soldier. But the path he chose in those months kept everyone busy.

There were times when I needed help and I knew of no one else to turn, except the recruiting station! I received the assistance from those sergeants. Chris no longer having a dad in his life needed the positive male role models. He got it! Chris remained in my home and earned his high school diploma. Sgt. 1st Class Shafer attended Chris's graduation.

Chris earned his Boy Scout Eagle ranking! For all that Chris lived through, he would have been the most likely candidate to drop out and never see the rank of Eagle. I knew years ago that if Chris was to be successful, I needed to support him. I was the leader/troop advancement person for the last seven years of his scouting time! He ended up being denied in the first district Board of Review, but passing at the council level.

LIFE WAS NEVER EASY FOR CHRIS. He had to work hard. At his Eagle ceremony April 2, the sergeants were in their dress greens and a part of the Eagle ceremony. In our community and troop, having any military participation is rare. This is what Chris wanted. It was an exceptional court of honor! Chris gleamed with pride for his accomplishments and to have the recruiters a part of his life and ceremony.

Chris often stopped into the station. At the time of his departure for basic training, the sergeants state they had never seen a more dedicated DEP as Chris had been.

My son asked if I would support his decision. Since I had through the years, even in difficult times, I said yes. The sergeants often saw or heard from me! For all the times I entered the doorway, I was always treated with respect and cheerfulness. I was always given the time I needed for questions and answers.

SGT. 1ST CLASS JONES CAN GO back to his grandfather, who enlisted in the military during the Civil War. Sgt. 1st Class Shafer is a third generation in the Army.

My background — absolutely nothing! To my knowledge, no one in my family was in the military. The knowledge I had was what I hear through the years, and much of that was negative and false information.

As I have stated, every sergeant at the Dubuque station has been most helpful in educating me about today's U.S. Army! They have never made me feel uncomfortable about asking questions about the Army. And I did ask many questions, many times trying to learn all I can. I felt it extremely important to take an interest in Chris's life and keep communication flowing freely.

When Chris came home from MEPS in November 2005, he gave me two magazines to read, "Guide for Future Soldiers and their Families," and "Soldiers Almanac 2005." These two items have been most helpful and critical to me. I go back and reread them, each time understanding more and more about the U.S. Army. Please keep this up and I hope other parents take the time to read these articles!

Pvt. Schute may not have stated it, but I know he feels the same way. When he writes home, he uses the Army language, knowing I'm going to understand what he's saying — or I'll get help once again from the sergeants. We have finally become the family unit we always wanted to be: open, honest, working together and being positive. And we found it in a most unlikely place: through the U.S. Army.

There are two key sergeants who helped us out the most, as I have mentioned — Sgt. 1st Class Travis Jones and Sgt. 1st Class Shamus Shafer. We had the most contact with Sgt 1st Class Shafer, due to the fact he was Chris's recruiter.

Knowing that Sgt. 1st Class Shafer would be moving from Dubuque, I wanted to give him and the station a thank you by presenting them an old fashioned town picnic. Unfortunately, there's a policy of no gift-giving. It was explained to me that a part of their job was to be able to help Soldiers and their families, and that is their "thanks." After what Chris and I have been through and

having the U.S. Army saving our lives, a "thank you" is not near enough! From a single mom's viewpoint, I had no choice but to write to the recruiters' headquarters and express myself. Give recognition where I feel it is well deserved!

SGT. 1ST CLASS SHAFER IS AN exceptional person as well as an officer. His intelligence, professionalism and calmness set him apart. He has an enormous amount of patience. I never felt uncomfortable in his presence. I was always upfront and honest with him. I had informed him in the beginning I needed help to learn and understand the U.S. Army my son had just enlisted in. He was very caring and understanding.

Sgt. 1st Class Shafer was eager to explain and give answers to my questions — often going into more detail than I imagined my answers would be. That was all right. I wanted to learn all I could. I was not rushed through my "learning sessions."

He is always friendly toward myself and others — a respectful person. He is a loving husband and father. My own son looks up to him as a father figure, admiring him.

I had not realized before that the Army is made up of human beings! Persons who can be professionals as well as individuals who do smile and make the

recruiting station a welcome place to be. **HE ACCOMPLISHED MORE THAN** "just doing his job." Sgt. 1st Class Shafer knew Schute had it within himself and Shafer brought it out. My experience with Sgt. 1st Class Shafer — I can't say enough positive about him. Chris and I are very grateful we met him!

I can only hope the best for Sgt. 1st Class Shafer. We will miss him. I can see with his commitment toward life and the Army he should continue to advance. And rightfully so.

Pvt. Schute has much to be proud of. Sgt. 1st Class Shafer helped bring it out in him. I am proud both of my son and knowing Sgt. 1st Class Shamus Shafer.

Christopher Joseph Schute entered basic training at Fort Leonardwood, Mo., on June 22 as a private first class. In the letters that Pvt. Schute has written, he has been positive about his accomplishments there.

I am looking forward to his graduation on Sept. 8. And yes, my first visit to an Army base! The past nine months have been quite a journey. One worth mentioning and giving credit to those who I feel deserve it.

Thank you!

*Respectfully,
Murlaine K. Maas
Dubuque, Iowa*



Christopher Schute, who enlisted in 2005, is proud that recruiters at the Dubuque, Iowa, station took time to attend his Eagle Scout ceremony. Courtesy photo

Against All Odds

By Pvt. Daniel Byrd, U.S. Army paratrooper

I can distinctly remember the day I decided to join the Army. It was in the summer of 2005. My wife, Ericka, and my children, Johnathan, 7, and Samantha, 5, and I were driving from Kansas to Alaska. We had spent the past year in Kansas, living in my hometown of Leavenworth. I was working as a carpenter in Kansas City and my wife was a stay-at-home mom.

We had lived in Alaska for seven years prior to moving to Kansas where I was also a union carpenter. I had been a carpenter since the age of 14. It was one of those follow-in-your-daddy's footsteps thing. My family had seen some pretty hard times in the winter months living in Alaska, and I did not want to face another one working in the carpentry field. Work was just too slow through the winter. It made for a stressful Christmas season, and I knew the bills would get out of hand.

I explained my fear to my wife and told her I did not want to continue making a living as a carpenter. She agreed it was time to do something different with my life. She asked me if I thought of what I wanted to do. I can guarantee that my response floored her. I told her I wanted to join the Army.

It was something I had always wanted to do since I was young. I wanted to carry on a family tradition.

I began the enlistment process for the Army at the age of 33. While going through the process, I took a job with a builder for an income to support my family. I would go to work every day and on the way home, I would stop by and see my recruiter to check on the progress of my enlistment.

Everything was going well until we got to the background check. In my early 20s, I had gotten into some trouble. This was just the start of the long, agonizing waiver process. But I was bound and determined that I was going to serve my country. I was at the recruiting station every day of the week, hounding my recruiter to get it done.

Through countless hours of hard work, half the rainforest in copies, an endless amount of phone calls, interviews with brass, and most important, persistence, I took my oath of enlistment on Dec. 28, 2005. This day was one of the proudest of my life. I truly believe that it was also a breath of relief for the Wasilla Army recruiting station.

I arrived at 30th AG Reception Battalion to start basic training. A very warm welcome from our 14 drill sergeants was an introduction I'll never forget. It proved to be a long day.

By week five of basic training, we had a six-mile road march. This is where the pain began for me. At the end of the march, my feet hurt so bad that I could barely walk. My drill sergeant sent me to sick call, where I was told I had stress fractures in both my heels. I was told that I was going to be recycled. I pleaded with my drill sergeants to allow me to continue to train. Once again, my persistence paid off — I continued to train.

Week nine started out with a 10-mile road march, which I finished at the front of my company. The week ended with a four-mile run. This is where the trials and tribulations began.

It was April 8, the last day of my basic training. After the run, I felt like I pulled a muscle in my back. I went on pass that



Pvt. Daniel Byrd with his wife, Ericka, and children, Johnathan and Samantha. *Courtesy photo*

weekend and relaxed. Monday morning I felt better, but we marched for 200 meters and when we stopped, I could not breathe properly. By Thursday everything came to a screeching halt. I fell out during a warm-up lap for PT. I was wheezing and gasping for air. My cadre thought I was having an asthma attack. I was rushed to Martin Army Hospital where I was diagnosed with a spontaneous pneumothorax. I had a collapsed right lung. I was taken to emergency surgery and spent the next six days in the hospital.

I wanted to go home and forget all about being a Soldier. I turned 34 on April 28 and called my wife the same day and told her I was going to ask for an entry level separation and get out of the Army. She told me if I did, I would regret it for the rest of my life. She convinced me to drive on.

I continued my training. My senior drill sergeant asked if I would help out as a student cadre. I jumped at the opportunity.

I called my wife and told her what I was going to be doing. I could hear the pride in her voice and it put me on top of the world. I found a whole new side to myself that I never knew was there. I was a leader and a teacher.

On July 17, we were inducted into the brotherhood of the infantry and received our honored cross rifles. It was finally over, I was an infantryman.

On July 28, I graduated Airborne school. That evening, I was on a plane on my way home to my family.

I pulled my Class A uniform out to wear to church and as I pulled my accessories off to press my jacket, holding my blue cord and jump wings, I began to cry with tears of pride. My wife and kids asked me what was wrong. I replied, "I have never felt so good about myself in the 34 years I have been alive."

When I put that uniform on and know what it stands for and what I represent, an overwhelming feeling of accomplishment and pride comes over me. If there is anything you take away from what I've had to share with my experiences, it is never quit. You can do it. The Army has taught me that.

Recruiters Can Apply



to Serve as Career Counselors

By Sgt. 1st Class Gregory Jung, USAREC G7

The 79R Proponency Office at USAREC, in conjunction with Army G1, released USAREC Message 06-165 (79R Augmentation to 79S Mission — Operational Army) on Aug. 2. The program is designed to select and send 10 of the best qualified 79Rs to fill 79S positions in brigade combat teams across the Army in FY 07.

The selected noncommissioned officers will attend the six-week 79S course at the Recruiting and Retention School, Fort Jackson, S.C., in a TDY and return status.

Upon completion of 79S training, NCOs are awarded 79S as a secondary MOS with no reclassification authorized.

About 30 days after course graduation, NCOs will temporary change of station into an operational assignment for approximately 12 months. Since it is a temporary move, family members will not be authorized to travel at government expense to the temporary location. However, one of the benefits of the program is the NCOs are given a battalion assignment of choice, depending upon 79R strength in requested battalions, or the option to return to their current duty station upon return from their temporary assignment.

Although there is no guarantee where the NCOs will be assigned, the USAREC Personnel Proponency Office will work closely with Human Resources Command to publish an assignment slate on available temporary locations.

In order to be eligible for the program, potential applicants must meet the following criteria:

- Be Regular Army.
- Be 79R sergeant first class with a minimum of 24 months rated time as a sergeant first class — recruiting station commander. Qualified staff sergeants may apply as an exception.
- Have completed the appropriate noncommissioned officers educational programs for grade and years of service.

- May not have more than 18 years of active Army service as of Sept. 30.

- Have a current secret security clearance (interim clearance is acceptable to apply).

- Have potential for future, long-term service and demonstrated potential for promotion to the next higher grade.

- Meet height and weight requirements in accordance with AR 600-9.

On Sept. 8, the USAREC Personnel Proponency Office in concert with the G7-T sergeant major and the Fort Knox retention sergeant major conducted the initial 79S selection board. Unfortunately, there were only 12 packets submitted and of the 12 packets, four did not have proper endorsements from their chain of command.

Of the eight remaining packets, only six NCOs were selected to attend the 79S training. As a result of being short four candidates for the program, USAREC Personnel Proponency Office will conduct another selection board at the beginning of the new calendar year. The specifics will be published in a separate USAREC message.

If you are an eligible 79R E-7 interested in applying for this program, you are encouraged to get a jump start in preparing your packet. Ensure that your ERB and official military photo is current and up to date. You will need your last five NCOERs, a DA Form 705 and a body fat work sheet, if required. Once the USAREC message is released, obtain a DA Form 4187 which must be endorsed by your company, battalion and brigade commanders, and submit your completed packet to the address in the USAREC Message.

The program managers are Brian Damron, chief of Personnel Proponency at brian.damron@usarec.army.mil and Master Sgt. Patricia Crowe, senior career management NCO at patricia.crowe@usarec.army.mil. Please forward any questions that you may have to Sgt. 1st Class Gregory Jung at gregory.jung@usarec.army.mil.

AMU

Helps Recruiters

By Capt. James Barrows,
Army Marksmanship Unit

The Army Marksmanship Unit made its annual trip to the National Rifle and Pistol Matches at Camp Perry, Ohio in July. Each year, the USAMU's service rifle and service pistol teams compete against the other military services' shooting teams and countless civilian marksmen from across the country for national titles. This year, however, the USAMU helped score more than just high marks on the firing line.

In an effort to show a different facet of the Army, the USAMU, in conjunction with the Columbus Battalion, set out to find new leads and contracts. Sgt. 1st Class Francis Raphael, the newly assigned 79R liaison for the USAMU, had the task of maximizing the use of these valuable "world class athletes."

"Since I'm only a few months removed from being on numbers myself, I can help the recruiters on the ground identify the best way to use the USAMU's teams," said Raphael.

Camp Perry and the National Matches offered a unique opportunity for the Columbus Battalion in that this is one of the largest shooting competitions in the country that spans over five weeks. Although the USAMU's shooters are primarily focused on winning, they have a special connection with fellow competitors, especially young, target-age shooters, and can assist recruiters by showing a different aspect to the Army. Additionally, the Custom Firearms Shop's mobile gunsmithing trailer provides an easily identifiable focal point for recruiters and prospects to meet.

This is not to say that when the USAMU is in your area that the enlistments are going to start dropping out of the sky. Here, like in all aspects of recruiting, attitude is everything.



Sgt. Jared Adams, a gunsmith from the USAMU's Custom Firearms Shop, explains modifications made to the M-16A4 rifle. Photo by Sgt. 1st Class Steve Young

When Master Sgt. Steven Johnson of Columbus Battalion asked how many *enlistments* were generated from the event the previous year, he learned that there were zero. He said that his goal was three. At last count he had two in and was working on two more in addition to generating several hundred leads.

How do you get the USAMU shooters and Olympians to attend an event in your area, do a presentation at one of your schools, or to support with the Army Marksmanship Trainer? You may request USAMU support through your APA representative. Each brigade sends a representative to the quarterly Accessions Targeting Board at Fort Knox, Ky. During the meeting, the USAMU can also be requested for specific events such as gun shows, state fairs, Future Farmers of America conventions, football games, etc. You may also hear directly from Raphael if one of the unit's scheduled competitions or trainers is within your recruiting area. When you use any of the USAMU's teams and see their capabilities, you will understand why they are called "The Home of Champions."

Additionally, you may contact the unit directly through Raphael at (706) 545-1410 or (888) 228-6396 and e-mail at francis.raaphael@usaac.army.mil. You may also visit the USAMU Web site at www.usarec.army.mil/hq/amu.

Mental Toughness



Do You Have the Confidence You Need?

By Geraldine Mack, Dr. Chris Front and
Dr. (Lt. Col.) Linda Ross, USAREC Center One

This is the first in a series of articles addressing the four components of mental toughness. Top performers ranging from elite athletes to elite military forces have found that the four components of mental toughness — focus, confidence, commitment and adaptability — are the best predictors of exceptional performance under pressure.

The recruiter's mission, unit structure and operating environment have several things in common with Special Forces. Both are geographically isolated from headquarters; interact with individuals from different cultures; operate in a constantly evolving environment; and are NCO-led units, operating under pressure. Confidence plays a vital role in performance under pressure.

The Role of Confidence in Mental Toughness and Performance

What distinguishes top performers from those who simply meet the standards? Great performers earn their reputations because of their capacity to get the job done under a wide variety of the most difficult conditions. Top performers are able to successfully apply the appropriate technical and interpersonal skills, no matter the obstacle. Even under high levels of stress and pressure, those performers are able to maintain their confidence. Confidence can be defined as “the belief in one's self and one's ability.”

Belief in self means that an individual knows that he or she has what it takes to accomplish the task. They are able to look back on their past successes and recognize those successes as proof of their capabilities. This deeply held knowledge helps them to stay focused on the mission. Those who are plagued by doubt tend to focus on the obstacles and give up more rapidly. This guarantees failure. Confidence is the key to staying in the game and refusing to give up.

Another way that confidence contributes to enhanced performance under pressure has to do with the fact that humans only have a limited amount of mental energy. Just as our computers have a limit to the amount of RAM to run a variety of software programs, our brain has a limited amount of attentional and cognitive resources that it can put out as your available RAM. If you are trying to conduct an Army Interview while your brain is using up valuable attentional “RAM” on negative thoughts or “self-talk” (the things we say to ourselves inside our heads, such as, “I screwed up on that last applicant — what if I screw up again?”) then you are not going to have as much brain power to devote to the interpersonal interaction. This, in turn, prevents you from doing your best with that Army Interview.

In contrast, if you are confident, you expect to do well, and so your brain is free of the negative thoughts that would interfere with performance, with the result being that you have all of your brain power available to devote to the task at hand. This results in better performance. Therefore, having confidence insulates you from the negative effects of stress and allows you to put all of your resources on the task at hand. As the pressure is turned up, having confidence becomes even more important.

When you catch yourself slipping into doubts and negative self-talk, it is vital that you take the time to mentally step back and think about your past successes. Approaching the task at hand armed with that knowledge and confidence focuses your “RAM” where it needs to be — on the task at hand.

It is important to realize that, even if you have a strong belief in yourself and your ability to master different situations, your confidence in a particular situation is also influenced by your level of expertise in that area. It is natural for new recruiters to feel some doubt and discomfort when confronting tasks such as public speaking if they do not have any previous experience addressing audiences.

The key to building confidence in a particular task is to accept the fact that you will initially be uncomfortable, but to commit to doing it anyway. If the task is complex or requires specific skills, then it is important that you seek the training and support needed to help you learn to do it correctly. With practice, task mastery occurs and confidence increases. New recruiters can expect to experience an increase in confidence as they gain mastery over the various skills necessary for job success.

The Role of Confidence in Leadership

Training recruiters so that they gain task mastery and build their confidence is a vital role for USAREC leaders at all levels. This requires leaders who have confidence in their own ability to train recruiters. Sgt. 1st Class Michael Leddick, of Uniontown station, Pittsburgh Battalion, exemplifies this concept.

“I believe in showing my recruiters the light at the end of the tunnel,” he said, noting that he takes the effort to show his recruiters that they are all in the recruiting fight together and that he is there for them. He stated that this approach resulted in a strong team in his station. He continued to build his recruiters’ confidence by providing hands-on training for all daily tasks and providing feedback during extensive P1, P2 and P3 prospecting. Leddick reported that he was sent to a station that was at 37 percent mission accomplishment year-to-date, and five months later they were at 87 percent mission accomplishment year-to-date.

Confident leaders are able to train their subordinates to become more effective. Even for generally confident recruiters, there will be moments when they get back on their heels

result in a contract, but continuous attempts will refine their skills and increase their comfort level, then the end result will be success.

Soldiers with confidence make better leaders. Not being afraid to have your views challenged, staying open to new learning, being willing to take healthy risks, not being afraid to admit being wrong and not hiding behind rank/position are all examples of traits that leaders with genuine self-confidence possess. Self-confidence breeds confidence in others. Confidence helps a leader believe in other people.

In 2003, then Secretary of the Army Thomas E. White asked the U.S. Army War College to address how the Army could effectively assess leaders to detect those who might have “destructive leadership styles.” Leaders who fall into this category are called toxic leaders and their leadership style can undermine the confidence of the recruiters working for them — particularly new recruiters who have not yet experienced success or gained task mastery.

One of a leader’s most important responsibilities is increasing subordinates’ self-confidence. When Soldiers feel good about themselves, productivity and morale both improve because self-confident people are decisive rather than tentative. They can focus on their mission instead of worrying about the reactions of others. They forge ahead instead of waiting for someone else to show the way and adapt as necessary to the demands of the situation.

Once a leader decides that improving self-confidence among his or her subordinates is a vital responsibility, they must prioritize the type of training experiences that will lead to task mastery and build confidence in their recruiters. It takes

Confidence can be defined as the belief in one’s self and one’s ability...an individual knows that he or she has what it takes to accomplish the task.

because they are dealing with something not yet mastered. Tough, realistic, needs-based, hands-on training is the best way for leaders to build confidence in themselves and their recruiters.

When training new recruiters, it is important for leaders to understand how learning takes place. It occurs when an individual goes beyond their comfort zone, but before they feel completely out of control. A leader who allows a new recruiter to not perform tasks that they are not proficient in or just takes over the task for the recruiter when they begin to struggle, will not teach the new recruiter anything, since the recruiter has not had to push past his/her comfort zone.

On the other hand, pushing that recruiter into too challenging a situation without building his or her confidence through practice may lead to an experience that actually impairs subsequent performance. Providing the recruiter with experiences that push them beyond their comfort zone, but not to the point where they lose control, is the key in helping them to gain confidence and task mastery.

When there is confidence in a skill, the mind is completely free to focus on applying that skill. When a recruiter realizes and understands that every attempt on P1 prospecting will not

courage and commitment to repeatedly push past your comfort zone enough times to build confidence — whether the new task being tackled is a recruiting skill or a leadership skill. Leaders at all levels can provide support to subordinates in this process by accepting, encouraging and reassuring them in their efforts. Helping them to recognize and acknowledge their successes, no matter how small, will build their confidence. Showing them how their accomplishments have benefited the company/battalion/brigade, and making it clear that their efforts are appreciated will help them to stay in the fight.

Keep in mind that confidence is not a constant. It can fluctuate according to your success/failure ratio. Everyone has defeats and failures which occasionally and temporarily lower their level of confidence. If you accept the fact that you will not be outstanding in everything you attempt, you will not be devastated on those occasions when your best is not good enough.

We should all continue to push past our comfort zones so we can master tasks before us and build our confidence. We will find that our increased confidence not only helps us to perform and feel better, but also has a positive and contagious quality that will spread throughout our organization.

Recruiters of the Year Share Their Army

By Mary Kate Chambers,
RJ associate editor
Photos by Julia Bobick

Take two former infantrymen, both veterans of deployment, each with a bachelor's in criminal justice and demonstrated success as Soldiers. Put them on assignment in Recruiting Command and what might you come up with?

Give one of those guys a year in the business and the other guy a year and eight months and you'll see the faces of Staff Sgt. Terry Spangler and Sgt. Derek Vasquez, the Army Reserve and regular Army recruiters of the year, respectively.

Each competed in a final board at the Annual Leaders Training Conference in October after winning boards at the battalion and brigade levels.

With only a year in recruiting, Spangler, originally from Wytheville, Va., said he thought he was going in as the underdog and was a little nervous.

"With the competitors I was up against, I was keeping my fingers crossed," he said.

The award for Spangler, of Talladega station in Montgomery Battalion, is just the latest in a distinguished list of recognitions and honors. He was an honor graduate in his basic training class and Soldier of the year for his battalion in 1995. He is awaiting an appearance before the USAREC Sgt. Audie Murphy Club board.

"I have always been self-motivating and

always had the desire to be the very best in anything that I attempt," said Spangler.

He also applies the same sort of dedication to his work as a recruiter, taking care of his Future Soldiers the same way a platoon sergeant takes care of his Soldiers.

"Even though in USAREC we do not have fire teams, squads or platoons, we still have Future Soldiers who need to be taken care of," Spangler wrote in a letter to the recruiter of the year board. For example, he said he worked with 13 of his Future Soldiers on promotions to E-2 and E-3.

Command Sgt. Maj. Cory Olson of Montgomery Battalion said Spangler is an "outstanding NCO." He is extremely proud of the battalion's "dynasty" of producing the past three Army Reserve recruiters of the year.

"I just know how important it is for them and what it can do for their careers," Olson said, of his philosophy of dedicating time to board preparation. "We just hold (boards) in highest regard, right where they should be."

After five years on active duty, Spangler left the Army in 1998. He worked as a field training officer, SWAT team member and self-defense instructor for a local police department and earned his college degree. Then he and his wife had a son and came to a joint decision for him to return to the Army. He applied for a position as an Active Guard Reserve recruiter in 2005.

"I knew that I needed to do something better and more secure for not only my future, but my family's as well," he said.

Maj. Gen. Thomas Bostick presents Sgt. Derek Vasquez with a Meritorious Service Medal.



Stories

The Spanglers' second child was due Nov. 15.

That combination of experiences helps when talking to prospects, he said.

"I felt that I could relate to them very easily due to me being active duty first, then ETS, then civilian work," he said. "It has made my job easier when it comes to explaining the benefits of joining the Army first versus starting out in civilian life."

Though Spangler and Vasquez have several career aspects in common, Vasquez has his own unique Army story. He came to USAREC through the Corporal Recruiting Program in February 2005. Now he's recruiting for Cheektowaga station in Syracuse Battalion, near his hometown of Buffalo, N.Y.

"Recruiting in your hometown provides you with the advantage of knowing the area and schools, knowing many people throughout the area that help to be centers of influence and other resources," Vasquez said. "Most of the students that I graduated with are now either in college or in the work force in the area. If they don't join themselves, then they remain as VIPs for referrals."

At 22, Vasquez is among those who enlisted following the Sept. 11, 2001, attacks. At that time he said he knew what he had to do.

"I joined the Army strictly to serve my country. I was a senior in high school when Sept. 11 happened," he said. "I wanted to be part of the fight on terrorism. The infantry was the job that I wanted, and it was the job that I was provided."

Soon after his assignment to the 101st Airborne Division, he deployed to Iraq and spent a year conducting combat operations. He earned the Combat Infantryman's Badge.

Vasquez, while working in his first year as a recruiter, has been attending college full time. He expected to finish his college degree in December.

"Balancing priorities is very challenging but manageable," he said. "Planning appropriate time to accomplish specific goals like homework, family time, exercise and normal work is very important."

He was also able to work in study time for the recruiter of the year board. His first experience before a board had been for his promotion to sergeant, in September 2005. Vasquez said he wasn't nervous before the USAREC board at ALTC because he felt like it was a bit of a long shot for him to win.

"I felt I was out of my league," he said. "I was the youngest, the lowest rank, the least experienced."

The board win provided him with a shot of confidence. So much so that in November he decided to convert his primary MOS to 79R. He said the experience showed him his options.



Staff Sgt. Terry Spangler said he was glad his wife, Jennifer, was at the ceremony to see him win.

"I learned that I can make a difference," he said. "If I can accomplish that, then I can take over a station and take them across the finish line. I see recruiting in a different light now."

Both winners said they now have their eyes on another prize. And if their plans come through, the USAREC board could be seeing them again in a year or so, competing against each other for station commander of the year.



Members of the CG's All-Star Advisory Council offer recommendations during focus groups held at the Best of the Best conference.

Best of the Best Discuss Ideas

Story and photo by Kathleen Welker, USAREC G5

Frank Shaffery, USAREC deputy director of operations, warmed up the crowd.

“When the CG walks in, what do you say?”

“ARMY STRONG!” shouted the assembled recruiters.

More than 125 recruiters qualified for the distinction of CG's All-Star Advisor and almost 100 attended the Advisory Council in Orlando, Fla., Nov. 2-4. In addition 33 spouses and family members attended the concurrent family-focused sessions.

According to Shaffery, the conference was one Maj. Gen. Thomas Bostick, USAREC commanding general, really wanted to sponsor.

“The commanding general rearranged his schedule to be at this important event,” he said. “In fact, the CG fought for the funds to hold this event because he values the Soldiers' and their families' recommendations on what made them successful.”

Criteria to be on the All-Star Advisory Council included enlisting 10 net contracts, six of which had to be GSA, between RCMs February and May 2006. Company leadership and large and small station commanders who achieved mission box during that period were also considered to attend the Advisory Council. Criteria for AMEDD, Special Operations and guidance counselors were also spelled out in USAREC Message 06-062.

Final attendance was determined by the brigade commanders.

During the first two days, the conference divided time between brainstorming and soliciting the recruiters' input with team-building. Focus groups discussed AMEDD and Reserve issues, policies, programs and leveraging technology. A break-out session for the spouses resulted in eight recommendations.

“We weren't supposed to make this year's mission, according to all the experts,” Bostick said, “but we did. So what happened? Give yourselves some credit. What special things are you doing to be successful, and what can this command learn from you?”

In the discussion that followed, Soldiers and family members made two dozen recommendations. These good ideas will be worked, Bostick promised, and messages on their approval will be pushed to the field quickly.

“You are doing something different that brought you here. I hope you, too, learned some new things during your time on this council,” Bostick said. “I ask that you share these lessons when you return to your home stations, and continue to provide the strength.”

Army Interest Soars

Story and photos by John L. Thompson III,
Houston Battalion

Despite morning rain forcing thousands to seek shelter under airplane fuselages at the 2006 Ron Carter Wings Over Houston Air Show, frowns gave way to smiles as skies cleared and vintage and modern airplanes performed astounding acrobatics. During the day, Army ground forces from Houston Battalion's Baybrook Company stole some of the focus away from the planes with plain talk about today's Army and what being a Soldier is like.

New this year, enclosed in a 40-foot by 40-foot tent, the "Army Game" featured a revised and more interactive version of the game and a major change to its interactive "Laser Shot" style program. This year, instead of a "Hogan's Alley" where an individual goes through buildings, four participants mount a hummer and drive in a convoy down hostile streets. The vehicle occupants must reach their destination safely. En route they face enemy forces armed with rifles, machine guns and rocket-propelled grenades. They must be able to engage the enemy while making sure they do not fire on civilians and friendly troops.

David Chang, with America's Army Video Game Tour, says this is a prototype that they hope will generate additional interest in the Army and interest young men and women in joining America's most senior service.



Above: David Chang drives as "Soldiers" atop the Hummer provide cover fire during a convoy. Below: Baybrook Company recruiters speak with teens at the Army booth at the air show.

"The new exhibit is a prototype of what we have developed for the Army Game system," Chang said, "and this type of system is actually being developed for the Army as a training tool for operating in convoys. We are just operating this in more of a video game format."

Alongside the Army game was the Army Interactive Van, where individuals not only sharpen their shooting skills but by using a simulator can experience jumping with the Army Parachute Team, the Golden Knights.

For Staff Sgt. Robert Harter, it was an opportunity to talk with teens. While helping with the Army Game, it was an opportunity for those same teens to ask him about the Army Game and how it reflects what Soldiers might be called upon to do for the Army.

"I tell them if you follow the objectives in the game, it is what a combat Soldier can face," Harter pointed out. "You have to work together as a team to meet your objective."

According to Harter, many of the teens he spoke to are involved in the Civil Air Patrol or Junior Reserve Officers Training Corps, and they already understand the importance of teamwork. Harter said he uses the shared knowledge and talks with them on the specific way the Army uses teamwork to be successful.

As a 17-year veteran military policeman with tours of duty in Bosnia, Kosovo, Iraq and other locations, he uses his own experiences to give possible Future Soldiers the enticement to consider Army service. For Harter and other Soldiers in the Baybrook Company, the opportunity to "talk Army" is worth the effort, the effort to encourage teens and young adults to become the Army of the future.





Referral Bonus

By Pearl Ingram, RJ editor

The \$1K referral bonus program, which started in January, resulted in more than 7,000 referrals by early October. As a result, recruiters wrote more than 1,370 enlistment contracts.

In order to build on this momentum, the National Defense Authorization Act for 2007 authorized funds to double the referral bonus for Soldiers, Future Soldiers and retirees who are eligible to receive the bonus.

Under the provisions of the new \$2K bonus, the person making the referral will receive \$1,000 when the referred person enters basic training and the remaining \$1,000 when the Soldier graduates from advanced individual training.

“Having the bonus motivates Future Soldiers to go out and find other people with their same interest and have an interest in joining the Army,” said Sgt. 1st Class Bobby Mack, Mesquite, Texas, station. He received two referrals under the \$1,000 referral bonus and one enlistment.

“It’s easy money,” he said about those who take the time to think about others who might be interested in enlisting. And he thinks the \$2,000 bonus will be even better.

Mack has been at the Mesquite station since February and says first quarter has been a battle but they are getting there.

Also at the Mesquite station, Staff Sgt. Dustan Barrett thinks that the \$2K referral is great idea. He had learned that the National Guard already has a \$2,000 bonus.

“It’s an even better incentive to motivate the Future Soldiers and their COIs to give more referrals,” he said.

Barrett has not written a contract under the referral program but said he has gotten 10 or so referrals.


“It’s just a matter making sure all the referrals are qualified. That’s the hardest part,” said Barrett.

Barrett, who has served a year in Iraq, said both recruiting and Iraq are stressful missions.

“It’s just a different type of mission,” he said. “I know the stress from Iraq actually helped us deal with the stress from recruiting.”

Doubling the referral bonus may help in taking away some of the recruiting stress. There are no limits to the number of referrals a Soldier, Future Soldier, or retiree can submit to the Sergeant Major of the Army Recruiting Team Web site at www.usarec.army.mil/smart or call in at 800-223-3735, ext. 6-0473. And, there’s also no limit on the number of bonuses a person can get.

However, those who were not eligible to receive the \$1K referral are also not eligible for the \$2K bonus. Those are



Leads Double Take:

000

recruiters, retention personnel and those receiving special duty assignment pay for recruiting and retention duties. In addition, family members are not eligible as well as Soldiers directly involved with the recruitment and retention of ROTC cadets.

However, timing is crucial for those wanting to give a referral because the bonus is a pilot program and plans are to end the test Dec. 31, 2007.

“I will be honest,” said Capt. Timothy Root, commander of East San Antonio company, San Antonio Battalion, “when I’m not in recruiting anymore, I am still going to recruit, knowing the Army, the benefits to joining, and being able to

articulate that when I go back to an operational unit.”

Root said his biggest concern is getting the word out about earning the bonus. He has a banner that he hangs when working events involving the Fort Sam Houston active or Reserve audience.

“Any time my recruiters meet someone that qualifies, (for the bonus) if they are a retiree, reservists or active duty, we are educating them,” said Root.

He has helped retirees learn how to submit a referral. He has provided those interested in the bonus program a copy of the USAREC message explaining who is eligible to earn the bonus.

“People are still discovering the \$1K referral bonus,” said Root. “I think it is just going to take time for it to grow and it will get bigger and bigger.”

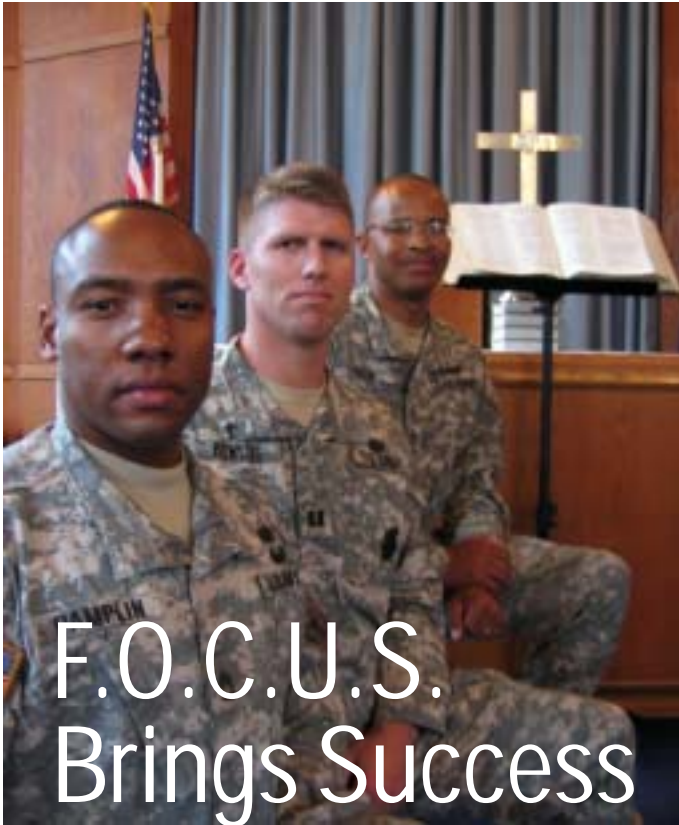
Root likes the \$2,000 bonus program because the person referring gets \$1,000 when the Future Soldier ships to basic. Under the old program, it could take up to 10 months or a year before those who referred a name could see the money.

“Now because people tend to ship quicker, especially in the grad market, that reward is instantly given to them when they ship,” said Root. “They see the reward and want to find somebody else to join the Army.”

For the eight stations in the East San Antonio company, 68 of the leads received were bonus program leads. From those 68 leads, 14 contracts were written. Root says that his company works the referral program with other programs, such as the Hometown Recruiting Assistance Program and the Reserve program, Active Duty for Special Work.

“I like the referral bonus program and making as many people eligible to receive it as possible,” said Root. “It’s an extra carrot out there to entice people to provide us leads.”

He says it will make the recruiter’s job easier.



F.O.C.U.S. Brings Success

Left to right: Sgt. 1st Class Anthony Pamplin, Chaplain (Capt.) David Bowles, and Sgt. 1st Class John Isom. Photo by David Salazar

By Christopher Bush, 1st Brigade

The 1st Recruiting Brigade Chaplain Recruiting Team summed up their unprecedented success for fiscal year 2006 with one word — F.O.C.U.S. They accomplished their year’s mission box in third quarter and surpassed the total goal for the year by five contracts. This is the first year that the CRT has accomplished their mission box in the third quarter, but they say it won’t be the last.

Sgt. 1st Class Anthony Pamplin said his team’s success was a product of confident determination and a refusal to accept anything less than complete victory.

“We came together as a team this year, but most importantly we never had any doubt that we could do it,” Pamplin said.

Another member of the CRT, Sgt. 1st Class John Isom, said he was just realizing the importance of this year’s accomplishments. “I have been getting calls from people congratulating us saying, ‘this is pretty historic,’” Isom said. “Not only did we make history but we have set the tone for the future.”

The chaplain recruiters said one of the important factors in their success was using a visual indicator of the year’s goal. In this case, they all signed a large poster with their mission box number on it which was a constant reminder of their progress for the year.

“We had something tangible to look at so we knew exactly where we were,” Pamplin said. “We knew what the command wanted, but we didn’t do this to try and get credit as far as an award or a trophy. Our goal was to simply help USAREC achieve success.”

Chaplain (Capt.) David Bowlus, a former armor officer turned Baptist minister, attributed the year’s success to the efficiency and strength of every single member of the Chaplain Recruiting Team.

“One thing that I have noticed is that each of us here has some gifts,” Bowlus said. “Sgt. 1st Class Pamplin is what we call “the foundation” because he is very good at the office management and administration. It is kind of neat to see how God brings us together here.”

“We use an acronym in our office to explain our philosophy,” Pamplin said. “F.O.C.U.S. means, Filter distractions, Overcome obstacles, Commit to the cause, Understand our uniqueness, and Shoulder our responsibility.”

The team said they were happy with fiscal year 2006’s success but now they are focused on making history in fiscal year 2007. “To be really honest, I don’t think about the fact that we did so well in FY 06, now all I am concentrating on is next year’s mission,” Pamplin said. “We are expected to recruit more chaplains this year than we have ever done in the past.”

Chaplain recruiters have now mapped out their latest plan for success by creating what they call, “Mount Mission,” which is a large drawing of a mountain with their recruiting goals listed and the team members’ signatures. “We will recruit 60 chaplains and then some in 2007,” said Isom. “I know we will do it next year because we refuse to accept anything less than that.”

Bowlus took a more spiritual view of their 2007 mission. “We believe God is going to continue to bless us here,” he said. “I have faith that we will go out there everyday and strive to make our mission and continue our success.”

FY 06 Chaplaincy recruiting exceeds highest mission (291) since USAREC assumed the mission in FY 97

- Achieved 26 percent increase over FY 05’s record-breaking year of 231 by 60 accessions
- Achieved a 1:1 ratio of RA:AR chaplains compared to 2:1 of past years
- Accessioned 165 chaplains — highest in USAREC history by 44 (in FY 03)
- Special Category CRT achieved mission box and over-produced by two
- 1st Brigade CRT achieved mission box by end of 3QFY06 and over-produced by five
- 5th Brigade CRT achieved mission volume with 61 accessions — highest in USAREC history
- 6th Brigade CRT achieved hard box in all categories — a first in USAREC history — over-produced by eight and was recognized as FY 06 CRT of the year

ConAP

— it's a learning experience

By Christopher Calkins, USAREC G5

Peggy Martin, a military education coordinator from Florida, said the Army's Concurrent Admissions Program — ConAP for short — gives young men and women the best of both worlds.

ConAP, the partnership between Servicemembers Opportunity Colleges — known as SOC — and USAREC, enables applicants to plan and state their intent to enroll at a college or university at the time of enlistment.

“Not only does the ConAP give recruits the opportunity to be an important part of our country's future, it also provides them future opportunities through higher education,” said Martin, who works for Gulf Coast Community College.

Ben Buckley, the program's first and only director since its inception in 1989, thinks Martin “gets it; she hit the nail on the head.”

“Peggy Martin, like thousands of other educators around the country, understands the value-packed benefits this program gives our Future Soldiers,” said Buckley.

According to Buckley, there are more than 1,900 colleges working in a three-way partnership with the ConAP program and the U.S. Army Recruiting Command, headquartered at Fort Knox, Ky.

“A strategic enrollment management challenge facing both military and college recruiting today, especially in under-served communities, is the receding pool of high school graduates. There is a need for high schools, colleges, and military recruiters to work together to increase the number of high school graduates,” Buckley said.

The goal of the program, and other educational-based programs the Army offers, is simple and extremely effective.

“ConAP goals are to increase the number of veterans in college and to help the Army enlist college-capable Soldiers. Enlistees advise ConAP colleges of their intent to enroll in postsecondary education during — or after — their initial enlistment,” said Buckley, a retired Army infantry colonel.

However, it's the “follow-up” of that partnership, Buckley explained, that makes this program so beneficial to both parties — the school and the student.

“The ConAP college acknowledges the Soldier's intent and provides guidelines about applying for admission, preparing for the college experience, and staying in touch by e-mail and the college's Web presence,” Buckley said.

Buckley said the program benefits four distinct groups.

For Soldiers: A plan to attend a home college, use the Montgomery GI Bill / Army College Fund and receive credit for MOS training and experience in the Army.

For High Schools: Enables more graduates to attend college by earning Montgomery GI Bill educational benefits.

For Colleges and Universities: Increases enrollment of mature, motivated veterans who have job experience and money for education.

For the Army and Army Reserve: Attracts college-capable Soldiers to maintain the high standards and professionalism of the Army.

Catherine Mooney, who is the director of Admissions and Records for San Joaquin Delta College in Stockton, Calif., agrees wholeheartedly with Buckley about the success rate of the “mature, motivated” veteran students, because not every student is ready for college life fresh out of high school.

“I am very encouraged by the educational success of many of our veteran students. Our very first Soldier called to active duty for the Iraq offensive graduated the following year,” Mooney said.

“Another Soldier who took classes while deployed in Baghdad is currently finishing his lower division work in preparation for transfer as a business major to the University of California at Berkeley. Colleges participating in the ConAP are critical to assisting Soldiers in meeting career and educational goals,” she added with emphasis.

Buckley said the ConAP is just one way the Army is working to meet the educational needs of its Soldiers. In addition, the Army's in-service tuition assistance program pays active duty and Army Reserve Soldiers 100 percent of the cost of tuition and expenses — up to a maximum of \$250 per credit hour, with an annual ceiling of \$4,500.

But aside from the accolades the program receives, aside from the benefits derived by the colleges, by the Army and Recruiting Command, Buckley, Martin and Mooney — and several thousand other people connected to the ConAP — all agree that the big winner is the American Soldier.

Maybe Mooney said it best.

“We have a strong commitment to our Soldiers, are grateful for their commitment and dedication, and strive to assist them in achieving their educational and career goals while in the military, and after they have been successfully discharged,” she said. “It is an honor to serve these young men and women.”



Ben Buckley confers with Maj. Gen. Thomas Bostick, USAREC commanding general. Buckley is the program's only director since its inception in 1989. Photo by Julia Bobick



Photo by Walt Kloeppel

By Jack Nix, USAREC Family Advocacy Program manager

It has been said that the most valuable gift one person can give to another is the gift of their time. Yet, anyone in the recruiting world realizes that the recruiter’s job involves long hours that are often, if not usually, demanding and unpredictable.

The task of recruiting young men and women requires recruiters to be flexible and ready to respond to an assortment of requests and expectations. In addition, parents of Future Soldiers can also place time demands on recruiters.

Although recruiters have limited “free” time, they can and should take time out of their busy schedule for their spouse and children. It will take planning and coordination to make it happen. The Recruiter Planning Guide ensures that recruiters are doing the basics of recruiting in order to accomplish the mission. Recruiters can use this same Planning Guide to block out time to spend time with loved ones. We encourage leaders to check their recruiters’ Planning Guides to ensure they have sufficient time to take care of their families, and to promote them doing so.

There will always be days when last-minute obligations force you to cancel a date with your spouse or children, but they will

appreciate the fact that you planned a specific day at a specific time to spend time with them.

Loved ones will also appreciate a last minute or “spur of the moment” date, even if it is only for a few precious moments. Maybe you could grab a burger with your spouse on the way to an unexpected appointment, or stop by your child’s school during lunch — they usually get about 20 minutes for lunch — and watch the pride in the eyes of your child when you walk into the lunchroom wearing your uniform.

Yes, you can give your spouse and children the greatest gift ever by simply taking a few moments to spend with them, and the USAREC commanding general encourages you to do so. Spending time with your spouse and children is a great way to reassure them that you will always be there to take care of them.

Families understand the long hours that are required to perform duties as a recruiter. They also have a need for their spouses to take at least a few moments each day to spend time with them, the people who are the most valuable to them and who will be there when they depart recruiting duty and the Army.

Give the greatest gift of all to your spouse and children this holiday season and every day!

Have a Safe Holiday

USAREC Safety Office

The holidays are a hectic time of year for everyone — running errands, doing last-minute shopping, preparing feasts and visiting friends and relatives. There are safety rules for work and play but there are also some important rules to consider during this time of year.

Lights and Lighting

Lights add a festive flavor to holiday decorating and are a common sight in many homes during the season. A little common sense and a few precautionary steps will help prevent fires and electrical shocks.

- Don't mix and match lights or lighting sets. Keep outside lights outside and indoor lights inside.
- Check that each strand of lights has a manufacturer's label indicating that it has been safety tested prior to leaving the factory.
- Ensure all bulbs are secure in their sockets and replace any broken or missing bulbs.
- Make sure the wiring is free of nicks, cuts, breaks and bare wires.
- Check each set for operation prior to trimming the tree or decorating the home.
- Position all bulbs so that they do not directly contact the needles of the tree.
- If you string light sets together, limit them to no more than 200 miniature lights or 50 larger lamps through one strand.
- Never connect more than three sets of lights to one extension cord.
- Never connect extension cords together.
- Keep all cords and plugs away from the tree and water under the tree.
- Place cords out of traffic areas but never run cords under rugs or carpets.
- Always unplug the decorations inside and outside when no one is home and prior to going to bed.

Decorations

Decorations are a must but can add to the hazards as well. Children and pets are especially prone to injuries caused by swallowing decorations, being cut from the glass of fragile ornaments or poisoned by the toxic paints.

Even if there are no children or pets in the home, wear gloves when handling spun glass and fragile ornaments. Never use metal garlands or ornaments near electrical wiring and lighting as they may cause shock.

If using candles, make sure they are placed in holders away from curtains or drapes, trees or other flammable materials. Never place candles on the tree. Many candles have wicks that contain lead and prolonged burning can effect health.

Choose and place decorations carefully, ever mindful of the dangers associated with their use.

Christmas Trees

Should we get a live tree or artificial? A difficult decision, but important to ask nonetheless. Here are some considerations:

Live Trees

If your decision is to buy a live tree ensure you purchase a fresh one. Fresh trees are more moist and less flammable than dry trees. You might consider cutting the tree yourself at a local tree farm. When that is not an option, there are several ways to judge the freshness of a pre-cut tree:

- Brush your hand across the limbs to check for loose needles. The fresher the tree, the fewer needles will drop off.
- The trunk should be sticky with sap.
- Once you get the tree home, immerse it in a bucket of water until time for decorating.
- Before mounting the tree, cut a one- or two-inch diagonal slice from the bottom of the tree.
- Mount the tree in a sturdy, water-holding stand and keep the stand filled with water.
- Do not place the tree near any electrical, flammable or heat-producing sources.
- Keep the tree in area free of frequent people and pet traffic.
- Make sure that small children are supervised when around or near the tree.

Artificial Trees

Artificial trees are generally less flammable than live trees, but there are still precautions to consider:

- Check the manufacturer's information on the tree's flammability rating and fire resistance.
- Brush your hand across the limbs to check for loose needles and materials.
- The tree should be well constructed to withstand the rigors of mounting and displaying.
- Mount the tree in a sturdy stand.
- Do not place the tree near any electrical, flammable or heat-producing sources.
- Keep the tree in area free from frequent people and pet traffic.
- Make sure that small children are supervised when around or near the tree.
- Never use electrical lighting on a metallic tree.

USAREC, Fort Knox get visit from storybook character Flat Stanley

By Sheryl Cuevas, Phoenix Battalion

What do you want to be when you grow up? The question is one that we all remember from our elementary years.

For Jesus Rodriguez, a second-grade student at Edison Elementary in Mesa, Ariz., the answer was almost immediate — he wants to be an Army Soldier.

Jesus's teacher, Ms. Doroz, was well aware of his interest and decided that it would be a perfect opportunity to introduce the Flat Stanley Project to her. The project, which provides students with a reason to write, is the story of Flat Stanley, who had a bulletin board fall on him and smash him flat. Flat Stanley can now travel to various locations around the world in the mail.

The project begins as students make paper Flat Stanleys and begin a journal with him for a few days. Then Flat Stanley and the journal are mailed to various locations where Flat Stanley is treated as a guest. Flat Stanley is returned to the students, who plot his travels on a map and share the contents of his journal.

"When I first introduced the project, Jesus explained that he wanted to send his Flat Stanley to the Army," Doroz said.



Above: Sgt. Alejandro Franco-Padilla presented Jesus Rodriguez a coin from Maj. Gen. Thomas Bostick, USAREC commanding general. Photo by Sheryl Cuevas
Below: Bostick posed with Flat Stanley at USAREC headquarters at Fort Knox, Ky. Photo by Julia Bobick

"The first place that I thought of is Fort Knox, Ky."

Jesus prepared Flat Stanley for his trip to Fort Knox. Once the character arrived at the post, he spent time with the U.S.

Army Recruiting commanding general, Maj. Gen. Thomas Bostick, and Maj. Gen. Robert Williams, commanding general of the U.S. Army Armor Center and Fort Knox.

Flat Stanley toured Fort Knox where he learned about post history and visited the Patton Museum. Flat Stanley also attended physical fitness training with Williams where he learned the importance of keeping physically fit.

Days later, Flat Stanley made his way back to Arizona into the hands of Sgt. Alejandro Franco-Padilla, who delivered Flat Stanley back to Jesus.

Franco-Padilla, of Mesa station, made a special visit to Edison Elementary's second grade classroom. He spent time going over the journal of Flat Stanley's visit to Fort Knox before presenting Jesus with some pictures and a coin from Bostick. Franco-Padilla also took a moment to teach the class how to render a proper Army salute.

"It was an honor to be part of this experience," Franco-Padilla said. "Jesus Rodriguez was wonderful and I had a great time."



St. Louis Battalion Teams with New PaYS Partner

By Rich Beckett, St. Louis Battalion

High above Peoria, Ill., three members of the Green Beret Parachute Team jumped from a perfectly good airplane, carrying with them the pen used to sign a memorandum of agreement linking the Army and Advanced Technology Services Inc., through the PaYS program.

ATS is a supplier of outsourced factory maintenance, industrial component repair and IT services for top Fortune 500 companies. Veterans make up nearly 25 percent of the company's workforce.

Lt. Col. Junio-omaru Barber, St. Louis Battalion commander, and Jeffrey Owens, ATS chief executive officer, signed the partnership agreement at the company's headquarters.

"We're excited to add ATS our team of corporate partners in the Partnership for Youth Success program," said Barber. This is clearly a win-win."

"The military skill set makes a good match, not only technically, but culturally, for companies," said Owens. The former

military personnel may not yet hold the exact skills required to perform production machine maintenance, but they are professional and motivated to meet the technical demands required in a manufacturing environment."

"My philosophy is finding work for as many veterans as possible," said Holly Turner, ATS military recruiting manager. The former Army captain spent seven years on active duty including tours in Iraq and Afghanistan.



Standing: Capt. Solomon Speed, Capt. Mayra Molinary, Maj. Grant Fawcett, Maj. Rene Ramos-Rivera, all of Baltimore Battalion, Marsha McCullough, American Systems human resources manager, Teresa Baskerville, American Systems vice president of human resources, and Jerome Williams, American Systems-corporate recruiter. **Seated:** Lt. Col. Burl Randolph Jr., Baltimore Battalion commander and William C. Hoover, American Systems Corp president and CEO. *Photo by Denise Susnir*

American Systems Joins the Army PaYS Team

By John Spears, PaYS

On Oct. 4, in Chantilly, Va., American Systems, a company with a 30-year history of delivering solutions to the government, signed a Memorandum of Agreement with the Partnership for Youth Success program. They are the 177th PaYS partner.

"American Systems will have the opportunity to connect with highly trained, cleared individuals, and the Army will be able to provide Soldiers with top notch employment opportunities upon completion of service," said Lt. Col. Burl W. Randolph Jr., Baltimore Battalion commander.

"We plan to offer many career opportunities for our nation's heroes at American Systems," said Bill Hoover, president and CEO. "Given our strong footprint in the Department of Defense, we are always looking for highly qualified individuals that truly understand our customer."

Des Moines Welcomes New AMEDD Facility

Story and photo by Renee Sawyer, Des Moines Battalion

The Army Medical Department held a grand opening with cake and a ribbon cutting ceremony to announce their new location in Urbandale, Iowa. Lt. Col. Clodeth Findlay, commander of 5th Medical Recruiting Battalion in San Antonio, Texas, officially cut the ribbon for the station.

The new AMEDD office replaces offices previously in Coralville, Iowa, and Omaha, Neb. The new facility centralizes the location with one office near Des Moines Battalion.

“Our new location will give us central access to both Iowa and Nebraska with a brand new facility, said Sgt. 1st Class Rodney Tillman, station commander of the Des Moines AMEDD station. “The majority of our market is in Des Moines.”

The new AMEDD station will accommodate three recruiters and one technical support assistant, in addition to the station commander. The Soldiers recruit health care professionals interested in a career as an officer in the U.S. Army. Sgt. 1st Class Andrew Privitera took over as station commander in November.



Lt. Col. Clodeth Findlay opens the new AMEDD station in Des Moines, Iowa.



Staff Sgt. Dexter Mayweather, Joetta Bridges and her husband Willie Bridges Jr.

Mom Follows Son – Son Follows Mom

Story and photo by Len Butler, New Orleans Battalion

Displaying the solid support of this tight-knit family, Joetta Bridges followed a dormant dream and became one of the latest moms to join the Army when she enlisted Aug. 14, her husband’s birthday.

Bridges, 41, said she had always wanted to join. But, as with the case of many young women, marriage and children put those desires out of reach — or so she thought. The recent raising of the age limit however, raised those desires into action.

“In July I heard that the age limit was raised,” she said. As soon as I heard it I looked at my husband and said, ‘I’m calling.’”

Bridges received encouragement from her husband, Willie Jr. and sons Willie III and Tyler. Willie III is a Soldier at Fort Bragg, N.C., and Tyler has recently enlisted. Bridges said a conversation with Willie III showed how enthusiastic he was at her decision.

“He was really excited when I told him what I was doing,” she said. “I told him what I was going to do and he said, ‘That’s cool, Mom. Go airborne!’”

Willie Jr., a 12-year veteran of the Air Force and probation and parole officer for the state of Louisiana, said he knew being a Soldier was something she had wanted to do.

“She had always talked about joining the military, even when I was still in the

Air Force and I realized it wasn’t going to be something I would talk her out of,” he said. “I’m very supportive of her decision.”

Tyler said his mother’s decision to enlist only inspired him to do the same. He had been thinking about the Army for quite some time, but his mom’s decision cemented his own decision.

“Here she has a college education and is in a position where she really doesn’t need to do this,” he said. “But then she also has a physical and mental endurance for a challenge. It made me realize it was something I wanted to do as well.”

Staff Sgt. Dexter L. Mayweather of the Natchitoches station said Bridges was so enthusiastic about getting ready for basic training that he wished more Future Soldiers were like her.

“I would give her tasks that normally take a few days and she would have the task done on the same day I gave it to her,” he said.

Mayweather said Willie Jr. plans to join his wife after she completes advanced individual training. The Bridges hope to be stationed on the same base.

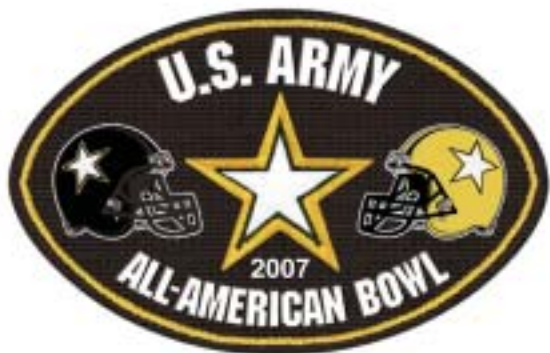
“Tyler said they all want to be in the same place so they can still enjoy Mom’s cooking,” he said. The family bond they share and the support they’ve given Joetta is off the charts.”

Bridges said she was a little nervous about her new Army life. She said she tries to live by a philosophy shared by her husband.

“How do you know if you can’t do something if you never try?”

The U.S. Army All-American Bowl will be played Jan. 6 at the Alamodome in San Antonio.

It will be broadcast on NBC.



Joseph Barksdale, a senior at Detroit's Cass Technical High School and Sgt. 1st Class Tyrone Brown of the Detroit Metro station hold up Barksdale's jersey for the 2007 All-American Bowl. Barksdale was one of 80 players invited to play in the game. *Photo by Jeff Landenberger*



Lt. Col. Jim Moller, Mid-Atlantic Battalion commander, talks about Army opportunities with a young NASCAR enthusiast. *Photo by Lenny Gatto*

West Point contest for high schools

By Col. Don Bartholomew, USAREC G5

An excellent tool is available for recruiters to use inside their high schools.

The West Point 2007 Bridge Design Contest home page at <http://bridgecontest.usma.edu/> is an opportunity for high schools all over the country to compete for recognition at the local, regional and national level. On the Web site, there are plenty of tools that you can use to inform the high schools by way of flyers and draft e-mail.

The Web site has a link with a listing of the schools that participated in the contest during 2006. There are a number of areas across the United States where there is an opportunity for us to share this program.

Share this program with the counselors and science teachers. This will not only grow awareness in the program but reinforce the fact that we are committed to enhancing their education at every possible opportunity.

Nemechek battles to an 18th-place finish in Texas

By David Ferroni

Though Joe Nemechek fought a handling problem and a broken axle, the U.S. Army driver managed to notch an 18th-place finish Nov. 5 at Texas Motor Speedway.

It was the fifth-straight top-20 performance for Nemechek.

“It was rough out there — this is a tough track,” said Nemechek, who was running 30th with 100 laps remaining in the 339-lap race.

The handling issue on the Army Chevrolet was one thing, but the big blow came during a pit stop on Lap 195 of 339 when Nemechek was running in 15th place.

As the 01 car was leaving pit road after a quick stop, the rear axle broke, forcing Nemechek to make additional pit stops to repair the problem. The Army team did manage to fix the axle, but Nemechek lost one lap in the process and fell to 27th in track position.

“That was a weird and costly deal,” said Nemechek. “It put us in a big hole, but as we have done so many times, we managed to climb out of the hole and salvage a decent finish.”

The final race of the season was Nov. 19 at Homestead-Miami Speedway.

Schumacher completes biggest comeback in history; Brown, Sampey out

U.S. Army Racing

Top Fuel driver Tony “The Sarge” Schumacher completed the biggest point comeback in NHRA history in Pomona, Calif., Nov. 12 by capturing the Auto Club Finals and setting the new national elapsed time record at Auto Club Raceway.

U.S. Army Pro Stock Motorcycle pilot Antron Brown was beaten in the second round of eliminations and thus lost his shot at the 2006 NHRA POWERade world championship.

In other action, Brown’s Pro Stock Motorcycle teammate, Angelle Sampey, dropped a first round match up to Matt Smith.

Top Fuel

Schumacher came into the season finale 46 points behind leader Doug Kalitta. To win his fourth career world championship, he had to advance three rounds more than Kalitta or go two rounds further and set the new national elapsed time record for an extra 20 bonus points. He did the latter.

“Well, I guess we did it the hard way given the two options,” offered the Chicago native who came from 336 points down to win the crown. “But, it was incredibly exciting, I can tell you that. It came down to the last round at the last race. Is there anything better than that?”

Schumacher took out David Baca, Rod Fuller and Brandon Bernstein before his historic run in the finals against teammate Melanie Troxel. He needed to beat Troxel and go beneath the elapsed time record that he previously held — 4.437-seconds — to win the championship. He won with a 4.428-second pass at 327.98 mph.

“That was a prime example of being Army Strong,” he added. “It was also nice to accomplish what we did today on Veteran’s Day weekend. We can’t forget all of those men and women who made the ultimate sacrifice for our country.”

By winning his third straight world title, Schumacher became the second driver in Top Fuel history to turn that trick. The other was Joe Amato in the early 1990’s. “As I’ve stated before, I’m in pretty good company right there,” he said.

Pro Stock Motorcycles

Brown, who came into race day having to advance three rounds further than point leader Andrew Hines to win his first world championship, beat Ryan Schnitz in the opening round of eliminations before dropping a match up with Craig Treble in round two.

With Hines losing in the first round, the door was actually open for Brown to claim the 2006 crown, but he couldn’t get by Treble and as a result was taken out of contention.

“I’m disappointed for sure,” said Brown. “We had destiny in our own hands, but we couldn’t quite finish the mission. I can’t thank my U.S. Army team enough for putting me in the position that I was in today.

Sampey posted a solid run in her confrontation with Smith, but she was tardy leaving the starting line and it cost her at the finish line.

“I’m already looking forward to next year. With any kind of luck, Antron and I will be the only ones battling it out for the championship.”

Army increases weight limit for females

By Michelle L. Gordon, Army News Service

Weight limits for female Soldiers have changed to incorporate current research regarding differences between male and female body types.

The change allows most females to weigh 5 to 19 pounds more under Army Regulation 600-9, “The Army Weight Control Program,” which establishes guidance for body-fat standards within the Army.

The previous version of the regulation was last updated 17 years ago.

“Training NCOs were telling us they had been needlessly taping female Soldiers,” said Hank Minitrez, public affairs officer for the Army G1 Human Resources Policy Directorate. “It seems women were failing the weight portion of the test, but they were well under the maximum body-fat percentage allowed for their age group. In fact, we found that more than half of all female Soldiers who were taped did not need to be.”

A team of Army and civilian physicians and scientists was appointed to find a better way to measure body fat in women, who carry weight differently than males, Minitrez said.

“We took their findings and changed the screening weight table for female Soldiers. The screening table weight is the maximum you can weigh before you have to be taped or tested for body-fat percentage,” he said.

Instead of being taped at the wrist, forearm, neck and hips, females will now be taped around the abdomen, neck and hips.

“Measuring the abdomen will give a more accurate portrayal of a female Soldier’s body-fat percentage,” Minitrez said. “We don’t want fat Soldiers, we want fit Soldiers. The tape test is still going to help determine body-fat and fitness levels compared to lean muscle-mass levels.”

Repercussions for Soldiers failing to meet Army weight standards remain unchanged. They will still be enrolled in the Army Weight Control Program, through which Soldiers seek counseling from

a nutritionist on eating properly and incorporating exercise into their daily routines. They must also receive a blood test from their local military treatment facility to rule out medical problems.

Enrollment in the program does not prohibit a Soldier from deployment, but it does prevent positive actions such as awards or attendance at professional development schools.

“The program is designed to assist Soldiers in creating a healthy, fit lifestyle that the Army requires in a time of war,” Minitrez said. “We want all of our Soldiers to be Army Strong.”

The revised AR 600-9 was published Sept. 1 and implemented Oct. 2, but Army leaders decided to give active-duty and Reserve-component Soldiers a six-month transitional period. March 31 is the mandatory effective date.

“This revision didn’t happen overnight,” Minitrez said. “Researchers have been working for at least a decade to determine if current systems of measuring body fat were the best systems out there. Research is always ongoing and the Army, just like any other agency, has to keep evolving and using the latest data available – whether it’s with equipment, technology or in this case, medicine.”

Soldier from ‘Down Under’ tops Military Idol field

Story and photo by Tim Hipps, U.S. Army Family and Morale, Welfare and Recreation Command

A percussionist with the D.C. National Guard’s 257th Army Band is the second Military Idol.



Spc. Vicki Golding of Fort Myer, Va., is the 2006 Military Idol.

Spc. Vicki Golding used the contrasting styles of Stevie Wonder and Barbra Streisand to win the military singing contest Nov. 5 at Wallace Theater. But the sounds were all Golding’s.

“I think she’s probably a student of Streisand in that she has the same brilliant technique,” Military Idol artistic director Victor Hurtado said of Golding’s version of “The Way We Were.” “She stayed true to the piece, but I still heard Vicki Golding doing it. She threw a few riffs in there, which comes naturally to her. It was really wonderful.”

Earlier in the program, Golding had the audience dancing in their seats during her rendition of Wonder’s “I Wish.”

Golding followed third-place finisher Sgt. Quanda Brown’s rousing rendition of Chaka Khan’s “Tell Me Something Good” with the more sedate “The Way We Were” to close the competition that began on 29 Army installations around the world.

“It brought everybody back to a focus for the end of the show,” Hurtado said. “Sometimes less is more. And a beautiful instrument, just in its simplicity without all the bells and whistles, was a

really brilliant, brilliant thing to do.”

That was the plan for Golding, 35, a native of Brisbane, Australia, who studied as a tuba player and vocalist at the Queensland Conservatory of Music.

“There was a bit of a strategy to pick a song that was fun and upbeat and easy to listen to like ‘I Wish,’ but I also enjoy performing songs like that because they’re more fun to perform,” she said. “The audience gets more involved and the feedback from the audience helps you drive the performance and make it more enjoyable.”

A former member of the Australian Army’s reserve and active-duty bands, Golding met her husband, Staff Sgt. Jason Morgan, while the U.S. Army Band was touring Australia.

Staff Sgt. Angelo Johnson of Schofield Barracks, Hawaii, was the Military Idol runner-up. He displayed a wide vocal range by singing Oleta Adams’ “Get Here” during the semifinals, followed by Mariah Carey’s “Hero” and “Have Yourself a Merry Little Christmas” in the finals.

“He’s almost three or four people within the same performance, and typically that bothers me,” Hurtado

said. “But he has such a great handle on all of them that it’s like a really great movie, like vocal schizophrenia, you know?”

“I love everything about music and I’ve just been waiting so patiently for the opportunity to actually be able to express what I can do,” said Johnson, 28, a native of Miami. “I felt as though I did my best. I had to actually get in my zone because during rehearsals it was hard for me to grasp what I wanted to convey to the audience, but I feel like I hit it.”

Brown, of Fort Lee, Va., finished third. The self-proclaimed “most untrained voice” among the 13 finalists, she sang Tina Turner’s “Proud Mary” during the semifinals and Roberta Flack’s “Killing Me Softly With His Song” and Khan’s “Tell Me Something Good” in the finals.

“I’m just shocked and still in disbelief,” Brown, 32, a native of Des Moines, Iowa, said of reaching the finals. “I guess I don’t give myself the credit the others give me.”

The Military Idol program, based on the format of FOX Television’s “American Idol,” likely will return next year with a new name. The performers’ goal, however, will remain the same: to become a singing ambassador for Army Entertainment, a division of the U.S. Army Family and Morale, Welfare and Recreation Command in Alexandria, Va.

The finalists were selected by Military Idol judges Jack L. Tilley, the 12th sergeant major of the Army; Debra Byrd, vocal coach and arranger for “American Idol;” and Grammy award-winning country music

artist Michael Peterson, best known for “I am a Soldier” and “From Here to Eternity.” Sgt. Major William Joe Gainey, the senior enlisted advisor to the Joint Chiefs of Staff, served as a guest judge for the finals.

Military Idol was sponsored by the Armed Forces Vacation Club, a program that offers Department of Defense-affiliated personnel condominium-resort vacation packages around the world.

Cost free Rosetta Stone language training for Foreign Language Proficiency

USASREC G3

Regular Army and Army Reserve recruiters can receive foreign language proficiency pay. All recruiting personnel who qualify and maintain the required proficiency in a foreign language or multiple languages can receive FLPP monthly payments for the designated foreign languages IAW MILPER Message #06-233 AHRC-PLP-I.

Soldiers must score 2/2 or better on a DLPT to be eligible for FLPP.

If the language is designated as “dominate” you must be in a language coded position or hold a language dependant MOS to receive FLPP. The Operational Proficiency Interview is only administered when a DLPT is not available.

The new FLPP rates will raise the maximum pay rate for single-language proficiency from \$200 to \$400 a month. The maximum for active duty

multi-lingual is \$1,000 a month, and the maximum for Army Reserve is \$500 a month. The effective date was Aug. 18 IAW the message.

Recruiters must accomplish one of the following to qualify to receive FLPP:

Recruiters who have proficiency in listening, reading and/or speaking in a language may request testing to determine proficiency with the DLPT. The testing can be accomplished at any Army Personnel Testing at a military installation. Recruiters must first get approval through his/her chain of command to request logistical support to accomplish this test. A signed DA Form 4187 must be submitted to MILPO for approval prior to taking the DLPT. The DA Form 4187 can be e-mailed or sent via fax to the MILPO.

Recruiters must contact the military installation’s APT Test Control Officer to coordinate the scheduling of the DLPT after the DA Form 4187 has been approved by MILPO. The Web site to locate the nearest APT facility is www.aces.army.mil/aces/apt_testingsites.asp.

Recruiters having some proficiency (listening, reading and/or speaking), but not fluent in the language, have the opportunity to improve their language skills by taking the on-line courses through the Rosetta Stone Web-based Foreign Language Training Program. Upon completion of Rosetta Stone training, the recruiter should follow instructions listed in this message to achieve testing requirements.

Recruiters who were previously administered the DLPT and received a passing proficiency score (2/2 DLPT) within the past 12 months in a foreign language may be eligible for FLPP and reassignment into an authorized TDA position coded for a foreign language speaking recruiter. Each organization should verify if an opening is available in an authorized TDA position coded for a foreign language listening, reading and/or speaking recruiter. The FLPP designated foreign language for the TDA position coded must be listed in MILPER Message #06-233 AHRC-PLP-I. Reassignment will be based for the convenience of the Army and IAW Army regulations.

Recruiters desiring knowledge of authorized language coded position can contact their respective battalion S1 to view openings on ARISS-PER database for the SPECIFIC Language Identification Code shortages.

Recruiters must be made aware that Rosetta Stone Web-based Foreign Language Training Program is cost free, and can be accessed through Army e-Learning Program using a valid AKO account log-in. Soldiers must register for an Army e-Learning account at the Army e-Learning Web site to access Rosetta Stone language program.

Recruiters not previously registered can do so by going to the AKO Portal Page to access Army e-Learning. At the AKO homepage, click on the Self Service menu to link to Army e-Learning.

Gold Badges

RSM OCTOBER 2006



1ST MEDICAL BRIGADE

SFC Gurmeet Grewal
SSG Nicholas Grasso
SSG Eric Ward
SGT Juvenal Villalobos

ALBANY

SSG Pedro Colon
SSG Dean Labonte
SSG Erick Lamb
SSG Julia McNamara

ATLANTA

SFC Katina Patterson
SFC Bradley Plucker
SFC John Taylor
SFC Reginal Thompson

SSG Corey Armstrong
SSG Shannon Bailey
SSG Ricardo Bustos

SSG Terry Butler

SSG James Covington III

SSG Sean Dullaghan

SSG Lionel Escoffery

SSG Anthony Johnson

SSG Barbara Harrow

SSG Silva Larsen

SSG Jason Laser

SSG Andrew Maxwell

SSG Katrice McCullum

SSG Steven Pressley

SSG Jason Prosser

SSG Antonio Small

SGT Timothy Birdwell

SGT Madriek Bolden

SGT James Clark

SGT Tommy Cutshall

BALTIMORE

SFC Albert Dean Jr.

SFC William Mitchell III

SFC Delena Tolbert

SFC Edward Tucker

SFC Marcellus White

SFC Tyrone Wilson Jr.

SSG Michael Alley Jr.

SSG Robert Beresford II

SSG Maria Bowser

SSG Trent Clark Jr.

SSG David Cote

SSG James Craft

SSG Devin Butterfield

SSG Danny Dillow

SSG Anthony Eames

SSG Timmyray Fanugao

SSG Jeffery Fyderek

SSG Carl Harris III

SSG Derrick Haynes II

SSG Gregory Heller

SSG Kenneth Miller

SSG Scott Morgan

SSG William Olenick

SSG Michael Ortega

SSG Sinanli Ouattara

SSG Denise Phillips

SSG Earl Schaffer

SSG Ashanti Simpson

SSG Antoine Strange

SSG Terry Trent

SGT Bernice Feagins

SGT Mario Lockett

SGT James Mullican

SGT James Whitley

SGT John Wilhelm

CPL Nicholas Watts

CHICAGO

SFC Christopher Gosizk

SSG Anthony Cook

SSG Lee Hoenig

SSG Jonathon Kohnen

SSG Talaat McNeely

SSG Stacy Muse

SSG Eddy Nubine

SSG Javier Ortega

SSG Steven Rosen

SGT Bryant Booser

SGT John Kennedy

SGT Raul Sanchez

BECKLEY

SSG Adam Dombroski

SSG Joseph Kishel

SSG Eddie Perkins III

SSG Harold Roxburgh Jr.

SSG Frederick Smith

SSG Russell Sparling III

SSG Virginia Lee Webb

SGT Richard Barriger

SGT Edward Barnett

SGT Philip Mcilroy

SGT Nakia Mima

SGT Derek Vasquez

CLEVELAND

SSG John Ball

SSG Bradley Burtch

SSG Richard Ferrin

SSG Robert Klinger

SGT Kory Dannerfrank

SGT Justin Jewell

SGT Adam Pennington

SGT Donald Roberts

COLUMBUS

SFC Clifford Nuce

SGT Richard Hust

CPL Justin Fout

CPL Gillian Wilt

DENVER

SFC Thomas Mitchell

SSG Jamy Angel

SSG Mason Brannan

SGT Travis Mower

SGT Thomas Massey

CPL Jeremy Tuck

HOUSTON

SFC Everett Armstrong

SFC Yolanda Moore

SSG Julia Armstrong

SSG Craig Fitzgerald

SSG Ramon Lopez

SSG James Oneal

SGT Michael Claussen

SGT Monte Cornelius

SGT Meghan Faga

SGT Dave Moore

SGT Bryant Tolbert

JACKSON

SFC Turshandah Cole

SGT Broderick Moore

SGT Kedric McDonald

SGT Barnet Frith

KANSAS CITY

CPL Robert Engel

SFC Ronald Blevins

SFC Lawrence Reece

SFC John Zvirgzdins

SSG Lamont Gupton

SSG Mario Harris

SSG Travis Hawkins

SSG Timothy McDaniel

SGT Brain Killingsworth

LOS ANGELES

SSG Daniel Beard

SSG James Jenkins

SSG Treva Mazique

SSG Mark Miller

SSG Vinh Pham

SSG Brian Williamson

SSG Steven Yun

SGT Jesus Cantu

SGT Chong Son

SGT Douglas Crawford

SGT Eric Korn

MIAMI

SFC Kaleb Perez

SFC Edgardo Melendez-Rentas

SSG Eric Santos

MILWAUKEE

SFC Tamara Bresette

SFC Keven Gianunzio

SFC Gregory Kaatz

SFC Allen McCann

SFC Joseph McGuigan

SFC Rodney Parks

SFC Timothy Pierce

SFC Benjamin Turrell

SFC Scott Walters

SSG Gabriel Candelaria

SSG William Dodgeon

SSG Nathan Froese

SSG William Grizzle

SSG Scott Heideman

SSG Frederick Hudson

SSG Paul Kivela

SSG Shawn Kline

SSG Faron Matthews

SSG Sean Morgan

SSG Johathan Nelson

SSG James Parker

SSG Anthony Poynter

SSG Tony Rasodo

SSG Robert Scott

SSG Shaun Smith

SSG Vonley Stanley

SSG Jeffery Walburn

SGT Patrick Egan

SGT Ryan Hooper

SGT Jason Irwin

SGT Norbert Lumaye

SGT Christopher Mace

SGT David Treb

SGT Jason Vallejo

SGT Joe Quinters

SGT Cody Richards

SGT Joshua Ross

SGT Thomas Russell

SGT James Thompson

SGT Eric Winter

CPL Jeremy Brown

CPL Gary McCullough

CPL Rebecca Plimpton

SGT Cole Wengermarsh

NASHVILLE

SSG Thomas Clark

SSG Ronnie Lax

SSG William Marsee

NEW ORLEANS

SFC Tangela Matthews

SSG Christopher Hunt

SSG Jerry Ledet

SSG Benjamin Mays

SSG Dexter Mayweather

SSG Ralph Negrete

CPL Terrence Woods

NEW YORK CITY

SFC Jumelle Bronson
 SFC Brian Stone
 SSG Venise Fleurisma
 SSG Cedric Goree
 SSG Kareem Grimes
 SSG Charles Jenkins
 SSG Rashid Keit
 SSG Carlos Martinez
 SSG Samuel Ortega
 SSG James Robin
 SSG Robert Scott
 SGT Luis Gutierrez

OKLAHOMA CITY

SFC Jessie Bailey
 SSG Gilbert Miller
 SGT Russell Baird
 SGT Kimball Creson
 SGT Matthew Heinen
 SGT Johnny Markham Jr.
 SPC Daniel Dollins

PHOENIX

SFC Christopher Bilbrey
 SFC Russell Edwards
 SFC Brian Hetrick
 SFC Adrian Munoz
 SSG Phillip Beasley

SSG Robert Brunner
 SSG Ben Dojaquez
 SSG Justin Espinosa
 SSG Benjamin Marquez
 SSG Nathan Nichols
 SSG Allen Riggs
 SSG Christopher Rushlo
 SSG Barry Weaver II
 SGT Alexandria Draper
 SGT Christopher Lopez
 SGT Jamieson Owens

PITTSBURGH

SSG Lance Clark
 SSG Felix Rosario
 SSG Kevin Schoen
 SGT Joseph Hanline
 SGT Christopher Sommerville

PORTLAND

SSG Richard Clampet
 SSG Justin Cruz
 SSG Robert McBride
 SGT Andre Payne
 CPL John Jordan
 CPL Donald Mollett

RALEIGH

SFC Anthony Drummond
 SFC Travis McNair
 SFC John Robinson
 SSG Cory Griffing
 SSG Cheri Nilsen
 SSG James Liles
 SSG Robert Richardson
 SSG Timothy Zylstra
 SGT Nathan Egerton
 SGT Anthony Evans Jr.
 SGT Ryan Fikes
 SGT Kevin Kidd
 SGT Aljamar Ward
 CPL Jason Hoffman

SALT LAKE CITY

SFC Brad Gouteriez
 SSG Ivan Garrett
 SSG Timothy Owens
 SSG Daniel Ruegger
 SSG Casey Woolstenhulme
 SGT Steven Brittain
 SGT Gregory Kemp

SAN ANTONIO

SFC Martha Vela
 SFC Johnathan Wells
 SSG Michael Cardenas
 SSG Richard Basl

SSG Charles Reyna
 SSG Jose Rios Jr.
 SGT Brian Landis
 CPL Edson Mascorro

SEATTLE

SSG Ernesto Escobar
 SSG Robert Mooney
 SSG Michael Robinson
 SGT Melisa Porter

ST. LOUIS

SSG Alexis Bordeleon
 SSG Brian Caffee
 SSG Darrell Hardin
 SSG Robin Lawton
 SSG Curtis McNeal
 SSG Christopher Robinson
 SSG Andrew Sutphin
 SGT Mark Young

TAMPA

SFC Richard Cavallaro
 SFC Dorys Rodriguez
 SSG Louisguens Valssaint
 SSG Robert White
 SGT Antwain Williams
 SGT George Yokas
 SGT Angela Milton

Recruiter Rings

RSM OCTOBER 2006

BECKLEY

SSG Demetrius Council
 SSG William Lee Milam Jr.

CHAPLAIN BRANCH

MSG James Peters
 SFC Marina Garmendia
 SFC Anthony Pamplin

CHICAGO

SFC James French
 SSG Ronnie Brown
 SSG Rex Ingram

CLEVELAND

SFC Scott Starn
 SFC Zenon Zacharyj

COLUMBUS

SSG Gregory Meyer

GREAT LAKES

SFC Lisa Slade
 SFC Ronald Stewart
 SSG Eric Campbell
 SSG William Fulcher
 SSG Robert Weaver

HOUSTON

SFC Steven Jeffries
 SSG Jeffrey Gunter
 SSG Fernando Martinez

SSG Philip McCauley

SSG Joe Ordonez

INDIANAPOLIS

SFC Karen Ann Hulbert
 SSG Thomas Lowery
 SSG Anthony Zupan

JACKSONVILLE

SFC Wayne Ford
 SFC William McCoy
 SSG Philip Ayers
 SSG David Jones
 SSG Sonia Wallace-Doll

LOS ANGELES

SFC Angel Sinclair
 SSG Luis Zacarias

MID-ATLANTIC

SSG Johnathon Reed

MINNEAPOLIS

SFC Scott Link

MONTGOMERY

MSG Johnnie Mae Hulett
 SFC Nicholus Randolph
 SFC Richard Reifsnnyder
 SFC Shawn Smith
 SSG Stacey Franklin-Whitfield
 SSG Tyrone Massey



SSG Randy Simmons
 SSG Terry Spangler
 SSG Travis Ward
 SGT Quinton Burrow

NASHVILLE

SFC Daniel Moore

NEW ORLEANS

SFC Tony Mallard
 SSG Arthur Bruton
 SSG Francis Leidinger
 SSG Terrence Taylor
 SGT James Vanhorn

OKLAHOMA CITY

SFC Vernon Stone
 SSG Jack Akers
 SSG Kevin Crawford

PITTSBURGH

SFC John Brunette
 SFC Michael Liddick

PHOENIX

SSG Gilberto Gonzalez

NEW YORK CITY

SSG Lewis Cheatwood

SAN ANTONIO

SFC Roberto Alvarezburgos
 SFC Rickey Buchanan
 SSG Jack Cleff

SSG Marshall Davis Jr.
 SSG Nathan Peters
 SSG Dilworth Scott

SEATTLE

SSG Jason Ford

SOUTHERN CALIFORNIA
 SFC Carlos Gonzalez
 SSG Ricky Jaurigue
 SSG Michael Stribling
 SGT Gerald Rector

ST. LOUIS

SFC Edwin Smith
 SSG Leon Bright
 SSG Brian Draper
 SSG Ollie Estell
 SSG William Standridge
 SGT Michael Beardsley

TAMPA

SFC Angela Davis
 SFC James Vaughn
 SSG Larry Brown
 SGT Benjamin Duvall

Morrell Awards

RSM OCTOBER 2006

2D MEDICAL BRIGADE

SFC Jason Horton

ALBANY

SSG Ron Davies
SSG Richard Loabe

BECKLEY

1SG Carmen Murrell
MSG Scott Kinzey
SFC Christopher Barber
SFC David Fisher Jr.
SFC Jacob Finkle Jr.

SSG Douglas Sargent

CHAPLAIN BRANCH

SFC John Isom

CLEVELAND

SFC Michael Forcier

COLUMBUS

SFC Jay August
SFC Tracy Davis

SFC Steven Thomas

SSG Scott Page

DALLAS

SFC Brian Rennert

DES MOINES

1SG Eva Butler

GREAT LAKES

SFC Arturo Crosby
SFC Jeffrey Iffland
SFC Joseph Stangler

HOUSTON

SFC Anthony Moore

SFC Jose Zamora

INDIANAPOLIS

SSG Roger Nelms

SSG Nathan Zarazee

JACKSONVILLE

SFC Gregory Smith

KANSAS CITY

SSG Jeremy Pine

SSG Michael Straw

LOS ANGELES

SSG John Fulton

MONTGOMERY

SFC Andrew Hendrickson

NASHVILLE

SFC Charles Hunter
SFC Charles Powell
SFC Donald Walbert
SSG Anthony Craven

NEW ORLEANS

SFC Peter Bracero III

SFC David Stanford

OKLAHOMA CITY

SFC Abel Manrique

SSG William Morrow

SSF Daniel Wheeler

PITTSBURGH

SFC Michael Collins

SALT LAKE CITY

SFC Charles Perry



SAN ANTONIO

SFC Rodney Sims
SSG Kelli Damarin
SSG Nick Perez Jr.
SSG Robert Contreras

SEATTLE

1SG Christopher Zastrow

SOUTHERN CALIFORNIA

SSG Dong Kim

ST. LOUIS

SFC James Maurer

SFC Robert Powell

SSG David Wright

TAMPA

1SG Dave O'Garro

SFC Kendrick Haynes

SFC Eduardo Diaz-Santiago

SFC Kenneth Mitchell

79R Conversions

RSM OCTOBER 2006

As of October, Recruiter Journal will feature the names of recruiters who convert to MOS 79R. Welcome them to the career field.

ALBANY

SFC Joseph H. Dezotell
SSG Donald R. Frederick
SGT Michael J. Strain

BALTIMORE

SSG Kevin B. Gordon

CHICAGO

SSG Casey Sorensen-Kindt
SSG Danny A. Basham
SSG Nathan A. Moore

COLUMBIA

SSG Krishna T. Adams

DENVER

SSG Andres D. Cromier

GREAT LAKES

SSG Daniel Sotoamaya
SSG David R. O'Dea

HOUSTON

SSG Meghan M. Faga

INDIANAPOLIS

SFC William J. Moore

JACKSON

SGT Robert G. Rinks

JACKSONVILLE

SSG Kelly S. O'Connor

LOS ANGELES

SSG Pedro L. Diaz
SSG James A. Guevarra

MILWAUKEE

SGT Norbert A. Lumaye II

NASHVILLE

SSG Stephen E. Buford

NEW ENGLAND

SGT Danny Soto

NEW ORLEANS

SFC Jermaine McElveen

SSG Umika S. Terrell

SGT James M. Vanhorn

NEW YORK CITY

SSG Tyrone L. Almendarez

OKLAHOMA CITY

SSG James P. Wilson

PHOENIX

SSG Michael J. Kearney

SSG Richard L. Cole

SSG Gerald J. Tryhane

PITTSBURGH

SSG Justin T. Florida

SSG Patrick M. Moore

PORTLAND

SFC Alejandro X. Velasco

SACRAMENTO

SFC Eric J. Kolesar

SALT LAKE CITY

SGT Michael S. Wimberly

SAN ANTONIO

SSG Anel Baird

SOUTHERN CALIFORNIA

SSG Ricky R. Jaurigue

ST. LOUIS

SFC Kenneth L. Bishop

SSG Leon W. Bright

SYRACUSE

SSG Paul D. Narbone

SSG Virginia L. Webb

1. What is the pay grade for cadets in the Simultaneous Membership Program during unit training assemblies?

- a. E-5
- b. O-1
- c. E-1
- d. E-4

2. Who has the authority to initiate punishment for DA civilians who violate AR 601-210?

- a. Officers of the contract company
- b. Headquarters, Department of the Army
- c. Commanders
- d. Office of Personnel Management

3. What ROS element must be planned and consistently executed?

- a. School visits
- b. Future Soldier Training Program
- c. Prospecting
- d. Processing

4. Who has the authority to deny enlistment of a person who meets the criteria of AR 601-210?

- a. Company commander
- b. Commanding general, USAREC
- c. Secretarial authority
- d. No one

5. What is the cornerstone of each successful recruiting station's efforts?

- a. Lead source analysis
- b. School recruiting program
- c. Centers of influence
- d. TAIR assets

6. Who organizes and administers the Entrance National Agency Check?

- a. Local MEPS commander
- b. Station commander
- c. Commanding general, USAREC
- d. Senior guidance counselor

7. Service in the Army Reserve is _____

- a. Statutory
- b. Obligatory
- c. Contractual
- d. A and C only

8. Which of the following is considered an external network?

- a. MEPS
- b. TAIR teams
- c. Colleges
- d. Headquarters USAREC

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

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

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

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

11. MEPS processing includes _____

- a. ASVAB test
- b. SPF pulls
- c. Medical examinations
- d. All of the above

12. Original ASVAB results obtained from Defense Manpower Data Center can be used for enlistment, regardless of test date, provided all line scores are present.

- a. True
- b. False

13. Which Department of the Army form must be completed by the guidance counselor and signed by the applicant when the Broken Service Selective Reenlistment Bonus is given to an applicant?

- a. DA Form 4187
- b. DA Form 4789
- c. DA Form 1696
- d. DA Form 3286

14. The Defense Manpower Data Center level 2 report can be used for RA and AR applicants who have misplaced their DD Form 214 or DD Form 215.

- a. True
- b. False

15. Prior service applicants can be enlisted in a higher grade using AR 601-210, Chapter 2-18 if it is more advantageous to the applicant.

- a. True
- b. False

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RCM October Fiscal Year 2007

Top Regular Army Recruiter

SSG Ryan Bingman
Albany

SFC Natalie Jackson
Raleigh

SGT Micah Hall
Columbus

SFC Mitchell Logsdon
Houston

SSG Michael Stribling
Southern Cal

Top Army Reserve Recruiter

SFC Lewis Parker
Baltimore

SFC Peyton Carmen
Nashville

SSG Melissa Holstein
Indianapolis

SFC Kelly Heltzel
Oklahoma City

SFC Ansley Tabelual
Portland

Top Large Station Commander

SFC Charles Auston
Flat Bush
New York City

SFC Christopher Burton
Middletown
Jackson

SFC Arturo Crosby
East Pointe
Great Lakes

SFC Terry Seasor Sr.
San Antonio West
San Antonio

SFC Francis Donaldson
Citadel
Denver

Top Small Station Commander

SSG Larry Nelson
Times Square
New York City

SFC Robert Hoover
Crestview
Montgomery

SSG David Chorney
Houghton
Milwaukee

SSG John O'Reilly
Decatur
St. Louis

SFC Lewis Ruiz
SDSU
Southern Cal

Top Company

Harrisburg

Booneville

Columbus

San Antonio West

Newport

Top AMEDD

Southeast

Atlanta

Columbus

Houston

Southern Cal

Answers to the Test

1. a. USAREC Pam 145-1, para. 2-3
2. c. AR 601-210, Chap. 1-7c
3. c. UM 3-0, para. 10-22
4. c. AR 601-210, Chap. 1-6b
5. b. UM 3-01 para. 5-7

6. c. AR 601-210, Chap. 1-4d (3)
7. e. AR 601-210, ch. 1-10b
8. c. UM 3-01, para. 1-4
9. b. UM 3-01-1, para. 54
10. c. UM 3-01-1, para. 39

11. c. AR 601-210, Chap. 1-8a
12. a. Operational changes to AR 601-210, Chap. 3-6b
13. b. AR 601-210, Chap. 3-34d
14. a. AR 601-210, Chap. 3-34d
15. a. AR 601-210, Chap. 3-17

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