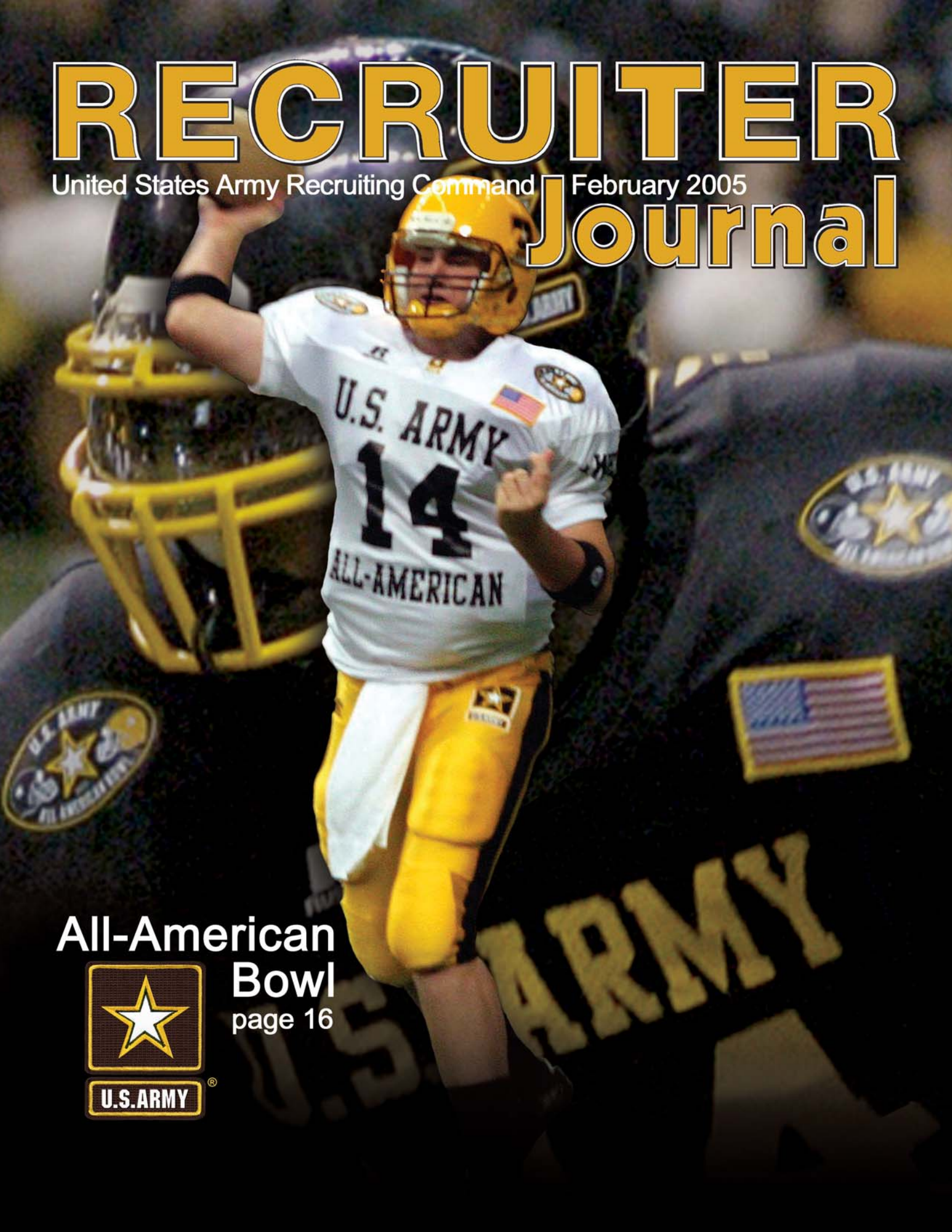


RECRUITER

United States Army Recruiting Command February 2005

Journal



All-American
Bowl
page 16



U.S. ARMY®

RECRUITER Journal

U.S. Army Recruiting Command
February 2005, Volume 57, Issue 2

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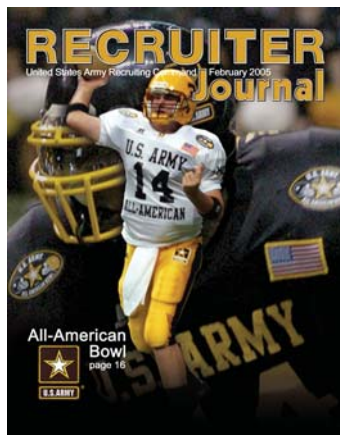
The Army sponsored All-American Bowl showcases the talents of 78 high school football players.

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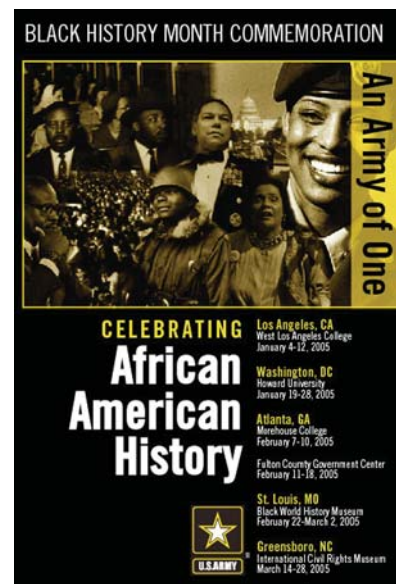
Arabic, Persian, and Turkish are the top three languages used in the Middle East.

20 Remembering Martin Luther King Jr.

In February, during African-American History Month, we look back over more than three decades and remember Martin Luther King Jr.



Front Cover: U.S. Army Accessions Command All-American Bowl.



Recruiters on the Frontline

Recruiters are the Army's most visible Soldiers in American communities around the country. They are on the frontline in connecting with America and promoting the Army.

Although the vast majority of Soldiers serving in Recruiting Command are not being called to serve on the frontlines in Iraq, nevertheless, when we look at the contributions recruiters make to our country, they are certainly serving on the frontlines for our Army. While it is true that battling the recruiting challenge is by no means parallel to the risks involved with boots on the ground in Iraq, serving on the home front is vitally important to the Army.

Recruiters are the Army's most visible Soldiers in American communities around the country. They represent the Army in schools and colleges, at civic meetings and community celebrations, and at important community events. They are on the frontline in connecting with America and promoting the Army. They tell the Army story and communicate the Army message. They keep the public informed and help build public confidence in the Army's ability to conduct operations in peacetime, conflict and war.

To assist recruiters in this crucial assignment, we have been authorized to increase recruiter strength from 6,495 recruiters in FY 04 to 7,469 for FY 05. With these additional men and women on the team, 400 more Army Reserve recruiters and 574 Regular Army recruiters, the mission challenge becomes a great deal more manageable.

In addition to providing additional recruiters, Army leadership has initiated the Special Recruiter Assistance Program, which gives Soldiers returning from Iraq an opportunity to return to their hometowns and share their experiences with



Maj. Gen. Michael D. Rochelle

the American public. While good news about serving in Iraq is not often seen in the media, these veterans can talk firsthand about the rebuilding of schools, hospitals, and roads and the building of democracy.

Moreover, at USAREC level, we are re-examining our doctrine, processes, and training plans. Training for recruiters is being streamlined at the Recruiting and Retention School and recruiting doctrine is being updated for the first time in quite a few years. The past four issues of the Recruiter Journal have published articles entitled "Run to Win," which is the title of our FY 05 Attack Plan. These articles explain some of the updates that will take place to improve systems.

At this time, I feel guardedly confident that we can meet the recruiting goals our Army has given us for this fiscal year — even with the 3,975 mission plus-up over FY 04. I know the power of this command and the people assigned to make the mission. I am even more excited about that power today.

In the final analysis, it is the American public whom we serve and the American public today can be awfully proud of the way their Army is performing in Iraq. It is the recruiters, however, serving on the frontline at home, who can be proud of the All-Volunteer Army they have recruited to serve there.

The Impact of the Recruiting Mission on Family Life

I am often asked, “What is the impact of the recruiting mission on family life?” My response has always been an honest and simple one, “Recruiting impacts family life but families impact the mission.” One only needs to turn on the television or read a magazine or newspaper to see examples of the impact of the Army’s mission on families.

The Global War on Terrorism continues to affect family life on a daily basis. Recruiting families are called upon to hold their families together because the Army’s global mission requires the recruiter’s full attention. Household responsibilities once shared are now the sole responsibility of the family member. The comforts of installation life are often replaced with life in civilian communities.

So why are our families willing to make these sacrifices? What characteristic do recruiting families possess that allows them to have such a profound impact on the recruiting mission? This is what I’ve noticed about our families.

Recruiting families have a strong sense of patriotism. They are keenly aware of the recruiting mission and on any given day can tell you the “floor count.” Recruiting families realize the welfare of our nation depends on whether or not recruiters put someone in the Army. They are able to see the picture big and realize the welfare of the country and

its citizens depends on USAREC making mission.

Many recruiting families are adaptable and involved in their communities. They adapt to new civilian communities, new school systems, and to their new roles of responsibility within their own families. They serve as scout leaders, church volunteers, and are members of civic organizations. They represent the Army family in thousands of civilian communities around the world. Their example inspires others to become part of the Army family. This helps USAREC make mission.

Recruiting families have realistic expectations. For example, they understand that processing day will be long and not to expect their spouses home early. They take control by not putting their lives on hold because their spouse is not around. They realize that the mission will change and that success depends on individual families’ resiliency throughout their Soldier’s career. This flexibility helps the USAREC family make its mission.

It is no secret that I would not be where I am today without the support and encouragement of my wife, Betty. Early in my Army career Betty decided to get involved in each community in which we lived. She did not depend on me to make things happen. I admire and thank



Command Sgt. Major Harold Blount

her for that. Betty learned to adapt and have realistic expectations. She helped me keep my sense of humor when it would have been easy for me lose it. Betty’s support has allowed me to focus on the mission for more than 28 years.

Finally, First Lady Barbara Bush once stated, “The strength of our Nation does not depend on what goes on in the White House. The strength of our Nation depends on what goes on in your house.”

The strength of USAREC depends on the individual homes in which our recruiters live. Our strength lives within the resilience of our recruiting families. Given this awareness, I hold the senior leadership within USAREC personally responsible for the family atmosphere. It is their role to ensure that our commitment to providing inspirational leadership is upheld and is achieved without unorthodox decisions.

I want to thank our recruiting families for their sacrifices and their many contributions to our mission.

The strength of USAREC depends on the individual homes in which our recruiters live. Our strength lives within the resilience of our recruiting families.

Color Me Caring

By Chaplain, Lt. Col. Lyndell E. Stike

In 1885, cousins Edwin Binney and C. Harold Smith began the partnership of Binney & Smith to sell carbon black and other pigments used in various industries. Alice Binney, wife of Edwin and a former schoolteacher, coined the name Crayola. She combined the words craie, which is French for chalk, and ola, for oleaginous, because crayons are made from petroleum-based paraffin. In the last 98 years, more than 100 billion Crayola crayons have been made. Crayola crayons currently come in 120 colors including 23 reds, 20 greens, 10 blues, 16 purples, 14 oranges, 11 browns, eight yellows, two grays, two coppers, two blacks, one white, one gold, and one silver.

According to a report published by the Christian Science Monitor, parents buy enough crayons in a year to make a giant crayon 35 feet in diameter and 100 feet taller than the Statue of Liberty! Kids, ages 2 to 8, spend an average of 28 minutes each day coloring. Combined, children in the U.S. spend 6.3 billion hours coloring annually, almost 10,000 human lifetimes!

The joy of coloring is found in the freedom to paint sunsets, cartoon characters, and other images at your own discretion. There are no limits; the sun can be fuzzy wuzzy brown; the sky

periwinkle and Elmo lemon yellow.

Soldiers speak with a pallet of colors. They are notorious for complaining and murmuration. Recruiting is no different. Each of us characterizes the level of concern within our command and articulates it through various techniques. Many see those in charge as caring and thoughtful regarding Soldiers and their families. They paint with warm, bright, and embracing tones. Others perceive leadership as cold hearted, indifferent, and thoughtless. They color superiors and fellow warriors in arctic, harsh, and dispassionate shades. What does genuine caring look like? What colors would we use to portray the morale and attitude of our command?

Caring is a verb which demands action. If leadership is going to demonstrate sincere concern for Soldiers and family members it must be seen in their deeds. Words are powerful and can move one to tears or laughter, however, they become impotent when not followed by acts of kindness and concern.

Developmental events present an opportunity for all levels of command to express authentic care. Whether it's the birth of a child, a marriage, or a graduation one can reach out to Soldiers and share in these milestones. Investing in the lives of our subordinates is part of



the mission. Neglect these landmarks and you'll render your leadership impoverished.

Exigency touches each of our lives. Death, sickness, and interpersonal conflict interrupt our daily scheduled activities. When these deeply painful and stressful crises intrude into our orderly lives the support and encouragement from those around us enables a wounded spirit to heal and escape the emotional fog. With the aid of others, we are able to re-focus and resume our mission. Leadership's failure to respond to these interruptions in a timely and genuine manner destroys the effectiveness and morale of Soldiers and their families.

USAREC can be painted as caring when we reach out with sincere acts of kindness and support. We must be intentional and responsive to both the developmental and crises events that overwhelm our warriors. Caring begins with each of us and compels us to ask: Who are we caring for today and what acts of concern have we performed? Before we paint the command with tumbleweed, midnight blue, or timberwolf, may we reflectively look within ourselves and seek the tickle me pink, razzamatazz, and robin's egg blue crayons to express our caring attitude. A caring point of view will change the way we see the command enriching our service to our nation.

How to Succeed in Recruiting — Nerkowski Style

Story and photo by Anna Buonagura, Albany Battalion

“Recruiting is not about numbers or awards. It’s about caring about the men and women we’re trying to recruit for the Army. Put them first and everything else will follow,” says Bridgeport, Conn., station commander, Sgt. 1st Class Robert Nerkowski.

Prior to Nerkowski’s command, Bridgeport Station was doing 50 to 60 percent volume mission. In FY 04, they did 85 percent in volume. Since the beginning of FY 05, Bridgeport Station has achieved 33.33 percent in volume. Keeping this momentum, the station is sure to mission box for FY 05. Keeping his recruiters focused and maintaining motivation are two of his goals. He takes an extra step during daily performance review by emphasizing a recruiter’s accomplishments, as well as his weaknesses. New Haven, Conn., company commander, Capt. Michael Minaudo, says, “Bridgeport Station is successful due to Sgt. 1st Class Nerkowski’s strong leadership, their teamwork, and focusing on helping others.”

Bridgeport Station held unfunded Future Soldier Training Program functions every week during FY 04. Under Sgt. 1st Class Nerkowski’s direction, Future Soldiers met for instructions on physical training, common task training, and Army values, giving the station a 90 percent Future Soldier retention rate. “We give our recruits the training they need to become a Soldier without expending any funds. I’d rather spend funds on ads and promotions,” says Sgt. 1st Class Nerkowski. When the opportunity arises, he does request national assets. This no-frills method of recruiting seems to work for his station.

Drawing from his own experiences, he has created a well-organized and successful recruiting team. He instructs his staff on the fundamentals of overcoming adversities and how to find ways to accomplish their mission. As a station commander, Sgt. 1st Class Nerkowski instills the attitude that the team has to look out for each other, whether it be at the station or in the community. Through his consistent encouragement, recruiters have the confidence to also stand alone when necessary.

“Recruiting is a difficult, thankless job. A station commander needs to recognize what recruiters are doing to keep them out of their failure zone. Sometimes it’s a simple readjustment to a plan, or there are times when a situation dictates a complete overhaul. Recruiters need to know that their station commander is both technically proficient and flexible enough to change,” says Sgt. 1st Class Nerkowski. He is always available to his recruiters. Whether at the station or on the phone, he maintains open lines of communication to assist recruiters with problems or concerns. He says, “Recruiters represent the Army to the public. With this representation comes expectations of how recruiting procedures are conducted. My recruiters use their training to

tell the Army story and gain the respect of our recruiting community.”

One of the keys to his station’s success is the delegation of station duties. Sgt. 1st Class Nerkowski praises deserving recruiters. He says, “Sgt. Jeremy Logan organizes and executes a comprehensive weekly Future Soldier Training Program. The end result is that Bridgeport Station had only a 10 percent DEP loss rate for FY 04. Staff Sgt. Jose Cruz is responsible for recruiting in the Hispanic market. Due to his commitment to promote the Army, the station has achieved 150 percent of its required Hispanic recruiting mission for the past two years.

“Our station commander is very motivated to making mission. Although a fair commander, he expects the recruiters to do everything possible for our station to be successful,” says Staff Sgt. Cruz. Sgt. 1st Class Nerkowski maintains high standards for himself and his recruiters, expecting each person to give their full attention to the mission. The rest of the Bridgeport recruiters, Sgt. Enrique Franco, Sgt. 1st Class David Simons, Sgt. 1st Class James Raynoha, and Sgt. 1st Class Ronald Dyson, perform the daily duties of running a successful station.

“Our responsibility does not end when a recruit ships to basic training, it continues throughout their military career. When four years pass and they are still e-mailing you for advice, you know you took real good care of them,” said Sgt. 1st Class Nerkowski.



Sgt. 1st Class Robert Nerkowski, Bridgeport, Conn., station commander (left) reviews recruiting procedures with Sgt. 1st Class Ronald Dyson (center) as Hometown Recruiter aides, Pvt. Michael Todd and Pfc. Edward Martinez, observe the process.

America's Army Team Salutes So

By Lori Mezoff, PR Director for America's Army Game

The *America's Army* game was developed by the Army as a communications tool to give young adults a perspective on Soldiering. Since its launch in July 2002, it has consistently ranked among the top five online action games played worldwide. However, the true worth of the game is proven each time recruiters sponsor or otherwise connect with young Americans via *America's Army* gaming events. More than 100 recruiter-sponsored *America's Army* game events took place during 2004. Two common factors tie successful events together. First, recruiter initiative and knowledge about the local recruiting market are essential to develop events that will result in leads and contracts. The second factor is the use of *America's Army* marketing support resources via the Event Support Site, <http://support.americasarmy.com>. The strategies provided below highlight ways in which recruiters have used *America's Army* game.

Use the Game to Stand Out in a Crowd and Attract the Target Audience

Miami Battalion/McDonald's Air and Sea Show

Point of contact is Staff Sgt. Tom Braddock
Miami Battalion used *America's Army* in an interactive gaming venue to hold the attention of young adults at the two-day McDonald's Air and Sea Show in Fort Lauderdale. The *America's Army* venue was set up in the Army of One site using 10 networked computer stations. Using the game stations, attendees were able to participate in force-on-force competitive game play in the role of virtual Special Forces Soldiers. Actual SF Soldiers guided team play and used their leadership experiences and the game to engage players in discussions about the role they could play as a Soldier.

Use the Game to Get into Target Market Venues Pittsburgh Battalion/Army of One Day

Point of contact is Dale Terry
Pittsburgh Battalion led the way in creating a successful *America's Army* game tournament at the Cranberry Mall in Oil City, Penn. Initially, mall event coordinators were skeptical about participating and expressed reservations about the ability of *America's Army* to draw a crowd. However, Terry secured the approval of officials at the Cranberry Mall and conducted a promotional campaign to build interest and tournament attendance. His campaign included flyers in the high school café, posters in the mall and outside movie theaters, and announcements over the high school PA system. Terry's initiative paid off when young Americans from as far away as Pittsburgh (a three-hour drive) came to the event. More than 120 people pre-registered at an online event Web site and 523 walk-ups attended the event.

The Pittsburgh Battalion established the Cranberry Mall tournament site as if it were an Army Tactical Operations Center, making use of sandbags, camouflage screens, a Humvee, and Soldiers in battle dress uniform. The battalion networked 16 computer game stations to support four-on-four team competitions. They also connected two large-screen televisions in a JumboTron fashion so that spectators could follow the force-on-force competition. As the tournament progressed, recruiters reconfigured player teams to maximize participation and demonstrate the importance of teamwork, leadership, and communications in the Army. Throughout, recruiters used the event to generate leads, engage participants in discussions about Army career opportunities, and to participate in tournament setup and administration.

The Pittsburgh Battalion found the event to be successful generating 643 leads and five contracts. The first four contracts came in within three weeks of the event.



Use Game Centers to Easily Host Successful Events

Seattle Battalion/LANWERX at LANWERX

Point of contact is Sgt. 1st Class Alvin Martin

Recruiters can set up *America's Army* events at many venues, but one of the easiest ways to produce an event is hosting it at a game center. The Seattle Battalion worked closely with LANWERX game centers to host an *America's Army* tournament as a competition between game centers in Woodinville and Bellevue, Wash. The series of game events were conducted simultaneously and culminated in online tournament competition. The format was double elimination rounds in a best of five. Special Forces Soldiers were on hand to answer questions and talk with participants about the game and life in the Army. To augment the drawing power of *America's Army*, recruiters provided an Army branded Humvee and a rock climbing wall at one of the game centers. These modest-sized, low-investment,

Some of 2004's Best Game Events

double-location events garnered 27 leads, with one contract signed and three in progress.

Use Game Events as One-on-One Time With Prospects New Orleans Recruiting Battalion/ Tournament and Boot Camp

Point of contact is Thomas Gondolfo

The best *America's Army* recruiting events include recruiters as an integral part of event activities. For example, the New Orleans Battalion hosted an event at The Learning Center for Rapides Parish in Alexandria, La. The event was designed to allow New Orleans Battalion recruiters to interact with *America's Army* throughout the course of the six-hour event. During the tournament, players participated in 10-minute game rounds and then worked with recruiters to develop their communication, leadership, and team strategies for the next hour before playing subsequent game rounds. Recruiters, acting much as small group instructors, helped game players develop their strategies using sand table exercises modeled on game scenarios. This technique afforded recruiters a one-on-one contact with the leads. Also, seven JROTC teams competed in the event. This further increased participation by local high school students as well as providing opportunities for cadets to inform their non-JROTC peers about the Army and their experiences with the Army in JROTC. As a result of the event, five contracts were signed.

Use *America's Army* Game to Showcase Leadership and Values

Nashville Battalion/Future Leaders Day Youth Fair

Point of contact is Maj. Willis Madden

America's Army game is ideal for immersing potential recruits in the role Army values and teamwork play. Maj. Madden, Headquarters, USAREC, developed a platform for engaging team-based competitions in the 2004 Future Leaders

Day Youth Fair hosted by the Fort Knox, Ky., scouting community. In unison with the Nashville Battalion, Maj. Madden created the Scout Leadership and Teamwork Simulation Exercise. Future Soldiers from the Radcliff, Ky., and Louisville, Ky., companies also participated.

The *America's Army* venue was four stations that included a leadership and teamwork class, planning station, training station, and the simulation, which was followed by an after action review. The first station taught the principles of leadership and teamwork, both from the Scout and the Army perspectives. After being divided into teams, participants left the *America's Army* tent, with two offensive teams going one way, and the two defensive teams going another way toward their next station. Teams were assigned missions at the planning stations, which were set up as a small Tactical Operations Center. Teams were assigned squad roles and used the mapboards to develop strategies to accomplish their mission in the simulation. The four teams met up at the training station where participants familiarized themselves with the operation of the game. Soldiers helped squads get through the *America's Army* basic training missions on 24 computers, prior to entering the actual simulation.

When the four teams entered the darkened simulation room, they began executing the mission they had planned. Soldiers encouraged squad organization and communication, oversaw the various activities, and assisted in evaluating the teams. This format led to player interaction with Army cadre and player engagement in communication, leadership, and teamwork.

Use the Game to Integrate the Army into Popular Culture Events

Tampa Battalion/Next Big Thing Concert

Point of contact is Rodney Weibley

Tampa Battalion demonstrated an approach for using *America's Army* to integrate Army recruiting into existing popular culture events. The Tampa Battalion worked with local concert promoters to incorporate an *America's Army* gaming venue into an outdoor, all-day, 11-band concert sponsored by local radio stations. The battalion built its presence at the concert around an *America's Army* gaming tent and climbing wall. These activities generated high traffic flows into the Army venue and provided opportunities for recruiter interaction with teens and young adults.

Tampa Battalion promoted its *America's Army* game tent via video feeds to the concert JumboTron between artist performances. Concert coordinators made announcements from the stage directing the audience to the Army venue and the Army hosted headlining performers in its area for an autograph signing session. Army traffic and concert attendance far exceeded organizer expectations. More than 90 percent of the visitors to the *America's Army* game area were males between the ages of 15-19 and game stations operated at capacity throughout the event.

To have your event highlighted in future America's Army stories, contact America's Army PR Director Lori Mezzoff at lorimezzoff@yahoo.com or 410-897-0020.

For more information on hosting an America's Army tournament, contact Scott Nocas, snocas@ignitedminds.com, Kristin Winters, kwinters@ignitedminds.com, at Ignited Minds at 310-754-3200. OEMA can be reached at 845-938-4282.



Tampa Battalion

The STAR folder consists of three sections (see Figures 1-6).

Recruiting Station Assessment consists of the following key areas:

- Team mission success: Has the recruiting station made combined mission for the quarter? Yes or No.

- Low producers: How many low producers defined by standard are there for the quarter compared to total number production recruiters?

- Market share: Based on the Army's percentage of DOD enlistments (example: 45 percent).

- Total conducted/tested: Total number of appointments conducted by the recruiting station for the quarter and total number of applicants tested for the quarter (example: 160/85).

- Senior and grad LRL and ALRL contact percentage: The total percentage of seniors and grads contacted from the LRL and ALRL (example: 70/65 percent).

- Floor conversion: Percentage of total sent to floor versus enlisted

the recruiter's planning guide, monthly section. The remarks section is used to annotate reason for training and other relevant information.

STAR

The station commander and first sergeant will use this section to identify strengths and weaknesses of the recruiting station. Additionally, the first sergeant will provide leader development mentoring and direction to the station commander for the upcoming quarter.

As the primary trainer for recruiters, the station commander is responsible

for the success of his or her recruiters. The station commander will tailor training for individual recruiters reinforcing skills taught in the Recruiting and Retention School to increase their level of proficiency. When individual problems are noted by the station commander, one-on-one training can be provided or if it is a systematic problem, training is incorporated into the station training schedule.

Taking the time to assess a recruiting station will not only provide valuable information to the station commander but through its implementation the true meaning of the "team concept" is shared with each Soldier in the station.



STAR

1st Quarter

Leader Review (Strengths and Weaknesses):

RS Commander Signature:

1SG Signature:

2d Quarter

Leader Review (Strengths and Weaknesses):

RS Commander Signature:

1SG Signature:

3d Quarter

Leader Review (Strengths and Weaknesses):

RS Commander Signature:

1SG Signature:

4th Quarter

Leader Review (Strengths and Weaknesses):

Figure 6.



DOD Launches 'Healthy Choices for Life' Pilot Program

By Gerry J. Gilmore, American Forces Press Service

DOD launched a new preventive healthcare program called "Healthy Choices for Life," the department's senior medical adviser announced Jan 26.

The purpose of the Tricare-managed program is "to put information in the hands of individual servicemembers and family members so that they can change their behavior," Dr. William Winkenwerder Jr., assistant secretary of defense for health affairs, said during an interview with the Pentagon Channel and American Forces Press Service at the annual Tricare conference.

The program will focus on persuading people to quit smoking, to moderate drinking habits, and to exercise and lose weight in order to become and stay physically fit, he said.

Smoking cigarettes and cigars, binge drinking, and overeating/lack of exercise "are things we do to ourselves," Winkenwerder said.

Adopting more moderate health habits enables people "to avoid bad health outcomes and bad health problems" like lung cancer, emphysema, liver and brain damage, diabetes, heart attacks and strokes, he noted.

Winkenwerder said about \$13 million has been budgeted to fund pilot programs over the next few years. Some features of the pilot projects under consideration include 1-800-smoking- and drinking-cessation phone lines, and dedicated Web sites touting healthier lifestyles, he reported.

The program is envisioned as a DOD-wide and DOD-managed endeavor rather than separate programs run by each armed service.



The Healthy Choices for Life Web site is a handy, one-stop, easy-to-use clearinghouse for information about health, wellness, fitness, and disease prevention — particularly these three healthy behavior choices: lose weight, quit smoking, and stop binge drinking. Healthy Choices is sponsored by Tricare.

In coming months, active duty servicemembers who want help with stopping smoking or moderating their use of alcohol can take advantage of two Web-based demonstration projects. There is no cost, or a very limited cost, for participation, and the projects are scheduled to run for three years — in four states only for the tobacco-cessation demo. A third Web-based demo project on weight management, in four states only, will treat non-active duty Tricare beneficiaries, who are Prime-enrolled, over age 18, and have a body/mass index over 25. For more information go to www.tricare.osd.mil/healthychoices.

World Class Athlete Joins Portland Battalion

By Charles Glenn, Portland Battalion

Olympic-class athletes train hard. To succeed, they must devote nearly every waking moment to their particular sport for years, focusing their energy on a handful of climactic moments — national competitions, the Olympic qualifying rounds, the Olympic team trials, and finally the Olympic games themselves.

Imagine doing all that while being a Soldier at the same time — dealing with morning formation, proper military bearing, military protocol, and generally living within the constraints of military life.

For many of the world's best athletes, that's reality. The Army's World Class Athlete Program is in its 26th year and has featured some of the greatest athletes this country has ever produced — competing and medalling in nearly every sport imaginable.

One such athlete recently joined the ranks of Army recruiters, choosing to use his unique Army experience to tell the Army story, one prospect at a time.

Sgt. Casey McEuin has an impressive resume — a martial artist since the age of 10, he has racked up almost too many awards to count.

"I got into tae kwon do through my mom," said Sgt. McEuin, one of Portland Battalion's newest recruiters. "I used to hang out outside this tae kwon do school and watch the guys practicing through the window for hours. I loved the kicking, especially, but the whole thing had me mesmerized."

Sgt. McEuin's mother, a nurse in Bremerton, Wash., was looking for some way to keep her son out of trouble, so she took him to a Tae Kwon Do school in Bremerton and signed him up for lessons.

As a 15-year-old black belt, Sgt. McEuin made his debut on the national stage, competing in the 1994 Junior Olympics and won the Gold Medal and admission to the Junior National Team. From there, he participated in the Junior Goodwill Games, winning another Gold

Medal; and then on to the Junior World Championships, where he placed fifth. Sgt. McEuin was the Junior National Champion five consecutive years, from 1994 through 1998.

But his achievements aren't limited to the junior category. In martial arts, competitors can compete as both juniors and adults simultaneously. So while he was cleaning house in the juniors, he wasn't doing too poorly against adults, either — winning one of every medal available in the U.S. Open International Tae Kwon Do Championships from 1999 to this year, when he won the Gold. Last year, he was the Amateur Athletics Union National Champion and World Team Trials Gold Medalist, and the All-Army Championship Gold Medalist. In 2002, he was the Gold Medalist at the Armed Forces Championships and took the Bronze Medal at the U.S. Collegiate Team Trials. The year prior to that, he was the Silver Medalist at the Collegiate National Championships.

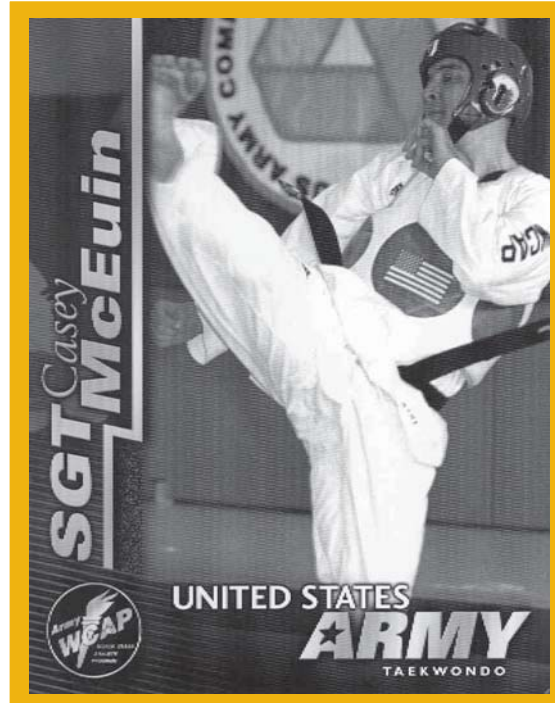
His younger brothers are also world-class athletes in their own right — the top national junior middle-weight crown was held by one of the three for four years straight in the mid-'90s, and the middle brother, Jason, competed against his older brother for a slot on the 2004 Olympic Team.

After three years of training for the Olympics, both of the elder McEuin brothers made it all the way to the Olympic Trials, where they faced off against each other to decide who would fill the remaining two slots for the U.S. team.

"I got my foot caught in Jason's chest gear as he was turning," explained Sgt. McEuin. "As I was trying to pull it out, I tore my hamstring. It was the first match of the tournament."

Sgt. McEuin tried to continue, but was unable to and had to drop out. In a split second, his lifelong dream of representing the United States in Athens was over.

"There is always 2008," said Sgt. McEuin. "I'll continue to compete, just to maintain my national status."



"I joined the Army for a change," he said. "What I found was that I didn't even know what true discipline was. After the Olympic Trials, it struck me ... I've got brothers-in-arms over in Iraq who are giving up their lives for their country, so I asked myself, 'what can I do for them?'"

That led him to recruiting, where he believes he can have the most impact.

"I think I've got a great story to tell," said Sgt. McEuin. "The Army has allowed me to get a Bachelor of Arts degree in History, compete at the national level, train with some of the best martial artists in the world, and most importantly — be a part of something bigger than myself. The fact that I had to be an athlete and a Soldier at the same time ... one made me better at the other, I think. Plus I think I'm going to be able to put out information that many recruiters don't know about, such as the WCAP. I've been able to travel all over the world representing the Army as part of the TAIR program, as well as in competition, and I think all that will add up to success in recruiting."

Sgt. McEuin has decided to put that single-minded focus and discipline that brought him to the brink of being an Olympian and put it to work for the Army. He recently reenlisted through 2010 and has begun his recruiting career at the Vancouver East Recruiting Station in Vancouver, Wash.

"The Army has made me more serious about life and it changed my whole perception of what I wanted to do," said Sgt. McEuin. "I can't think of a better sales presentation than that."

Officer Candidate School Mission Support Initiatives

*Story and photos by Chief Warrant Officer C. Scott Higdon, G-3,
Special Missions Division*

Recently, you may have noticed the increased emphasis on special missions throughout the command. The Special Missions Division understands that any increase in mission creates additional stress on recruiters in the field. To alleviate some of that burden, a series of new and non-traditional methods to support the field have been created. This article is a brief overview of the initiatives that have been and are currently being developed.

Background

The Global War on Terrorism and OPTEMPO of the Army creates the need for the Officer Candidate School program to be expanded to supplement other peacetime officer commissioning programs. The OCS Enlistment Option combined with the in-service program will be the primary vehicles to fill the training vacancies created through the expansion. Recruiters will continue to play a role in recruiting the officer strength for the Army.

OCS Chat

In an attempt to meet the current target market for the OCS program, several potential avenues were looked at that would foster increased interest, discussion, and provide answers to potential applicants. One such avenue that has proven successful is cyber chat. The Cyber Recruiting Section, a branch of the Special Missions Division, has been operating online chat groups for different recruiting programs with success. To capitalize on that success, Cyber established an OCS chat room with specific times for potential candidates to get online and anonymously ask questions and participate in discussions specifically on OCS. Subject matter experts and former graduates from OCS are present during all chat sessions.

If a visitor to the chat session appears to be initially qualified, a lead will be generated and forwarded to the servicing recruiting station. To determine initial qualification, the potential applicant is asked a series of questions prior to being forwarded to the recruiting station. This increases the quality of the leads and reduces the time the recruiter requires to process an applicant.

Web Site

The Special Missions Division has created or established two Web sites geared specifically for OCS. One is www.usarec.army.mil/ro/spc_msn/ocs.htm, which is a portal for recruiters to gather OCS information such as qualifications, procedures,

board results, and board schedules. Also, an area where the recruiter can download the latest flier containing the OCS chat schedule was created.

The second Web site is www.goarmy.com/ocs which is a location for potential applicants to read a brief overview about the OCS program, see the current OCS chat schedule, and when open, enter the OCS chat room.

Flier

An OCS chat flier was created as an aid to the recruiter. The information on the flier announces the date and times of scheduled OCS chats and also a Web site URL to direct the potential applicant to the OCS Web site. A printed version of the fliers was created for distribution on college campuses and posting on bulletin boards. The electronic version was created to use as an e-mail tool between the recruiter and applicants. This is another method of communicating the existence of the OCS program to potential applicants.

For questions about these programs, contact the Officer Accession Branch, Special Missions Division at 502-626-1554 or 0467.





Army OCS Graduate Assists Recruiters at UC Berkeley

By John C. Heil III, Sacramento Battalion

The night of Sept. 11, 2001, changed Seth Norman's life. That night, students gathered to mourn the loss of life in the center of the University of California, Berkeley campus. It was at that point that Norman decided that he wanted to do something good for his country. Upon graduation from UC Berkeley, Norman joined the Army and went to Officer Candidate School.

"A lot of the time, people don't realize all of the wonderful opportunities they have been given such as going to this fine school," said Norman referring to his alma mater. "We have an obligation to help our country."

So what prompted Norman to join the Army?

With a degree in history, the Air Force was not an option because they only wanted people with technical degrees; the Navy was not an option as Seth didn't like the idea of spending time at sea and the Marines did not have the appeal based on his preconceived stereotype of them being hard core. The Army on the other hand, was a perfect fit.

"I'm so glad I went into the Army," said Norman, who will train at Fort Eustis, Va., in the Branch Transportation Corps. "They gave me the best opportunity to do what I want to do. The more I learn about the Army, the more I see this as a wonderful opportunity. I'm really enjoying my time in the Army. The opportunities are amazing. I am definitely looking to stay beyond my initial commitment of three years."

"A lot of college guys have the old stereotype that the Army is for high school grads who couldn't cut it in the real world," said Norman. "That couldn't be further from the truth. I graduated from OCS with guys who had master's degrees. There are so many great skills you learn in the Army that you can use for your future."

While Norman was participating in the Hometown Recruiter Assistance Program (HRAP), he picked up 12 leads in four hours while on the UC Berkeley campus.

"Seth is very articulate," said Sgt. 1st Class Roger Richardson, Norman's recruiter. "He's been phenomenal helping us out there. He's not afraid to approach crowds. He's already referred more than all the people we've had out here on HRAP in a matter of three days. He helped me get more established at the Berkeley campus. He showed me all the hot spots and hangouts."

"When I show them my old UC Berkeley student I.D. card, it catches their attention and puts them at ease," said Norman of the current students at UC Berkeley. "When I tell them about my experience, they realize the Army is doing great things out there and think that maybe it is something they should look into."

"The average person is ambivalent. They just want an education. When they hear my story, they get another side ... something they've never heard before. I tell them about how you rely on each other, learn from each other and how the Army teaches you to be a team player."



▲ The cyber staff, Art Beaulieu, Bruce McGee and Phyllis Schropshire, conduct the first OCS chat.

◀ Art Beaulieu, a cyber recruiter, conducts the first OCS chat.

SPECIAL OPS

Goes *Mobile*



Story and photos by Sgt. 1st Class Donald R. Dunn II,
Outreach and Events Marketing Division

Recently, at the 2005 U.S. Army All-American Bowl, in San Antonio, the U.S. Army Mobile Exhibit Company unveiled its newest recruiting vehicle, the Special Operations Recruiting Van.

The unveiling took place in the Army's high tech Interactive Zone at Sunset Station across from the Alamo Dome.

The new Army van features a parachute simulator attached to a virtual reality computer system. "This is just like the real thing. There is a small class of instruction," said Sgt. 1st Class Michael Davis, an

exhibit specialist with the Accession Support Brigade at Fort Knox, Ky. "Then we attach the person to an actual parachute harness and headset and let them see what it is really like to free fall from 5,000 feet. It also has the real rip cord, reserve, and hand toggles to guide you as you fall. It's fascinating to see how far you can get to a ground target after dropping from sky. We then evaluate you and show you where you are and how to correct your mistakes when being airborne."

Inside the Special Operations Van there is an actual size Ground Mobility Vehicle (GMV), which has a 50-caliber machine gun simulator attached. Once inside, you get to feel what it is like to be in a Special Forces convoy and combat operation, traveling through cities and simulated battles.

Attached on the ceiling of the van across from the GMV there is a rucksack lift. "Once you have tried this on, you get an appreciation for what it is like to carry what you need in a combat environment," explained Master Sgt. Keith



Sgt. 1st Class Michael Davis (right), Army Exhibit Specialist, demonstrates how the Parachute Simulator and Virtual Reality System works in the new Special Operations Recruiting Van at the Alamo Dome, San Antonio, Texas.

Logsdon, an operations non-commissioned officer in Detachment Alpha 324, Bravo Company, 1st Battalion, 3rd Special Forces Group at Fort Bragg, N.C.

There is an attack helicopter simulator, which is an AH-6, better known as the "Little Bird." This helicopter has all the features of the ones used in Special Operations and you can virtually fly it on a computer and play war games.

Across from the helicopter simulator there are two computers, which show how civil affairs and psychological operations are conducted in an area of combat operations.

There are Army photos and cutlines along the van's walls and a list with photos of Medal of Honor recipients.

Once you exit the van, you notice tables of Army equipment and weapons now being used in Operation Enduring Freedom in Iraq. You get to actually handle them while you are given instruction on their uses. A dog tag machine is there so you can get a dog tag made for yourself.

"It's great to interact with the kids and the adults and not only showing them, but letting them participate in what we do as Soldiers in today's Army," said Sgt. 1st Class James Hanlin, a exhibit specialist in the Mobile Exhibit Company at Fort Knox.

"This is what it's about in recruiting. We design and market the lead assets we have here to provide the overall picture for the Army recruiting program," added Hanlin.

On the road for the next few months, the Special Operations Recruiting Van will be at the Super Bowl Fest in Jacksonville, Fla. It is also scheduled to be at various high schools and colleges along the way.





Spc. Joshua Miller, 1st "Stryker" Brigade, Fort Lewis, Wash., tossed the game coin at the All-American Bowl, Jan. 15, in San Antonio, while Vice Chief of Staff Gen. Richard Cody (second from left) and Secretary of the Army Dr. Francis J. Harvey (fourth from left) watched. Miller represented Operations Enduring Freedom and Iraqi Freedom veterans and received a SilverStar for his actions during combat in Iraq.

All-American Bowl Showcases Values

Story and photos by Staff Sgt. Reeba Critser, Office of the Chief of Public Affairs

The Army sponsored the All-American Bowl, Jan. 15, showcasing the talents of 78 high school football players. Senior Army leaders said there were many reasons to sponsor the event.

"Take a look at the young high school players from all walks of life and how they become All-Americans with teamwork, dedication and discipline — it's the same we look for in Army values," said Vice Chief of Staff Gen. Richard A. Cody.

Gen. Cody and Sgt. Maj. of the Army Kenneth O. Preston visited the various Army booths outside the Alamodome in San Antonio, before the game in which Team West beat Team East 35-3.

The Army has sponsored the event since 2001, pitting the best high school players in the East against the best in the West.

"It's part of our recruiting effort which showcases the Army," Sgt. Maj. Preston said. "It gives us an opportunity to bring out displays to show Americans what the Army's about."

The nationally watched game, which aired on NBC, took planning and execution from the Army, especially Accessions Command.

"It demonstrates the confidence of the Army and its ability to adapt and execute an event which reaches out to young people and help recruit them," said Secretary of the Army Dr. Francis J. Harvey. "I'm impressed with the Army's ability to adapt to any situation; whether it's on the battlefield or in recruitment, the Army always adapts."

Sgt. Maj. Preston said the event addresses three categories of Soldiers. The first consists of Soldiers in Advance Individual Training at Brooke Army Medical Center, Fort Sam Houston, Texas, who attend the game.

"This game shows the support Americans have for Soldiers," Sgt. Maj. Preston said. "It makes them feel that they're part of a greater, bigger Army. Since they have such a limited time in the Army, they're seeing the Army in a bigger picture."

The next group consists of Operations Enduring Freedom and Iraqi Freedom veterans whom Sgt. Maj. Preston said the pre-game, half-time and post-game activities are geared for.



During Darryl Worley's post-game concert Jan. 15, Vice Chief of Staff Gen. Richard A. Cody talks to Soldiers attending Advance Individual Training at Brooke Army Medical Center. Gen. Cody and the students attended the All-American Bowl in San Antonio.

"The heroes are brought in from other installations and some are undergoing treatment at Brooke Army Medical Center," he said. "It's humbling to see the support Americans attending this game and elsewhere in America give to our veterans. They're saying thanks."

The last group includes retirees.

"It's a great tribute to others who served in the past and continue to support today's Army," Sgt. Maj. Preston said. "They're the best recruiters because of their experiences."

Gen. Cody said sponsoring football was a great idea because Soldiers love American football and it gives the Army a chance to showcase high school students and Soldiers on the same platform.

"When you watch the game, there's a tradition for young athletes to announce what school they choose to go to," Gen. Cody said. "Today we're having 150 (Delayed Entry Program Soldiers) who are enlisting and also saying to America 'I want to be on your team.'"



Vice Chief of Staff Gen. Richard A. Cody awards DeSean Jackson of Long Beach Poly High School, Long Beach, Calif., the Pete Dawkins MVP trophy at the All-American Bowl in San Antonio, Jan. 15.

The Big Three in

Arabic, Persian, and Turkish

By Maj. Sargis Sangari, Command Planning Group

Arabic, Persian, and Turkish are the top three languages used in the Middle East. Currently, the Army Translator Aide Program specializes in the following Middle Eastern languages.

- ♦Arabic-Modern Standard
- ♦Arabic-Gulf-Iraqi
- ♦Arabic-Egyptian
- ♦Arabic-Jordanian
- ♦Arabic-Syrian
- ♦Arabic-Lebanese
- ♦Arabic-Yemeni
- ♦Arabic-Sudabese
- ♦Arabic-Maghrebi
- ♦Arabic-Algerian
- ♦Arabic-Libyan
- ♦Arabic-Moroccan
- ♦Arabic-Tunisian
- ♦Pushtu/Pashto/Pachto
- ♦Pushtu-Afghan
- ♦Kurdish
- ♦Kurdish-Behdini (Kurmanji)
- ♦Kurdish-Sorani
- ♦Persian-Afghan (Dari)
- ♦Persian-Iranian (Farsi)

The Arabic Language

Arabic is one of three Semitic languages of the world, along with Hebrew and Aramaic. The Modern Standard Arabic, MSA, provides the greatest recruiting base for the Army mission. MSA is taught in Arabic-speaking countries and in American universities. It is also the form of Arabic used for broadcasting on Al-Jazeera, which is intended for Arabic-speaking audiences in the Middle East and among the large populations in Europe and the United States.

The first article in this series, published in the November 2004 "Recruiter Journal," covered Pushtu/Pashtu, Pakhto or Pukhtu, and Persian-Afghan (Dari) languages spoken in Afghanistan and Pakistan and the influences of the two languages on the field force mission. Persian-Afghan (Dari), being a regional language has less influence in tribal areas of Afghanistan and Pakistan where Pushtu and Pakhto tribal influences are greater.

Arabic does not suffer the same setbacks given its status. The Arabic language has a special status among Muslims, even with non-Arabic speakers, due to its position as the holy language of the Koran. Therefore, most Muslims will recognize and respect Arabic regardless of the country dialect. For Christians who also speak Arabic, the language does not have the same meaning.

the Middle East

The most significant problem that recruiters may face with MSA is that although the language is taught and widely understood, it is not spoken the same way throughout the region. There are differences in two language categories of MSA and Arabic-Gulf Iraqi — in vocabulary and in consonant pronunciation. Since illiteracy still exists in much of the Middle East and North Africa, MSA has had a limited effect in creating language uniformity. The high rate of population growth has created challenges for the overall educational systems and literacy training continues to be a high priority for all countries in the Middle East. As the effect of media, such as Al-Jazeera or the dubbing of western films (American and European) reaches more people, it is likely that MSA will expand.

Because of the existence of dialects, especially the Lebanese/Palestinian form versus the Iraqi/Gulf dialect, choosing translators became an issue in 2003. When contractors began to recruit civilian translators, language jobs were initially seen as lucrative jobs in Iraq. Iraqi exiles began a campaign to exclude Egyptians from being sent to Iraq based on dialect differences. Many Egyptians and Palestinians had been employed during the Baathist period to replace professionals who were fleeing Iraq (especially the Chaldo-Assyrian Christians). This resulted in resentment against Arabic speakers who did not speak the Iraqi dialect. Yet, today, someone speaking Egyptian Arabic would be identified by Iraqis, but he or she would not necessarily be less effective as a translator. However, there is no difference in the writing system for Arabic throughout the Middle East.

A recruiter will find a large translator base but will have a minor problem with the interpreter base when recruiting for Arabic, given the above. Although the grammar in Arabic Modern Standard is standard, each speaker will use his or her own dialect, mainly substituting vocabulary to learn the language. Speakers of North African and Sudanese dialects will have to make the most adjustments in speaking Iraqi Arabic.

The Persian Language

Persian is spoken east of the Arab world and admired as a language of culture throughout Azerbaijan, Pakistan, and Central Asia, although it is no longer spoken by elites.

Persian is the main language of Iran. It is the means of instruction in parts of Iran, even where Azari, Baluchi, Kurdish, or Arabic are the first languages.

Persian is an Indo-European language and so has some similarities with English in words such as brother, father, and mother. Persian is considered one of the easier languages of the Middle East for a Westerner to learn since the pronunciation is easy except for the sound “gh.” On the other hand, Persians who speak English tend to have problems with initial consonant clusters — street, student.

After promoting literacy in standard Persian throughout the country, there are few dialect differences left within Iran. On the other hand, two important dialects of Persian exist outside Iran in Afghanistan and in Tajikistan. Known as “Dari” in Afghanistan, it serves as the inter-ethnic language among the Pushtu, Dari, and Turkic speakers of the country. In Tajikistan, the language is known as Tajiki. These three dialects are mutually understood but the speakers of each of the three dialects can be identified by native speakers.

In the hierarchy of Persian dialect speakers, the Persian of Iran, increasingly being called “Farsi,” stands at the top with Dari, and Tajiki in descending order. Dari actually means the language of the royal court.

In the U.S., the large Iranian diaspora speaks Persian, though few in the second generation read and write the language. Most speakers in this country are Muslim, Jewish, or Baha’i, but there are also significant Assyrians and Armenians whose native languages are their own but who know and speak Persian as well as native speakers. Persians are not Arabs or Semetic, they are Aryans. They are also mostly Shiite and non-Sunni.

The Turkish Language

Although Turkish is not on the 09L list, Turkish is widely spoken and fairly standardized in the Turkish republic. It has many similarities to other Turkic languages spoken all the way to western China. But there are many differences and the languages are not mutually understood.

Similarities exist between western Turkish languages, such as Azerbaijani (in both parts of Azerbaijan and Iran) than with the languages spoken east of the Caspian Sea. There are also differences, some in flux, in the alphabets used to write these languages.

Turkmen language is important in Iraq because its written materials originate in Turkey. It has grown far closer to Turkey Turkish than its roots in the former Soviet Republic of Turkmenistan. Turkmens form about 5 to 10 percent of the Iraqi population and were the significant population of the oil city of Kirkuk prior to its Kurdification in the past year.

Turkmen also live in important centers in the north of Iraq that lie along the main route between Turkey and Iraq. They tend to be well-educated, bilingual in Arabic, and hold important positions in the private sector, and in the military in the past. Discrimination against them by Arab and Kurdish political groups has marginalized them on many fronts. Their leaders have been assassinated in large numbers recently by their ethnic enemies. They are both Sunni and Shiite, like the Arabs. They would accept Turkey Turkish speakers and understand the language both in its written and spoken form.

A recruiting base of Turkish speakers will help in future missions conducted in Iraq and northwest Iran.

Remembering Martin Luther King Jr.

By Gary L. Bloomfield, Kansas City Battalion

“I have a dream...”

Those four simple words are all that need to be said for Americans to recall Dr. Martin Luther King Jr.

During the 1960s when the civil rights movement spoke out and demanded to be heard, King was urging the Black minority to fight for equality through words, not violence, “Love or perish, this is the beauty of nonviolence. It says you can struggle without hating: you can fight a war without violence.”

And fight he did. In 1955, after graduating from Morehouse College and Crozer Theological Seminary, King became pastor of the Dexter Avenue Baptist Church in Montgomery, Ala. Soon afterward, King was involved in his first, and many consider his greatest, contribution to civil rights when he organized a 382-day boycott of the city’s segregated bus system.

During those 13 months, King was arrested and violently harassed, which included the bombing of his home. But he and the Black community of Montgomery stood their ground until the U.S. Supreme Court ruled that Alabama laws requiring bus segregation were unconstitutional.

King’s next goal was to lay the foundation for organizing Black leaders in the South, uniting their efforts in helping other communities fight segregation and discrimination. The Southern Christian Leadership Conference was born from King’s dream.

For King and the civil rights movement, 1963 became a bittersweet year.

The bitterness came in Birmingham, Ala., when King spearheaded a mass protest urging establishment of a bi-racial committee, fair hiring practices, and the desegregation of the city’s department stores. The protest was met by police brutality and King’s arrest, but again the Black community held together until changes were made.

Another highlight of 1963 was King’s “I have a dream ...” proclamation at the historic March on Washington, followed by “Time” magazine naming him Man of the Year. The capstone came several months later when King received the 1964 Nobel Peace Prize.

After returning from Oslo, Norway, where he received the prize, King continued his non-violent fight for civil rights by leading a voter registration drive in Selma, Ala., which ended with the Selma-to-Montgomery freedom march. From there he headed to Chicago to work on slum rehabilitation and new housing projects.

It was in Chicago that King met resistance not only from the city, but also from the disenchanted Black youth who felt violence should be countered with violence. But King held firm on his non-violent stance. Speaking before the United Nations, he stated “Let us save our national honor — stop the bombing. Let us save American lives and Vietnamese lives ... stop the bombing.” It was this speech that reunified the civil rights movement, forcing the Black militants to relinquish their control.

Once again King directed his efforts to domestic problems, planning a massive march of the poor on Washington, D.C., designed to urge Congress to recognize and implement civil rights resolutions. But during the planning, King decided he was needed more in Memphis to support the city sanitation workers’ strike. The Tennessee National Guard had been called in, which only incited the strikers more, creating several days of violence and unrest, until the troops finally departed. King stayed on in Memphis to lead a non-violent march through the city, in defiance of a federal court injunction against it, and on the night of April 3, 1968, King had a premonition of what was soon to occur.

He told a church gathering simply, “Well, I don’t know what will happen

now ... but it really doesn’t matter.” He sounded weary from all the demonstrations and marches, the harassment and arrests that had been the sole of his life for the past 13 years.

He had denounced violence, never raised his fist in fighting for civil rights, yet on April 4, 1968, King was felled by a bullet as he stood on a motel balcony with Jesse Jackson and Ralph Abernathy.

The news of King’s death was accompanied by waves of violence in major cities throughout the country ... an ironic epitaph to a man so dedicated to nonviolence.

We mourn his death, choosing instead to celebrate the birthday of Martin Luther King. And in February, during Black History Month, we look back over more than three decades without King, knowing that much has been accomplished to destroy racism, but much still needs to be done.

“...I still have a dream. It is a dream deeply rooted in the American dream. That one day this nation will rise up and live out the true meaning of its creed — we hold these truths to be self-evident, that all men are created equal.”

BLACK HISTORY MONTH COMMEMORATION

An Army of One

CELEBRATING African American History

Los Angeles, CA
West Los Angeles College
January 4-12, 2005

Washington, DC
Howard University
January 19-28, 2005

Atlanta, GA
Morehouse College
February 7-10, 2005

Fulton County Government Center
February 11-18, 2005

St. Louis, MO
Black World History Museum
February 22-March 2, 2005

Greensboro, NC
International Civil Rights Museum
March 14-28, 2005

U.S. ARMY

Easy Riders

Now is time for leaders to start focusing their efforts on motorcycle accident prevention efforts. Motorcycle accidents have the attention of Major General Rochelle, who has directed a USAREC motorcycle safety campaign to begin this month.

Currently, there are approximately 650 motorcycle-riding Soldiers and employees throughout USAREC. The purpose of the USAREC motorcycle safety campaign is to focus the command on risk management/assessment procedures, and reduce the likelihood of accidents within the command.

In 2003, 3,661 motorcyclists were killed and an additional 67,000 were injured in traffic crashes in the United States - 12 percent more than the 3,270 motorcyclist fatalities and 4 percent more than the 65,000 motorcyclist injuries reported in 2002.

Armywide there were 23 motorcycle fatalities during FY 04. Within USAREC during FY 04 there were seven reported motorcycle accidents and one motorcycle fatality. Four of the accidents resulted in lost workdays (Class C Accidents). Six of the riders had completed the Army Motorcycle Safety Course. The one fatality had not taken the mandatory Army Motorcycle Safety Course.

The following are a few motorcycle safety facts (source: National Highway Traffic Safety Administration, NHTSA.)

- NHTSA estimates that helmets saved 1,158 motorcyclists' lives in 2003, and that 640 more could have been

saved if all motorcyclists had worn helmets.

- Per vehicle mile, motorcyclists are about 27 times as likely as passenger car occupants to die in a traffic crash.

- Nearly one out of four motorcycle operators in fatal crashes in 2003 were operating the vehicle with an invalid license.

- Almost half of the motorcycle operators who died in single-vehicle crashes in 2003 had BAC levels 0.08 g/dl or higher.

- In 2003, a higher percentage of motorcycle operators in fatal crashes had BAC levels 0.08 g/dl or higher than any other type of driver.

- Helmets are estimated to be 37 percent effective in preventing fatal injuries to motorcyclists.

Motorcycle operation is the most risky type of vehicle driving. Other drivers often don't see a bike on the road. Two wheels offer far less traction and control for the operator. The power-to-weight ratio is much higher than other transportation. Crash protection, even with personal protective equipment (PPE), is minimal. These factors and more are cause for leader concern and aggressive involvement. Find out who owns motorcycles in your units. Get to know what training and experience they have and discuss how they drive. Ensure each rider has completed an approved Army Motorcycle safety course and the USAREC commanders/riders agreement USAREC Form 1236.

Prepare to Crash

By David L. Hough

Serious riders spend a lot of time on *tactics* for managing the risks of motorcycling. Riding a twisty road without taking a soil sample requires good cornering skills, not just dumb luck. Today's roads also have lots of booby traps that snag unwary riders, and we need to know what they look like and how to avoid them. And even if the road, the surface, or the traffic situation don't create problems, we also need to know how to maintain our bikes, ride with a group, carry passengers, negotiate muddy detours, and survive hazardous weather conditions. The point is, a serious rider gathers knowledge and skill to *avoid* accidents.

What we can't avoid is the chance that sooner or later we all get our turn to crash. It just isn't possible to take all the risk out of riding. The statistics hint that a typical street rider will have one or two serious accidents in a lifetime of motorcycling. The point is, when you get your turn to crash, you'll be sliding down the road in whatever gear you decide to wear before you punch the starter button.

Comfort vs. Protection

The end purpose of riding gear is to protect skin and cushion the brain against sudden impacts. If you want to see what good protective gear looks like, study what the road racers wear. Racers don't intend to crash, but they understand that crashing goes with the territory of flirting with the traction envelope. Of course, road racing leathers aren't very practical for day-to-day commuting or touring. For the road rider who spends days and sometimes weeks in the saddle at more civilized speeds, comfort rather than abrasion resistance may be the most important factor in choosing riding gear. Protection against heat, cold, precipitation, wind, noise, and debris, or even the style of your gear, may be just as important to you as abrasion and impact resistance.

David Hough is a motorcyclist and journalist. He is known for the monthly series "Proficient Motorcycling" in Motorcycle Consumer News and for his books, Proficient Motorcycling and More Proficient Motorcycling.



Pfc. Ian Wilson, (left), stands with his parents, Sgts. 1st Class Robert and Mary Wilson, (middle), and older brother, Pfc. Tony Wilson, (right), after enlisting in the Army Nov. 8. Photo by Staff Sgt. Christopher Bennett

Final Family Member, Youngest Son Enlists

By Kim Levine, Dallas Recruiting Battalion

Ian Wilson enlisted in the Army Nov. 8 as an Intel Analyst.

Like so many others that walk through the doors of the San Angelo Recruiting Station, Wilson is a little nervous to go to boot camp, but said he wants to enjoy the benefits that the Army can provide him.

Unlike so many others, Wilson is the final chapter in his immediate family, the youngest son, and the fourth of four to enlist in the Army.

Wilson's parents, Robert and Mary, are both sergeants first class and both Signal Intel Analyst instructors on active-duty serving at Goodfellow Air Force Base. His older brother, Tony, is a private first class infantryman stationed at Fort Bragg, N.C.

"The first son wasn't a surprise," said Sgt. 1st Class Robert Wilson. "He wanted to join since he was 12. But his brother, [Ian], never wanted to join."

Tony grew up involved in Drill Teams, JROTC, adventure courses, and leadership courses. He decided to join the infantry for more adventure.

"I couldn't sit at a desk all day," Tony said.

Ian, on the other hand, didn't follow in his brother's footsteps. He was not

involved in JROTC and never considered military-type training courses.

However, the idea of job security and skill training, with the influence of growing up in a military family, was reason enough for Ian to contact recruiter Staff Sgt. Christopher Bennett in the San Angelo Recruiting Station.

The recruiters in the San Angelo station were no strangers to the Wilson family. It is the same station that older brother Tony processed through.

"The recruiters were very helpful and quite adept when working with military families," Sgt. 1st Class Robert Wilson said.

Ian, who enlisted for five years, will ship to basic training in June. He has now joined JROTC at his school, as well.

Tony, who was home for Ian's enlistment in San Angelo after completing basic training, left for Fort Bragg, his first duty station, Nov. 15.

"It's hard as a mother letting go of two sons," said Sgt. 1st Class Mary Wilson, "but it's a learning experience. I'm definitely proud of them."

Cowboys Ride into Dallas, Show Future Soldiers Behind the Scenes

Story and photo by Kim Levine, Dallas Recruiting Battalion

Soldiers and Future Soldiers from the Dallas Battalion took the spotlight during the finals of the Texas Stampede Nov. 14 at the American Airlines Center in Dallas.

The "Army Day" kicked off with a Future Soldier function, conducted by a Professional Rodeo Cowboys Association representative. About 15 Lewisville Company Future Soldiers learned about the animals, equipment, events, and operation of the rodeo on a Behind-the-Scenes Chute Tour.

The Future Soldiers were also introduced to several of the Army-sponsored cowboys, who thanked the recruits for their service to the country.

The Army shone bright during the opening ceremony, which featured a battalion color guard posting the colors and recognition of three battalion Operation Iraqi Freedom veterans.

During intermission, two All-American Bowl selectees from the Dallas Battalion, Marcus Shavers and Demarcus Granger, were recognized with their recruiters.

The Future Soldiers then captivated the crowd as Capt. Helen Flood, Lewisville Company commander, administered the Oath of Enlistment.

"This was a great opportunity for our Future Soldiers to be recognized," said Capt. Flood. "We're cultivating a culture of winners."

Lewisville recruiters also worked the crowds at indoor and outdoor Army Interactive Areas, complete with the Army Marksmanship Trainer, the Army NASCAR Show Car, two Dog Tag machines, and more.



A PRCA representative talks to Lewisville Company Future Soldiers about the ins and outs of rodeo competitions at the Texas Stampede. The Future Soldiers were given a Behind-the-Scenes Chute Tour before the rodeo kicked-off.

Minneapolis Recruiter Featured in Advertising Campaign

Story and photos by Christopher Dunne, 3d Brigade

Sgt. 1st Class Gary Flowers is one squared away Soldier. He's articulate, intelligent, and, as a recruiter for the Minneapolis Recruiting Company, he's very personable. Sgt. 1st Class Flowers has spent a lot of time in the homes of prospective Army recruits, but coming this spring he will spend time in their homes, cars — and anywhere else magazines are found.

Sgt. 1st Class Flowers has been selected by the Army to participate in a new advertising campaign. He will be featured in a display ad to appear in magazines like *Essence*, *Black Enterprise*, and *Ebony*, which are targeted toward an African American audience.

They're called "influencer ads" — advertisements designed to focus on the people who have a role in encouraging, or discouraging, a young recruit's decision to join the Army. But Sgt. 1st Class Flowers has already had a tremendous influence on young people in the Minneapolis area — more than 100 new recruits have joined the Army under his guidance.



Sgt. 1st Class Flowers joined the Army because, he says, "I wanted to do something for myself." He started out as a Heavy Equipment Operator, joining the recruiter ranks in 2000. "I enjoy recruiting because I get to see the changes in people's lives," Sgt. 1st Class Flowers says. "People come back and say 'Thank you, Sergeant Flowers.'"

Sgt. 1st Class Flowers says the Army helps young people to understand who they are. "The Army gives you the resources to develop into the person you want to be," he says. "The Army made me goal-oriented, and gave me the chance to figure out what I'm really into."

Sgt. 1st Class Flowers has taken advantage of Army programs to earn a bachelor's degree from Concordia University in St. Paul. He was meritoriously promoted to his present rank and he hopes to attend Officer Candidate School in the near future. Sgt. 1st Class Flowers is looking for another career shift — this time to infantry officer.

Sgt. 1st Class Jimmy Franqui, Minneapolis Recruiting Company, calls Sgt. 1st Class Flowers a dynamic recruiter. "He's very diverse — anybody can talk to him," Sgt. 1st Class Franqui says. "He's well known in the community and well respected."

Sgt. 1st Class Flowers says the Army helps young people develop strong leadership skills. "Character is really important — that's what the Army gives you," he says. Sgt. 1st Class Flowers' character is sure to shine through this spring — wherever magazines are sold.





L-R: Lt. Col. Patrick J. Healy, commander, Chicago Battalion, stands with Chicago Mayor Richard Daley, Patrick Daley, and Marine Col. Lon M. Yeary, commander, U.S. Military Entrance Processing Command, after a swearing-in ceremony at the Chicago MEPS in Des Plaines, Ill., Dec. 29.

Chicago Mayor's Son Enlists in Infantry

Story and photos by Justin Ward, Chicago Battalion

In a ceremony at Chicago's Military Entrance Processing Station Dec. 29, the mayor's son officially swore in as Specialist Daley, before boarding a bus to the airport to Fort Benning, Ga., for nine weeks of basic combat training.

After basic, Daley will remain at Fort Benning for 20 additional weeks for advanced infantry and airborne training.

With an MBA from the University of Chicago, Daley could have entered the Army as an officer. However, he said his motivation for entering as an enlisted Soldier was based on his need to start at the bottom.

"If you look at some of the greatest military leaders, business leaders, religious leaders — they usually started at the very bottom."

From there, Daley said he would take advantage of the opportunities provided by the Army.

Daley enters the Army at 29 years old, not necessarily a youngster by industry standard. But he is optimistic about his performance at basic training, especially considering his younger colleagues who will join him.

"Physically, they have a foot up because they recover quicker," he theorized of his younger counterparts. "They won't get as beat up. Mentally, though, they've never been yelled at; they've never been criticized."

His decision to enter the Army was fueled by a confluence of happenstance. On top of the list is his recent graduation, which left an opening that he sought to take advantage of.

Also playing a part in his decision were talks he had with his friends, many of whom have already served in the armed forces. "They said, 'You gotta go in now because 10 years from now you'll hate yourself if you don't,'" Daley said.

He added that he hasn't met one person who looks back with regret at their military service.

"People I know who hated it, still love the fact that they served," he said. "They still say, 'I'm proud I did it.' I don't think there's anything else in life you can say that about."

Other factors that played a part in his decision were the Sept. 11 terrorist attacks, he said.



Patrick Daley, the son of Chicago Mayor Richard Daley, authorizes counseling forms declaring his official approval of his terms of enlistment at the Chicago Military Entrance Processing Station in Des Plaines, Ill., Dec. 29. Daley enlisted as an airborne infantry Soldier and is now attending Basic Combat Training at Fort Benning, Ga.



Patrick Daley, center, son of Chicago Mayor Richard Daley, stands with the recruiters from Chicago Battalion's N. Clybourn Recruiting Station. From left to right: Sgt. 1st Class Jose Vazquez, Sgt. 1st Class Maurice Allen, Sgt. John Reyes, Patrick Daley, Sgt. Phyllis Williams, Sgt. Anthony Cook, and Station Commander, Sgt. 1st Class Godfrey Collins.



L-R: Dr. James Cornwell, Col. David Fulbright, commander, 3d AMEDD Recruiting Battalion (Prov); Maj. Doug Owens, commander, Indianapolis Health Care Recruiting Team; Brig. Gen. James Hasbargen, commander, 330th Medical Brigade, share ideas at the AMEDD recruiting partnership meeting.

AMEDD Recruiting Partnership

Story and photos by MAJ Doug Owens, Indianapolis Battalion

The need for physicians in the Army Reserve is great, so who does the 330th Medical Brigade call? The 3d AMEDD Recruiting Detachment.

Spearheaded by the brigade commander, Brig. Gen. James Hasbargen, the 330th Medical Brigade is forming a recruiting partnership with the 3d AMEDD Recruiting Detachment. Brig. Gen. Hasbargen believes teamwork is absolutely essential in today's recruiting environment. This is true in the recruitment of physicians, especially surgeons. The 3d AMEDD's area of recruitment mirrors the brigade's area of responsibility, which consists of Indiana, Michigan, parts of Illinois, Minnesota and Ohio.

As part of this initiative, Brig. Gen. Hasbargen is working with the Indianapolis Health Care Recruiting Team's commander, Maj. Doug Owens. On Nov. 17, Brig. Gen. Hasbargen, along

with Maj. Owens and Indianapolis' 932d Medical Detachment Commander, Lt. Col. Martin Blank, conducted a presentation and dinner to area surgeons in Chesterton, Ind.

"Our goal was to show practicing surgeons what it means to serve their country, in addition to the many benefits of serving as a surgeon in the Army Reserve," Maj. Owens said. As a subject matter expert, Afghanistan veteran Lt. Col. Martin Blank briefed the attendees. "As a surgeon, I wanted to relay to my colleagues that serving in the Reserve not only made me a better surgeon, but that I gained the great satisfaction of knowing that I served our country as well."

Brig. Gen. Hasbargen also spoke about his brigade and the opportunities available to surgeons. "As a practicing physician and a Medical Corps general officer, I wanted my fellow physicians to know that you can be successful as both an Army Reserve officer and private practice physician."

Also present was 3d AMEDD's commander, Col. David Fulbright, and the deputy commander of the 3d Recruiting Brigade, Col. Forrest Wentworth. Col. Fulbright said, "Finding qualified physicians to serve in the Reserve is probably our most challenging mission. We must find new, more effective means to make this mission." Feedback from the attending surgeons was overwhelmingly positive. "I was definitely impressed by the opportunities available to surgeons in the Reserve," said Dr. Brian Moore. "I am interested in serving our nation. This is definitely the best way to go."

The partnership is blossoming, with a number of events scheduled for Spring 2005. The Chicago Team has coordinated with the 330th Medical Brigade to conduct the "Bring a Friend to Drill" event in January. Other events for Spring 2005 include a presentation to the Indiana Chapter of the American College of Surgeons and a presentation to the Orthopedics Residency Program at Indiana University. Col. Fulbright said, "Our cooperative effort with the 330th Medical Brigade is a great enhancement in accomplishing the Reserve physician mission. I am confident of positive results." Brig. Gen. Hasbargen concluded, "The Army operates as a team and it's through teamwork we will accomplish the mission of recruiting quality physicians for the Reserve."

Trading Law Books for Field Manuals

Houston Battalion Press Release

The ivy covered walls of Harvard University will seem a world away as a Houston, Texas, resident trades memories for the forests of Fort Jackson, S.C., and Fort Benning, Ga.

Thomas B. Cotton reported for Basic Training in January. Upon successful completion, Cotton will attend the Officer Candidate School at Fort Benning, Ga.

For Cotton, the path to enlistment is not dissimilar to many Americans who

have gone before him. One goal he nurtured while earning his bachelor's degree and his law degree at Harvard University was to enter military service. During his third year of law school, the World Trade Center and the Pentagon were attacked and that strengthened his resolve to work toward the goal of joining the military.

But first he wanted to complete his law degree. Then he became a lawyer in private practice and through hard work, he paid his education loans.

"I simply wanted to serve and to help defend our country," Cotton said. "There

are many ways to serve one's country and I respect all those ways. But for me, military service was the way I could contribute my time and my life."

Cotton said he feels he can make a difference in the challenging role of an Army officer. He says he looks forward to the challenges and responsibilities. It will be important to set an example that one would not expect anything from Soldiers one would not expect from oneself.

The Arkansas native who attended Dardenelle High School in Dardenelle, Ark., has had a busy nine years since he graduated from high school.

Army Seeking Warrant Officer Candidates

By Sgt. 1st Class Tammy M. Jarrett, Army News Service

The Army is looking for candidates to fill some of its 41 different warrant officer specialties, including the new military occupational specialty 923A petroleum systems technician, authorized for Oct. 1.

With the Army's transformation of "units of action" and retirement, USAREC expects to fill more than 1,200 warrant officer slots this year, said Chief Warrant Officer 3 Anthony L. Edwards.

"The need has always been there," said Chief Warrant Officer Edwards, chief of the Warrant Officer Recruiting Branch. "As the UAs increase, warrant officer slots increase."

Interested Soldiers serving in the enlisted feeder MOSs of 92F, 92L or 92W with a minimum of five years experience may now apply for the 923A specialty, which will hold its first board in November.

There are also five warrant officer specialties now open to all MOSs, three being in the signal field, said Warrant Officer Edwards.

They are: 153A rotary wing aviator, 250N network management technician, 251A information systems technician, 254A signal systems technician, and 882A mobility officer, which was authorized two years ago.

"If you already have a degree in the information systems field, you already have what they are looking for ... experience in the information systems world," Chief Warrant Officer Edwards said.

Warrant officer recruiters are looking for active-duty personnel, regardless of service, with five to 12 years of experience.

Waivers are possible for those with more than 12 years.

Interested candidates must be eligible for and meet the minimum qualifications of the warrant officer MOS they are applying for. Some candidates may also be able to request a prerequisite waiver.

There are five non-waiver criteria every candidate must meet before applying for the Warrant Officer Program.

They are:

1. Be a U.S. citizen or naturalized citizen.
2. Have a general technical (GT) score of 110 or higher.
3. Pass the standard three-event Army Physical Fitness Test and meet height/weight standards.
4. Pass a physical for technicians or for aviators.
5. Have a secret clearance (interim secret acceptable to apply).

The maximum age for applying for any of the warrant officer MOSs is 46, except for aviator, which is 29. Chief Warrant Officer Edwards said the maximum age for aviator may change to 32 in the near future.

For more information on the Warrant Officer Program, board and briefing schedules, and required forms and documents, visit the Recruiting Command Web site at www.usarec.army.mil/warrant.

Pro Stock Motorcycle Team Dips Below 7-Second Mark

By Chris Dirato, Army News Service

The U.S. Army Pro Stock Motorcycle team, with drivers Angelle Sampey and Antron Brown, broke the magical 7-second mark in pre-season testing Jan. 25 at Bradenton Motorsports Park.



Angelle Sampey, U.S. Army Pro Stock Motorcycle driver and three-time Pro Stock Motorcycle world champion, prepares for one of her many races in 2004. NHRA photo

Sampey, who is a three-time Pro Stock Motorcycle world champion, recorded a 6.989-second pass at 189.70 mph, before Brown posted a 6.995-second jaunt at 190.35 mph.

"We realize this is just a pre-season test session, but it was pretty darn cool to see both of them get below seven seconds," said Steve Tartaglia, who recently assumed the crew chief duties for the U.S. Army team. "This is something that's never been done before, so we're all pretty pumped up."

The U.S. Army team will continue testing in Bradenton until Jan. 26 with hopes of improving the best elapsed time to 6.950-seconds.

Sampey and Brown finished second and third, respectively, in the Pro Stock Motorcycle point standings last year.

The Pro Stock Motorcycles hit the track for the first time in the Mac Tools Gator Nationals in Gainesville, Fla., March 17-20.

(Editor's note: The article was provided by Chris Dirato with U.S. Army NHRA Racing.)

Army Adopts NASCAR Technology for Helicopters

By Stefanie A. Gardin

NASCAR windshield tear-

offs will soon provide Army helicopters an extra layer of protection from sand, rocks and debris thanks to two National Guard Soldiers.

Sgt. 1st Class Paul Kagi and Sgt. Michael Mullen, Virginia Army National Guard helicopter mechanics, submitted the idea to use windshield tear-offs to the Army Suggestion Program after discussing the idea at a Christmas party five years ago.

Their unit went to the National Training Center, Fort Irwin, Calif., with new helicopters. However, when they came back, they had to replace about 80 percent of the windshields due to sand damage. "Sand will eat up a glass window. It gets so pitted you can't even see out of it," said Sgt. 1st Class Kagi, "that's where Sgt. Mullen got the idea. He said, "Hey, they put tear-offs on racecars at Daytona and Texas for that very reason — to protect them from sand and debris."

Sgt. 1st Class Kagi did some homework, researching tangible cost savings for the tear-offs, and the idea was submitted through the Army Suggestion Program channels for evaluation. Eventually, the aviation team at the Aviation and Missile Research Development and Engineering Center, Redstone Arsenal, Ala., together with the Defense Logistics Agency, picked up the idea and funded all the testing.

"In order to put anything on a helicopter, we have to do a lot of testing on it because if a helicopter doesn't work, it crashes — and that's bad news," said Doug Felker, Reliability, Availability and Maintainability team-leader AMRDEC.

Felker and team put the windshield tear-offs through a series of environmental testing

and visibility testing, with the naked eye and night vision goggles. They also flight-tested the tear-offs on an aircraft in California in a brown-out condition, where the aircraft purposely flies into a dust and sand environment, said Ken Bowie, RAM team member.

"The material has met or exceeded our expectations on all the tests at this point," said Bowie, "that is how we got our airworthiness release."

An Army airworthiness release is similar to its civilian counterpart, FAA approval. Any aircraft modifications must have this release before going into effect. So far, the RAM team has received approval for a single-layer tear-off sheet for the Black Hawk only, but it is working to get approval for the other aviation platforms: the Kiowa, Apache and Chinook, as well.

"Tear-offs are simple solutions to a tactical problem," said Bowie. "The problem is operating in a sandy, dusty environment."

The tear-offs are clear pieces of Mylar seven millimeters thick that are molded to the shape of the windshield. Mylar has all of the optical qualities of regular glass, and even stands up to abrasions better than glass because it has more give to it.

The point of the tear-off is that if there are incidences

where a windshield gets pitted or dinged up, the damage is on the Mylar, not the windshield. Instead of replacing the windshield, which is timely and costly, the Mylar can be torn off, and the aircraft can move on.

"We want the Mylar to fail," said Felker. "As long as the Mylar receives all of the damage, the windshield's life is prolonged. Right now there is an acute shortage of windshields, and those windshields aren't cheap."

Current predictions estimate the life of one tear-off to be about six months. As long as the tear-off is not hit by something it won't handle, like bullets, and a fresh piece of Mylar is kept on it, the windshield should last forever, said Bowie. "Tear-offs will save the Army repair, increase readiness, and save a great deal of money in both material and maintenance costs," said Felker.

"The goal is to improve things for our peers," said Kagi. "With helicopters, we operate and fight battles all over the world, and if we can get the word out or suggest something that is for the good of Army aviation, then that is what we want to do."

Cash awards are paid for ideas adopted that were submitted through the Army Suggestion Program. The amount is based on tangible cost savings with a maximum award of \$25,000.

Individual Ready Reserve Training Continues, Improves

By Carmen Slaybaugh, Army News Service

More than 1,100 Reservists have transitioned back to active duty as part of an Individual Ready Reserve

Share Good Ideas

The Way I See It page, known as TWISI, in the "Recruiter Journal" is a great way to share ideas throughout the command. This page provides a means of communication from the field to the headquarters and from the headquarters back to the field force.

If you would like to share your ideas on ways to improve the recruiting process, clarify policies and procedures, or share initiatives, send your comments via e-mail to TWISI@usarec.army.mil. Selected TWISIs will be printed in the "Recruiter Journal."

callup that started in August 2004.

"At the start of this mission, I was told that we would receive about 4,440 IRR Soldiers at Fort Jackson alone," said Task Force Marshall commander Lt. Col. Douglas Snyder.

The total number of IRR Soldiers recalled was more than 5,600.

Lt. Col. Snyder said the delay has resulted from a combination of reasons.

"HRC (Human Resource Command) St. Louis has been very good – some say sympathetic – about listening to Soldiers' family, job and personal issues," Lt. Col. Snyder said.

This resulted in amending orders and pushing back report dates.

Many other orders were revoked because of the lack of a family care plan or because the Soldier was found to be non-deployable because of health issues.

Lt. Col. Snyder said HRC-St. Louis directed IRR Soldiers to not report between Nov. 14 and Jan. 1 to prevent them from reporting for training over Thanksgiving, Christmas or New Year holidays.

Lt. Col. Snyder said he was not sure what impact the delays and exemptions will have on their final numbers.

Another vital factor of the training, Lt. Col. Snyder said, is the constant improvement and

refinement of the overall program.

"We constantly turn to the Center for Army Lessons Learned at Fort Leavenworth [Kan.] and obtain the latest updates from them on tactics being used by the [Iraqi and Afghani] insurgents; and countermeasures and tactics being used by coalition forces against the insurgents," Lt. Col. Snyder said.

The convoy operations training, how to react in an ambush and recognizing an improvised explosive device are three of the warrior tasks constantly being reviewed, ensuring they reflect the realities of the current combat environment.

The callup is the first large-scale use of the IRR since 20,277 Soldiers were mobilized during the 1991 Gulf War.

3 ½ Years and Counting ... How one battalion has maintained zero GTC delinquencies

By Rick Ward, USAREC Staff Finance Office

Is it possible to achieve zero Government Travel Card (GTC) delinquencies for 12 months? How about for 44 consecutive months? That is no easy feat, but that is what the Columbus Battalion has achieved.



The windshield tear-off is being applied to a Blackhawk helicopter by Steve Fricker of United Protective Technologies at Fort Eustis, Va. Photo by Andrew Hough

Their last GTC delinquency was March 2001. Penny LeCroy has been the battalion's Agency Program Coordinator for 10 years. And she has seen the transformation from an ordinary GTC program into an extraordinary one.

"Getting to this point is tough, but after you get there, it becomes easy" LeCroy concedes. After Soldiers and civilians realized that the command was serious about delinquencies, the "corporate culture" changed to promptly paying travel card bills.

LeCroy began working with the battalion executive officer. Initially, LeCroy ran the delinquency report and examined travel card usage and passed the findings to the XO.

Four years ago the XO got the ball rolling by calling those who were going to be delinquent and writing counseling statements to those who were delinquent. It was this teamwork that proved a successful combination in preventing delinquencies.

Now LeCroy is working with the third XO in 44 months. By now, things run like a well-oiled machine. Just like clockwork, LeCroy pulls the 30- and 45-day pre-suspension report through EAGLS, although nowadays, there are far fewer names on these lists than 44 months ago.

It has become a source of pride and tradition that no one wants to be the first to break. What has been very helpful is the Bank of America Web site, which allows the cardholder to pay their travel card online. By logging on at www.myeasypayment.com, individuals can make payments to prevent becoming delinquent. Payments are credited to accounts within 24 hours and it is free.

Congratulations to the Columbus Recruiting Battalion.

Delinquency Fact: 61 percent of November's delinquent accounts were repeat offenders. Repeat offenders are those who have had one or more delinquencies prior to November.



Lt. Col. Thomas Joyce presents Pfc. Jessica Bradt with a plaque recognizing her as 125,000th ConAP participant.

125,000th CONAP Applicant

Story and photo by Ted Jones

Jacksonville recruiting personnel and local college officials gathered at Florida Community College at Jacksonville to recognize a recent Army enlistee as the 125,000th Concurrent Admission Program participant.

Pfc. Jessica Lynn Bradt, 18, a senior at Edward White High School, enlisted in the Army Reserve as a 31B, Military Police, according to her recruiter, Staff Sgt. Andrew Allen of the Jacksonville West Army Recruiting Station. In conjunction with her enlistment, Pfc. Bradt signed up for the ConAP and became the 125,000th Soldier to participate.

"Joining the Army is something I wanted to do since the sixth grade," Pfc. Bradt said. "It will be a part of my life that I will finish, that I will see through to the end. This is unbelievable. Never would I have imagined that joining the Army would change my life so incredibly. I thank everyone who is involved in making this happen. I really, really appreciate this."

Recruiter Assistance Program Opens Doors to Officers

By Sgt. 1st Class Tammy M. Jarrett, Army News Service

Officers can now share their deployment experiences with their local communities through the Special Recruiter Assistance Program.

As of Jan. 15, officers who are currently located in CONUS and have served in support of Operation Enduring Freedom or Operation Iraqi Freedom may request to participate in SRAP, where eligible personnel can serve up to 14 days on temporary duty at a recruiting station nearest their hometown.

"I think this is an excellent opportunity for officers to return to their hometowns to tell them about the positive things the Army is doing in the Global War on Terrorism," said Maj. Mark D. Van Hout, retentions officer for Cadet Command. "Many small towns never get the opportunity to hear what their hometown heroes are doing."

Before SRAP, interested officers could participate in the U.S. Army Command Cadet program called Officer Returning Alumni Program, or ORAP. The program, which is completely unfunded, allows an officer to return to his alma mater on permissive TDY status to share his experiences as an officer, said Maj. Van Hout.

"When SRAP came out, Cadet Command thought it would offer our officers more opportunities to return to their schools since, as ORAP is run, an officer would incur out of pocket costs," Maj. Van Hout said.

"Cadet Command believes

this is a good initiative and feels that officers should be allowed to participate and support this effort."

In addition to being a veteran, Maj Van Hout said interested officers must be 28 years old or less, look the part of an Army officer, display a positive image, and be articulate and enthusiastic about what they do.

"We only want high quality officers who are recommended by their chain of command, said Maj. Van Hout, who conducts the screening process for ROTC graduates. "I speak with the officers to find out what they want to share with their communities and basically make sure they can do what we want them to ... tell the Army's story."

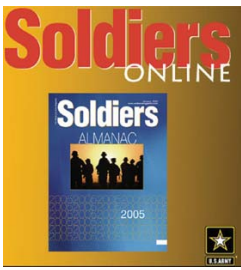
Interested ROTC officers must submit their applications directly to Maj. Van Hout, at Mark.Vanhout@usacc.army.mil. All requests will undergo a screening process, which takes about seven days. Approved officers will be notified via e-mail. Other interested officers should contact the U.S. Army Recruiting Command at www.usarec.army.mil.

Upon receipt of notification, approved officers must have their requests (DA Form 4187) approved by the first lieutenant colonel in their chain of command and then fax it to 757-788-6677 or DSN 680-6677.

An approved DD Form 1610 will be completed by the USACC program manager and faxed to the officer and his unit personnel section (as provided on the DA Form 4187).

The OEF/OIF officers will report with their signed DD Form 1610 to their designated ROTC/Recruiting Station commander.

For more information, e-mail Maj. Van Hout or call him at 757-788-3076 or DSN 680-3076 or visit www.usarec.army.mil.



Soldiers Magazine Launches New Online Version

By Stefanie A. Gardin, Army News Service

“Soldiers” magazine launched two redesigned Web sites on the Army.mil homepage.

Viewers can access the new 2005 Almanac at www.army.mil/soldiers/almanac2005 and the new Soldiers Online Web site.

Each site has been remodeled to show off the features that the magazine offers and to provide viewers with a more interactive and accessible site.

“Soldiers Online is a whole new online magazine – not just the online version of an existing publication,” said Lt. Col. Robert E. Ali, editor in chief of Soldiers magazine. “We’re looking into features such as online polls and readership surveys. We may even let readers vote for the next month’s cover.”

Army Spring Break 2005

By Sgt. 1st Class Donald R. Dunn II, USAAC Outreach and Events Marketing Division

Every year one million high school and college students flock to the beaches of Florida and Texas for Spring Break. The Army is now a big part of this and offers the opportunity for students to

understand what being a Soldier is really all about.

From March 5-26, the Army will operate an interactive area on the beach. Once again, the Army will tower over the beach in Panama City Beach, Fla., and South Padre Island, Texas, with a 75-foot tower that will challenge students’ physical and mental abilities.

Recruiters will be at both locations to answer student questions and to help them understand what being in the Army is really like.

“In addition to the tower, the Army Sports Center at Panama City, will offer an obstacle course and telecast sporting events such as NCAA basketball and arena football,” said Lindsey Hershey, an Events Coordinator with the Accessions Command Strategic Outreach Directorate.

The Army Golden Knights will also jump in at Panama City Beach and South Padre Beach during Army Spring Break 2005.

“The Army Interactive Zones Sport Virtual Reality Simulators will include National Hot Rod Association Pro Stock Bikes and the Army Game. Tony Schumacher, Angelle Sampey and Antron Brown will sign autographs at Panama City,” said Hershey.

“How will this help with Army recruiting? It provides visitors a glimpse into what it means to be a Soldier and demonstrates how the Army strengthens people, now and for the future,” added Hershey.

Last year more than 9,000 leads were generated in a three-week period. “This is the largest gathering of college students in the country. Many are undecided about whether they will continue in college. Some are out of money. So this is a great time to reach out to them,” states Hershey. Not only do recruiters in the Panama City and

South Padre Island areas benefit, but also leads from the event go to almost every battalion in USAREC.

Reinstatement of Choice of Assignment for Conversion to 79R

On Jan. 11, the commanding general of the U.S. Army Recruiting Command reinstated the Choice of Assignment for Conversion to Cadre Recruiter (79R) policy. The policy applies to Regular Army detailed recruiters after completion of the Station Commanders Course and conversion to PMOS 79R. Converting to 79R qualifies Soldiers for their assignment of choice.

Soldiers may request an assignment from a total of three recruiting battalions from two separate brigades with their original conversion request. Enlisted Management Branch (EMB) will make an assignment based on the priority of choices, providing a valid vacancy exists.

Additionally, EMB will negotiate options with the Soldier, if none of the three choices requested are available. Soldiers must serve a minimum of 36 months on station prior to their next “cost” move to minimize turbulence to the recruiting force.

Once an assignment is made under this program, battalions and brigades do not have the authority to divert Soldiers without approval of Headquarters, USAREC.

If interested, Soldiers should contact their Battalion S1 to start their conversion request. Once the conversion to 79R is complete, Soldiers may also be able to take advantage of the newly announced

Selective Reenlistment Bonus (SRB) for 79Rs. The SRB is paid in a lump sum and can be worth up to \$15,000. Soldiers should consult with their Retention NCO for more details on the SRB for 79Rs.

In Memoriam

Lt. Col. Jim Norman Putman, Jr., 48, of Huntsville, Ala., died Thursday, Jan. 27. He was the Raleigh Battalion commander in Raleigh, N.C. Lt. Col. Putman enlisted in the Army in 1980, serving as an Arabic linguist for the Army’s Military Intelligence Corps, with the 101st Airborne/Air Assault Division, Fort Campbell, Ky. He was commissioned from the Army’s Officer Candidate School (OCS), at Fort Benning, Ga., in 1985. His Army assignments included Third United States Army, Fort McPherson, Ga, with duty in the Middle East as the commander, C2X. He was in charge of all counter-intelligence and human intelligence for coalition forces land component command in support of Operations Enduring Freedom and Iraqi Freedom. Other assignments during his distinguished military career included assignments in Fort Bragg, N.C.; Germany; the Republic of Panama; Kuwait; Iraq; and Saudi Arabia. Lt. Col. Putman is survived by his spouse, Susan, and their four children, Joshua, Jim III, Nicolas, and Jessica; two grandchildren, Shyanne M. Clark, and Joseph T. Putman; mother, Betty Putman; two sisters, Janie Seymour and Bobbie Jo Thompson; one brother, Robert Romine, and many other family members. Service was held Wednesday, Feb. 2. Interment was in Valhalla Memory Gardens, Huntsville.

Gold Badges

JANUARY 2005

ALBANY

SSG Chad Degnan
SSG Daniel Johnson
SSG Franklin Ort
SSG Damion Orr
SSG Todd Spencer
SGT Terence Paquette

BECKLEY

SFC Anthony Coleman
SSG Jeremy Athy
SGT Ricky Webb

CHICAGO

SGT Michael Caro

COLUMBUS

SSG Mary Lavoie

DALLAS

SFC John Fuller
SSG Christopher Bennett
SSG Louis Herzner
SSG Keith Hudson
SSG Robert Jenkins

SGT Jeffrey Riddle

GREAT LAKES

SSG Rex Allen
SSG Jack Bradshaw
SSG Gary Dugan
SSG Jeffrey Iffland
SSG Julian Nicholson

HOUSTON

SSG Edward Clark
SSG Shannon Kessler
SSG Scott Pint

SGT Stephanie Law

INDIANAPOLIS

SSG Bradley Marks
SGT Joshua Smothers

LOS ANGELES

SSG Matthew Hicks
JB Lindsey

SSG Kevin Miller

MIAMI

SGT Eduardo Libed
SSG Rafael Moreno Suarez

MID-ATLANTIC

SSG James Crane
SSG Nicholas Micell
SSG Philip Martir
SSG Mark Welch
SGT Maurice

Billington

MINNEAPOLIS

SFC Michael Schwab

SFC Gerald Snider

SFC Richard Helm

SSG Dennis Oster

SSG Jacob Meyers

SSG Shannon Sprouse

NASHVILLE

SSG James Edgerton

SSG John Mitchell

OKLAHOMA CITY

SFC Kendel Miller

SGT James Baxter

SACRAMENTO

SGT Julie Raymond

SGT David Camacho



SALT LAKE CITY

SSG Michael Nagl

SGT Kelly Ball

SEATTLE

SFC Farrin Kerr

SSG Matthew O'Keefe

SGT Joe Hawkins

SGT Jeffrey Riddle

SGT Steven Rooth

SOUTHERN

CALIFORNIA

SFC David Miller

SSG Willy Ortega

SGT James Baxter

Recruiter Rings

JANUARY 2005

5TH AMEDD

SSG Nickie Cowley

ALBANY

SFC Michael Mangrum

SFC Shane Zelker

ATLANTA

SFC Chris Killingsworth

SSG Corey Dancy

BALTIMORE

SSG Grant Howard

DENVER

SFC Rocco Cooper

SFC Timothy Powell

SFC Luis Galicia

SSG Richard Short

SSG Nicolas Raymond

DES MOINES

SSG Richard Detoy

SSG Andrew Privitera

SSG Craig Thompson

INDIANAPOLIS

SFC Larry Arnold

SSG Chad Cloutier

JACKSONVILLE

SFC Albert Guiendon

SFC Ronald Jackson

LOS ANGELES

SFC Timberlake Pierce

SGT Alex Shor

NEW YORK CITY

SFC Jonathan Phelps

PHOENIX

SFC Louis Gonzales

SFC Martin Lamey

SSG Aminu Gwarzo

SSG Henry Reyna

PORTLAND

SSG Derwin Wilson

SGT Felimarie Benavente

RALEIGH

SSG Jamel Alston

SSG Eric Buckland

SAN ANTONIO

SFC Bryan Bishop

SSG Christopher Skeistaitis

SGT Rucker Waits

SOUTHERN

CALIFORNIA

SFC Collen Pagatpatan



SSG David Gauthier

SSG Arthur Garcia

SSG Michael Brobston

SSG Brian White

SSG Donald Adkins

SSG Thomas Black

SSG Keith Neville

SGT Jeremy Ortiz

TAMPA

SFC Eric Smeed

SSG John Gray

Morrell Awards

JANUARY 2005

RALEIGH

SFC Majid Salahuddin

SFC Leonard Price

SSG Daniel Rodriguez

OKLAHOMA CITY

SFC Lawrence Nelson III

SFC Lewis McKenzie Jr.



- 1. How many clock hours must an applicant with a Job Corps diploma have completed to be eligible for enlistment?**
 - a. 625
 - b. 390
 - c. 575
 - d. 675
- 2. CIHS and Grad contacts should be at 100 percent by the end of which RSM?**
 - a. January
 - b. February
 - c. March
 - d. April
- 3. A prospect on a SASVAB list with a score between 31-49 must be contacted:**
 - a. within 72 hours
 - b. within five working days
 - c. within 24 hours
 - d. during normal prospecting times
- 4. All of the following are steps of the sales presentation except:**
 - a. Ask for referrals
 - b. Determine needs and interest
 - c. Processing
 - d. Establish rapport
- 5. For a lead that is unwilling to commit to an appointment, the following disposition code is annotated in the LRL:**
 - a. U
 - b. F
 - c. NI
 - d. X
- 6. New recruiters without historical data will use recruiting station conversion data for how many full months before using their own personal data?**
 - a. 12
 - b. nine
 - c. three
 - d. six
- 7. How many days can a Soldier serve on HRAP without commanding general approval or extension?**
 - a. 10 days
 - b. 20 days
 - c. 14 days
 - d. 30 days
- 8. A GED holder must have how many semester hours of college credit to serve on HRAP duty?**
 - a. None
 - b. 15
 - c. five
 - d. 23
- 9. A commissioned officer can serve on HRAP.**
 - a. True
 - b. False
- 10. Which publication covers the Hometown Recruiter Assistance Program?**
 - a. USAREC Reg. 621-2
 - b. USAREC Reg. 145-1
 - c. USAREC Pam 600-12
 - d. USAREC Pam 350-13
- 11. All of the following are skills of a leader except:**
 - a. Tactical
 - b. Conceptual
 - c. Emotional
 - d. Interpersonal
- 12. There are how many stages to the counseling process?**
 - a. Three
 - b. Four
 - c. Six
 - d. Two
- 13. The color black on a topographical map signifies what?**
 - a. contour lines
 - b. man-made objects
 - c. vegetation
 - d. water
- 14. When planning a defensive position, what are the three types of positions?**
 - a. primary, secondary, alternate
 - b. primary, alternate, supplementary
 - c. primary, secondary, supplementary
- 15. In Mission-Oriented Protective Posture Level 1, the gloves are worn.**
 - a. True
 - b. False

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RCM January 2005

Top Regular Army Recruiter

SFC Paul Giaquinto
Pittsburgh

SFC Jesse Bryson
Tampa

SSG James Lacey
Cleveland

SSG Armando Valladares
Oklahoma City

SFC Jerold Zell
Seattle
SFC Edwin Tabunar
Portland

Top Army Reserve Recruiter

SFC Steven Crager
Albany

SFC Don O'Neal
Raleigh

SFC Arturo Gamez
Milwaukee

SFC Gordon Sams
Des Moines

SFC Rocco Cooper
Denver
SFC Darryle Bankhead
Phoenix

Large Station Commander

SFC Anthony Zarate
Porgland
New England

SFC Douglas Mitchell
Fayetteville
Raleigh

SFC Derrick Gordon
Delta
Great Lakes

SFC Burt Medrano
Harlingen
San Antonio

SFC Rolando Carmate
Hagatna
Portland

Small Station Commander

SFC Kenneth Muise
Waltham
New England

SFC Jamie Vallepalma
Manati
Tampa

SSG James Lacey
Defiance
Cleveland

SFC Christopher Phillips
Seguin
San Antonio

SFC Hyong Kim
Korea
Portland

Top Company

1SG Carson Keinrath
Albany

1SG Olympio Mago
Guam

Answers to the Test

- d. UM 05-069
- b. USAREC Reg. 350-6, Table 3-5, p. 7
- b. USAREC Reg. 350-6, Table 3-2, p. 5
- c. USAREC Reg. 350-6, Figure 1-1, p. 3
- b. USAREC Reg. 350-6, Appendix E
- c. USAREC Reg. 350-6, Appendix J-3, sub para g.
- c. USAREC Reg. 350-6, Appendix M-3, para a.
- b. USAREC Reg. 350-6, Appendix M-3, a. (2)
- a. USAREC Reg. 350-6, Appendix M-6
- c.
- c. Form 22-100, Figure 1-1, p. 1-3
- b. Form 7-22.7, Figure 5-2
- b. STP 21-1, SMCT Appendix C, Task 2
- b. STP 21-21 SMCT, 5-13
- b. STP 21-21 SMCT, 5-46

