

# RECRUITER

United States Army Recruiting Command December 2009

# Journal



## USAREC ANNUAL AWARDS





CLOCKWISE FROM THE LEFT: JORGE GOMEZ, MILWAUKEE BATTALION; COURTESY: JULIA BOBICK



# December 2009

Volume 61, Issue 12

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ON THE COVER: 2d Brigade leaders celebrate following the Annual Leaders Training Conference unit awards ceremony. 2d Brigade took top brigade. Photos by Julia Bobick

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## RECRUITER Journal

**U.S. Army Recruiting Command**  
Commanding General:  
Maj. Gen. Donald M. Campbell Jr.

**Public Affairs Officer:**  
S. Douglas Smith

**Editor:**  
Julia Bobick  
**Associate Editors:**  
Walt Kloepffel  
Fonda Bock  
**Cover Design:**  
Joyce Knight

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# USAREC First Team for America's Army

We are nearing the end of another calendar year – what a year it has been. I was immensely proud to join the team during such an exciting time in this command's history. We achieved mission success while continuing our transformation and improving our culture. We began a whole new way of doing business – essentially building a whole new team play book: Pinnacle recruiting. We also spent the year celebrating our fine noncommissioned officers – most certainly the backbone of this command, and the entire Army.

At the same time, we're almost through the first quarter of the new fiscal year. We are doing well with our missions, and we should be proud.

But as we move forward, we also must be cautious not to lose the momentum we have built up during the past couple of years. You've worked so very hard to develop that momentum. It can and will carry us through to another successful year and beyond. Failure is not an option. Together we will succeed... our Army is counting on USAREC.

My theme for this year is to continue to build on teamwork. It's one of my key focus areas and something you will hear me talk about a lot. Recruiting is a team sport. This command is a team. Like the First Cavalry Division calls itself the First Team, I consider us the first team for America's Army. I am proud of that and I hope that each of you is proud of that, as well. You should be. I've been very fortunate to get around to many of your annual training conferences this past month and I still have a few more to attend. Unfortunately, I cannot get to them all as I would like, so that I could personally thank all of you for your hard work and dedication.

So, once again, my thanks to all of you. I always look forward to my visits across the country to meet all our teams and spouses

and to engage in your communities. In November I was honored to be asked to return to my alma mater, Kansas State, and give the oath of enlistment to a group of Future Soldiers during a game. I even had the opportunity to use my recruiting coin for the coin toss to start the game.

The camaraderie between the Kansas City Battalion and the university's ROTC program



helped create an exceptional event. The cooperative relationship between the school and the military enhances the recruiting environment and helps us better tell the Army story.

I encourage you to continue developing those relationships in your own communities and finding the right opportunities for me, Brig. Gen. Garrett and other senior leaders traveling through your areas to help tell the Army story.

On a final note, Ann and I would like to wish our entire USAREC family happy holidays and a wonderful new year! Take some time to enjoy this special time of year. You've earned that opportunity. As always, I'm proud to serve with the great professionals of this command. Hooah! Army Strong!

## Reminder of Current Commandwide Policy Issues

All USAREC personnel are reminded of the following current policy issues being experienced within the command.

All shippers must have a bank account with access, a completed 1199 and \$50 when shipping to Basic Training.

All Shippers due a promotion must have a UF 1137 completed and scanned into their record along with the supporting documentation justifying the promotion.

All applicants enlisting for Military Police (MOS 31B) must be 18 years old on or before their ship date.

Applicants will not be enlisted for an overseas assignment if they are under age 18 before the completion of initial active

duty training. This restriction applies to any assignment not within the continental United States, Alaska, Hawaii, Puerto Rico, or territories or possessions of the United States.

All Future Soldiers with dependents must ship with copies of their marriage license, dependents' social security cards and birth certificates. These documents are required to enroll the dependents into DEERS.

Under no circumstance will any Future Soldier ship to the reception battalion without a hard copy ship packet.

For details on these and other policy issues, reference USAREC Msg 10-014.

## USAREC on Facebook

U.S. Army Recruiting Command has a Facebook page available to everyone at the below address. This is a great tool to keep up with news, resources, events and information about all things related to Army recruiting. Check it out, and become a fan at: [www.facebook.com/USAREC](http://www.facebook.com/USAREC).



**341 - Gleaner Life Insurance Society** - Great Lakes Bn - Gleaner Life Insurance Society is a nationally recognized tax-exempt fraternal beneficiary society. Gleaner, owned and governed by its members, is headquartered in Michigan and provide service to eight states. Their membership exceeds 70,000 and is growing every year.

**342 - City of College Station** - Houston Bn - College Station, with a population of 93,149, is the largest city in the Brazos Valley Council of Governments which serves 295,805 citizens. They are a military friendly city who recently signed a community covenant with the U.S. Army.

**343 - San Jorge Children's Hospital** - Puerto Rico Recruiting District - San Jorge Children's Hospital specializes in diagnosis and treatment for children. The hospital has an advanced program of reconstructive and pediatric surgery.

DID YOU KNOW?

## Advertising & Marketing Update Online

The U.S. Army and McCann Worldgroup have teamed up to develop many exciting new advertising and marketing initiatives. The current issue of the U.S. Army Marketing and Recruiting Update highlights some exciting changes this year, including a new approach to marketing in the FY 10 plan and a heightened focus on the enterprise approach.

From this edition forward, the newsletter will contain both USAREC and Cadet Command initiatives. Other highlights include an update on the All-American Bowl's 10th anniversary.

The agency also launched a new Army Marketing and Recruiting Update Web site: [www.armynewsletter.info](http://www.armynewsletter.info). Be sure to bookmark this one in your favorites. Visitors with an army.mil e-mail address will now be able to view the latest newsletter, as well as all past editions, from one convenient site.

## Parental Consent for Processing 17-Year-Olds

When an applicant requires a parental consent for enlistment or physical examination, both parents, legal guardians or the persons(s) who have parental rights/custody of the applicant must properly sign the consent form.

In the case when there will only be a single signature (due to divorce, custody agreements or death of a parent), the person obtaining the consent will not allow the consent to be signed until he or she has viewed the source document. A copy of any document used to substantiate that the single consent is authorized will also be copied/scanned into the applicant's record.

Reference USAREC Msg 10-017.

## Online Credits Accepted for High School Diploma

An education policy change allows the usage of online college credits to establish high school diploma graduate via semester hour or quarter hours from any degree granting institution that holds accreditation in the Accredited Institutions of Postsecondary Education (AIPE) book published by the American Council on Education.

Reference USAREC Msg 10-025.

## Future Soldiers Begin Naturalization Process

The Department of Defense has partnered with U.S. Citizenship and Immigration Services to assist Lawful Permanent Residents (LPR) or Conditional Lawful Permanent Residents (CPR) who have enlisted in the U.S. Army with their citizenship applications.

Future Soldiers who are Lawful or Conditional Lawful Permanent Residents may apply for naturalization during the initial Future Soldier orientation briefing.

This process is strictly voluntary, there is no requirement for them to apply for naturalization. However, it is mandatory for MAVNI shippers to arrive at training base locations with completed naturalization packets.

Reference USAREC Msg 10-014.

# Make Time for Family During Holidays

The holiday season is upon us and it is my hope that you will be able to spend some quality time with your families. In fact, I urge you to make it a priority. My plate is always quite full with traveling across the command to visit recruiting stations and to participate in your ATCs and other functions almost every weekend, but I made it a point to spend some quality time with my family during Thanksgiving, and visit my son, who is stationed at Fort Bliss, Texas.

While the end of a family visit always comes too fast, it was still heartwarming to spend some quality time with them. Though our mission is demanding on our time and energy, it is important that while we may not have quantity of time we would like to spend with our families, we make the most of it with quality activities.

Christmas is the time for giving gifts, but you have given the greatest gift to our Army all year long by bringing in quality young men and women into our Army. I commend you all for that and hope the holiday season will reward you with some well deserved rest and relaxation.

The holiday season is also the time to think about our fellow Soldiers who are across the globe in harm's way and their families left at home. Keep them in your prayers, as well as those Soldiers who are having difficulty with the stresses of life. Watch your battle buddy closely and remember your ACE card if you have any suspicion that he or she is having

difficulty in coping with life.

Also remember some of our Soldiers do not have family to spend the holidays with. Identify those Soldiers and open your hearts and homes to them so that they, also, may be part of a warm, heartfelt gathering — whether it be Christmas Day or New Year's Eve.

Lastly, as we wind down "The of the Year of the NCO," let me encourage all NCOs to share their stories with the entire Army. AUSA Institute of Land Warfare has teamed up with NCONET to produce a The Year of the NCO publication to celebrate our NCO Corps' experience and document our history in the War on Terrorism since 9/11.

They are seeking essays from NCOs across the Army on their personal perspective on leadership and growth experiences since 9/11 ... both in the training environment and in combat. Check out this month's News Briefs for details.

This is another great way to tell our recruiting story across the Army and maybe encourage someone else to follow in your footsteps.

Carol and I wish you Happy Holidays. Above all, be safe!



Command Sgt. Maj. Stephan Frennier

## Recruiting ProNet - Join the Discussion

Recruiting ProNet is closing in on its new membership goal of 5,000. That's roughly half the population of USAREC! The Battle Command Knowledge System (BCKS) team has repeatedly cited Recruiting ProNet as one of its most active forums. Any recruiter or recruiting leader who has not yet joined Recruiting ProNet is missing a real opportunity for professional growth.

A lot of great discussion and sharing of knowledge is taking place on the ProNet.

### Obsolete forms and pubs

A few leaders continue to use obsolete recruiting publications and forms. Join the discussion, "Are you using obsolete publications and forms?" in the Leadership and Professionalism topic.

Almost the entire 350-series of USAREC regulations was rescinded years ago. Even so, every so often someone writing in Recruiting ProNet refers to (for example) USAREC Reg 350-10, Brigade and Battalion Recruiting Operations—an obsolete publication. References to obsolete forms are also common. Soldiers write often



about units that use USAREC Forms 636, 711, 816, 1074 and other old paper-based forms that have been replaced by electronic systems.

### Facebook advertising

Recruiting ProNet members have asked about using local advertising funds to post Army ads in Facebook. Don Bartholomew, Assistant Chief of Staff, G7/9, said commanders may not place Army ads on Facebook. To understand why such advertising is not permitted, join the discussion in the Social Media topic.

### USAREC messages

Recruiting personnel can now find USAREC messages on Recruiting ProNet. These mission-essential messages are still available where they've always been (on the G3 page on the Enterprise Portal), but Recruiting ProNet offers an additional convenient way to stay up-to-date.

To join Recruiting ProNet, go to the home page and click on 'Become a Member.' Build your profile and click 'Submit.'

### Need help?

Do you need help with Recruiting ProNet? Do you have an idea to make ProNet better? Call the USAREC Doctrine Division at (502) 626-0691.

ProNet home page: <https://forums.bcks.army.mil/CommunityBrowser.aspx?id=51486&lang=en-US>

# Developing

# Emotional Control

## A Lifelong Endeavor

By Chaplain (Lt. Col.) Doug Peterson

The afternoon was pleasant and sunny. I had an errand to run in rural northern Indiana a few miles from home. The car ahead of me was crawling at about 20 mph so I eased up behind it in order to safely pass as soon as I had a clear field of vision upon negotiating the upcoming curve to the left. But just after we made the curve, the lady driver turned to the right into a driveway and, as she did so, warmly bade me adieu with a single-digit salute.

So, how would you respond in a situation like that?

Last month we asked the question, Who is in control of what? Am I in control of my anger, or is my anger in control of me? I stated that the first principle in developing emotional control is to realize that I am responsible for how I act or react at any given time — regardless of the circumstances.

Along with, and associated with assuming responsibility for my response is the need to stop and think. Here's where it gets a bit tricky.

Remember the multiple choice problem I posed?

- My spouse makes me angry once a month.
- My spouse makes me angry once a week.
- My spouse makes me angry once a day.
- My spouse makes me angry several times a day.
- None of the above

It may, perhaps, be reflective of the overall quality of our married folks' relationships when the answers I receive generally fall within the range of A to D.

But here's where we need to understand the dynamic of anger.

I illustrate this using marriage, but you can apply this to any relationship or set of life circumstances.

When my wife says or does something that torques me, I tend to so instinctively and immediately jump on her case — that I blame her for making me angry. Because of the instantaneous swiftness of my wrathful response I tend to associate my anger directly and fully with what she says or does.

What I need to realize is that when a situation develops there is a split second in which I make an evaluation of what she said or did and then determine my course of action. It's at that very point that I need to train myself to stop and think before I respond. I need to separate the stimulus and the response. Why? Because I am responsible for my reaction.

Am I in control of my anger, or is my anger in control of me?

Friends, I know this is hard stuff! It may be quite easy for you and me to be able to calmly, intellectually dissect and analyze the anatomy of anger. But when we are right in the middle of an emotionally-charged argument, applying the steps of assuming responsibility and stopping to think is altogether another story.

That's why for some of us hot-heads — I'm talking also to myself here — we start by acknowledging that here is an area of weakness that we need to take on as a project.

Some of us have been enslaved to a lifetime of negative behavior patterns. I assure you that for me, and I suspect for most of us, this process of gaining emotional control is a lifelong endeavor.

And we are not finished with this topic.

In the meantime, consider the following:

- Do I get angry easily and quickly?
- Do I get over it or do I stay angry?
- Are there times that I react violently?
- Is this an issue that tears at my closest human relationships?
- Am I aware of the conditions/circumstances to which I am most vulnerable?
- Do I address issues early on, or do I let them fester and perhaps explode?
- Do I have a plan to back away when I am emotionally overheated?
- Have I learned to not sweat the small stuff?
- Have I found the wisdom in not having to attend every argument I'm invited to?
- Do I need to get some help working through this area of my life?

More to come as we flip over to 2010!

May your Christmas/holiday season be blessed and refreshing!

# Too **Busy** to say **No!**

By Paul J. Burton  
Sacramento Battalion

**I**t always stuck with me when as a junior in high school my history teacher looked sternly about the classroom and asked, “If I really

want to get something done, do you know who I ask?”

Silence — blank stares.

“Do you think I ask someone who has nothing to do? No! I ask someone who is really busy. They’re the ones who will get the job done for you! They’re the go-getters!”

Over the years, this statement has many times proven to be true. And if you’re not convinced, just ask Deeann Kelly. She’s one of the busy ones who often gets asked to help.

Married to Sgt. 1st Class Brendan Kelly — a 21-year Soldier and master trainer at the Sacramento Recruiting Battalion — Deeann is also the mother of three daughters, ages 15, 12, and 9. Yet in spite of being a full-time mom and wife, Deeann still finds time to volunteer for a wide variety of activities. She personifies being one of the busy people who often get asked to help. In fact she helped so much, she being was honored with the Margaret C. Corbin Volunteer of the Year Award for fiscal year 2009.

For starters, Kelly volunteers at battalion headquarters as relocation coordinator. She helps gather information for new Soldiers, keeps in contact with them via e-mail, answers their questions and provides any information they request regarding concerns such as schools and places to live.



Deeann Kelly, her husband Sgt. 1st Class Brendan, daughters Megan, Sierra, Leah.

COURTESY PHOTO

Then there’s another bit of volunteer work that holds a special place in her heart. Kelly works with the senior visitation program through her local church, weekly sharing her time with an elderly woman who is shut-in.

“People who

are shut-in get really lonely, so volunteering to go out on visits is something I wanted to do. When we go visit the elderly, it’s amazing how grateful they are,” said Kelly.

Then there’s the Family Readiness Group where Kelly helps Soldier and Family Assistance Program Manager Vicki Cameron handle such busywork as revamping documents, creating surveys, filing and various light duties.

“She’s a very competent person and a very good team member. She doesn’t seek rewards for volunteering and doesn’t like the spotlight,” Cameron said. “She’s just a joy to work with.”

Kelly also coaches volleyball for third- and fourth-graders in the United States Youth Volleyball League in Folsom, Calif.

Even with the full load of family and volunteer activities, she still found time to take online courses through Touro University International, recently completing enough credits to earn a bachelor’s degree in health education.

Kelly’s husband is proud of his wife, her accomplishments and for receiving the Volunteer of the Year award.

“I think it’s awesome. It nowhere near justifies what she really deserves,” said Brendan Kelly. “She is the epitome of selfless service.”

# Soldier DIVES into Community Service

Story and photos by Jorge Gomez  
Milwaukee Battalion



Lindsay Beyer, a sophomore at Bradford High School in Kenosha, Wis., makes a clean entry into the water after performing a front one and a half. Staff Sgt. David Leonhardt, Milwaukee Recruiting Battalion, looks at how Beyer comes out of the tuck to enter the water in the most vertical position possible.



Staff Sgt. David Leonhardt, Milwaukee Recruiting Battalion, volunteers as a diving team coach for Bradford High School. From the left, Christina Reif, a sophomore; Lindsay Beyer, a sophomore; Jaclyn Pitts, a senior; and Marissa MacNeil, a sophomore.

The girls of the Bradford High School diving team in Kenosha, Wis., all agree that the toughest part of diving is mental. Executing technique is certainly a craft to perfect, but nothing gets in the way more than the fear of hitting the diving board or smacking the water.

To help the swimmers overcome their fear, their coach, Staff Sgt. David Leonhardt, a recruiter with the Milwaukee Recruiting Battalion, reads Medal of Honor citations of Soldiers who overcame fear facing greater challenges.

"I explain how I understand their physical fear of doing a new dive, or trying a technique that might feel uncomfortable, and that we should feel lucky to be able to participate freely in a sport, and that the fears and obstacles we have as athletes are actually luxuries when we step back and look at Soldiers who have truly overcome fears and acted with courage," Leonhardt said.

Divers get more points the closer they are to the diving board, but they also take a greater risk of hitting it. Sophomore Marissa MacNeil said she used to jump out twice as far last year, but "David's made me jump up more and land closer to the board than I'm used to."

MacNeil said Leonhardt helped her understand that if she jumps straight up, the board will automatically push her out of the way so she doesn't have to worry about hitting the board.

Leonhardt said his experience as a diver in high school and college taught him that the sport is based on Newton's third law of motion — to every action there is an equal and opposite reaction.

"When you can master this concept and manipulate your center of gravity once you leave the board, the sport is easy and the road to perfection is shortened," Leonhardt said.

Jaclyn Pitts, a senior, is taking everything she's learning from Leonhardt to beat the school's record of 368 points for an 11-dive meet. She scored 348 points during a meet the last week of September. The school's record hasn't been beat since 1995.

"I'm just 20 points short," Pitts said. "I'll make up the difference. I've learned two new dives with David and increased the difficulty so it'll definitely help my score a lot."

While the divers are learning new techniques and ways to control their fears, they are also learning what a Soldier is like.

"I used to think that [Soldiers] weren't normal people, and now [Leonhardt] kind of showed us he's like everybody else," Reif said. "I thought they were more serious and didn't have a lot of fun."

Pitts said she initially suspected Leonhardt would make them drop and do pushups. Now she's learning a coach in the Army can be disciplined and focused, yet "outgoing and cool."

Leonhardt said he's committed to the team because he wants to foster a positive image of the Army and recruiters. At the beginning of the season, he sent the divers' parents a letter explaining who he was and that he was coaching not with the intent of turning the athletes' trust into enlistments.

"That was the beginning of a great relationship with all the parents," Leonhardt said. "I believe that through meaningful relationships and conversations, people will see the great advantages of serving their country. Even if they are not the ones to enlist, they will be better educated on the subject."

Referred to by the team as Coach David, Leonhardt has been volunteering for the team coach since mid August. He practices with the swimmers every school day for almost three hours. He observes and identifies each member's strengths and weaknesses after each dive.

Christina Reif, a sophomore, who's diving with the team for the second year said Coach David pushes them to do more dives within their ability level.

"My [diving] scores from this time last year have gone up a lot," Reif said. "The dives I'm trying are harder and newer, he's really helped me with technique and form and his way of explaining things is easy to understand."

Reif said jumping off the board incorrectly can end in smacking the water "and that hurts." Proper technique and form are more about being spared pain before than scoring points.

"If you have it in your head that you could possibly smack the water or hit your head, it's really hard to get past that and think about doing the dive correctly," Reif said.

# Facebook

## Fan Site

## Step-by-Step

By Mark J. Howell  
USAREC G7/9

Social networking has become a strong tool for both personal and corporate users to share information. Seeing tremendous growth over the past few years, Facebook, the world's leading social networking site, currently has over 300 million active users. USAREC is aware of this, and is embracing this free tool to better inform the community about what the Army has to offer.

Per guidance from USAREC Commanding General, Maj. Gen. Donald Campbell, each recruiting station, company, battalion and brigade is now authorized to set-up and maintain its own Facebook fan site.

The next few paragraphs will explain how to quickly set up a successful page that will meet USAREC standards.

### Step 1: "Friend" Page Account Setup (For stations with no Facebook Page)

To get started on Facebook, first set up a regular "Friend" page registered to the station's e-mail address. Several stations across USAREC already have this page created, though the address is registered to a personal e-mail account. If this is the case, a new "Friend" page must be recreated for the station for continuity. If the recruiter who set up the page leaves, the page will leave with him/her, so this is important. If the "Friend" page is registered to the station's e-mail address, skip this step.

Go to [www.facebook.com](http://www.facebook.com). At the start page, fill in the first and last name (station name ie. Cerritos Station), e-mail (use the station e-mail: 2K3A@usarec.army.mil), and password fields (make sure everyone in the station knows it). Choose a sex, use June 14th, 1976, as the birthday, and click "Sign Up" at the bottom of the page. Complete the security check on the next page and submit.

At this point, Facebook will send an e-mail to the e-mail ad-

dress provided. Close the browser and click the link provided in the e-mail. This will confirm the page, allowing you to proceed. There should be a page with four tabbed steps at this point. Skip through the first three by pushing the link at the bottom of the page. Once to the photo tab, upload the station's logo if it is tasteful and does not have copyrighted content. Once uploaded, click "Save and Continue." Once initial page is set up, click the "profile" tab at the top of the page, and view it. Click the "Edit Info" link, and enter basic information about the station, but don't spend a lot of time doing so, as this page will mainly be used to direct traffic to your "Fan" page, which we will set up next.

### Step 2: "Fan" Page Account Setup (For stations with a current "Friend" Page)

To start the next step log out by clicking the link on the top of the page, which will go back to the login screen. On the Facebook login page, click the link toward the bottom that reads "Create a Page for a celebrity, band or business." When the next page loads,

click the button that reads "Brand, Product, or Organization." On the pull-down menu, select "Government," and name your page U.S. Army Recruiting Station XXXX. On the next page, click the button that reads "I already have a Facebook account," enter your station e-mail address and password used to set up the station "Friend" page and log in.

To be in compliance with USAREC guidelines, you must complete this step and create the "Fan" page. As a general rule, nothing should be on the station "Friend" page, except a photo and a greeting directing traffic to the "Fan" page. In addition, any requests for friends on the station "Friend" page should be re-directed to the "Fan" page.

### Step 3: Create a profile

Once the "Fan" page has been verified, you will need to provide basic information for the browsers. Start by clicking "Edit Info" and adding basic information (address, phone, and hours), and click "Save Changes." Under "Detailed info," enter [www.goarmy.com](http://www.goarmy.com) as the Web site, save again, and click "Done editing."

Next, add a picture that will be displayed on the start page. To do this, scroll over the box with the question mark until you see a pencil in the right corner. Click it, and select "Upload a picture." As mentioned in the last section, make sure that the photo is tasteful and contains no copyrighted material.

After the photo has loaded, click the "Edit page" link located directly below it. While on this menu, Admin status can be granted to other recruiters in the station who have a personal Facebook account. To add them, click on the "add" link next to where it says Admin on the bottom right of the page. When the menu pops up, enter the email they used to set up their personal account, and click the "invite" button. They will be sent an email to confirm, and once they do, they will show up in the list of administrators. This is important, as page administrators post to the fan site as the station, not as an individual. After naming admins, head back to the profile by clicking "View Page" link at the top of the screen.

Under the photo there are several links and a box that reads "Write something about." In this box add something along these lines: This page is information for recruiters, families and friends of the XXXX Recruiting Station. Please direct any questions to: (stationemail)@usarec.army.mil. Referring enlistment questions to your station e-mail will cut down on lengthy conversations on your pages.

### Resources

There are a number of resources available to offer assistance in this process. Recruiting ProNet, which can be accessed through the Battle Command Knowledge System on AKO, has a few slide decks and documents inside the "Social Media" folder, or contact Mark Howell at (502) 626-0167 or [mark.howell@usarec.army.mil](mailto:mark.howell@usarec.army.mil) for further assistance.

Be sure to check out the January issue of Recruiter Journal, where there will be more about posting items to Facebook and sharing some best practices from around the field.

# Annual Leaders Training Conference

Story and photos by Julia Bobick  
Editor

One of the key themes of the Annual Leaders Training Conference was teamwork — moving the command into the future and continued success as a team while maintaining the high standards set in FY 09.

“We have to make this more of a team sport. We have to make it so the individual recruiter doesn’t feel the pressures of the whole world on his or her shoulders when they are out there looking for young men and women to join the Army,” said Maj. Gen. Donald M. Campbell Jr., USAREC Commanding General.

Campbell called the noncommissioned officers the heroes of USAREC.

“You truly are heroes in my mind,” he said. “This command would not make it without NCOs.”

He also emphasized how much the Army supports the recruiting effort.

“It’s important that you understand the senior leaders of our Army recognize what you accomplished, as well. I want you to know they appreciate the work you do and the work every one of your Soldiers and family members does every day,” Campbell said. “I think sometimes we fail to step back and think about that: how important our mission is, and how impressive it was in ’09, how difficult and challenging it will be for ’10.”

To demonstrate that support, both the Chief and Vice Chief of Staff of the Army spoke at the conference.

“What you do each and every day is hard, hard work. It is work that is absolutely criti-

cal to our Army, particularly to our all-volunteer force after eight plus years at war,” Vice Chief of Staff of the Army Gen. Peter W. Chiarelli said. “You’ve done an absolutely outstanding job. The quantity of recruits is exceeded only by their quality.”

Chiarelli also thanked the recruiting spouses.

“You are the unsung heroes of our Army. I want you to know how deeply we appreciate your love and continued strong support,” he said.

Chiarelli said that families play a critical role in the health and well-being of the force, as he spoke at length about traumatic brain injuries and changing the culture of the Army to be more accepting of Soldiers’ behavioral health issues.

“This is the longest we’ve been at war as an all-volunteer force; we are in a bit of uncharted territory,” said Chief of Staff Gen. George W. Casey Jr., who also spoke about the well-being of the Army and families and getting the Army back in balance.

He spoke strongly about the Comprehensive Soldier Fitness Program, designed to “bring mental fitness up to the same level that we give physical fitness.” He said the program, which includes progressive resiliency training at every level of Soldier training from basic training to the Army War College, is important in sustaining the force for the decades ahead.

Casey closed by talking about recognizing the importance of the Army’s NCOs, the glue that is holding the force together.

“We wanted to not only recognize that among ourselves, but let the American people know what a national asset they have their noncommissioned officer corps,” Casey said, adding that could not be more proud of the professionalism of the Army’s NCO Corps.



Above: Army Vice Chief of Staff Gen. Peter Chiarelli speaks at the Annual Leaders Training Conference. Left: Army Chief of Staff Gen. George W. Casey Jr. talks with Medical Recruiting Brigade Commander Col. Rafael Montagno and his wife, Michelle, following his remarks.



*Congratulations!*  
**2009 USAREC  
Soldiers and Civilian Employees  
of the Year**





## PROGRAM SPECIALIST EMPLOYEE

By Fonda Bock

All spring and summer long, Linda Miller, a human resource specialist for Recruiting Command, worked tirelessly to get more than 300 contract jobs in USAREC around the country converted to federal positions by the July 31 deadline.

Many of those jobs were for security investigators, guidance counselors, and operations assistants for the MEPS. Missing the deadline would have put Recruiting Command at a standstill.

“Had the security interviewer positions gone without being filled with qualified personnel, 80 percent of all of the Army’s enlistments would have been on hold,” according to Robert Stewart, Chief, Enlistment Eligibility and Processing Division, G-3. “On Aug. 3, this command did not miss a beat; everything was up and running and fully operational with all guidance counselor positions filled with the most highly qualified individuals.”

Miller’s role in this project was just one of reasons she was chosen 2009 Program Specialist Employee of the Year.

The award winner has 25 years experience in Army human resources, but given she’s been with USAREC for just a little more than a year, was shocked to learn she’d been selected over the other seven nominees.

“Being a new employee in USAREC, I didn’t know that I would rise to that level. I’ve always worked hard, but the other organizations I’ve worked for never had an “Employee of the Year” award. I’d get an end of the year award like everyone else, but never really put in for a special award. It feels good. To have somebody recognize you for your hard work is pretty special and very rewarding.”

Miller’s supervisor, Civilian Personnel Officer Rebecca Parish, is not shocked. She nominated Miller because she said she was really impressed with her new employee’s technical expertise, and ability to acclimate quickly to USAREC in terms of learning the mission and civilian personnel programs, among other reasons.

“[Her] absolute dedication, commitment, and partnership in working with G3 on this time-sensitive contractor-to-civilian conversion initiative were key in my nomination,” said Parish. “I received glowing reports about Linda going the extra mile, which a lot of employees do. However, her ability to partner with the organization was exceptional. I thought her efforts really lent themselves this year to this particular recognition program.”



LINDA MILLER  
USAREC HEADQUARTERS G1

## PROFESSIONAL EMPLOYEE

By Ken Plant

Minneapolis Battalion Educational Services Specialist, Dr. Susan Larson, was selected as the Professional Employee of the Year. Larson provides educational services supporting recruiting offices and Soldiers throughout Minnesota, North Dakota, South Dakota, Iowa and western Illinois.

“With less than a year in her position, Dr. Larson has wasted no time in being actively involved with developing the proper systems and engaging recruiters and company commanders in order to become successful in supporting the recruiting force by gaining, improving, and maintaining access to the high schools and colleges within their area,” said Battalion Commander Lt. Col. David Kim.

“She has been especially active in working with the recruiting force to increase their physical presence on college and high school campuses, helping Soldiers to become actively involved in campus life by making connections.

“She is involved with training, visiting schools and, especially, expanding the battalion’s center of influence network and participating in COI events. She has pursued innovative partnerships with ROTC and academic departments at the University of Minnesota in tutoring and counseling, which have allowed the institutions to collaborate in new and mutually beneficial ways, providing cadets and students a new take on the Army. Her close work with educational, government and foundation COIs has enhanced the battalion’s standing with each of these groups and allowed for new and innovative thinking. As a result of her efforts, the Army was the only branch of service invited to the recent National Civic Summit. Larson’s innovation has led to the exploring of an Employee Development Program with corporate partners to enhance high school retention and graduation. All of these elements allow her to effectively contribute to the success of the overall recruiting mission and be a force-multiplier.”



DR. SUSAN LARSON  
MINNEAPOLIS BATTALION

## ADMINISTRATIVE SUPPORT EMPLOYEE

By Julia Bobick

Laura Allen, the Outstanding Administrative Support Employee of the Year, made a positive impact in the 2d Medical Recruiting Battalion in just a short time. Allen, who began working as the battalion commander’s secretary in February, not only excelled in her job, she also jumped in to fill the family support role in the absence of the battalion Soldier and Family Assistance (SFA) program manager.

“I have always wanted to help people, and helping the families and Soldiers in the Army is very important to me since I have two sons deployed,” she said. “The Soldier and their families welfare comes first to me and if I can do anything to make it better for them, I will do my best.”

Allen served as the Family Readiness Group leader, assisted in organizing two family wellness events and created a Facebook page for battalion families. After only two months on the job, she was also instrumental in organizing an outreach event to introduce the battalion to the Redstone Arsenal community.

“I have a great family and husband, Tom, who helps me with every project that I take on. He enjoys helping others and we like working together in the community,” said Allen, a native of Huntsville, Ala.

She is active in her community, as well, working with animal rescue organizations, the Huntsville Police Wives Club, Sparkman High School Booster Clubs and the Madison County Explorer Club.

Allen, who is working on her bachelor’s degree in human resources, has since been promoted to the battalion SFA.



LAURA ALLEN  
2D MEDICAL RECRUITING BATTALION

## TECHNICAL PROGRAM SUPPORT EMPLOYEE

By Ken Plant

Ronald A. Kimmel, the human resources technician for the Minneapolis Recruiting Battalion, is the 2009 Outstanding Technical/Program Support Civilian Employee of the Year.

“Kimmel’s performance has been nothing short of extraordinary,” said Kimmel’s supervisor, Maj. Marcus Pinto. “His exceptional service was recognized during the recent 3d Recruiting Brigade staff assistance visit when the S1 shop was given an excellent rating and lauded for the outstanding quality of service provided to the recruiting force. The inspectors noted that there were zero deficiencies and that all areas that fall under Mr. Kimmel’s area had been meticulously managed and were remarkable. His success has also noted throughout the brigade and USAREC as many other battalions have requested assistance regarding S-1 actions, procedures and tracking tools to increase their productivity.

“Kimmel is the focal point for managing the battalion awards program ensuring Soldiers are appropriately recognized in a timely manner. Kimmel has had no late actions and is frequently called upon by the brigade and battalion staff and companies to provide input, advice and recommendations on award processing.”

Pinto added that Kimmel has been recognized in the 3d Recruiting Brigade and USAREC for the timeliness and processing of NCOERs on all past inspections. He is the battalion’s staff trainer on all aspects of the evaluation process. He achieved a 100 percent processing rate of all NCOERs processed during this rating period.”

Before coming to the battalion, Kimmel served as a program support specialist for the Veterans Administration in Minneapolis. He served 26 years in the Army.



RONALD KIMMEL  
MINNEAPOLIS BATTALION



SGT. 1ST CLASS MARQUES DANIELS  
PORTLAND BATTALION

## STATION COMMANDER

By Charles Glenn

Watching the USAREC annual awards ceremony live via the USAREC network, a packed conference room at Portland Recruiting Battalion headquarters, erupted in applause when it was announced Sgt. 1st Class Marques Daniels, 31, of the battalion was named station commander of the year.

“It’s fantastic news, but it’s no surprise, really,” said Daniel’s Command Sgt. Maj. Kenneth Crow. “He earned his trip there and he deserves it.”

Daniels was inducted into the Audie Murphy Club and earned the title of 6th Brigade Noncommissioned Officer in 2008.

“I remember when I won that award,” said Daniels. “That year, my station got 96 percent combined, and I thought pretty highly of myself. Then Col. Patrick Walsh — at that time, the 6th Recruiting Brigade Commander — took me aside back and explained that while our achievements were noteworthy, I couldn’t simply rest on my laurels. He challenged me to make an even bigger statement and hit 130 percent.”

In 2009, Daniels and his station reached 134 percent of their combined mission, with the Army Reserve achieving approximately 134 percent and the Regular Army achieving 130 percent. He credits his Soldiers for their hard work and motivation.

Daniels was not the only one soaking up accolades this year. At the 6th Brigade Best of the West competition, the Beaverton Station was a triple threat. Two of Daniels’ Soldiers were also recognized, with Staff Sgt. Jancey Shimasaki being named as Portland Battalion’s Army Reserve Recruiter of the Year and Staff Sgt. Donald Anderson named as the battalion’s Regular Army Recruiter of the Year. In addition, every recruiter at the station got 10 or more enlistments during that year, with some more than doubling their production from 2008.

Daniels claims that the foundation for the station’s success is what they are doing together for physical training.

“We really stepped up the PT and made it more intense, and I think it’s the basis for our success,” he said. “We work better as a team, and we’ve been able to focus on developing each of our individual strengths.”



STAFF SGT. BRYAN D. BURTON  
BATON ROUGE BATTALION

## NONCOMMISSIONED OFFICER

By Patrice Creel

Staff Sergeant Bryan D. Burton is the third honoree from the Baton Rouge Recruiting Battalion to be named Noncommissioned Officer of the Year.

“Burton is a consummate professional who exemplifies the characteristics of the Army Values and the NCO Creed on a daily basis and it was no surprise to me when I learned that he was recognized as the USAREC NCO of the Year,” said New Orleans First Sergeant Scottie Leblanc who nominated Burton.

“Staff Sgt. Burton is the third USAREC NCO of the Year in the past five years to come from Baton Rouge Battalion, and I’m blessed to be able to say that I had or have a direct working relationship with all three of them.”

Leblanc was referring to Sgt. 1st Class Thomas Putnam, 2006 NCO of the Year, and then Staff Sgt. Clay Usie recognized for this honor in 2004 from the Houma, La Army.

Putnam, who is Burton’s commander in the Covington, La., station said, “When I first met Staff Sgt. Burton, within a few weeks I realized without a doubt he had the potential to become the NCO of the Year at each level. He demonstrates all the traits as a NCO daily. His hard work and dedication surpass the standard. I know he will go on to represent the command at USAAC with excellence.”

When he was announced as NCO of the Year, Burton said it sent chills up his spine.

“It was a tough mountain to climb. Countless hours studying after hours, great mentorship, leadership from my station commander, 1st Sgt., and family support are the true contributors to my success.

A native of Snyder, Texas, Burton joined the Army in June 2000 after completing high school and working in oil field well servicing units. He served in Iraq from 2005 to 2006.

Burton is married and has three children. He said his long term goal is to become a command sgt. major. “My ultimate goal is to serve in the Army until I am no longer able to do so!”



SGT. 1ST CLASS PABLO MICHEL  
3D BRIGADE

## CAREER COUNSELOR

By Audrey Hill

“As Senior Career Counselor for the Brigade, how can I ask any Soldier to reenlist, if when my time comes, I don’t make the commitment myself,” said Sgt. 1st Class Pablo Michel. Michel reenlisted to help out his 3d Brigade team during the USAREC 500 campaign.

His leadership skills led 3d Recruiting Brigade to win the TRADOC and USAREC’s Early Bird and Top Large Brigade’s Excellence in Retention awards for FY 08. He was also Career Counselor of the Year for the 82nd Airborne Division in FY 07.

“The success of the team is not only due to the team effort, but also due to the right combination of qualified Soldiers demonstrating their selfless service and commitment by reenlisting in this time of war. Also, our success is due to the strong support and involvement from the leadership at all levels of command within the Brigade,” said Michel.

“Sergeant 1st Class Michel leads a dynamic team of great retention NCOs, said Col. James Iacocca, 3d Recruiting Brigade commander. “He is out front of the mission and always looking out for our Soldiers and families. He is a role model to all NCOs.

“He had to set up the Career Counselor of the Year board when our primary nominee had a family emergency. In one week’s time he prepared for the board,” said Iacocca. “We can use more NCOs like Sgt. 1st Class Michel.”

Michel was born in Puerto Rico and raised in the Dominican Republic. He is the proud parent of two sons, Airam and Anthony, ages 15 and 2 and engaged to Katia Bell.

Michel joined the Army because he wanted to serve and belong to something greater and bigger than himself. He’s served 13 years in the Army including tours in Iraq and Afghanistan.

“He’s truly a dedicated Soldiers’ NCO. He will do whatever he can to support a Soldier in their desire to reenlist,” said Command Sgt. Maj. Todd Sherman, 3d Recruiting Brigade command sergeant major.

“I’m really proud to be a part of such a great organization — 3d Recruiting Brigade — which truly cares for its members and their families and also motivates its troops to win,” Michel said.



FIRST SGT. ANDREW AND JORDAN PRIVITERA  
MINNEAPOLIS BATTALION

## FIRST SERGEANT

By Ken Plant

“First Sergeant Andrew Privitera’s selection as the USAREC First Sergeant of the Year is the result of many months of hard work, dedication to the welfare of his Soldiers, accomplishment of the mission, taking care of his family and maintaining the highest physical condition in his company,” said Minneapolis Recruiting Battalion’s Command Sgt. Maj. Kelly Clark.

Privitera was selected as the Minneapolis First Sergeant of the Quarter for 3d quarter FY 09. He participated at the 3d Recruiting Brigade board held in Nashville, Tenn. competing with seven first sergeants. It was extremely close.

Upon his selection as the 3d Recruiting Brigade First Sergeant of the Year FY 09, he advanced to USAREC level. The USAREC board was held in Tampa, where every brigade was represented, including Special Missions Brigade.

Candidates were asked situational questions in several areas, including, leadership, weapons, NCOERS, counseling and also took the APFT. During the brigade board, Privitera scored 360 on the extended scale, clearly placing him in the front running.

“Having had the opportunity to work with Privitera during the past 10 months has proven we can all learn from others, no matter how long we have done something,” said Clark Privitera demonstrated with actions, not words, what it is to take care of Soldiers. He lives the Warrior Ethos and embodies the Army Values. He is Army Strong.”



STAFF SGT. BOBBY R. STEPPO  
NASHVILLE BATTALION

*“It’s good recruiting in the area you’re from in general. Whether you put anybody in the Army or not, you still make a positive impact on young people’s lives as a mentor.”*  
— Staff Sgt. Bobby Stepro

## RECRUITER OF THE YEAR

By Lee Elder

An Indiana recruiter credits experience he gained five years earlier in the Department of Army’s Soldier of the Year Competition and the encouragement of a mentor with helping him capture the title of Regular Army Recruiter of the Year.

Staff Sgt. Bobby R. Stepro earned honors at both the battalion and brigade levels before finishing at the top spot on the command level among USAREC’s more than 100 recruiters.

Stepro, who commands the Scottsburg, Ind., recruiting station, said his latest bid was made more challenging because he had a lot less preparation time than he did in 2004. Serving as an on-production station commander and father of four young children made little time for study and training.

“I was trying to juggle the mission and still trying to do prep,” Stepro said.

Despite the hardship, Stepro said he was spurred on by his chain of command. He cites the influence of his former first sergeant, retired 1st Sgt. Robert Soice, as one of his motivating factors not only in participating in the board process, but for becoming a 79R and choosing recruiting as his career path.

For Soice, Stepro’s win was no surprise. He said Stepro does well at any task the Army asks of him.

“Everything about Bobby Ray is above and beyond,” Soice said. “He does almost everything well.

“He’s committed to doing things right, that’s probably his most outstanding characteristic. It shows in the way his station looks or doing his high school presentation or a board like this.”

A Corydon, Ind., native, Stepro graduated from Corydon Central High School

in 1996. He worked a variety of jobs until the events of Sept. 11, 2001, spurred him to consider Army service. He enlisted Jan. 17, 2002, as an infantryman.

An M-2A2 Bradley gunner in the 3d Infantry Division, he served two combat tours in Iraq, including the initial taking of Baghdad in 2003.

Stepro came to the Clarksville Ind., station in 2006. He quickly found himself serving as the Army recruiter assigned to his hometown.

“It’s good recruiting in the area you’re from in general,” Stepro said. “Whether you put anybody in the Army or not, you still make a positive impact on young people’s lives as a mentor — it’s the way I approach it.”

While he loved serving in the infantry, Stepro said he began to seriously consider converting to career recruiter status. A big part of his decision was his family as he quickly found himself as the father of two sets of twins all under 4 years old.

“One of his big motivators was his wife and kids,” Soice said. “He was slightly older than average when he joined and he’s realized his responsibilities to his family.”

Stepro assumed his present position in December 2008. He said he has continued his straight-talking approach now that he is leading recruiting efforts in his southern Indiana community and enjoying it more every day.

“You can see the transition as a young man or woman grows as a person,” Stepro said. “By the time you ship them to basic and then see them how they are when they get back to basic, it’s quite a transition.

“You are changing people’s lives and giving them the greatest opportunity. It might be six months or a year before they realize what you gave them.”



STAFF SGT. ERIC AND MINDY MILLS  
MILWAUKEE BATTALION

*“Some recruiters will say they don’t have enough time but the reward at the end is worth it.”*  
— Staff Sgt. Eric Mills

## RESERVE RECRUITER OF THE YEAR

By Jorge Gomez

After facing three grueling boards, each increasing in difficulty, Staff Sgt. Eric Mills, Greenfield Recruiting Station, prevailed as USAREC’s Recruiter of the Year for the Army Reserve.

Mills’ accomplishment culminated the work and dedication that started back in 2008 when he was nominated to the 3d Brigade board. But he didn’t qualify to sit before the board because he fell short of the 90 points required in the sit-up event of the Army Physical Fitness Test.

“It was a letdown for me [in 2008],” said Mills. “I didn’t make it then as far as I should have but it gave me the drive to make sure I would this year. I put my best foot forward.”

This year the Milwaukee Recruiting Battalion held a board to nominate recruiters for the brigade competition. Mills said he was informed about the battalion board two weeks before it convened but he wasn’t too worried about studying.

“Soldiers know this material since they started in the Army,” he said. “As long as you’ve been doing your job well and know it, then you know the material. In a sense, you’ve been preparing your whole military career.”

The hardest part of the board for Mills was not so much the questions but facing the senior enlisted advisors.

“Sitting in front of the USAREC command sergeant major and looking at the people who are high up in your command, that’s what makes me nervous,” he said.

But Mills said it’s worth the effort and he encouraged recruiters to start preparing for the board now.

“Some recruiters will say they don’t have enough time but the reward at the end is worth it, so they should start the process of preparation. They should take the challenge of representing their company; they should give themselves the chance to win,” he said.

First Sgt. Gregory Cowper, Milwaukee Recruiting Company first sergeant, said he and the company commander nominated Mills for the battalion board because he stood out as being the best in all aspects of his recruiting profession.

“We were both proud and confident when we nominated him,” Cowper said. “He is a leader in his station and he is well respected within our company. He wants to win and he wants to succeed.”

Mills was born in Idaho but he calls Fort Walton Beach, Fla., home. He’s a former traffic accident investigator (military police) who converted to recruiter. He’s served nine years on active duty and three in the Reserve. He has been recruiting for nearly four years.

# Soldiers *Gain* Skills in the Corporate World

By Sgt. 1st Class Charles F. Warner

“**L**ike a good neighbor State Farm is there.” We’ve all heard that familiar jingle, but did you know State Farm actually is a good neighbor to the Army?

Through the Training with Industry (TWI) program, State Farm has allowed USAREC Soldiers to work one year in their corporate headquarters located in Bloomington, Ill. In fact to date, seven Soldiers have already had this unique experience.

The Army’s TWI program was initiated in the 1970s in response to the Army’s critical need for Soldiers with state-of-the-art skills. These skills include industrial practices and procedures unavailable through military or civilian education programs. In July 2003, USAREC and State Farm signed an agreement to place one Soldier a year in State Farm’s Learning and Development Department. This is one of the few TWI programs available to noncommissioned officers.

As the most recent Soldier (candidate) to complete the program, I’d like to share my experience. The two most frequently asked questions by others are “What did you wear and what were your hours like?” I normally wore business casual attire however, on occasion it was necessary to wear formal business attire. The work hours for State Farm were 0800-1630 Monday through Friday. State Farm’s training program is dynamic and extremely fast paced. Candidates are exposed to innovative industrial management practices, techniques and procedures. One of the requirements was to complete courses in Effective Performance Methodology Training, Building Better Job Aids, and Virtual Facilitation. Individuals who complete these courses earn the designation of Certified Instructional Technologist.

My concern at State Farm was to gain and maintain alignment with State Farm’s values, ethics and principles. To my surprise they were the same ones we strive to maintain in the Army.

Moving from the military world to the civilian world can be intimidating. My USAREC knowledge of doctrine, terminology and training allowed me to become a fully integrated team member at State Farm.

Once certified, candidates are assigned to one of the many teams working on State Farm Distributed Learning and Virtual Classroom Server projects. One of the notable projects I was involved in the implementation of State Farms’ Learning Management System. The project was to analyze sales and management performance against State Farm goals. Once the analysis was complete, the team had to develop, design, and implement Distributed Learning (dL) and virtual classroom server (VCS) training packages to help improve agents’ and representatives’ performance. The training was designed to assist approximately 15,000 State Farm agents and representatives.

The Army TWI program allows candidates to learn and work with an industry leader in dL and VCS techniques. The follow-on assignment at Headquarters USAREC or the Recruiting and Retention School Fort Jackson allows the candidate to utilize the skills gained at State Farm to provide quality training and student services support to all Soldiers and civilians who use the LMS.

To apply, submit an application in accordance with AR 621-1, Training of Military Personnel at Civilian Institutions with Industry Program. Though the deadline for FY10 has passed, recruiters may also reference USAREC Message 10-024. Once you have applied your packet will be reviewed by the 79R Personnel Proponency Office, USREC Headquarters, who will conduct a packet review board to determine the best qualified applicant. If you are chosen you and your chain of command will be notified via e-mail.

*“My USAREC knowledge of doctrine, terminology and training allowed me to become a fully integrated team member at State Farm.”  
— Sgt. 1st Class Charles F. Warner*

# WINTER STORM

The extreme cold and heavy snowfall that accompany winter storms can be debilitating and dangerous. Winter storms can affect everyone, even those who usually experience mild winters. Heavy snowfall can be blinding for drivers and dangerous for those it traps indoors. Winter storms may also include high winds, sleet, freezing rain, frozen roads, power outages and dangerously cold temperatures.

## How to Prepare for a Winter Storm

Be aware of the risk for severe winter weather in your area. Stay informed and know winter storm terminology:

**Freezing rain**—Rain that freezes when it hits the ground. Ice may coat roads, walkways, trees and power lines.

**Sleet**—Rain that freezes into ice pellets before it reaches the ground. Sleet can cause moisture on roads and walkways to freeze.

**Winter storm watch**—Weather conditions are favorable for development of a winter storm. Stay tuned to radio or TV for more information and instructions.

**Winter storm warning**—A winter storm is occurring or will occur soon.

**Blizzard warning**—Considerable amounts of snow with sustained winds or frequent gusts up to 35 mph are expected to prevail for at least three hours. Visibility is reduced to less than a quarter mile.

**Frost/freeze warning**—Below-freezing temperatures are expected.

Make sure your home is properly insulated.

Caulk and weather strip doors and windows to keep out cold air.

Insulate pipes to prevent freezing.

Consider what to use for emergency heat in case the electricity goes out:

Fireplace with ample supply of wood

Small, well-vented camp stove with fuel

Portable space or kerosene heater (check with your fire department first)

Understand the heating system in your home. Be aware that the most destructive home fires happen during winter weather due to improper use of heating devices.

To prevent water damage from burst pipes, keep your home's temperature above freezing, even if you are away.

Keep your car's gas tank full to keep the fuel line from freezing and for emergency use.

Make sure you have an adequate amount of winter clothing and blankets for your family.

Get an emergency supply kit that includes rock salt, sand, snow shovels and other snow-removal equipment, adequate winter clothing and batteries for radio and flashlights.

To slow the accumulation of snow and ice on your driveway and outside steps, pretreat these surfaces by spreading a small amount of rock salt.



WALT KLOPPPEL

## What to Do if There is a Winter Storm

Stay inside and monitor the radio or TV for more information or instructions.

Eat regularly and drink plenty of fluids.

Practice fire safety, check the batteries in your smoke alarms and make sure there is plenty of ventilation if you are using a heat source that can produce hazardous smoke or fumes.

Dress in several layers of warm clothing.

If you are outside:

Do not overexert yourself in snow shoveling or any other physical activity.

When shoveling, do not try to move large amounts of snow each time. Lift with your legs to help prevent serious back injury.

Cover your mouth to protect your lungs from the extremely cold air.

Keep dry and change any wet clothing as soon as possible.

Watch for signs of frostbite: loss of feeling or pale appearance in extremities.

Travel only if you must, during the day and on main roads.

If you are trapped in your car by a blizzard:

Pull to the side of the road and put the hazard lights on.

Remain in the vehicle, where rescuers are most likely to find you.

Run the engine for 10 minutes every hour to keep warm.

Exercise to maintain body heat, but do not overexert yourself.

Drink fluids to avoid dehydration.

At night, take turns sleeping and turn the inside light on.

Be careful not to waste battery power.

If you are stranded in a remote area, stomp large block letters in an open area that spell "HELP" or "SOS."

Leave the car on foot only if absolutely necessary and the blizzard has passed.

Watch for signs of hypothermia: uncontrollable shivering, memory loss, disorientation, slurred speech and drowsiness.

If signs of hypothermia are detected, keep victims warm by removing all wet clothing, warm the center of their bodies first and seek medical attention immediately.



## Remembering the Past... The Spirit of America

By D. Charone Monday  
Columbus Battalion

**M**ore than 200 years ago, a small group of volunteers were called upon to fight for freedom. With few skills and even fewer weapons, they defied a superior enemy force — and with only their courage and valor to see them through, they birthed the greatest military the world has ever known.

As the years passed, American Soldiers faced many enemies opposed to our freedoms and way of life. Bravely they stepped up to each challenge...sometimes costing their lives. Yet now, surrounded by today's hectic pace of living and the stress that comes from being in a world full of uncertainties...Americans seem to have forgotten.

In an effort to help us remember and bring to life the amazing history of America's Army, the "Spirit of America" live-action show has been touring the country. With more than 300 Soldiers turned performers, the show came to the Nationwide Arena in Columbus, Ohio, and reminded us that a great nation is shouldered by a great Army.

Filled with historical reenactments, musical tributes, firing of weapons, and Soldiers rappelling from the rafters high above the audience, the show captured the essence of the Army's strength... the strength of the Army Noncommissioned Officer.

As moving as the show was, the audience was honored to observe a ceremonial oath of enlistment administered by Brig. Gen. Karl Horst to nearly 350 Future Soldiers. With tears in their eyes and lumps in their throats, the audience showed their gratitude to the young Soldiers by giving them a rousing, standing ovation.

"It made me feel proud to say that I'm a Future Soldier and I was honored to be there," said Leah Atwell. "It definitely raised some emotions and sincerely makes you proud to be surrounded by so many supportive people. When all the people stood up and applauded for us after we took our oath ... that was such an honor."

The event was an excellent opportunity to show the new Soldiers the "band of brothers" of which they are now a part. It opened their eyes and helped them truly understand what it means to be part of something "bigger than self."

"The show has absolutely given me chills," said Future Soldier Katherine Dillion. "It gives me more reasons why I want to be

part of something so big and it gets me really excited to go to basic and start my military career.

"I learned about the history of the Army and it reminded me how much history we have in the Army and it reassured me of everything that's happened and how far we've come as a country. I am absolutely proud to be a Soldier and to be an American. I'm blessed to be part of this."

And for all those who attended who weren't Soldiers, it had a big impact on them also. "It was an absolutely amazing show and I'm glad to be an American," according to Chris Sarver, one of the many mothers in attendance. "I've always had the utmost respect and admiration for the military and I'm very proud and honored for what they do to serve our country. If I was younger, I think this show would have moved me to enlist in the Army."

According to Lily Wilker, a Future Soldier who goes to basic in January, "the show was pretty cool. There were definitely some surprises. I learned a lot about the tradition of the Army and I think it's great to see all the support here. It's definitely a bigger crowd than I thought it would be. It made me proud to be part of the Army."

Barb Horn, the mother of one of the Future Soldiers summed the day up when she said, "I thought it was patriotic, very classy, and very precise. I think it was an important way of expressing history through the eyes of the noncommissioned officer."

As I continued to interview the Future Soldiers and others who attended, one word was repeated over and over. That word was "proud." People expressed how the show made them proud to be Americans, proud to be a Soldier, proud to be the parent of a Soldier.

Today, in a time when much of our military history has been lost, the Spirit of America show brings to life the history and sacrifices of the Noncommissioned Officers Corps, past and present.

It's easy to forget the past as you focus on the present. It's easy to take for granted the many freedoms that being an American brings. It's easy to forget those who came before us and paid the price for our freedoms. But for the Future Soldiers who took their oath that day, I doubt they will ever forget.

# Former **Soldier's** Volunteer Work Sheds **Bright Light** on **Army**

By Charone Monday

**S**ometimes, just being available to help can go a long way in our recruiting efforts. One such case is that of Tony Rieman, the S2 for Columbus Recruiting Battalion. He recently received the Hayes High School Hall of Fame and Distinguished Volunteer Service Award for developing and overseeing a wrestling program that attracts between 100-120 kids each year and for other volunteer services he provides to the school.

"The award was a nice honor, but I wasn't expecting anything," Rieman said. "I do it because I enjoy it. I think this kind of thing helps the recruiting command because the school knew I was the first sergeant of Marion Company at the time I began the program. It helps for people to see how the Army does things. They see the organization, they see how we make things run smoothly, and I think it's a good reflection on the Army."

He began the wrestling program in 1995, while still on active duty, when he and the middle school wrestling coach, Dick Sanfillipo, decided that the Delaware, Ohio school district needed to get with the times. So they developed a youth wrestling program for grades K-6. Known as Team Cobra, it not only provides free coaching to students twice a week, it helps develop their self esteem and provides a "fun" way to teach them how to interact with others.

In addition to the Team Cobra program, Rieman and Sanfillipo established two local wrestling tournaments and a pre-season fundraising tournament. Their annual fundraiser is set up to accommodate students K-12 and includes an open division where anyone of any age can compete.

This fundraiser attracts about 250-300 kids, allowing many of them to get their first taste of wrestling in a tournament and raising enough funds to pretty much support the Delaware wrestling program throughout the year.

Their two other tournaments include the Hayes High School Wrestling Tournament (known as one of the top one-day varsity tournaments in Ohio), and the Tormasi Junior High Wrestling Tournament, named in honor of the former Delaware Middle School coach, Bob Tormasi, who died of cancer.

What's most special about the junior high tournament is that it enables the kids to be more involved.

"Wrestling is a sport where a lot of times the tournament runs all day long, said Rieman. "And a kid who's not that good will get his two matches then he's done for the day and has to go sit in the bleachers because people are still wrestling."

We set up a format where everybody gets the same amount of matches regardless of how experienced they are. And what we do with the kids who aren't as good, they end up wrestling one another. Better kids will go up to the top of the bracket and compete for a championship, while the kids that don't do as well will be in a consolation pool at the bottom but get additional matches. We do this because

they don't get any better sitting in the bleachers... they get better by wrestling.

"I had a comment from a mother the first year we ran the tournament telling me how much she loved it and its format because her son, who had been wrestling for a couple of years, had never won a match until then."

Recruiters don't have to start their own program, just get involved. Go to the school and ask how you can help with their preexisting programs. Be available, be someone they can count on, someone who is there to help them. It won't take long to establish a good relationship with the school.

For those who want to start a program, the main thing is that you have to make the time.

"It's not like you get an immediate return on your investment. You're not going to get a contract at every practice you go to, or every match or game that you go to. You're going to get good exposure and people start to see you as a real person, down to earth just like them rather than the guy who's in the uniform who's always asking for something."

Hayes High School assistant principal, Erica Kosiorek, congratulates Tony Rieman as he receives the Hayes High School Hall of Fame and Distinguished Volunteer Service Award.



DONALD HERTH

## Kenyan Immigrant Chases Dream, Becomes 5,000th Recruit for Dallas Battalion

Story and photo by Len Butler  
Dallas Battalion

Albert Waireri began his path to becoming an American citizen when he enlisted in the U.S. Army and in the process, became the 5,000th person to enlist with the Dallas Recruiting Battalion at its headquarters in September.

Waireri immigrated to America from Kenya with his mother, Pauline Wambaire Kigera, in December 2008. Waireri, 26, expressed a deep desire to pursue the American dream.

"I wanted a chance to be a part of the American people and be a part of this great nation," he said. "Coming here was also an opportunity to get closer to my dreams about my future."

Waireri and his mother settled in nearby McKinney, where he worked as a



Albert Waireri stands with his recruiter, Staff Sgt. Keisha Kirk of the McKinney Recruiting Station following Waireri's enlistment, becoming the 5,000th Future Soldier the Dallas Recruiting Battalion enlisted in Fiscal Year 2009.

dietician for a local retirement home. He explained that while becoming an American was very important to him, giving back to the country that adopted him was

just as important and that is what drove him to look at opportunities in the Army.

"I felt it was my duty to help defend my new country and other American citizens," he said. "My mother has been very supportive of me and we have talking about since we arrived here."

Waireri's recruiter, Staff Sgt. Keisha Kirk of the McKinney Recruiting Station, said Waireri is a model Future Soldier with the will and tenacity to succeed.

"It's obvious, that joining the Army is all he wanted to do," Kirk said. "He studied really hard and has been doing everything right in preparing to become a Soldier."

Waireri said his next step is to eventually become a full-fledged American citizen. Legal immigrants who enlist in the U.S. military can take a fast track to becoming American citizens under special provisions provided for in the Immigration and Nationality Act (INA).

## Lieutenant Insignia Special for Family

Story and photo by Esther Garcia  
Fort Sam Houston Public Affairs Office

Second Lt. Molly James is embarking on a new life since her husband, 2nd Lt. Luke James, was killed in Iraq and she was left with a 6-week-old baby.

On Sept. 25, at the Marriot Hotel in front of her family and friends, Molly took the Oath of Commission from her father-in-law, retired Army Maj. Bradley James, and is on her way to becoming a physical therapist in the Army.

It has been a family tradition that the second lieutenant insignia have been passed on from one family member to another. Maj. James swore in his son Luke, when he joined the Army, pinning him with the second lieutenant bars that he once wore.

When Luke died, Molly passed the bars to her sister, Heather, now a first lieutenant and an Army nurse at Walter Reed Army Medical Center. The bars were returned to Molly for her pinning ceremony and will be saved in case her son Bradley, now 6 years old, decides to join the Army.

Luke, with the 82nd Airborne Division at Fort Bragg, N.C., was in Iraq only nine weeks when he and his men encountered an improvised explosive device while on patrol, killing him and one other Soldier instantly. Two others were critically injured. The two injured Soldiers were sent to Walter Reed.

"This is where I was first introduced to physical therapy and my life changed," said Molly, who went to visit her husband's men. "My husband died and his career ended, and without me knowing, I was put on a life-changing path."

Molly stayed in North Carolina for three years but decided she wanted to be a physical therapist, so returned to San Antonio and volunteered at Brooke Army Medical Center where she was a greeter at the BAMC dining facility.

"The Army has taken such good care of me and my son, I wanted to give back, not just take," she said. "I assisted wounded warriors with their trays. When I said that I was going back to school and was leaving to put my volunteer time towards helping patients at a physical therapy clinic, I was sent to the Center for the Intrepid where I volunteered from 2007 to 2009. I saw how much progress a wounded warrior makes through physical therapy."



Army retired Maj. Bradley James reads the Oath of Commission to 2nd Lt. Molly James during her commissioning ceremony Sept. 25 at the Marriot Hotel with her family and friends.

## Three Houston Siblings Mirror Army Strong Campaign

Story and photo by John L. Thompson III  
Houston Battalion

For a Houston area mother, the Army enlistment of three of her children was part family tradition, part college tuition, and an important means to help her children forge a better future.

Candi Johnson, a single mother and an accounts manager for Southwaste Services Inc. of Houston, is raising four children in a tough economic environment. Her three oldest children – Dominique Johnson, 19, Triston Johnson, 18, and Breana Green, 18 – all selected Sgt. 1st Class Brister Davis as their career mentor, a man who could get them on a solid career track, provide them a method of financial independence, and steer them toward a way to pay for college, all with a single stroke of his pen. Mom supported their respective bid to enter the Army.

"It was like Mom had everything all lined up for all three of them," Sgt. 1st Class Brister Davis said with a chuckle. "Mom told me, 'Sergeant Davis you are to put all three of them in the Army' and I said, 'Yes Ma'am.' I did what I had to do to get each one of them [enlisted], one-by-one."

Davis said since he has been on recruiting duty in Houston for five years, he has seen cases of siblings joining the Army together only a few times. He is glad each is doing something positive with their respective lives.

He described Candi as a concerned parent who wants the best for her children.

"She wanted to make sure her kids were taken care of for college," he explains. "As a parent you want to make sure your kids are doing better than you did."

Candi said military service is nothing new to her family. Her grandfather, all his seven brothers and many uncles and cousins enlisted in military service. At least 25 relatives pledged to serve in the Armed Forces, she says. She traced this family military service tradition back as far as her great-great grandfather, who also served with honor.

Dominique Johnson, Candi's oldest, is awaiting his completion of high school before he enters basic training.

"I had my mind made up to go into service since I was a freshman," Dominique says with pride. "I will be able to travel and see the world."

"Breana Green, Candi's adopted daughter, made her decision in a very practical way; enlisting to be a cook, Breana aims to use

her culinary expertise to whip up meals and scramble her way to obtaining an education, thanks in part to Uncle Sam.

"When I was trying to figure out if I was going to college or go into the military with my brothers ... I figured I would go into the military with my brothers and get my college for free," Breana said. "I spoke with mom about school and how the Army would open opportunities for me."

Triston and Dominique Johnson both signed to become combat engineers and hope to serve together. One of the reasons Triston chose combat engineering as his career field is simple, he says: "I like to get dirty."

Candi Johnson's house will be reduced from four kids to two in a few weeks, and down to one in January; however the U.S. Army will be strengthened by three motivated youths. These young adults will move forward with their career and educational goals, buoyed by the confidence of a clearly defined goal, and forever bonded through their mutual service to America.



It's a family affair. Triston Johnson, Candi Johnson, Sgt. 1st Class Brister Davis, Dominique Johnson and Breana Green take a moment together near a reflecting pool outside U.S. Army Houston Recruiting Battalion's North Company headquarters.



## Indian Couple Embraces New Country, Joins Army Together

By Phil Walker  
Fresno Battalion

A couple born in India but now living in Fremont, Calif. are showing that they love their new country, and want everyone to know it, by enlisting together in the U.S. Army.

Arun Jose and Beryl Joseph were married two years ago, although they knew each other much longer in their native city of Kerala, India. Beryl spent much of her school years going back and forth between India and the United States and graduated high school in Plano, Texas. She has gone on to receive her bachelor's degree in pharmacy. Arun graduated high school in India and came to the United States to live with his wife and to find a job as a software engineer.

In August, Arun saw an ad in a paper advertising that there were careers to be found in the Army, so he called his local recruiter, Sgt. Robert Price in Fremont to learn more. Sgt. Price came to the couple's home and began telling Arun what a life in the Army was all about. Beryl was listening in on the conversation and asked, "What about me? Can I also find a career in the Army?" SGT Price said that there certainly were great opportunities for women in the Army, and when the visit was over, both husband and wife had made up their minds to join the Army and to do it together.

The couple went together to the local Military Entrance Processing Station and completed their physical and written examinations, passing both with high marks. Arun chose a career as a surveyor in the Field Artillery, and Beryl qualified as an intelligence analyst for the Signal Corps.

"We are excited about our new careers," said Arun. Beryl agrees, "We are both looking forward to the new opportunities and challenges that are before us." "And also, we can't think of



Arun Jose and Beryl Joseph with their recruiter Sgt. Robert Price.

a better way of showing our respect and love for America, than serving our new country in this way."

Both were very happy to learn about the Army Couples Program. "It means that, after training, that the Army will station us within 50 miles of each other," said Beryl. "That most likely means that we will be stationed at the same military installation. I didn't know that such a program existed."

Sgt. Price said that the Army Couples program is very popular. "For the Army, family and mission have the same priorities." It will be same even if the couple is deployed overseas.

Both Arun and Beryl will be leaving for service in January. Arun is headed for Basic Training at Fort Sill, Okla. where he will also complete his advanced training. Beryl will report to Fort Leonard Wood in Kansas for basic and then go to Goodfellow Air Force Base in Texas for her six month-school as an intelligence analyst.

"After that, the sky's the limit for this couple," said Sgt. Price. "We are proud to have them join our family."

## Reserve Unit Partners with racing event, recruiters for Operation Ready Recruit

188th Infantry Brigade, First Army Division East

The second Saturday of July means J.R. Laird is hosting the Cobbtown mudd bogg in Cobbtown, Ga. Boggers, racers, and spectators from across the nation came out to support the event. The 2nd Battalion, 349th Logistics Support Battalion (LSB), 188th Infantry Brigade, saw the mud bogg event as an opportunity to support the local community and also as an opportunity to recruit qualified personnel to join the Army or Army Reserve. Thus was born Operation Ready Recruit.

Soldiers from 2-349th spoke with

numerous prospective candidates about joining the Army or Army Reserve throughout the mud bogging event. They also partnered with recruiters to tell the Army story and search for potentially qualified recruits.

"The partnerships between 2-349th, 3rd Infantry Division, 3rd Sustainment Brigade, and USAREC were key to making this even a success," said Lt. Col. Paul Shelton, commander 2-349th. "We'd like to especially thank Sergeant First Class Patrick Lowe from the Hinesville, Ga., recruiting station, Sergeant First Class William Reed from the Vidalia, Ga., recruiting station and, of course, Mr. J.R. Laird for hosting the event. This really was a team effort."

In preparation for Operation Ready Recruit battalion Soldiers completed 80 hours of drivers training on the Heavy

Equipment Transporter (HET) and trained on convoy procedures and engaging the media. To bolster interest in the Army, the LSB coordinated with units from 3rd Infantry Division and 3rd Sustainment Brigade's 87th Combat Service Support Battalion to provide one M-1A1 Abrams Main Battle Tank, one M-2A3 Bradley Fighting Vehicle, one Humvee, three HETS, one M-923 five-ton truck and an M-1117 Armored Support Vehicle as a static display. Subject matter experts on the equipment were on hand to answer questions and discuss their experiences in the Army.

LSB Soldiers interacted with the event patrons, prospective recruits, and watched the mud boggers race down the dirt track. The Soldiers left Cobbtown with excellent training and a feeling of accomplishment in conducting Operation Ready Recruit.

## Houston 2-Wheelers Ride to Raise Dollars for the Fisher House Program

By John L. Thompson III  
Houston Battalion

Members of the Houston Recruiting Battalion mounted their "iron steeds" and joined 75 veterans to raise money to construct a shelter, which would house and provide haven to families of wounded Soldiers while they recover from injuries they received while in the call of service to their country.

An "Honor Run" motorcycle trip, which began Aug. 15 in College Station, Texas, helped raise funds for the facilities, named "Fisher Houses," which are built on military installation sites, or within Veterans Affairs facilities, wholly subsidized using non-federal dollars.

A service member's family can stay in a "Fisher House" free of charge or at reduced cost while their injured family member awaits medical treatment. The Fisher House program serves more than 10,000 families annually, and has housed family members for more than three million days since the program began in 1990. The "Fisher House" environment supports in the injured service member's healing/adjustment phase, by allowing his/her family to support one another while the Soldier is undergoing medical treatment.

A prominent figure on this motorcycle 'run' was Dave Barr, a double amputee who opted to vanguard this unique mission to support this local Fisher House Program. Barr lost both legs in South Africa when a 32-pound bomb destroyed the vehicle in which he was riding.

Barr mounted his motorcycle and armed himself with a different kind of weaponry – a pen – choosing to address this issue facing newly disabled veterans in a uniquely proactive manner. After authoring two books and serving as a motivational speaking, Barr found a way to give back to the national civilian and military communities.

"Each year we do a charity ride and this was going to be our charity ride," said recently retired recruiter Jim Rhodes, who works as a waivers clerk in the operations section of the battalion. "When we got there things changed rapidly as we were asked to lead the procession, which made us feel good, because we were the only active duty military present."

Rhodes described the ride as "smoothly paced [through] scenery consisting of rolling hills, farms and woodlands." The picturesque route ended at a ranch near Hempstead, where riders regrouped and enjoyed a gathering resplendent with food, music and plenty of camaraderie.

"The man we are doing the ride for and with is a double amputee," said battalion personnel officer Capt. May. "First of all, we want to do charity rides, and secondly, the money raised by this ride is going to support veterans and their families."

This "Honor Run" motorcycle ride is sponsored, in part, by the 1st Marine Division Association. The coast-to-coast motorcycle rally began at the Vietnam Veterans Memorial. Those wishing to contribute or learn more about the Honor Run may visit [www.thehonorrun.org](http://www.thehonorrun.org).



Jacksonville Commander Lt. Col. Donald Wolfe poses with retired Col. Ed Kent, Director of Georgia Department of Veterans Affairs and Commander of American Legion Post 13; retired Command Sgt. Maj. Phil Youngblood, Board of Director Lowndes Veterans Council; Robert C. Lee, Lowndes County Commissioner; John J. Fretti, Valdosta Mayor; Whit Chapell, Chairman of Lowndes Veterans Council and VSU Athletic Director; and Soldiers of Valdosta Recruiting Station.

## Celebrating Veterans in Georgia

By Capt. Adrien G. Humphreys  
Valdosta Army Recruiting Company

Jacksonville Recruiting Battalion Commander Lt. Col. Donald C. Wolfe was the featured speaker at the Lowndes County Veterans Day Celebration in Valdosta, Ga., Nov. 11. The Lowndes Veterans Council hosts a Veterans Day community ceremony each year for veterans, dignitaries, active duty military and citizens.

Before the ceremony, Wolfe explained to news reporters that Veterans Day is about celebrating veterans, honoring their service, both past and present, and reminding people that it's an honor and a privilege to serve in the Armed Forces.

"I would ask everyone in America to encourage those young people who are considering military service. The military, regardless of which service, is a great place to start your life and answer the call to duty," he said.

"America's veterans proudly carried the torch of liberty. Their country called and they answered. We can thank them by taking full advantage of the rights they fought to preserve," Wolfe added during his remarks.

The master of ceremonies was retired Command Sgt. Maj. Phil Youngblood, a former Valdosta Recruiting Company first sergeant and Jacksonville Recruiting Battalion command sergeant major. He is currently supervisor of the Georgia Department of Veterans Affairs and serves as the Chairman of Lowndes City Council.

"Veterans are ordinary people doing extraordinary things as our armed forces carry the great responsibility of defending us," he said. Youngblood remarked that his office fielded 421,000 calls from veterans in 2009.

Valdosta Mayor John T. Fretti, whose brother is a chief warrant officer serving at Fort Campbell, quoted the words of President John F. Kennedy, "A nation reveals itself not only by the people it produces, but also by the people it honors, the people it remembers." He added, "I'm grateful to wake up every morning under the protection of the greatest military organization in the world."



C. TODD LOPEZ

A new executive order bans federal employees from texting while driving a government vehicle or driving a privately-owned vehicle while on government business. It also bans anyone from texting while driving on a military installation.

## Texting While Driving Banned of Federal Employees

By Jennifer Casteline, Army News Service

Texting took a back seat to safety with an executive order prohibiting text messaging while driving on military installations or driving anywhere in government vehicles.

Executive Order 13513, signed by President Obama Oct. 1, specifically bans federal employees from texting while driving government owned, leased or rented vehicles. It prohibits texting while driving privately-owned vehicles on official government business. The policy also extends to federal contractors

“Despite the shocking accident reports and warnings, people still text while driving,” said Mario Owens, safety officer for the Army’s Installation Management Command.

A number of studies show that text messaging while driving is the “modern day top driving distraction” that causes auto accidents, he said.

It’s important to remember that the next time you text message while driving that such texting has been found to be more dangerous than driving while intoxicated,” Owens said.

Driver distraction, which includes the use of electronic devices while driving, accounted for 16 percent of fatal crashes in 2008, according to the U.S. Department of Transportation.

A recent study conducted by the Virginia Tech Transportation Institute reports that of all cell phone-related tasks, including talking, dialing or reaching for the phone, texting while driving is the most dangerous. The study also states that for every six seconds of drive time, a driver sending or receiving a text message spends 4.6 of those seconds with their eyes off the road.

In 2007, Washington became the first state to ban texting while driving. Seventeen other states and the District of Columbia have followed suit.

By way of the ban, the federal government hopes to set an example for state and local governments, private employers, and individual drivers and to mitigate the rates of unnecessary and sometimes deadly accidents caused by being distracted by electronic devices while driving.

Before reaching for hand-held devices to engage in an other-than-traditional-text-messaging-session, officials said it’s important to know that the executive order very broadly defines texting as reading from or entering data into any handheld or other electronic devices, to include, e-mailing, instant messaging, obtaining navigational information, or engaging in any other form of electronic data retrieval or electronic data communication.

## NCOs Encouraged to Share Experiences Through Essays

The Association of the United States Army’s Institute of Land Warfare and NCONET — a Web site where Soldiers can share information and ideas — are seeking essays from NCOs regarding their experiences since 9/11.

The project seeks to capture and produce an anthology of NCOs’ personal perspectives and experiences in OIF and OEF from pre-deployment, deployment and post-deployment, and from team leader to command sergeant major during this time period.

The essays will be published and made available as a legacy for NCOs and are part of the Year of the NCO initiative.

This undertaking is a way celebrate the NCO Corp’s experience and document its history in the War on Terrorism since 9/11.

AUSA and NCONET hope to gather 1,000 essays by the Dec. 31 deadline.

Following is the link on NCO Net where Soldiers can download a form for both the self interview and OIL papers. Forms include instructions.

The OIL- Paper form can be retrieved at <https://forums.bcks.army.mil/secure/CommunityBrowser.aspx?id=840747&lang>.

The self-interview form can be retrieved at <https://forums.bcks.army.mil/secure/CommunityBrowser.aspx?id=837110&lang>.

This project and subsequent book are a great way to close out the Year of the NCO and to provide valuable information for young up-and-coming NCOs.

Essays can be posted to NCONet — see links above — emailed to Joe C. Pearson Jr. SGM (R) NCO Net Chief Editor at: [joe.c.pearson@us.army.mil](mailto:joe.c.pearson@us.army.mil) or Sandra Daugherty at [SDaugherty@AUSA.ORG](mailto:SDaugherty@AUSA.ORG).

## Suicide Awareness Guide Now Available for Leaders

Army Public Affairs

The Army’s newest guide book is small enough to fit in a pocket, but big enough to save lives.

The pocket-sized suicide awareness guide for small-unit leaders is a comprehensive, quick reference for identifying Soldiers at risk and connecting them to suicide-intervention resources.

The guide has much of the information Army leaders need to recognize that one of their Soldiers is hurting, and then guides them to a resource that may save that Soldier’s life,” said Brig. Gen. Colleen McGuire, director, Army Suicide Prevention Task Force.

“One of the challenges we confront is simplifying the suicide prevention effort. There are so many good tools out there Army leaders sometimes don’t know where to turn first. The guide is one of the ways we’re making it easier to understand what to do and where to go if you’re confronted with a Soldier who may be thinking of harming themselves.”

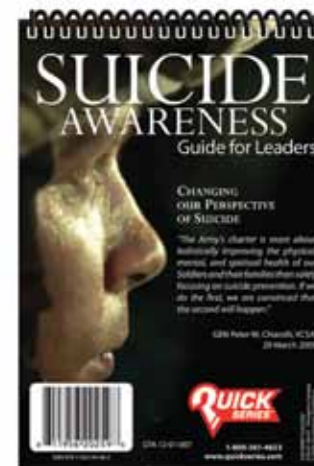
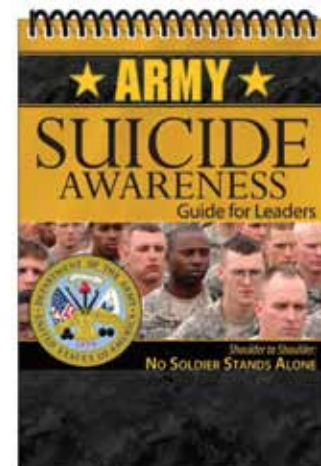
The guide highlights the Army-approved ‘Ask, Care and Escort’ or ‘ACE’ model for suicide intervention. It also contains information on de-stigmatizing the pursuit of behavioral health services.

It covers the steps leaders can take to mitigate suicide within their units, provides mechanisms for enhancing Soldier and family resiliency, along with listing references to command, chaplain, installation military and family-life consultant-support services available throughout the Army community.

“If you’re a commander or NCO and want to learn fast about the Army’s suicide prevention effort, the guide is the place to start,” said Walter Morales, Army suicide prevention program manager.

For more information about Army suicide prevention programs, visit <http://www.armyg1.army.mil/hr/suicide/default.asp>.

Recruiting command will be distributing the guide to recruiting stations soon.



STAFF SGT. ALVIN MICHAEL MACLEOD

Lt. Gen. Jack C. Stultz (center) and his wife Laura (to his left) cut the ribbon during the grand opening of the first Army Strong Community Center at Wadsworth Army Reserve Center in Rochester, N.Y. The center connects geographically dispersed Army families with support resources in their own community.

## First Army Strong Community Center/Virtual Installation Opens in Rochester

Army Reserve Public Affairs

The Army Reserve’s top officer and his wife, along with civic and business leaders in Rochester, N.Y., reaffirmed their support for military members and their families at the grand opening of Rochester’s Army Strong Community Center in September.

Lt. Gen. Jack C. Stultz, Army Reserve chief and his wife Laura, met with local Soldiers and their families to mark the opening of the nation’s first ASCC.

Resourced and staffed to deliver military families the information, services and support provided on a major military base, the center serves as a virtual installation. Based on Laura Stultz’s concept, it’s designed to support military families living far from a military installation, when their loved ones deploy.

“Since Laura and I stepped off the plane in Rochester, we’ve experienced an outpouring of support for our Soldiers and their families,” said Lt. Gen. Stultz. “We are here today to sign a covenant with the Rochester community and to affirm the Army’s commitment to building partnerships that support the strength, resilience, and readiness of Soldiers and their families.”

The Army Reserve plans to open three to five additional sites in the United States in the next year as part of its Virtual Installation Community-Based Pilot Program.

“Every community needs to be a virtual installation. I want every military family living in small-town America to have the same support as if they were living on a military installation,” said Laura Stultz.

Rochester was selected as a pilot for the VI program because of the significant number of Army Reserve Soldiers and their families who live in the area, the community’s history of support for military members and their families, and its distance from the nearest military installation. More than 800 Army Reserve Soldiers live within 50 miles of Rochester, which is located more than 120 miles from Fort Drum.



## Army Improves ACUs

HQDA, Office of the Deputy Chief of Staff for Logistics, G-4

Nothing says pride like a Soldier in uniform. Today's Soldier has much to be proud of in the current Army Combat Uniform (ACU).

Designed by Soldiers for Soldiers, the ACU was developed with functionality in mind, according to Sergeant Major of the Army Kenneth O. Preston. Many design aspects of the uniform lend themselves to low maintenance, such as the 50/50 cotton/nylon wrinkle-free fabric and the shine-free boots. The uniform also has pockets for elbow and knee pad inserts for added protection, and a drawstring at the ankles and waist for improved comfort and fit.

Since introduction of the ACU in 2004, the Army has made more than 25 improvements to the uniform and associated equipment based on Soldier input. These include a reinforced seat, buttons on the cargo pockets, and better attachment of

the infrared tab. This improvement process is ongoing, as Soldiers keep suggesting new ways to adapt the uniform to their needs.

Now the Army is focusing on the concealment the ACU provides to Soldiers operating in Afghanistan's unique environment of mountains, deserts, and woodlands.

"The Army is all about taking care of Soldiers," says Command Sergeant Major Jeffrey J. Mellinger of the Army Materiel Command. "That means providing Soldiers with the best equipment. In this case, it means evaluating what is the best camouflage for uniforms in current operating environments."

The Army is exploring alternate camouflage patterns. First, the Army is equipping two battalions in Afghanistan with uniforms and personal equipment in alternate camouflage patterns. One battalion is receiving uniforms in MultiCam®, a pattern worn by some Special Forces troops in Afghanistan. The other battalion is receiving uniforms in Universal Camouflage Pattern — Delta (UCP-Delta), a variant of the current ACU camouflage pattern that incorporates the Coyote Brown color and reduces the percentages of sand and gray colors. The battalions also will retain their standard ACUs.

Second, the Army is evaluating six candidate camouflage patterns, including the currently used Universal Camouflage

Pattern. The intent is to determine which of the six currently available patterns, with corresponding personal protective equipment, provides Soldiers with the most effective concealment in Afghanistan.

"We already have extensive data on the performance of various camouflage patterns in particular environments, but we need to keep building the science for Operation Enduring Freedom," says Brig. Gen. Peter N. Fuller, the Program Executive Officer Soldier. "For example, we need more information on how the uniform camouflage blends with the Soldier's combat equipment in specific environments."

While the issue of camouflage patterns has recently been in the news, the Natick Soldier Research, Development and Engineering Center (NSRDEC) has studied and reported on the effectiveness of different camouflage patterns for many years. The current ACU provides Soldiers with concealment in a variety of environments, from urban to desert, both during the day and at night.

A team has deployed to Afghanistan to collect data in the various environments, outside the forward operating bases, where Soldiers are fighting the enemy. The team includes representatives from the Program Executive Office Soldier, Army G-4, Army Infantry Center, Army Special Operations Command, the Asymmetric Warfare Group, the Naval Research Laboratory, and NSRDEC.

Feedback from the two battalions, as well as results of additional tests being conducted by NSRDEC on multiple camouflage patterns, are expected to be presented to Army leadership in early 2010.

## \$2000 Prize for Top Soldier Safety Movie

The U.S. Army Combat Readiness/Safety Center is calling all Soldiers to put their best safety stories on camera for the chance to win \$2,000 as part of the 2nd Annual Peer to Peer Safety Video competition.

"The power of peer influence, especially among our Soldiers, is truly something we need to harness to help us prevent accidents and save lives throughout our Army," said Col. Scott Thompson, U.S. Army Combat Readiness/Safety Center deputy commander. "The competition puts our Soldiers center stage so they are able to share their own messages directly with their peers and, through that sharing, possibly save a life."

The competition, which is open through April 30, 2010, encourages Soldiers to make short videos highlighting off-duty safety topics including, but not limited to, driving, motorcycles, privately owned weapons and sports activities.

The video may be up to 180 seconds in length and should be posted to the USACR/Safety Center Web site to be entered in the competition. The submitted videos will be judged based on concept, effectiveness of the message and creativity.

A list of rules and video submission guidelines is available at <https://safety.army.mil/videocompetition>. Examples of videos submitted during last year's competition can be viewed on the Safety Center's YouTube page. Visit <https://safety.army.mil> and click on the YouTube icon at the bottom of the page.

# THE TEST

**1. Which of the following is not a USAREC METL task?**

- a. Conduct positioning, analysis and evaluation (PAE)
- b. Meet mission accomplishment plan (MAP) requirements
- c. Conduct recruiting operations
- d. Provide family support and Soldier well-being to the recruiting force

**2. The political dimension of the recruiting environment consists of two facets. They are \_\_\_\_\_**

- a. Governmental and socioeconomic
- b. Republican and Democrat
- c. Psychographic and geographic
- d. Demographic and sociopathic

**3. What are the three domains of the Army Training and Leader Development Model?**

- a. Ethics, values and warrior ethos
- b. Principles, imperatives and standards
- c. Distributed learning, virtual classroom server, and video training conference
- d. Institutional, operational, and self-development

**4. The internal network provides information in a variety of ways to accomplish the three basic recruiting objectives: Reach and engage people effectively, boost recruiter efficiency and focus and.**

- a. Develop a common (recruiting) operating picture
- b. Establish a working relationship with the community
- c. Set MAP requirements
- d. Live the Army Values

**5. \_\_\_\_\_ combines the healthy spirit of cooperation and competition between units on the same team with a holistic approach to generating ideas and forming recruiting strategies.**

- a. Comporation
- b. Hologeneration
- c. Strategizing
- d. Coopetition

**6. The four elements of mission command are commander's intent, subordinate initiative, mission orders and \_\_\_\_\_.**

- a. Communication
- b. Resource allocation
- c. Execution
- d. Visualization

**7. Which of the following does not describe "battle rhythm"?**

- a. Battle rhythm of higher headquarters
- b. Current mission
- c. Theme song from a "Rambo" movie
- d. Unit's state of training

**8. Processing starts when the prospect agrees to.**

- a. Take the ASVAB test
- b. Enlist
- c. An appointment
- d. Attend a FSTP function

**9. Discharges based on preexisting medical conditions cost the Army approximately \_\_\_\_\_ per applicant.**

- a. \$20,000
- b. \$10,000
- c. \$5, 000
- d. \$15,000

**10. Future Soldiers who join the Army Reserve must be escorted to their unit of assignment within \_\_\_\_\_ working days of their enlistment.**

- a. 10
- b. 3
- c. 5
- d. 7

The answer key is in Recruiting ProNet. Look for the Recruiter Journal Test Answer link in the left column.

If you want to see the answer key, you must be a member of Recruiting ProNet. If you're not already a member, you're missing out on a great way to learn from other recruiting professionals. To apply for membership, click "Become a member" on the Recruiting ProNet home page:

<https://forums.bcks.army.mil/secure/CommunityBrowser.aspx?id=51486> .

# GOLD BADGES



## October 2009

### Albany

SFC Charles Daniels  
SSG Michael Jones  
SSG William Lacount  
SSG Dennis Moore  
SSG Fred Pedro  
SSG Christopher Pulley  
SGT Daniel Anderson  
SGT Timothy Donald  
SGT Corey Dozier

### Fresno

SFC Raymond Armendariz  
SSG Paul Cho  
SSG Patrick Edenburn  
SSG Jarell Smith  
SSG William Uhila  
SGT Roberto Mendezaraujo

### Indianapolis

SFC Joshua Wilson  
SSG Christopher Duncan  
SSG Brian Elrod  
SSG Christopher Garabitos  
SSG Tyler Gordy  
SSG Carolyn Moore  
SSG Michael Popa  
SSG Michael Spurlock  
SSG Wayne Worrell  
SGT Jason Busby  
SGT James Cullins  
SGT Timothy Morningstar  
SGT Robin Payne  
SGT Jason Roush  
SGT Sierra Vann

### Jacksonville

SFC Jane Grey  
SFC Daresa Hunter  
SFC Aaron Meizius  
SFC Christopher Parks  
SFC Stephanie Shields  
SSG Travares Armstrong  
SSG Christopher Bauman  
SSG Marada Blakely  
SSG Marcus Bloxton  
SSG Tyrone Brown  
SSG Synatra Cardoza

SSG Robert Draves  
SSG Michael Evans  
SSG Chad Hicks  
SSG Caroline Kozarski  
SSG Marc Nave  
SSG Desire Ortasanchez  
SSG Nelson Rios  
SSG Jason Roberts  
SSG Timothy Ruddle  
SSG Paulette Ware  
SSG David West  
SGT Christopher Beddow  
SGT William Curry  
SGT James Huff  
SGT John Koss  
SGT Veeracha Turapan

### Kansas City

SFC Christopher Glenn  
SSG Brent Cox  
SSG Anthony Ferrari  
SSG Terry Webb  
SGT Christopher Speichinger  
SGT Matthew Sweazey  
SGT Nathan West

### Montgomery

SFC Sandra Johnson  
SSG Donald Alexander  
SSG Mark Boag  
SSG Thomas Browning  
SSG Margaret Bush  
SSG Patrick Gainey  
SSG David Hardin  
SSG Jay Holt  
SSG William Monday  
SSG Bilaal Porter  
SSG Lavares Radford  
SSG Roger Walker  
SSG Phillip White  
SGT Gregory Breland  
SGT Marshall Burton  
SGT Rodney Fields  
SGT Shawn Landeen  
SGT Arnold Taylor  
SPC Joseph Culver

### Chaplain Team

MAJ Paul Berghaus  
CPT Lewis Pina  
CPT Scott Hagen

### Phoenix

SFC Juan Herrera  
SFC Frank Lett  
SFC Kenneth Lugo  
SFC Voncile Richardson  
SFC Allen Rollins  
SSG Abel Aungst  
SSG Martin Delarosa  
SSG Daemon Douglas  
SSG Brian Dover  
SSG Brandie Stringer  
SSG Gordon Wade  
SGT Cheston Crawford  
SGT David Kelsey  
SGT Joel Rivera  
SGT Shawn Sims

### Portland

SFC Christian Donzello  
SSG Barbara Brackeen  
SSG Joseph Carlos  
SSG Joel Haarstad  
SSG Mark Harrison  
SSG Daniel Lonergan  
SSG Russell Miller  
SGT Julio Aguirre  
SGT Jeffrey Randall

### Raleigh

SGT Morris Favors  
SGT Russell Grainger

### Seattle

SFC Angel Walcott  
SSG Virginia Ahrens  
SSG Neal Baker  
SSG Maria Eddy  
SSG Troy Lott  
SGT Charles Prunkard  
SGT Jason Spalding  
SGT Paul Wolfe

### Tampa

SSG Jacob Vaughn  
SGT Matthew Savage

# RINGS

## October 2009

### Albany

SFC Wallace Cunningham  
SFC Christopher Kane  
SFC Leonard Roberson  
SSG Joseph Gruby  
SSG Joseph Havell  
SSG Akilla Henderson  
SSG Daniel Malandrino  
SSG Garcia Nilson  
SGT James Knochel

### Atlanta

SFC Alphonso Paulk  
SSG Christopher Jackson  
SSG Brittan Scott

### Baltimore

SFC Thomas McCray  
SSG Sandra Cobb

### Baton Rouge

SSG Nicholas Boyce  
SSG Julius Hadnot  
SGT Theressa Combs  
SGT Matthew Marks  
SGT Audrey Woolsey

### Beckley

SFC Charles Benbow  
SFC Dan Hubbard  
SFC Jackie Perry  
SFC Victor Robinson  
SFC David Troup  
SSG Kiwanis Hardine  
SSG John Hylton  
SSG Michelle Perry  
SSG Donelle Scott  
SSG Jacob Strahan  
SSG Alisha Talley  
SSG Joseph Tyler  
SGT Jonathan Campbell  
SGT Dashun Williams

### Chaplain Team

SFC Milton Shelly  
SFC Yuri Johnson

### Chicago

SFC Willie Childress  
SFC Tyrone Brown  
SFC Vonce Isom  
SSG Danile Carrick  
SSG Bryan Humphrey  
SGT Brandy Ballay

### Cleveland

SGT Christopher Greer  
SSG David Myers  
SSG Thomas Washington

### Columbia

SSG Patrick Cunningham  
SSG Fausto Flete  
SSG Christopher Guiler

### Columbus

SGT Brandon Ross  
SGT Shane Smith

### Dallas

SFC Daniel Foster  
SFC Quinton Harris  
SFC Shawn McGregor  
SSG Randolph Clark  
SSG Steven Dennis  
SSG Adrienne Eanes  
SSG Jose Garcia  
SSG Joseph Levan  
SSG Shawn Smith  
SGT Jacob Benton  
SGT Matthew Cooper  
SGT Shawn Formanek

### Denver

SFC Victor Almodovar  
SFC Todd Donohue  
SFC Yolanda Greer  
SFC Donald Harris  
SFC Kelly Lamug  
SFC Kelly Mudford  
SFC Christopher Nolan  
SFC Kenneth Reyes  
SFC Carlos Sepulvedatorres

### Kansas City

MSG Cesar Romero  
SFC Jason Fetty  
**Los Angeles**  
SFC Jerome Potapoff  
SSG Jose Arellano  
SSG Dadran Bryant  
SSG Cynthia Ramos  
SGT Matthew Forness

### Miami

SGT Tacara Stinson  
**Mid Atlantic**  
SFC Oliver Charleston  
SFC Luke Robinson  
SSG Omar Bunch  
SSG Justin Combs  
SSG Jaime Urbano

### Minneapolis

SSG Tony Belser  
SSG Barry Dreyer  
SSG Maximiliano Guerra  
SSG Joshua Guillot  
SSG Joseph Haedtke  
SSG Daniel Klatt  
SSG Scott Mayfield  
SSG Jamal Prince  
SSG William Slease III  
SSG Brian Smith  
SGT Cody Paasch  
SGT Trenton Petty  
SGT Roberto Rodriguez  
CPL Isaac Dallager

### Montgomery

SFC Francis Baker

SSG Earl Krom  
SSG Jason Locke  
SSG Shane McDougal  
SSG Luther Oldfield  
SSG John Pryor  
SGT Joshua Bowman  
SGT Kirill Pavlov  
SGT Eric Smith

### Houston

SSG Joshua Conde  
**Indianapolis**  
SFC Jerry Adams  
SFC Jason Barlow  
SFC Thomas Rojas  
SSG Richard Hoggard  
SSG Andrew Lee

### Indianapolis

SSG Ryan Nordbrock  
SSG Abram Pinnington  
SGT Andrew Pelletier  
SGT Garen Walker  
SGT Steven White

### Jacksonville

SFC Michael Hatzke  
SFC Troy Wooten  
SGT Harold Hernandez

### Kansas City

SSG Nicholas Albers  
SSG Brandon Cessna  
SSG Rey Guzman  
SSG Adrian Harrel  
SSG Jeremy Heitz  
SSG Carlos Huizar  
SSG Robert Laurendine  
SSG Brian Livingston  
SSG Lee Smith  
SSG Glen Stumm  
SSG Jason Williams  
SGT John Albertson  
SGT Teresa Dale  
SGT Joey Drinka  
SGT Shannon Ewingsudds  
SGT Justin Gilbert  
SGT John Hecht  
SGT John Lenz  
SGT John Mclochlin  
SGT Eric Moore  
SGT Anthony Myers  
SGT Bradley Murphy  
SGT Shane Parker  
SGT Billy Smith  
SGT William Strickland  
SGT William Thomas  
CPL Jessica Mares

### Chicago

SSG Tony Belser  
SSG Barry Dreyer  
SSG Maximiliano Guerra  
SSG Joshua Guillot  
SSG Joseph Haedtke  
SSG Daniel Klatt  
SSG Scott Mayfield  
SSG Jamal Prince  
SSG William Slease III  
SSG Brian Smith  
SGT Cody Paasch  
SGT Trenton Petty  
SGT Roberto Rodriguez  
CPL Isaac Dallager

### Minneapolis

SSG Tony Belser  
SSG Barry Dreyer  
SSG Maximiliano Guerra  
SSG Joshua Guillot  
SSG Joseph Haedtke  
SSG Daniel Klatt  
SSG Scott Mayfield  
SSG Jamal Prince  
SSG William Slease III  
SSG Brian Smith  
SGT Cody Paasch  
SGT Trenton Petty  
SGT Roberto Rodriguez  
CPL Isaac Dallager

### Montgomery

SFC Francis Baker

SSG Joshua Byron  
SSG Eric Hicks  
SSG Kenneth King  
SSG David Seda  
SSG Marty Shaw  
SSG Eston Simmons  
SSG Henry Steedley  
SGT Keith Brown

### 2d MRB

CPT Amy McIntosh  
CPT Nuwana Franklin  
CPT Vernita Riggs  
CPT Retaunda Riley  
SFC Nelson Colon  
SFC Tito Windham

### 3d MRB

CPT Michael Rakow

### 5th MRB

MAJ Tracy Thornton  
**Nashville**  
SFC Timothy Bell  
SFC Jessie Harris  
SSG George Favire  
SSG Matthew Hamilton  
SSG William Hiles  
SSG Lemuel Howell  
SSG Jeffrey Madison  
SSG Edward Minney  
SSG Dana Rothstein  
SSG Philip Smalley  
SSG Gena Williams  
SSG Sandra Williams  
SGT Zachary Knetchel  
SGT Kyle Kuta  
SGT Rebecca LeBlanc  
SGT Isom Mullins  
SGT Phillip Seavey  
SGT Chrishone Wilson

### New England

SFC Jan Labanoski  
SSG Michael Arnold  
SSG Demes Kilby  
SSG Joshua Morrison  
SSG Ian Mosher  
SSG Wesley Spaulding  
SSG Seth Weed

### Phoenix

SFC Darrell Karnjanapanang  
SFC Jeremy Law  
SFC Jaob Ramosceballos  
SSG Ruben Frausto  
SSG Marlon Guillaume  
SSG Ryan Hidde  
SSG Jason Iseri  
SSG Ted Meadows  
SSG James Meyer  
SSG Roman Ortiz  
SSG Carl Prucker  
SSG Anthony Sarago  
SSG Michael Thammavong

SSG Steven Torres  
SGT Jose Estrada  
SGT April Renee Martinez  
SGT Brian McLane  
SGT Ryan Miller  
SGT Glen Morgan  
SGT Lozier Phillips

### Portland

SFC Lui Fenumiai  
SFC Edward Vanover  
SSG Alvin Cook  
SSG James Cox  
SSG Shawn Feeley  
SSG David Hass  
SSG Eric Hielscher  
SSG Nathan Hudek  
SSG Justin Jacoby  
SSG Joshua Johnson  
SSG David Watson  
SSG Scott Young  
SGT Joemer Canlas  
SGT Carlos Cruz  
SGT Shaun Ellertson

### Raleigh

SFC Christopher Deans  
SSG John Cochran Jr.  
SSG Hassan Fuller  
SSG David McWhite  
SSG Christopher Turner-Smart  
SGT Eric Matthews  
SGT Jonathan Qualls

### Sacramento

SFC Robin Lennon  
SSG Dean Evert  
SSG Albert Matel  
SGT Andrew Cottam  
SGT Nigel Griffin

### Salt Lake City

SFC Jeff Lycan  
SFC James Morgan  
SFC Arnold Rasmussen  
SSG Thomas Armondo  
SSG Guy Holmes  
SSG Daniel Newton  
SGT Jared Cate  
SGT Shane Ripplinger  
SGT Joshua Rollins  
SGT Michael Welch

### Seattle

SFC Daniel Forsythe  
SSG Edric Hernandezmedina  
SSG Alexandra Miller  
SSG Sean Stout  
SGT Ymeshia Bolton

### Southern California

SSG Nicholas Correa  
SSG Maynor Delgado  
SSG Christopher Martinez  
SSG Nefal Rivera  
SGT Radonte Dean



# MORRELL AWARDS

## October 2009

### Albany

SFC Christopher Weaver  
SSG Pedro Colon  
SSG David Hamilton  
SSG James Wierzbicki

### Baltimore

SSG Daniel Martin  
SSG Lindsey Miranda

### Baton Rouge

SFC Finesha Banks  
SFC Charles Reeves  
SFC Leroy Tinner  
SSG Bobby Arnold  
SSG Derek Ates  
SSG Eric Tillman

### Beckley

SFC Malinda Dokes  
SFC Sherman Johnson Jr.  
SFC Robert Trout  
SFC Theodore Zuppa  
SSG Clarence Ellison  
SSG Nakia Riddick  
SSG Melissa Wilson  
SSG Robert Woods  
SGT Romond Graham

### Cleveland

SFC Scott Fredericks  
SSG Bruce Kernodle

### Chicago

SFC James Anderson  
SFC Aliya Greenlee-Blackman  
SFC Paul Hathaway  
SFC Jaida Powell

### Columbia

SFC Syphonia Leggette  
SFC Jawara Middleton  
SFC James Rainwater  
SSG Philip Charles

### Columbus

SFC Jeremy Gatens  
SSG Richard Hill  
SSG Lee Wagner

### Dallas

SFC Kelon Brooks  
SFC John Ellison  
SSG Alejandro Deluna  
SSG Christopher Patterson  
SSG Carlos Riojas

### Chaplain Team

SFC John Cammareri

### Denver

SFC Laura Hall  
SFC Daniel Myers  
SFC Oded Nees  
SFC Alexander Parris  
SSG Ryan Auslam  
SSG Stephen Casper  
SSG James DiNola  
SSG Mark Fullman  
SSG Matthew Glover  
SSG Bradley Hecker  
SSG Jeremy Lawrey  
SSG Matthew Lowry  
SSG Reinier Malinis  
SSG Kristopher Romero  
SSG Brandon Smith  
SSG Niles Walker  
SSG Jack West  
SSG Patrick Weydemuller

### Fresno

SFC Joshua Gilbreth  
SSG Gabriel Bustamante  
SSG Halbert Lee  
SSG Dayalan Massiah  
SSG Antonio Negrón

### Great Lakes

SFC Marybeth Knott  
SFC Michael Kube  
SFC Brian Moore  
SSG Adam Grimm  
SSG John Hund  
SSG Jeffrey Iwanski  
SSG Christopher McGarity  
SSG Gary Smith  
SSG Brent Sturgeon  
SSG Daniel Spanton

### Houston

SSG Matthew Britton

### Indianapolis

SFC Sherry Foxx  
SFC Ernest Hill  
SFC David Maynard  
SSG Anthony Pappas  
SSG Jeremy Sutton

### Jacksonville

SFC Anthony Isaac  
SFC Alexander Parris  
**Kansas City**  
SSG Brandon Hoel  
SGT Kenneth Epperson

### Los Angeles

MSG Victor Diaz  
SFC Juan Carmona  
SFC Jeffrey Miller  
SFC Eric Wroblewski  
SSG Shawn Jones

### Miami

SFC Antonio Jimenez  
SSG Omawali Bedminster

### Mid Atlantic

SFC Benjamin Patti

### Milwaukee

SSG Matthew Matuszewski

### Minneapolis

SFC Scott Starn  
SFC Neil Van Cura  
SSG Jason Dingbaum  
SSG Imaikop Etim  
SSG Joshua Lichtensteiger  
SSG Terence Paquette  
SGT Patrick Holland  
SGT Al Smith

### Montgomery

SFC Johnny Campbell  
SFC Bobby Ewing  
SFC Jeffrey Marks  
SFC Aubrey Mitchell  
SSG Scott Seymour  
SSG Kyle Shimel  
SSG Tommy Stewart

### 2d MRB

MAJ Michael Pollen  
SFC Ian Francis  
SFC Robert Gay Jr.  
SFC John Love II  
SFC Ronald Williams

### 5th MRB

SFC Anika Anderson-Hack  
SSG Dawn Vance

### Nashville

SFC Timothy Hockett  
SFC Tipton Holland  
SFC Stephen Roberts

SSG Frank Caputo  
SSG Michael Driggs  
SSG Brody Ishmael  
SSG Herman Sales  
SSG Scott Staggs  
SSG Keith Stout  
SSG Lance Tasker  
SSG James Trice  
SGT Rebecca Leblanc  
SGT Jewell Russell  
**New England**  
SSG Lawrence Hattersley III  
SSG Joseph Perez

### Phoenix

SFC Eric Butler  
SFC Jennifer Francis  
SFC Timothy Gibson  
SSG Mark Cozad  
SSG Joseph Ellis  
SSG Thomas Harvey  
SSG Jerome Kessler  
SSG Alexander Perez

### Portland

SFC Joseph Alviar  
SFC Michael Newberry  
SFC Richard Schroeder  
SSG Bryan Bigham  
SSG Todd Miller

### Raleigh

SFC Leithan Schwartz  
SSG Scott Brone  
SSG James Denby  
SSG Jared Hamlin  
SSG Mitchell Hawkinson  
SSG James Simmons  
SSG Scott Owens

### Sacramento

SSG Joseph Lynch Jr.  
SSG Brendan Sandmann

### Salt Lake City

SFC Francisco Gonzalez  
SFC Dennis Norrod  
SFC Timothy Wright  
SSG Melissa Berberian  
SSG Alfred Stringer  
SSG Apryl Williams

### Seattle

SFC Terry Hill

### Southern California

SFC Martin Contreras  
SFC Matthew Depuy  
SSG Ricardo Castillo  
SSG Reginald Laranang  
SSG Yvonne Kennedy  
SSG Wayne Smith  
SGT Jon Siedlik

# PHASE LINE SUCCESS



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Brigade

## October Fiscal Year 2009

### Top Large Station

**Winchester**  
Baltimore

**Arecibo**  
Miami

**Saint Paul**  
Minneapolis

**Seminole**  
Kansas City

**Long Beach**  
Los Angeles

**Boston Metro MRS**  
1st MRB

### Top Small Station

**Union Square**  
New York City

**Dillon**  
Columbia

**Marshalltown**  
Minneapolis

**Jacksonville**  
Houston

**Scappoose**  
Portland

**Wichita MRS**  
5th MRB

### Top Company

**Metro**  
New York City

**Florence**  
Columbia

**Saint Paul**  
Minneapolis

**Joplin**  
Kansas City

**Vancouver**  
Portland

**Boston MRC**  
1st MRB

### Top Battalion

**New England**

**Columbia**

**Minneapolis**

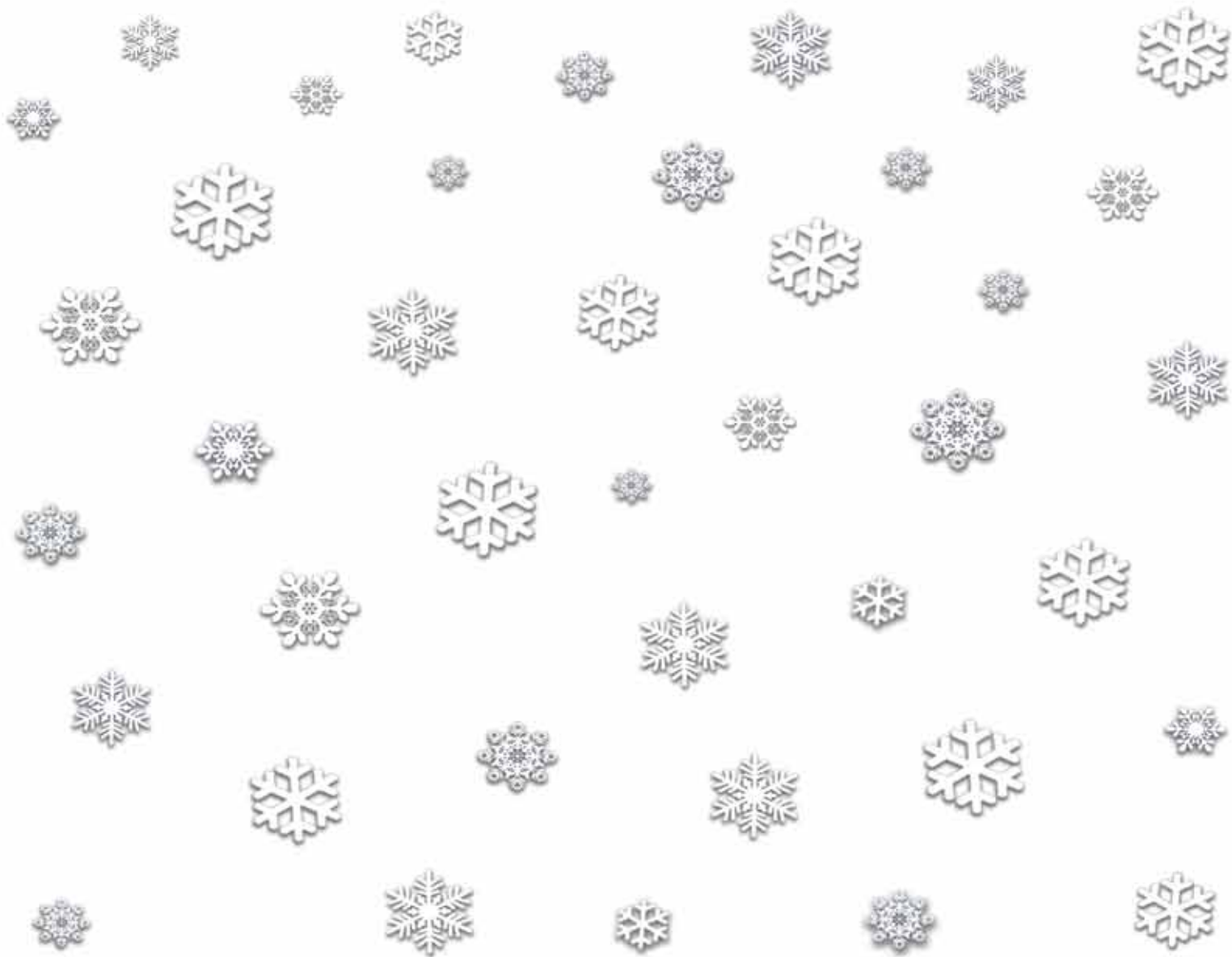
**Kansas City**

**Los Angeles**

**6th MRB**



Command Sgt. Maj. Stephan Frennier and Maj. Gen. Donald M. Campbell Jr. present 5th Recruiting Brigade leaders Command Sgt. Maj. Milton Rhodie and Col. Robert Akam a NASCAR Flag for the Commanding General's USAREC 500 reenlistment campaign. The brigade reenlisted 132 Soldiers Oct. 1-2, the most in USAREC.



Season's Greetings