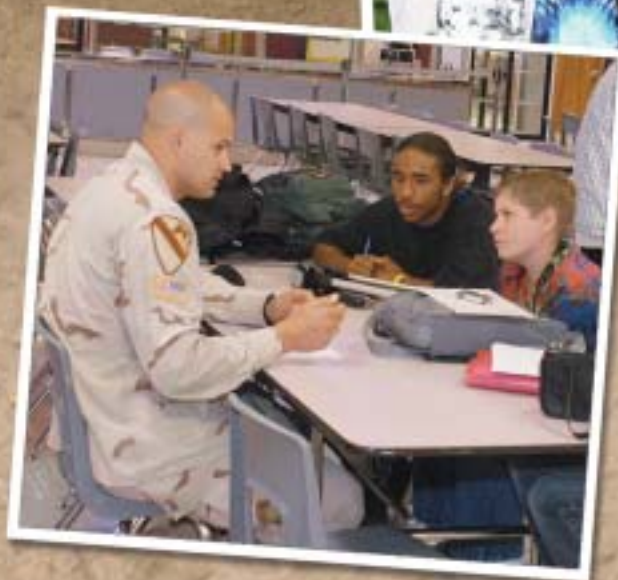


RECRUITER

United States Army Recruiting Command

February 2007

Journal



SRAPs
go from the
Sands of Iraq to the
Streets of Recruiting
page 16

RECRUITER Journal

U.S. Army Recruiting Command

February 2007
Volume 59, Issue 2

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The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCMPO-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial 502-626-0167, fax 502-626-0924. Printed circulation: 13,600.

Deadline for submission of material is the first of the month prior to publication.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.

POSTMASTER - Send address changes to:
Cdr, U.S. Army Recruiting Command
ATTN: RCMSC-SC (Recruiter Journal)
1307 Third Avenue
Fort Knox, KY 40121-2725

E-mail address:

RJJournal@usarec.army.mil

Intranet address:

<http://hq.usarec.army.mil/aparjournal.htm>



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More than 35,000 watch America's best high school football players, and educators got a taste of what the Army offers.



Photo illustration by Joyce Knight.

High Profile Public Gratitude

What a game, and even more important ... what a wonderful example of the quality of our youth on the football field and by our Soldiers at the U.S. Army All-American Bowl game played in San Antonio on the 6th of January!

The Army's All-American Bowl gave us an opportunity to showcase more than 80 of our dedicated Soldiers and highlight the achievements of 80 outstanding high school football players from across the country. More than a few USAREC battalions participated in the presentation of jerseys and official invitations to players such as Marvin Austin, a 6-foot, 3-inch, 300 pound defensive tackle, who received his official All-American Bowl invitation from Lt. Col. Burl Randolph, Baltimore Battalion commander. These young Americans displayed teamwork, courage and discipline, the identical attributes required of the young men and women we enlist.

Since the very first U.S. Army All-American Bowl game in 2001, the Army has been given an opportunity to honor Soldiers. The game also provided the Army's highest profile public relations event of the year. This year, in front of NBC's live national television audience, Americans witnessed a commitment by Future Soldiers to Army values. It created a public awareness of the U.S. Army operating as a team.

I was very impressed by the young athletes and their dedication on and off the field. They instill confidence in the future of America and in our Army. Most importantly, I am extremely proud of the young men and women who are stepping forward to serve our country. With your guidance and encouragement, they are showing a commitment that is second to none during this time of war.

Thank you for your accomplishments thus far this year. You have consistently exceeded the active Army monthly missions and continue to strive to achieve the Reserve mission. Let's keep the momentum as we move into the months ahead with a target of closing the gap on the Reserve mission. Your contributions to the team are significant to your station, the Recruiting Command, the Army and the nation. I believe in you.



Maj. Gen. Thomas P. Bostick

"We'll do our best to plan, properly resource and ensure that conditions are set for success."

There is a lot of discussion and planning ongoing reference increasing end-strength for the Army. We are leaning forward to answer the Army's requirements. Missions adjust every day in the Army, as the environment and requirements change. We'll do our best to plan, properly resource and ensure that conditions are set for success. In the close fight, we are standing up additional Brigade Combat Teams, which requires precision in our military occupational specialties. Our Army is counting on us, and I know that together, we can deliver.

When I think about the 2007 U.S. Army All-American Bowl and the qualities developed by the players, I think of something Gen. Douglas MacArthur said many years ago in speaking of the importance of the values acquired through athletic endeavors.

He believed that "upon the fields of friendly strife are sown the seeds that, upon other fields, on other days, will bear the fruits of victory."

Today our Soldiers serve proudly and successfully on many fields from Afghanistan to Iraq and as recruiters all across America ... and there is no substitute for victory!

Keeping pressing the fight....and winning!
Army Strong!

No Mistake About It — Your Charge is Important

I recently had the opportunity to spend time with every nominative CSM in the Army at the SMA's Annual Nominative CSM Conference hosted by Sgt. Maj. of the Army Kenneth Preston and held at Biggs Army Airfield, El Paso, Texas.

Every year the SMA gathers these senior NCOs together to address key issues, initiatives and developments affecting our nation, our Army and the Soldiers within our ranks. This year's conference was a great opportunity to interact with all of the senior ranking CSMs in our Army. There were other high-ranking officials and Soldiers in attendance, to include the Honorable Francis Harvey, secretary of the Army, and Gen. Peter Schoomaker, chief of staff of the Army.

As you can imagine during such a gathering of senior leaders, there will be many critical issues that are briefed and discussed in order to ensure those in attendance are kept informed and updated on the key issues of the day and selected initiatives that will affect those within our ranks for years to come. This conference was no different in that respect.

Command Sgt. Maj. Jeffrey Mellinger, CSM of all Multi-National Forces in Iraq, and Command Sgt. Maj. Daniel Wood, CSM of Combined Forces Command — Afghanistan, both conducted briefs on the status of operations in these war time theaters. After hearing these briefs, I find it incredible what the American public does not know about the accomplishments being made by our fellow Soldiers and other military and civilian comrades

in these challenging and austere environments. A lot of you reading this article have, "Been there — done that" so this is not news to you.

Command Sgt. Maj. John Sparks, TRADOC CSM, presented a comprehensive brief about several topics, among these being TRADOC's Warrior University which will provide numerous educational opportunities for both Future Soldiers and those in uniform; more information to follow regarding this subject.

Yet, when considering all of the subjects briefed by select senior officials, officers and NCOs, there was one subject that was addressed more than others by several different speakers during the three days of this conference. That subject? Providing the strength for the greatest Army the world has ever known! That's right, the importance and critical nature of the mission with which you are charged on a daily basis was addressed by numerous speakers, to include Harvey, Schoomaker, Preston, Sparks and the list goes on.

I also had the opportunity to brief the attendees on the state of this command and the work that you do each and every day to ensure our ranks are filled with committed young Americans dedicated to the principle upon which our nation was founded. I made a point of thanking these senior leaders for their support in FY 06 in helping to achieve mission accomplishment.

Once I concluded my portion of the brief I literally lost count of how many of these NCOs came up to me and thanked



Command Sgt. Maj. Martin Wells

those within this command for doing what you do on a daily basis. They recognize it and they appreciate it! I offer you a couple of quotes from key NCOs:

"Your recruiters are doing a terrific job and the Soldiers they enlist that are trained by the rest of TRADOC team are doing fabulous in Iraq." Command Sgt. Maj. Jeffrey Mellinger, CSM, Multi-National Force — Iraq.

Command Sgt. Maj. Daniel Wood, CSM Combined Forces Command — Afghanistan stated, "Thought I would share the recruiting successes in the Afghan National Security Force with you. We have a couple of U.S. recruiters that bust their tail traveling this country with the ANA (Afghan National Army) to develop and refine the ANA recruiting program. Their efforts have been immensely successful as the ANA is almost doubling their recruiting goals of last year. Thanks for what you and your team are doing for our Army."

These comments come from those CSMs currently "in the box"! They see each and every day the results of your efforts at telling your Army story throughout our nation and other nations.

Every wonder if you're making a difference? You better believe you are! Make no mistake about it — your charge is important! Keep up the good work!



Better Relations Better Relationships

Photo by Walt Kloeppe

By Chaplain (Lt. Col.) Terry Whiteside

What do you want in your relationship? I talk with many people who are in conflict between what they want and what they are doing. In talking with them, I ask them to slow down and look at themselves as others do. As Socrates taught, “An unexamined life is not worth living.”

If you want a better relationship, start acting like a person who gives more in the relationship. We enter into relationships not to receive something, but to expand ourselves into a better person. Look for ways to love everything in your life. But if there is something you can't love, remove it so you can stay in gratitude and love.

So, if you want to improve your relationship become more of which you seek and everything else can be taken care of. Ask yourself if your ethics, values and actions are in agreement to achieve a better relationship.

Ethics is choosing what you feel is right or wrong. It is a personal choice. I find many of us do not recognize what our personal desires are. Allow me to share an exercise to discover ourselves so we can strengthen our relationships.

First, write down what you believe is right or wrong for you to live by. Then write down what you value in your life. After writing them, prioritize them according to what is most important to you. Then ask if your values match your desires.

Remember, your values will change from time to time. Finally

write down what action steps you are currently doing to enrich yourself in the relationship. After writing down the actions you are taking, next write down what actions a person who is living your desired outcome would be taking.

This exercise makes you an observer of your life. Observe yourself for what you are (or are not) and what you want to become. Compare the differences and decide if you want to adjust the differences to be more in line with what you want.

Are you ready to move into your real life? Are you ready to make necessary adjustments to become what you desire? It does take a little bit of work.

I encourage you to start looking at your life as a crossroad. One road is the path you have always taken. This is the easy way. The other path is a road of uncertainty that requires an adjustment to new ways. This road may make you uncomfortable at first, but with practice it becomes familiar and leads you to the fulfillment of your dreams.

As Robert Frost wrote, “Two roads diverged in a wood, and I — I took the one less traveled by, and that has made all the difference.”

This easy exercise is explained more in depth in our single Soldiers and marriage enrichment retreats in each battalion. If you desire more info on strengthening your marriage or relationship, please contact your brigade Unit Ministry Team.

The Way I See It ...

Medical Recruiting Battalions Should be Priority for Technology

The Medical Recruiting Battalions will be going online with DCA (paperless packet) on Dec. 4, 2006 and with it being a web-based system, and recruiters being issued portable signature pads, I feel that the MRB's field recruiters should be a very high priority to get the Sprint Air Cards.

Health care recruiters are dealing with professionals in the civilian community. Without air cards we must print the forms and have them sign them, but in order to use the DCA system the way it is designed our recruiters need the air cards so they can walk into a doctor's office, fire up the computer, connect to the Internet via the air card and have the doctor sign the forms electronically in a matter of seconds. This looks very professional from a recruiter's standpoint.

This is just one example that the MRBs should also be in the leading edge of technology.

**Thanks,
Sgt. 1st Class Keith C. Lehman
6th Medical Recruiting Battalion**

The Chief of Staff Responds

Dear Sgt. 1st Class Lehman,

Thank you for submitting a suggestion to The Way I See It. USAREC greatly depends upon ongoing suggestions for improvement from the field and continues to review and evaluate the merits of each submission; I sincerely appreciate the time and effort you put forth to provide your comments.

Your suggestion to field Sprint Air Cards to Army Medical Department recruiters in the Medical Recruiting Battalions is an excellent example of leveraging current technological capabilities to enhance the recently deployed Direct Commissioning and Accessioning System. I believe there is merit to the nuances associated with such an undertaking since recruiting efforts in the health care venue often times do occur in remote locations and at the convenience of the applicant. To that end, Sprint Air Cards were ordered for all Medical Recruiters on Dec. 6, 2006. Receipt and fielding of the Air Cards to Medical Recruiters in the Medical Recruiting Battalions should be complete by Jan. 1, 2007.

Again, I sincerely appreciate your interest and involvement in ensuring USAREC meets the challenges of its recruiting mission. It is through the innovative and insightful suggestions from our recruiters in the field that we continue to succeed as an organization and provide for the future forces of the most magnificent Army in the world. For information contact Maj. Robert Groff at 1-800-223-3735, extension 6-1968 or e-mail at Robert.Groff@usarec.army.mil.

**Sincerely,
Renee T. Finnegan
Colonel, U.S. Army
Chief of Staff**

USAREC Vision

Inspired by the Warrior Ethos and Army Values, recruit quality Soldiers with a highly-trained team that is properly resourced, leverages technology, and is a premier organization that is valued by the Army and the nation.

Don't Take Our Word For It

When it comes to March2Success

Story and photo by Chris Calkins, G5 Education Division

No. Don't take our word for it. Please.

We're probably more than a little biased about the benefits of using our education-based March2Success program.

Here at the U.S. Army Recruiting Command headquarters, we'd probably choose to go on and on about how students using the free, online, test-preparation course will provide them with down-the-road help for taking standardized tests, and improve their math and English skills.

We're pretty good at saying things like that.

We just might remind educators, again, that this a *free* service, that March2Success content is designed by Kaplan — a leader in college entrance test preparation courses and educational options — that it provides an individually customized study program designed to accent the areas where a student needs the most work, that the normal cost for this kind of assistance is about \$700 *per student*, and that there is no obligation whatsoever to either parents, teachers or their students who use it.

None. Nada.

Or maybe we'd tell you things most of you already know: that standardized tests are used across the nation to determine who will graduate, who will get into school and who will be hired, and that not everyone does well on standardized tests.

Some have forgotten important math and English skills and information; others just haven't learned how to take tests.

We'd probably end up telling you that March2Success can help anyone improve their test scores.

But don't take our word for it. Please.

Take it from some educators and students who already know its value — in other words, the people who count.

"This (March2Success) has been a great tutorial for students preparing for standardized testing. This is the best test preparation program I have run across — even better than the semester ACT preparation class we used to offer students here at Bonneville High School," said Dennis McArthur, a career counselor from Bonneville High School, in Idaho Falls, Idaho.

"All of our English teachers have been provided with a pamphlet about this program. I have introduced a few students to this program and they have really been pleased with it, and I



"This is the best test preparation program I have run across — even better than the semester ACT preparation class we used to offer students here at Bonneville High School," said Dennis McArthur, a career counselor from Bonneville High School, in Idaho Falls, Idaho.

am sure word-of-mouth will lead to more use of March2Success by our students," said McArthur, while attending the Association for Career and Technical Education national conference in Atlanta, Ga.

He also added that he especially appreciated the study feature wherein students can work problems and get instant feedback with an explanation if their response was wrong.

"This program is designed to be effective for strong academic students as well as for students with weaker academic skills. This is a great tool for school to help assist our students prepare for testing of all types, from state standards assessment to preparation for the ACT which our college bound students take.

"Our applied math instructor has also found this to be an effective learning activity for her students," McArthur added.

Educators are not the only ones benefiting from the free Army-sponsored program.

"By using the March2Success program I was able to prepare for the ACT by using the practice tests that were provided. These tests allowed me to focus on my weaker subjects, and strengthen my overall test scores," said Hannah Hagert, a student attending Augustana College, Rock Island, Ill., where she's currently on the receiving end of academic and music scholarships.

And, as Hannah quickly found out, there was another little-talked-about benefit she discovered as she went through the program process.

"March2Success also allowed me to go through the test taking *process*, which helped me develop time management skills needed in order to do my best on a standardized test."

So there you have it. Educators laud the program; students say it helps their scores on standardized tests and with their time management skills.

And it's free.

But don't take our word for it. Go to March2Success.com and see for yourself.

Defense Secretary Calls for 65,000 More Soldiers

By Jim Garamone, American Forces Press Service

The active-duty Army will grow by 65,000 personnel over the next five years, Defense Secretary Robert Gates said during a White House news conference Jan. 11.

“The President announced last night that he would strengthen our military for the long war against terrorism by authorizing an increase in the overall strength of the Army and Marine Corps,” Gates said. “I am recommending to him a total increase in the two services of 92,000 Soldiers and Marines over the next five years.”

The increase will make permanent the 30,000 temporary increase in Army end-strength. The service will then increase in annual increments of 7,000.

The Army has a current end-strength of 512,400. Under Gates’ proposal, the Army’s end-strength will grow to 547,000.

“We should recognize that while it may take some time for these new troops to become available for deployment, it is important that our men and women in uniform know that additional manpower and resources are on the way,” Gates said.

The increase will give Soldiers more “dwell time” at home, officials said. Currently, units are on close to a one-to-one deployment to dwell-time schedule. The increase in end-strength will reduce the stress on deployable active-duty personnel.

Army officials say the service cannot grow forces overnight. The active-duty Army currently recruits 80,000 young Americans each year.



Defense Secretary Robert Gates, accompanied by Secretary of State Condoleezza Rice and Chairman of the Joint Chiefs of Staff Marine Gen. Peter Pace, addresses questions at a news conference in Washington, Jan. 11, 2007. Photo by Air Force Staff Sgt. D. Myles Cullen

According to recruiting officials, only three of 10 young men and women in the 19-to-24-year-old age group meet enlistment standards. More recruiters and additional incentives may be needed to encourage those who qualify to enlist.

Those young men and women have a lot of demands for their services, an Army official said, and incentives for enlisting and for service may need to be “plussed-up” to encourage these people to enlist. The services also may need to put more recruiters on the street.

Training the individuals in the proper military occupational specialties is also a potential choke-point. Both the Army and Marine Corps training establishments have some growth potential, and can probably expand to handle the influx, officials in both services said.



Photo by Warrant Officer Richard Reed

Warrant Officer Sustainment

By Joe Howell, Warrant Officer Flight Training Program Manager

When one hears the term warrant officer used in USAREC, their first thought is the Warrant Officer Flight Training program. This program became affectionately known as the “High School to Flight School” program, dating to the Vietnam era.

The WOFT program remains a viable, though less used, procurement source for warrant officers for the Army. However, USAREC’s role in sustaining the Warrant Officer Corps is broader than that. In January 1987, Lt. Gen. Robert Elton assigned the responsibility of recruiting *all* active duty Warrant Officer Military Occupational Specialties to USAREC. Prior to this change, the recruiting for warrant officers was accomplished by the individual Army branches through a very cumbersome and ineffective process. A general officer steering committee was established to review the effectiveness of the warrant officer recruiting method in place at that time and that committee recommended USAREC assume the responsibility.

Today, USAREC recruits for all but three active duty WOMOS, totaling close to an average of 1,500 Soldiers per year. The Medical Service Corps representatives in USAREC and Judge Advocate General Corps recruit internally for their warrant officers and their combined mission averages less than 15 Soldiers annually.

Recruiting for the remaining 40 active duty warrant officer

specialties is accomplished by Special Missions Division within the USAREC G3. This recruiting effort involves three offices, each headed by a warrant officer. The division chief is responsible for synchronizing all warrant officer efforts, to include WOFT, and coordinating policy, doctrine and resourcing. The boards branch chief manages application processing, waivers and board selection. The Warrant Officer Recruiting Branch is charged with the actual recruiting and is comprised of six Soldiers, of which three are warrant officers (including the branch chief) and three are 79R recruiters. The branch can only recruit from within the Department of Defense, but that “net” is broad and includes all four branches of service and all three components.

The recruiting mission has changed significantly since January 1987. Recruiting for warrant officers today is more than briefing Soldiers and processing applications. In order to be successful, Special Missions Division has to capitalize on technology. The environment is too dynamic and the market is too broad to be successful otherwise. The centerpiece of leveraging technology is the overall automated and streamlined applicant processing model which will maximize efficiency and effectiveness. Using Lean Six Sigma business practices, it is intended that in the future, from lead generation to receipt of orders, every piece of the process will be leaned and automated.

Today, USAREC recruits for all but three active duty Warrant Officer Military Occupational Specialties, totaling close to an average of 1,500 Soldiers per year.

Much of the transformation required to accomplish this has been completed (though some has yet to be implemented).

For example, automated lead generation is a combination of targeted e-mail campaigns, integrated personnel databases and web-based processing that has allowed USAREC to target recruiting efforts and communicate with individual Soldiers down to the unit level. By leaning and automating, Warrant Officer Recruiting Branch can generate interest with qualified (pre-screened) Soldiers and communicate in close-to-real time with them anywhere in the world. Direct mail and print advertising have all but been eliminated.

However, leaning involves more than integrating technology to make processes quicker or cheaper. Leaning includes evaluating process steps to eliminate redundancy; evaluating policy for outdated requirements that might actually be “barriers” to recruiting; and focusing attention on the customer, who is the Soldier.

USAREC’s sustainment of the warrant officer corps has been significant and the command takes the mission very seriously. Warrant officer force management is vital to the Army’s mission success forward. Every new technology and every refinement of a process over at least the past three years, has enabled USAREC to produce close to 4,000 new officers for the Army.

Questions pertaining to the active duty warrant officer recruiting should be sent to WO-Team@usarec.army.mil or for questions pertaining to the enlistment option should be sent to Special Missions-WOFT address.



Photo by Pfc. Durwood Blackmon

The Warrant Officer Flight Training program is a highly competitive enlistment option for the uniquely qualified applicant. All qualified applicants recommended by the recruiting battalion interview board will compete in the Department of the Army sanctioned USAREC centralized selection board.

The selection board provides no feedback concerning the selection or nonselection of an individual applicant, however here is some information for the recruiter to use when interviewing prospective WOFT applicants. The board considers each applicant based on the whole person concept, therefore no one single event or achievement will guarantee selection. The whole person evaluation allows applicants of all ages to compete equally, because the board evaluates an individual’s achievements in relation to the timeframe they cover.

The terms scholar, athlete and leader help describe a competitive applicant. Because the WOFT program is competitive, waivers in area of GT score, AFAST score and age are not granted. The Special Missions personnel are available to assist with any unusual issues or questions. Please forward questions to the Special Missions-WOFT mail box.

December Pro-Talk correction

In the article “Recruiters Can Apply to Serve as Career Counselors,” it was stated that “selected NCOs will attend the six-week 79S course.” That should read eight-week and three-day course. — Master Sgt. Sean Lanegan, Recruiting and Retention School.

Riding in Honor

Story and photo by Dana Walker, Tampa Battalion

When Capt. David Jones of Orlando Company fielded a request for support from the City of Orlando and Orlando Harley Davidson, he went straight to the top. Jones invited Brig. Gen. Joseph Orr, deputy commanding general of USAREC, to appear at Orlando's "Salute to Troops" motorcycle ride hosted by the local Harley-Davidson dealer.

Held in conjunction with Daytona's famed Biketoberfest, the "Salute to Troops" event was the brainchild of Orlando Harley-Davidson owners, Anne and Steve Deli.

"Anne and Steve wanted to recognize not only the troops that are deployed overseas, but also wanted to support the families that are here in the states while their loved ones are away," said Kathy Hope, marketing manager and event coordinator for Orlando Harley-Davidson.

When asked about a recommendation for a guest speaker, Jones saw an opportunity to involve USAREC's leadership. Orr favorably responded and adjusted his hectic schedule long enough to not only speak at the event, but also marshal the parade astride a gleaming Harley Davidson.

"This is great, absolutely fantastic!" Orr said upon completion of the ride. "What a great way for the city of Orlando and Harley-Davidson to pay tribute to our Soldiers overseas."

Riders received a safety briefing by the Orange County Sheriff's Department motorcycle unit.

"It's fitting for us to have these guys escort the ride," said Lt. Col. Dean Shultis, Tampa Battalion commander. "As a PaYS partner, the Orange County Sheriffs fit in nicely with our Salute to the Troops theme."

Led by the master of ceremonies, former Staff Sgt. Justin Shellhammer, Anne and Steve Deli and Orr, the parade of more than 1,000 motorcycles, military vehicles and VIP escort of locally donated Ford Mustangs wound its way through the vast Disney property and spilled out onto I-4 heading toward Orlando. The normally congested highway was conspicuously clear of traffic as the Orange County Sheriffs' motorcycles blocked the interstate allowing the parade to flow smoothly to the Orlando Harley-Davidson dealership. This didn't stop curious on-lookers from exiting their vehicles, however, snapping pictures and waving at the motorcyclists as they rode by.

The formal part of the ceremony began with the local American Legion presenting the colors, followed by remarks from Shellhammer. While a man of few words in front of the crowd, Shellhammer found his voice when discussing his experiences in Afghanistan with Orr.

"I was in Afghanistan less than three weeks," Shellhammer began, "and I stepped on a landmine. It blew me onto another land mine that luckily did not explode. My squad was great. Their training kicked in and we were able to call in for MEDEVAC and they got me out of there."

Shellhammer is quick to prove his disabilities will not hamper his future. "The doctor told me I'd take much longer to walk than I did and said I'd never ride a motorcycle again. The day I got fitted for a prosthetic leg, I rode back to Walter Reed on a motorcycle just to show the doctor I could."

Orr took the stage and spoke proudly of the troops and their families and of what they have endured during sustained operations in the Global War on Terror.

"I know first hand the difficulty that families have watching loved ones being deployed. The most difficult thing for me as a parent was putting my son, a captain, on a plane bound for overseas."

Orr was referring to his son, Capt. Joseph Orr Jr., who is currently serving with 1/16 Cavalry. "But," Orr continued, "watching him step off the plane when he came back — the man he had become — was also the proudest moment of my life."

Orr emphasized the great contributions being made by all of the services and then thanked the people of Orlando and central Florida for their overwhelming support. Holding a motorcycle helmet aloft, adorned with the new Army slogan, Orr yelled "Army Strong!" to thunderous applause as a local aerial demonstration team staged a flyover.

Overall, the city of Orlando and Orlando Harley Davidson expected to raise more than \$25,000 from the event, which will go to organizations supporting families of deployed troops. "This is the least we can do to give back to the families that sacrifice so much so that we can enjoy or freedom and way of life," Hope stated. "It's just our little way of saying Saluting the Troops!"



Brig. Gen. Joseph Orr, deputy commanding general of USAREC, was parade marshal to the "Salute to Troops" motorcycle ride held in conjunction with Daytona's famed "Biketoberfest."

Determination of a Soldier

Story and photo by 2nd Lt. Andrew Van Den Hoek,
2d Battalion, 81st Armor Regiment

Any Soldier who enters basic combat training is likely to find something in the course of that crucible to challenge them.

For some it's rifle marksmanship, for others it's the heights of Thunderbolt tower, while for many it's working as a member of a team.

Though all Soldiers who make it through basic face individual challenges, often all that's needed is an extra bit of drive and a little motivation by their drill sergeant to get them through the task.

For some, however, the challenge they face is not that simple and requires a higher level of inner strength and determination.

No greater example can be found than in the story of Pvt. John Martin of the 2nd Battalion, 81st Armor Regiment, who came to Fort Knox, Ky., from Russellville, Ark.

When Martin decided to join the Army in March 2002, he was significantly out of shape and weighed 450 pounds.

"Over the course of the next two years I got my weight down to 320, but they still told me I needed to lose more weight. So by the time I got here (Fort Knox) I was down to 298, but I made tape."

Passing the Army physical fitness test was its own unique struggle.

"I don't exactly remember what I got on my first PT test, but it was something like five push-ups, 13 sit-ups and 26 minutes on the one-mile assessment, he recalled.

The warrior tasks required to complete basic training are challenging for anyone, but add extra weight Martin carried with him, along with the scorching heat of a Kentucky summer and the equipment and body armor each Soldier is required to wear, and even simple tasks can become exponentially more difficult.

"It was probably as frustrating for us watching him go through it as it was for him," said 1st Sgt. Mark Williams of Company A, 2/81 Armor.

"At a certain point there's only so much external motivation you can give someone. The rest came from in himself."

Martin struggled, but through sheer force of will was eventually able to complete all but one of the necessary



Pvt. John Martin repels a tower during basic training. Martin lost almost 200 lbs. after he decided to join the Army.

requirements to pass basic training. It was the same that he had struggled with from the very beginning — the Army physical fitness test.

When he failed to pass the APFT for the third time prior to graduation, he was transferred into Company D, 2/81 Armor — that company allowed him to focus specifically on passing the APFT.

With extra PT, Martin was slowly but surely able to increase his score.

Despite his hardships, Martin remained motivated, although there were times, he said, when giving up crossed his mind.

Injuries had plagued Martin during his PT tests, and just weeks prior to his final test he found himself reinjured. At that point Martin hit a low point.

"I just finally got tired of constantly reinjuring myself and wanted to quit," said Martin, "but (the 2/81 Armor cadre) talked me out of it."

Prior to his final PT test, Martin was able to pass his push-ups and sit-ups leaving just one event, the two-mile run.

As the drill sergeants took turns pacing Martin around the course and cheering him on, Martin put in one more final monumental effort. That effort gave him a passing PT test of 34 push-ups, 39 sit-ups and a time of 17:32 on his two-mile run.

"I just stuck through it and didn't take flight like a lot of people thought I would," said Martin. "I'm just too stubborn. If I put my mind to it, I'm doing it or it's not getting done, there's no middle ground. It's either I'm doing it or I'm not."

At his last weigh-in after his final PT test, Martin tipped the scales at 256 pounds, a loss of a little less than 200 pounds from four years prior.

Martin is now attending training to become a 92F petroleum supply specialist.



Mental Toughness Part II

Do You Have The Commitment Necessary for Success?

By George Furlow, Dr. Chris Front and Lt. Col. Linda Ross, Center One

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

The Role of Commitment in Mental Toughness and Performance

Have you ever watched a sporting event in which one of the teams was behind by so many points that everyone assumed who the winner would be? You may have even turned the television channel or left the stadium — only to be surprised by an amazing comeback. These comebacks are often the most memorable games and are incredibly inspiring to witness.

Why is that? It is because when you are really behind in points or taking a beating, it's easy to get demoralized, to give up, to "throw in the towel." It's the easy thing to do, and it's what many people do. That's why those who continue to believe that they can still win and refuse to give up are so inspiring. Because they are not doing what is easy and common. They are digging deep and pushing on toward exceptional performance. That internal quality that shows itself in the refusal to give up can be called by many names: determination, grit, drive, dedication, steadfastness, devotion, or persistence, to name a few. We will call it commitment.

Commitment is a vital part of mental toughness and is essential to performing well under pressure, no matter whether it's refusing to give up during a ballgame when you're getting beat or putting in that extra recruiting effort each month. No matter how technically proficient you are, there are going to be times when things do not go well. The best performers — whether in sports or recruiting — find a way to "bounce back" from these setbacks. In a recent study on mental toughness, one elite athlete put it this way: "Nobody's rise to the top is completely smooth, there are always little hiccups or turns in

the road ... the mentally tough performer doesn't let them affect him, *he uses them.*" In other words, mentally tough performers recognize that there are bound to be setbacks, but they use the setbacks as motivators, as signals that they need to unleash their determination and persevere. Those who let setbacks prevent them from moving forward rob themselves of the "comeback." The mentally tough, on the other hand, use the setback as a reason to drive on and bounce back.

Studies of commitment in mentally tough performers show not only a powerful desire for success but also motivation coming from deep within. In the words of one elite athlete, "The motives have to be for you ... you have to really want it because it's really hard work. You've got to really want it, but you've also got to want it for yourself. Once you start doing it for anybody else, you're in trouble. You've also got to really understand why you're in it ... and constantly reminding yourself is vital." The training regimen that is demanded of an elite athlete leaves no room for partial commitment. Success demands that their lives revolve around this central turning point.

The level of commitment required for success as a recruiter is also very high. Commitment comes from deep down inside a person and is essentially why you do what you do each and every day. Individuals are able to draw on this resolve when the going gets tough and the pressure increases. Commitment is an important part of mental toughness because it keeps you in the fight even under extraordinarily adverse circumstances.

Developing and Applying Commitment

A common experience among new recruiters is difficulty adjusting to recruiting. They often experience a lot of frustration and a desire to quit. Perhaps they didn't ask to be a recruiter.

Initially, many NCOs who are DA-selected for recruiting duty feel frustrated or angry about being removed from their MOS to perform a task for which they may perceive themselves

to be ill-suited. Once the high pressures and stresses of recruiting duty are added to the picture, their feelings of frustration and anger can increase and they may start to feel overwhelmed and demoralized. The perception may be that the job is not only difficult, but is all consuming and robbing them of their quality of life (e.g., time for family, physical exercise, personal chores, sleep, etc.). For recruiters at this stage of adjustment, *it is essential that they dig deep and identify their own deeply held motivations* so that they can develop their commitment and, in doing so, their mental toughness.

Many recruiters have shared their personal, deeply-held motivations with us. Recruiters frequently report that they have received phone calls, e-mails, visits and letters from Soldiers who they recruited, expressing their gratitude for the way the Army has literally changed their lives (and often that of their families) for the better. They share how the Army has provided opportunities that they never before thought possible for them. Hearing this “thank you” from their fellow Soldiers and recognizing the power they possess to help change lives for the better has become a powerful motivator for many recruiters.

Some recruiters explain how they love being an NCO in the Army and as a proud NCO, they will not permit themselves to fail at any mission the Army assigns to them. Others report that they have a commitment to their buddies who are deployed or preparing to deploy. They recognize that their buddies will be better off if high-quality Soldiers are recruited to fill the ranks. One successful recruiter working in a very tough urban market stated, “My husband is in Iraq, and my motivation to put people in the Army is so that he can come back home.”

Whatever your own deeply-held motivations are, it is vital that you identify them and keep them foremost in your thoughts when the going gets tough or you need to bounce back from a setback. Leaders in USAREC can assist their recruiters in developing commitment by helping them to identify their deeply-held motivators. The benefits to both the individual recruiter and the unit are enormous.

Recruiters who have identified and are aware of their own deeply-held motivations find that the job of recruiting becomes transformed. You are developing a commitment not only to recruiting, but to the things that you hold most important to you. The aspects of the job that once seemed like insurmountable barriers now appear as challenges to overcome. Those recruiters who are able to shift their focus away from what they are missing, and totally commit themselves to the assignment, paradoxically find that they then have an improvement in their quality of life. Once they truly commit, the job no longer seems overwhelming and they are able to stay in the fight and be more effective. Managing it all becomes easier once the recruiter becomes committed.

Fully committing to the recruiting mission will result in your recruiting experience being an important and critical developmental milestone for your future both as a professional NCO and after the Army. This is true not only for those recruiters who choose to convert to 79R, but even to those who are

planning to return to their MOS after recruiting duty is over. The variety of skills and abilities that recruiting duty demands of a Soldier — time management, effective prioritizing, public speaking, the power of persuasion, effective interacting with civilians of all ages and cultures — are also vital skills for any NCO to develop, regardless of his or her MOS.

Not only does a successful tour of recruiting duty make you a better NCO, better equipped to lead Soldiers in any other job, it also prepares you for future employment in the civilian sector after your military service ends. But this will only be possible if you give your full commitment to being successful in your current circumstance.

One of the obstacles to commitment is stress and pressure. If we learn how to manage stress effectively, we can more easily maintain commitment. We are often guilty of increasing our own stress levels. For example, most of us equate success with outcome. But, when we focus solely on the outcome, we greatly increase the pressure that we put on ourselves and distract ourselves from what we should really be paying attention to — the necessary intermediate steps and quality of performance in the here-and-now.

For example, a recruiter who approaches an interview with her mental focus on “I must get a contract” is not going to perform as well as a recruiter who approaches the interview with her focus on simply doing her best at executing a good interview. The latter approach will allow the recruiter to listen more carefully to the prospect’s questions and be able to effectively address them. She will be able to attend to the non-verbal reactions of both the applicant and centers of influence present. By focusing on the *process* rather than the outcome, this recruiter will improve her performance, which results in a higher likelihood of the desired outcome — the prospect’s commitment to the Army.

Think back for a minute to our opening example, the team that made the comeback against all odds. Those players had to be focused on doing their absolute best at each play in the remaining time on the clock. Their success required that they not be overly-focused on the outcome. Instead, they believed that they could still win and focused their effort on carrying out each play to their absolute best. The key to putting commitment into action is focusing the commitment in the right place, at the right time. Committing to a course of action by focusing on the process is an important part of achieving optimal performance because when we do so, the outcome takes care of itself.

In recruiting, as in sports and life in general, there is no substitute for commitment. NFL Hall of Fame coach Vince Lombardi once said, “A man can be as great as he wants to be. If you believe in yourself and have the courage, the determination, the dedication, the competitive drive, and if you are willing to sacrifice the little things in life and pay the price for the things that are worthwhile, it can be done. Once a man has made a commitment ... he puts the greatest strength behind him. It’s something we call heart power. Once a man has made this commitment, nothing will stop him short of success.”

MSB's Latest American Soldier Van

By Walt Kloeppe, RJ associate editor

Mission Support Battalion has just launched the latest of its adventure van series with its American Soldier van.

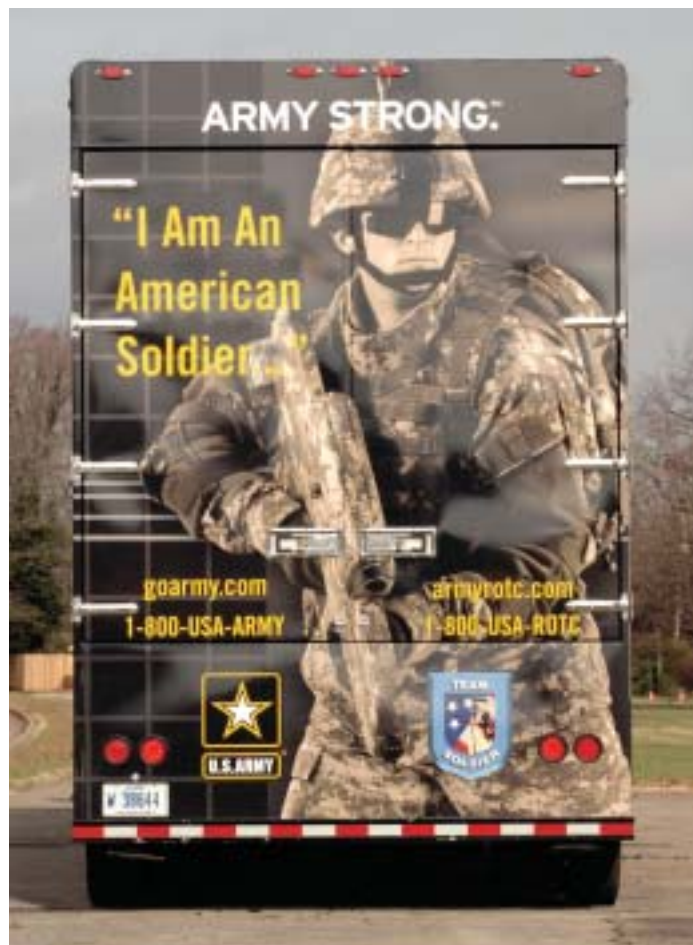
Making its debut at the U.S. Army All-American Bowl in San Antonio, the van, depicting the individual Soldier and his equipment both current and future, was a hit for old and young alike who stood in line to get a peek inside.

"It was a good reaction," said Sgt. 1st Class Daniel Wahl, exhibitor for the van. "A lot of people were very interested in the new technology."

The van, which took a year from initial planning to final construction, highlights the high tech equipment of the American Soldier with four interactive stations, allowing visitors to actually experience the equipment, from looking through thermal weapon sights into smoke-filled rooms for the enemy to riding in a replica HMMWV, manning a CROW weapon system (common remote operated weapon). It also has two stationary displays depicting the current Soldier in full combat gear and the future Soldier equipped with futuristic uniform and weapon that is in the development stage.

There is also a weapons station, using laser shot technology, that allows individuals to fire several different military weapons at various scenarios.

"The adventure vans are a fun way to get people to come in and do something and they can learn something about the Army," said Nikki Angus, Accessions Support Brigade opera-



The American Soldier Van makes its debut in San Antonio during the All-American Bowl. The van's theme depicts the American Soldier and his equipment. Photo by Tammy Garner

tions project officer. "This one focuses on the actual Soldier and his equipment and the state of the art things he has to work with."

ASB, which MSB falls under, partnered with Program Executive Office Soldier, to develop the van and advise on the latest technology available for the individual Soldier.

"We have a process for every deploying unit that goes into theater, be it Afghanistan or Iraq or somewhere else in the world ... we field specifically tailored equipment to specific units for specified missions, before they enter their training, so that they can train like they fight. And then — when they get over into theater — they have confidence and knowledge of how to use that equipment," said Brig. Gen. R. Mark Brown, Program Executive Officer Soldier/commanding general, Soldier Systems Center .

According to Angus, PEO Soldier wanted public awareness of some of the high tech equipment available to America's sons and daughters who join the Army. The American Soldier van fits that bill.

Wahl stated that the American Soldier van is more interactive than some of the other vans.

“One of the good parts of this particular van is the fact that it is very friendly for recruiter interactivity, where most, like the aviation van, are exhibitor extensive, where we are not able to get away and interact with some of the people,” said Wahl. “But it’s nice to already have a local recruiter who already knows the school to have an outside view and try to get the kids’ interest to pique.”

The American Soldier Van will be manned by Wahl and Sgt. 1st Class Kenneth Lane, who expect to be on the road for approximately 220 days during the fiscal year.

Station commanders must go through their battalion and brigade APA to request any of the MSB vans for their events, as well as their other assets — Golden Knights and Army Marksmanship Unit. Each brigade has a representative on the Asset Targeting Board that sets the schedule for each quarter. Recruiters can go to <http://www.usarec.army.mil/MSBn/> for more information.



Sgt. 1st Class Daniel Wahl, American Soldier van exhibitor, explains the development ideas of future equipment for the battlefield. Photo by Walt Kloeppe



Visitors wait in line to see inside MSB’s latest van. Developed in partnership with PEO Soldier, the van features four interactive stations, giving the public a close-up look of the combat equipment being used by Soldiers deployed in combat environments. Photo by Tammy Garner

From the Sands of Iraq to the Streets of Recruiting

Soldiers in SRAP can Bring Combat Story to Hometown, USA

By Mary Kate Chambers,
RJ associate editor

In October, Sgt. Jason Maxwell wasn't too sure about being selected by Department of the Army for recruiting duty. But now that he's served in the Special Recruiter Assistance Program, he's feeling better about it.

Though others may not necessarily intend to be a recruiter, Soldiers can learn a lot about the Army while working as an SRAP. And then there's the opportunity to return to their hometowns and the \$2,000 referral bonus.

"There's monetary incentive, but it's more than that," said Juanita Randle, SRAP manager at headquarters, USAREC. "A lot of the Soldiers that I put out there did not know about the bonus. They were excited, the ones I talked to, excited about the opportunity to go home and tell their war stories. That's what excited them most of all."

SRAP, which began in 2004, was conceived as a way to bring active duty veterans of operations Iraqi Freedom and Enduring Freedom back to their hometowns and work with local recruiters, telling their "war stories." It is different from the Hometown Recruiter Assistance Program in that SRAPs are all OEF or OIF veterans and the program is funded TDY. HRAPs serve on permissive TDY.

Erick Hoversholm, programs branch chief in USAREC G3, said SRAPs bring their real-world war experiences to prospects, lending credibility to what a recruiter says.

"One of the big advantages you've got over a video or anything, you've got someone right there," he said. "(SRAPs) can bring pictures, something to share brings the stress down and raises the recruiter's credibility at the same time."

And hearing the Army story from a Soldier whose job isn't recruiting makes a difference, especially when that Soldier is from the local area.



Above, Sgt. Clint Griffin serves as an SRAP in Seattle Battalion. Photo by Sgt. 1st Class Brian Hackler Right, Sgt. Jason Maxwell speaks to a class in Columbus Battalion. Photo by Sgt. 1st Class Douglas Mason



SRAP Process

STEP 1: Soldier submits application on www.usarec.army.mil

STEP 2: USAREC determines eligibility, notifies qualified Soldiers

STEP 3: Soldier completes DA Form 4187 and submits to USAREC

STEP 4: Soldier entered into database, 4187 sent to battalion or brigade

STEP 5: Battalion or brigade processes 1610, forwards to USAREC, USAREC forwards to Soldier

STEP 6: Soldier completes SRAP tour

“When you have someone who can share the Army story and share their point about the war, it’s more real. When you have someone who already has rapport with the community, that’s why SRAP works,” said Randle.

Maxwell was one of those Soldiers, returning to his hometown in January to work with recruiters in the Maysville, Ky., station. He has deployed to Iraq twice.

During his 14 days as an SRAP, Maxwell gave presentations to two classes at his former high school, in addition to other duties.

“It was pretty good,” he said. “The kids were full of questions, wanting to know everything about everything.” Maxwell said he also talked with students during lunch and told them about his time in Iraq as well as his stateside Army work with new Soldiers in basic training at Fort Knox, Ky.

“I talked about basic training, OSUT, what the days are like,” he said. “I showed on my laptop pictures from Baghdad, free time, battle buddies writing letters and the good side of Iraq, not what you see on the news.” He said he also talked about eArmyU and the GI Bill.

“That’s basically what it’s all about, telling about the war in your own words, what actually happened,” said Randle.

Another key to using SRAP well is the Local Recruiting Support System, said Hoversholm. The LRSS database is a web-based management tool for tracking and planning local marketing events and media placement.

“The battalions enter data into LRSS,” Hoversholm said. “Juanita relies on that heavily. And that data’s only as good as what the battalions are inputting.” Randle matches events that have been entered into the database with a Soldier’s hometown.

The intent of LRSS is to help synchronize and maximize resources at both the national and local level. It provides a marketing calendar that displays details of national and local events and activities, where SRAPs could provide support.

Col. Don Bartholomew, director of USAREC G5, agreed that planning is crucial.

“Planning for specific use of SRAPs at events within a station’s area is key to getting the most out of that asset,” he said.

He also said it’s important to let the Soldier know what is expected of them.

“Educating of the SRAP upon arrival of their duties, and proper recognition afterward, is a great way to spread the word internally to the Army that we value their efforts,” Bartholomew said.

Successful SRAPs can be somewhat hit and miss, however. Pat Grobschmidt, chief of advertising and public affairs in Milwaukee Battalion, said it’s based on the individual Soldier.

She also said the majority of recruiters in her battalion are OIF/OEF veterans themselves, which was not the case when SRAP was developed.

Still, Soldiers working as SRAPs can validate what a recruiter says, she said.

“They have somebody who’s standing up there not wearing a recruiter badge, who can validate what a recruiter’s telling him. He can say, ‘Yes, this is what it’s really like during a war,’” Grobschmidt said.

Maxwell saw the program as a chance to glance into the life of a recruiter. He was scheduled to report to the Recruiting and Retention School in February and was encouraged by his command sergeant major to look into SRAP.

“At first I wasn’t too optimistic about recruiting duty. But now it’s looking pretty good,” he said. “These guys have been really helpful.”

Getting to go out with a recruiter, listen in on discussions with prospects and see how a station operates was valuable for Maxwell.

“I got to see about the paperwork, pains and frustrations, problems that can arise, even after you get them processed, things that come back,” he said of his experience.

Sgt. 1st Class Douglas Mason, station commander in Maysville, said he got good reports from Maxwell’s presentations and at least one lead.

“He will be a fine recruiter,” Mason said.



At halftime, 100 Future Soldiers from the San Antonio area took the oath of enlistment from Gen. Richard A. Cody, Army vice chief of staff. Photo by Chris Calkins

'Wow' Sums Up AA Bowl

By Chris Calkins, USAREC G5, Education Division

"Wow."

That, in a word, summed up how Texas high school football coach Larry McFarlin — and many other coaches, educators and business leaders — felt about their experiences during an Army tour of Fort Sam Houston Jan. 3-7, held in conjunction with the 7th annual U.S. Army All-American Bowl at the Alamodome in San Antonio.

McFarlin was one of approximately 80 civilians who learned more about the Army and its educational opportunities, observed Soldier training at the Army Medical Department Center and School and to listened to wounded combat veterans talk about their service and the rehabilitative care they are getting at Brooke Army Medical Center.

And a handful of the civilians, McFarlin included, got the chance to make a once-in-a-lifetime tandem jump with the Golden Knights.

"Wow. It was like riding 10 bulls at the same time ... what a rush," said the self-described east Texas cowboy.

But most important, he said, is what he's taking home with him.

"After completing the (center of influence) tour in San Antonio, my knowledge base of the U.S. Army increased tenfold. My eyes were definitely opened and I currently have a newfound respect for the U.S. Army. This newfound information will prove very helpful when talking to a potential Army recruit in the public schools," he said.

Which, according to one Accessions Command official, was the tour's vision all along.

"This was a record-breaking year for the U.S. Army All-

American Bowl. Not only did we break the attendance records for the awards dinner and game but we were able to welcome more centers of influence than ever before through the USAREC educator tour," said Tom Tiernan, chief of Outreach and Event Marketing for U.S. Army Accessions Command.

"The game and the related activities which surround it continue to provide the Army an effective way to get our message to influencers and prospects," he said.

It did more than that, according to one of the Army PaYS partners who attended the four-day event.

"Wow, what can I say ... the whole experience was absolutely phenomenal. What I liked best was the opportunity to be in the presence of five outstanding and awesome heroes who served in Iraq defending our freedom," said Jolene Jeffries, director of Sourcing (Employment) for Union Pacific Railroad Company.

"I left there feeling so humbled and so proud of our young men and women who serve on our behalf to protect our great nation. And to know how the military cares for and supports the families was also very reassuring. The Brooke Army Medical Center has an impressive and very dedicated staff, and it was easy to see how everyone we met there absolutely love their jobs, and love serving in the military," she said.

"Our partnership with the Army has provided us with a tremendous resource for military transitioners seeking a rewarding career after they complete their service in the Army. We are honored to be an Army PaYS partner and are looking forward to advancing the partnership with the Army, and

especially developing relationships with the soldiers who select Union Pacific as part of the program.”

“The whole experience really touched me in so many ways. I will always be thankful for the time I spent with all of you in San Antonio, and am grateful for the contacts and friendships made during the week.”

She wasn't the only one grateful.

“Your support, wherever you come from in the United States, is essential to our success,” said Brig. Gen. Joseph Orr, USAREC deputy commanding general.

“The Army offers so much to young men and women. I ask you to just be informed about the Army and the opportunities available” to help them be whatever they want in life, Orr said.

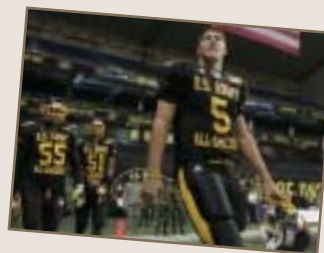
“Our Soldiers believe in what they are doing. They have been trained to the highest standards; they are confident in the mission the nation has asked them to do. And they believe in you and that valuable piece of support you provide back home.”

“The Army offers so much to young men and women. I ask you to just be informed about the Army and the opportunities available” to help them be whatever they want in life.”

— Brig. Gen. Joseph Orr



Patricia Adkins talks with Soldiers at a dining facility during a tour of Fort Sam Houston. Adkins is a human resource recruiter for Citigroup Global Consumer Group North America Operations and Technology., one of the newest PaYS partners. *Photo by Julia Bobick*



West Beats East in All-American Bowl

By 1st Lt. Chris Coleman, Army News Service

America's best high school football players and more than 80 Soldier-Heroes shared a nationally-televised stage at the 2007 U.S. Army All-American Bowl at the Alamodome.

The West All-Stars defeated the East All-Stars 24-7 in front of a record All-American Bowl crowd of 35,151.

During breaks in the game, the stadium's screens played commercials from the new Army Strong advertising campaign.

During the Army Strong Pre-game more than 80 Soldiers who have been awarded a Bronze Star, Silver Star or Purple Heart were honored as Soldier Heroes. As the all-star athletes emerged on the field they greeted a Soldier Hero at midfield before heading to their sideline.

At halftime, 100 Future Soldiers from the San Antonio area took the oath of enlistment from Gen. Richard A. Cody, Army vice chief of staff. Bryan Elkins, and 18-year-old Lehman High School student from San Marcos, Texas, said he was proud to take the oath.

“I love the military, and I've always wanted to serve my country,” Elkins said.

Additionally, Gen. William S. Wallace, commander, Training and Doctrine Command, administered the oath of office to two officers.

West All-Star Ian Harris, the nation's 24th best tight end prospect according to Scout.com, said he appreciates the sacrifices the more than 80 Soldier-Heroes have made.

“What the Soldiers do is intense. You cannot compare that to football,” he said.

The game provided Soldiers an opportunity to meet former NFL players, notable contemporary music acts and NASCAR icon Mark Martin. Martin, who will co-drive the No. 01 U.S. Army Chevrolet during the 2007 Nextel Cup season, signed autographs for every Soldier who asked.

TSGLI

Helping the Soldier

By Brian McDonald, USAREC G1

Traumatic Servicemembers' Group Life Insurance was established by Congress to provide relief to Soldiers and their families after suffering a traumatic injury. TSGLI provides payments of up to \$100,000 per traumatic event to severely injured Soldiers who meet the qualifications. TSGLI is an insurance benefit attached to Servicemembers' Group Life Insurance coverage and provides payments to members who suffer a qualifying loss due to a traumatic injury. **TSGLI is available to Soldiers from all components — Active, Reserve or National Guard.** TSGLI is not just for combat related injuries; it covers Soldiers anytime, anywhere.

TSGLI is focused on Soldiers who incur a traumatic injury while serving their country — on or off the battlefield. The coverage began on Dec. 1, 2005, and all Soldiers from that point forward who elected SGLI coverage pay an additional \$1 for TSGLI coverage. In addition, Soldiers who incurred qualifying traumatic injuries from Oct. 7, 2001, through Nov. 30, 2005, while supporting Operation Iraqi Freedom and Operation Enduring Freedom or under orders in a Combat Zone Tax Exclusion area are covered retroactively by TSGLI, regardless of whether they were covered by SGLI at the time of their injury.

TSGLI provides valuable support to qualifying Soldiers and their families, giving them financial assistance to help them through their recovery from a traumatic loss. The TSGLI benefit is a one-time, lump-sum, tax-free payment per traumatic event and is not intended to serve as income replacement. Receiving this benefit will not affect VA disability compensation determinations. Only Combat-Related Injury Rehabilitation Pay is affected by a TSGLI claim — if you receive TSGLI, you cannot receive CIP.

There are two groups of Soldiers covered under TSGLI:

- Soldiers who incurred a qualifying traumatic injury from Oct. 7, 2001, through Nov. 30, 2005, while under orders supporting OEF and OIF or deployed to a Combat Zone Tax Exclusion area.
- Soldiers who elect SGLI coverage and incur a qualifying traumatic injury after Dec. 1, 2005, regardless of their component (Active, Reserve or National Guard) or the location in which they incurred the injury. There are some specific circumstances under which a traumatic injury will not be covered by TSGLI. See examples.



Photo by Spc. Alfredo Jimenez Jr.

A Qualifying Traumatic Injury is an injury or loss caused by application of *external* force or violence (a traumatic event) or a condition whose cause can be directly linked to a traumatic event.

Traumatic injuries covered may include, but are not limited to the following:

- Total and permanent loss of sight in one or both eyes;
- Loss of hand or foot by severance at or above the wrist or ankle;
- Total and permanent loss of hearing in one or both ears;
- Loss of speech;
- Loss of thumb and index finger of the same hand by severance at or above the metacarpophalangeal joints;
- Quadriplegia, paraplegia or hemiplegia;
- 3rd degree or worse burns covering 30 percent of the body or 30 percent of the face;
- Coma or traumatic brain injury;
- Other traumatic injuries resulting in the inability to carry out two of the six activities of daily living. See part B of the application for specifics.

Examples of circumstances under which a traumatic injury would *not* be covered under TSGLI:

- *For retroactive only:* Any injury that did not occur from Oct. 7, 2001, through Nov. 30, 2005 or any injury not incurred while under orders in a Combat Zone Tax Exclusion area.
- An injury incurred while attempting suicide, whether the Soldier is sane or insane.
- Intentionally self-inflicted injury or any attempt to inflict such injury.
- An injury received due to medical or surgical treatment of an illness whether the loss results directly or indirectly from that treatment.
- An injury received while under the influence of an illegal or controlled substance unless administered or consumed on the advice of a doctor.
- While committing or attempting to commit a felony.

To obtain more information about TSGLI go to www.tsqli.army.mil, e-mail TSGLI@hoffman.army.mil or call 1-800-237-1336.

Buckle Up!

Restraint systems for children often misused

By USAREC Safety Office

Motor vehicle crashes remain the leading cause of unintentional injury-related death among children ages 14 and younger and riding unrestrained is the single greatest risk factor for death and injury among child occupants of motor vehicles. Furthermore, misuse of child safety seats is widespread. Although 96 percent of parents believe they install their child safety seat correctly, it is estimated that approximately 85 percent of children who are placed in child safety seats are improperly restrained.

Restraint Systems

Child safety seats are extremely effective when correctly installed and used in passenger cars, significantly reducing the risk of death or serious injury. Adult safety belts do not adequately protect children ages 4 to 8 (about 40 to 80 pounds) from injury in a crash. It is

estimated that 83 percent of children ages 4 to 8 ride improperly restrained in adult safety belts. Although car booster seats are the best way to protect them, only 5 percent of children are properly restrained in car booster seats.

Safety restraints afford the greatest protection against ejection from a vehicle during a crash. Nearly three-quarters of occupants who are totally ejected from passenger vehicles during fatal crashes are killed.

Prevention Tips

The back seat is the safest place for children to ride. It is estimated that children ages 12 and younger are 36 percent less likely to die in a crash if seated in the rear seat of a passenger vehicle. Always use child safety seats and safety belts correctly every time you ride. Restrain children ages 12 and

younger in a back seat. Read your child safety seat instruction manual and your motor vehicle owner's manual for directions on proper installation. Infants, until at least 1 year old and at least 20 pounds should be in rear-facing child safety seats. Never put a rear-facing infant or convertible safety seat in the front passenger seat of a vehicle with an active passenger air bag.

Children older than 1 year and between 20 and 40 pounds should be in forward-facing child safety seats. In addition, children ages 4 to 8 (about 40 to 80 pounds) should be in a car booster seat and restrained with a safety belt.



Time Warner Hires Employee through Partnership for Youth Success

*Story and photo by Jimmie H. Hartfield,
Jackson Battalion*

Soldiers are an invaluable resource at Time Warner, Inc., headquartered in Memphis, Tenn.

“The veterans we have working here have discipline, experience and the work ethic this company needs,” Time Warner Cable Division President John Owen said at a ceremony honoring Pfc. Harry John, the first Army Partnership for Youth Success employee at Time Warner. John’s immediate supervisor, Tray Rooks, complimented John on being focused, eager to learn and disciplined.

Inspired by his grandfather who once was a drill sergeant at Fort Sill, Okla., John joined the U.S. Army Reserve in February 2005. He signed a contract with Time Warner as soon as he enlisted, and is combining his Army Reserve salary and Time Warner salary to help improve his life as he continues his studies at Southwest Community College.

After accepting his award from Ed Lane, USAREC marketing analyst, John described his new job as “rewarding, but challenging. I enjoy working with the people here. They are providing me with the best of training.”

John was recruited into the Army by Sgt. 1st Class Michael Mitchel, station commander of Memphis East station.

“I congratulate Pfc. Harry John on his new job and I am excited about the support of Time Warner and their additional interest in the PaYS Program,” Mitchel said.



Capt. Michael Mitchell, left, Memphis Company commander, Pfc. Harry John and Sgt. 1st Class Michael Mitchel of Memphis East station pose with Harry’s award.

Maggie Harris, Time Warner vice president of human resources, affirmed her commitment to this program with a final request: “I have some jobs that must be filled by special people willing to learn. I know the Army has these individuals; send them to me.”



Future Soldiers at Nets Game

More than 18,000 people watched Dec. 7 as 27 Future Soldiers were sworn into the Army. Lt. Col. Joe Feliciano, New York Battalion commander, and New Jersey Nets CEO Brett Yormark prepped before the halftime ceremony. The game was between the Nets and the Phoenix Suns. *Photo by Sgt. 1st Class Eric Reinhardt*

63-Year-Old Doctor Joins Army through 5th Medical Recruiting Battalion

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

When most people are considering retirement, 63-year old Douglas Posey begins a new chapter in his medical career, that of doctor in the U.S. Army Reserve.

Posey accepted his oath of commission to the rank of colonel on Dec. 9 at the Houston AMEDD offices. Col. Samuel W. Casscells, III, Houston cardiologist veteran of duty in Iraq, brought the senior pathologist into the Army Reserve family.

For Posey, an assistant medical examiner at the Georgia Bureau of Investigation, military service is nothing new. He served in the Army as an enlisted Soldier and in the Navy as an officer. After spending more than a year in school at Fort Sam Houston, Texas, and a year stationed there, he was shipped to a field hospital in Germany where he says he was extremely under-utilized and he knew he wanted to sink his teeth into a challenging job. He sent a letter to (then) Congressman Gerald Ford. Soon afterward, Posey was transferred to the Army hospital in Lanstuhl Germany where he became an integral part of the hospital's top team.

Posey's recruiter, Maj. Christopher Fowler, spoke prior to the administering of the oath of commission.

"Col. Posey has the distinction of being the only pathologist selected by the United States Army this year," he said. "He also

has the distinction of being the oldest physician to be accepted into the United States Army in the last two years. It speaks volumes for you, sir, of what you have done in your life, the support you have from your family."

The process of getting Posey into the Army took about a year for Fowler and his staff in the 5th Medical Recruiting Battalion's Eastern Company in Houston. Posey said if it had not been for all the hard work of Fowler and the Soldiers he leads, his commissioning would have never happened.

"I can't tell you what a shot in the arm for the Army Medical Corps to have someone of his distinction and his level of patriotism to join at this time," Casscells said, "when we are challenged like we have never been.

"I can't help but read these words written by Thomas Paine during another December when the war was going very badly in 1776. 'These are times that try men's souls. The summer soldier and the sunshine patriot will, in this crisis, shrink from the service of their country; but he that stands now, deserves the love and thanks of man and woman.' Dr. Posey, you and I give new meaning to term 'Old Guard.'"

Posey's experience includes a focus on hematopathology and he has worked in several hospitals and medical centers. He also was on the faculty for four medical schools from 1984 to 2004.

Col. Douglas Posey, center, repeats his oath as a commissioned officer as his wife, Ashraf Mozayani, and son Douglas, right, watch. Col. Samuel Casscells issued the oath.



Four Out of Four: Brothers Enlist with Mom's Support in Jacksonville Battalion

By Cynthia Rivers-Womack, Jacksonville Battalion

Twenty years ago, a mother with a sense of mission and devotion brought four adopted babies from Japan. Today, a sense of mission has led them on their own personal journeys to become Soldiers in the U.S. Army.

Now Timothy, Matthew, Jacob and Joshua, all 17 years old, have joined the Army. They are not two sets of twins or quadruplets. When Christine Thompson returned to the United States from Japan 20 years ago, she had four more children than when she left. Although born to different sets of Japanese parents, Christine raised them as brothers and family, along with another son and daughter.

Bringing up her four charges through the maze of immigration, assimilation and socialization was a daunting responsibility. But the Thompson brothers have successfully navigated through those challenges. And all have decided, for distinct personal reasons, to dedicate the next four years of their lives to being Soldiers.

Their mother started the process when she invited Staff Sgt. Philip Ayers, Orange Park station, to their home to speak with Timothy, the oldest, about joining the Army.

"The entire family listened to what he had to say," said Jacob. According to Joshua and Matthew, Ayers' presentation was so compelling that they considered the Army the best place to start making plans for their futures.

"Four appointments turned into three contracts," said Ayers. But that was only the beginning. Close to a month after his brothers joined, Timothy, who was intent on going into the Navy, contacted Ayers to see what the Army could offer him and on Nov. 30, he enlisted as a radiology specialist. He leaves for basic training in August.

"You can't imagine the sense of pride I have with them joining," said Christine Bellwood, their mother, who has remarried. "I've always taught them it's important to give back. They have been put on this Earth for a purpose and I'm glad to see them standing up for their country."

Their mother helps prepare her boys for basic training by gathering them for their weekly exercise program with Sgt. 1st Class Jose Delgado, Orange Park station commander.

The first to enlist was Jacob. The high school senior plays football and is also on the weightlifting team. But he says being a Ranger was his love before football.

"Mom has always encouraged us to join the military and now I see the Army is a great idea."

Matthew Thompson

"Mom always wanted us to go to military for college," said Jacob. "I've had in my mind since I was 10 years old that the Army was for me," he said. Jacob enlisted for four years and received a \$10,000 enlistment bonus. He plans to study criminology with the goal of becoming a police officer. Jacob leaves for basic training in June.

Jacob believes his excitement about the Army's benefits helped influence his brother Joshua to enlist. He also wants to become a police officer. Joshua, who participates in weightlifting and wrestling in high school, enlisted as a light-wheeled vehicle mechanic.

"I'm excited about learning how to make tough decisions," said Joshua. He and Matthew are juniors at Orange Park High School and will begin Army Reserve Split Option training next summer. "I told my friends the best thing about joining for me besides money for college

is that I had guaranteed money and a job," he said.

Matthew says his strongest military influence came from his 25-year-old brother, a Marine, who completed a tour in Iraq. Matthew enlisted as a human resources specialist and has already recommended the Army to two of his friends.

"I see this as a chance to be independent, go places and experience new things," said Matthew. "Mom has always encouraged us to join the military and now I see the Army is a great idea," he said. Matthew is also involved in wrestling and track at Orange Park High School.

"Citizenship is an important part of this great country. I believe I can help this country by being in the Army," said Matthew.



Jacob, Timothy, Matthew and Joshua Thompson pose with their mother, Christine Bellwood. Photo by Sgt. Kimberly Wells

Honoring Fallen Warriors

On Dec. 14, 5,000 wreaths donated by Worcester Wreath Company were placed by more than 500 volunteers on the markers of those buried at Arlington National Cemetery. Soldiers from 1st Brigade Chaplain Recruiting Team, at Fort Meade, Md., were among the volunteers. Pictured at attention from right to left are Chaplain (Maj.) Dallas Walker, Chaplain (Capt.) David A. Bowlus and Sgt. 1st Class John W. Isom. Sgt. 1st Class Anthony Pamplin places a wreath next to a headstone. *Photo by Hiromi Walker*



Lieutenant, Meet the General

Army Surgeon General Lt. Gen. Kevin C. Kiley administers the oath of commissioning to Willis Kann, a 3d MRB Health Professions Scholarship Program applicant, during an AMEDD recruiting tour at Fort Sam Houston, Texas. While in medical school, Kann will be a member of the Army Reserve. *Photo by Armina Mullins*



New England Recruiters Battle Navy

Every year the Brunswick Naval Air Station challenges the New England Army Recruiting Battalion to a game of Army-Navy flag football before the actual college game. North Shore Company put together a team to represent the battalion. Even though the results pretty much mirrored the Army-Navy game with the Navy winning 26-14, everyone had a great time.

Fielding a football team for the Army were Soldiers from North Shore Company: Staff Sgt. Ryan Lafrance, Staff Sgt. Patrick Lemieux, Sgt. Charles Franklin, Sgt. Adam Folger, Sgt. Derek Partington, Sgt. 1st Class Jeremy Clark, Sgt. Brian Scioli, Sgt. 1st Class Richard Trevisone, 1st Sgt. Timothy Meech and Sgt. 1st Class James Horsley. *Photo by Capt. Lisa Green*

Army accelerates conversion of brigade combat teams

Army News Service

The Army announced Dec. 20 it is accelerating the modular conversion of two active-component brigade combat teams to increase the number of combat and combat-support units available for combat and homeland-defense missions.

The 3rd Brigade, 1st Armored Division, at Fort Riley, Kan., will pass its transition-team mission and resources to the 1st Brigade, 1st Infantry Division, and convert to a heavy brigade combat team in April, 11 months earlier than planned. The brigade combat team will re-flag next September as the 2nd Brigade, 1st Infantry Division, thereby aligning all Fort Riley units under the 1st Infantry Division.

The 3rd Brigade, 1st Infantry Division, at Fort Hood, Texas, will convert to an infantry brigade combat team in April, 17 months earlier than planned. The unit will relocate to Fort Knox, Ky., once facilities there become available. If, however, the unit is scheduled to deploy, it will return from combat to Fort Hood before moving to Fort Knox.

“The Army is steadfast in its determination to transform the total force from a Cold War structured organization into one best prepared to operate across the full spectrum of conflict; from full-scale combat to stability and reconstruction operations, including the irregular war that we face today,” said

Army Chief of Staff Gen. Peter Schoomaker.

Increasing the number of available BCTs for the ready-force pool will also help reduce stress on the current force by giving units and Soldiers a few more months at home than they presently have, known as dwell time. Currently, the ratio is one year deployed time to sometimes less than one year at home station. The Army’s goal for the active component is one year deployed followed by two years at home.

The accelerated creation of the two BCTs will not require changes to the normal assignment process, and most of their Soldiers will receive permanent change of station orders next summer.

NCO receives Soldier’s Medal for heroism in mall shooting

*By Don Kramer
Fort Lewis Public Affairs*

A Fort Lewis noncommissioned officer received the Soldier’s Medal from the Army’s senior civilian for saving the lives of a man and several children in a 2005 shooting incident at a local mall.

Secretary of the Army Frances J. Harvey pinned the Army’s highest non-combat award for valor on the chest of Staff Sgt. Moises Martinez of A Company, 2nd Battalion, 23rd Infantry Regiment.

Due to Martinez’s actions,

no one died in the Nov. 20, 2005, shootings at the Tacoma Mall which evolved into a standoff between a 20-year-old man with an assault rifle and SWAT teams from the Tacoma police. Seven people were wounded in the shooting.

Martinez had just walked into the mall when he heard shots and saw two terrified children who he ran to and shielded while spiriting them out the building.

He then ran back into the building and found Dan McKowan, a cutlery store assistant manager bleeding profusely from five gunshot wounds. Martinez, trained as a combat lifesaver, Martinez took control of first aid for McKowan from frightened mall employees. Though the shooter had stationed himself and his hostages in a music store only 45 feet away, Martinez remained with the victim, stanching the bleeding and keeping him calm until the shooter ultimately surrendered to police. No one died in the shootings.

McKowan, still in a wheelchair a year later, attended the ceremony and recalled how Martinez had saved his life.

“Martinez lied to me,” McKowan joked. “He told me, ‘You’re going to be fine. I’ve been to Iraq, and I’ve seen far worse than this and those guys pulled through.’”

McKowan’s left leg remains paralyzed due to spinal injuries, but his right leg has substantially healed. The men have become close friends in the year since the incident.

“I’ve told him since day one he’s going to walk,” Martinez said. “He’s made a lot of progress. I keep telling

South Dakota offers bonus to veterans

South Dakota is paying a veterans bonus of up to \$500 to certain military personnel who were legal residents of the state for no less than six months immediately preceding entry into the armed forces, who are currently on active duty or were honorably discharged from the armed forces and who served on active duty during one, or both of the following periods.

For service between the dates of Jan. 1, 1993, and Sept. 10, 2001, payment will be made only to those who served overseas and were awarded the Armed Forces Expeditionary medal, Southwest Asia Service medal, Kosovo campaign

medal or any other United States campaign or service medal awarded for participation in combat operations against hostile forces. All active duty between the dates of Sept. 11, 2001, through a date to be determined qualifies for a bonus payment.

This program also allows payment for active duty during Desert Storm dates of Aug. 2, 1990, to Dec. 31, 1992, for those individuals who did not receive payment for service during this period.

Application forms may be obtained by writing:

**SD Veterans Bonus
500 E. Capitol
Pierre, SD
57501**

Call (605) 773-7251 or e-mail john.fette@state.sd.us. Include your name and address.



Staff Sgt. Moises Martinez talks with Dan McKowan whose life Martinez was credited with saving after McKowan was shot five times during a mall shooting. Martinez received the Soldier's Medal for his actions. *Photo by Jason Kaye*

him he's another miracle I've seen."

Martinez said he never expected this much attention, particularly from someone like the secretary of the Army.

Harvey echoed the Army's new advertising slogan in his remarks at the presentation:

"Sgt. Martinez demonstrated that he is strong enough to always do the right thing, however difficult the path."

"This award, I'm honored to receive it," Martinez said, "but I also dedicate it to those Soldiers out there who are in Iraq and Afghanistan."

Delta Force Recruiting

The Delta Force Recruiting Team is looking for qualified volunteer cadre recruiters to serve in the detachment. To volunteer you need to have two years time as a 79R, be deployable and have a 110 GT score. Additionally, if not already airborne qualified, you will have to attend airborne school upon being selected for assignment. If you are interested in this assignment please contact the recruiting team at (910) 643-0649 or sof.recruiter@us.army.mil.

Thrift Savings Plan benefits Soldiers

By Sgt. Sara Wood
American Forces
Press Service

More servicemembers need to take advantage of the Thrift Savings Plan, because it's an attractive investment option with unique benefits for military members, the military officer in charge of the Armed Forces Tax Council said.

TSP, a retirement savings plan for servicemembers and civilian federal employees, right now draws participation from about half of the military, Army Maj. John Johnson, director of the Armed Forces Tax Council, said.

"Certainly we'd like to see that participation rate go up, because it's a great benefit," Johnson said. "It's important that everyone obviously should be saving for their retirement in the first place, and if you're going to be saving, the first place you want to put it is in tax-deferred or tax-exempt retirement accounts."

Money contributed to the account is deducted from the person's gross taxable income before taxes are deducted. TSP is also a tax-deferred family of funds and isn't taxed until it's withdrawn at retirement. This represents a significant savings over the years, Johnson said.

"If you weren't in the TSP or another tax-deferred account, every year, the income in that fund would get taxed," he said. "If you look over your whole 40-year career, generally

speaking, you're going to pick up a couple hundred thousand dollars by contributing to a tax-deferred account as opposed to a taxed account."

As of this year, military members are unlimited in the amount they can contribute to TSP, Johnson said. When the program was first made available to servicemembers in 2000, they could only contribute up to five percent of their income. Now the only limit is the Internal Revenue Service's \$15,000 per-year limit on contributions to tax-deferred accounts, he said.

He noted that most military members won't come close to that limit if they contribute 5 or 10 percent of their income to TSP. Deployed troops have different limits in TSP.

Because their income is tax-exempt and the IRS has a separate limit for that category, they can contribute up to \$44,000 per year, he said.

As another benefit to servicemembers, the Army is testing a program where the service matches Soldiers' contributions to TSP, Johnson said. This program only applies to new enlistees who fill critical specialties. The Army will match five percent of the pay the Soldier contributes to TSP; the first three percent will be matched dollar for dollar, and the next two percent matched 50 cents on the dollar, he said.

TSP is a great benefit that is overlooked by a lot of military members, Johnson said. Those who can contribute should, and those who can't contribute should seriously evaluate their financial situation and look at how they are preparing for the future, he said.

Gates sworn In as Defense Secretary

By Sgt. Sara Wood,
American Forces
Press Service

Robert M. Gates was sworn in as the nation's 22nd secretary of defense in a ceremony at the Pentagon Dec. 18.

After President Bush introduced Gates as "an experienced and thoughtful leader," Vice President Richard B. Cheney administered the oath of office. Gates was officially sworn in at the White House earlier today in a private ceremony.

"It is an honor to have the opportunity to work with the people in this department — dedicated professionals whose overriding priority is the defense of our nation," Gates said upon taking the oath at the Pentagon.

The Defense Department is carrying on many different activities, all of which are important, but the most pressing concern is the situation in Iraq, Gates said.

The situation in Afghanistan is also very important, Gates said. The progress made there in the last five years cannot be undone, he said, and the U.S. and NATO must keep their commitment to the Afghan people.

"How we face these and other challenges in the region over the next two years will determine whether Iraq, Afghanistan, and other nations at a crossroads will pursue paths of gradual progress towards sustainable governments, which are allies in the global war on terrorism, or whether the forces of extremism and chaos will become ascendant," he said.

Bush also emphasized that America is at a time of great



consequence in the war on terror. The secretary of defense must understand the challenges of the present, see the threats of the future, and provide the best possible advice to help direct the nation's armed forces as they engage the enemies of freedom around the world, he said.

Gates is the right man for the job, Bush said.

"He knows the stakes in the war on terror," Bush said of Gates. "He recognizes this is a long struggle against an enemy unlike any our nation has fought before. He understands that defeating the terrorists and the radicals and the extremists in Iraq and the Middle East is essential to leading toward peace. As secretary of defense, he will help our country forge a new way forward in Iraq so that we can help the Iraqis achieve our shared goal of a unified, democratic Iraq that can govern itself, sustain itself and defend itself, and be an ally in our struggle against extremists and radicals."

Everyone wants to find a way to bring America's troops home, Gates said, but the U.S. cannot afford to fail in the Middle East. "Failure in Iraq at this juncture would be a

calamity that would haunt our nation, impair our credibility, and endanger Americans for decades to come," he said.

Bush and Gates both praised outgoing Defense Secretary Donald H. Rumsfeld, noting his exceptional leadership during a time of change at DoD. "Donald

Rumsfeld has devoted decades of his life to public service," Gates said. "He cares deeply about our men and women in uniform and the future of our country."

Gates said that defense transformation will remain a priority for him, and he pledged to involve in the decision-making processes those who will ultimately carry out the decisions.

AR/AGR Sergeant Major Board

By G7

The calendar year 2006 sergeant major Army Reserve/Active Guard Reserve board convened on Oct. 11. The board considered master sergeants with a date of rank June 1, 2000, and earlier with a Basic Active Service Date between May 23, 1985, and Oct. 9, 1992. The dates are inclusive for 79R only.

Those selected came from all across the "High Risk" leadership positions. The promotion board panel complied with the USAREC Personnel Proponent Board Brief Guidance and selected based on specific criteria.

The following is a profile of those selected for promotion to SGM/SMC:

- The total number of master sergeant 79Rs considered for promotion was 56 with two selected for a promotion ratio of 3.57 percent.
- The total number of master sergeant/first sergeant 79Rs selected for the Sergeants Major Academy was one for resident course and three for the nonresident course.

Below are the names of the selectees by category:

NAME	PROMOTION SEQ	SMC SELECT
Barnette, Sindy D. MSG	15	
Horton, Jason S. 1SG	36	
Morrison, Phillip J. 1SG		RES
Harvey, Kenneth S. MSG		NRES
Salada, Nevin E. 1SG		NRES
Brown, Troy A. MSG		NRES

Point of contact for additional information is Brian Damron at brian.damron@usarec.army.mil or Master Sgt. Edward S. Wojcik at edward.wojcik2@usarec.army.mil Call (502) 626-0187 for more information.

Gold Badges

DECEMBER 2006

ALBANY

SFC Kelly Hagadorn
SFC Bernard Lockrem
SSG Joseph Gruby
SSG Kenneth Larrick
SSG Paul Palacious
SGT Joseph Burbank
SGT Daniel Callahan

CLEVELAND

SFC Thomas Ruppel
SSG Eric Crawley
SSG Clayton Sikes
SGT Adam Pert
SGT Raul Ortiz

COLUMBIA

SFC Jason Coleman
SFC Russell Hammond
SFC Craig Ivery
SFC Cedrick Kirkwood
SSG April Artis
SSG Jamila Blackwell
SSG Errol Boxton
SSG Mitchell Brown
SSG Tyra Charmant
SSG Larry Dickerson
SSG Delvico Graham
SSG Timmy Hammonds
SSG Brian Hawkins
SSG Randolph Jackson
SSG Courtney Johnson
SSG Kimberly Jones
SSG Stanislav Kapilevich
SSG James King
SSG Daniel Shipley
SSG Donald Taylor
SGT Steven Dinkoski
SGT Kashia Jones
SGT Ronlado Lyons
SGT Paul Luttell
SGT Byron McCoy
SGT Michael Merrell
SGT William Ortega
SGT Joshua Reyes
SGT George Stepanenko
CPL Marie Quisbert

COLUMBUS

SFC Keith Dodley
SFC Robert Meredith
SSG Marquise Goodwin
SSG Robert Grimsley
SSG Craig Harman
SSG Joel Obradovic
SSG Robert Rang
SSG James Wear
SSG Micah York
SGT Larry Ashley
SGT Jeremy Knowles

DALLAS

SFC Jonathan Conrad
SFC Nathan Moss
SFC James Turner
SSG Sharon McLeain
SSG Johnny Perez
SSG John Swain
SSG Christopher Taylor
SSG Michael Tiberi
SSG Ray Vejar
SSG Tuwana Vinson
SGT Nathan Moss
SGT Kenneth Pearl

DES MOINES

SGT William Suellentrop
SGT Timothy Winter
CPL Joseph Jeffrey

DENVER

SSG Robert Easley
SSG Matthew Lowry
SGT Jack Boeker Jr.
SGT Samuel Tinker
CPL Ryan McKee

GREAT LAKES

SFC Jason George
SFC Michael Kish
SSG William Bastian
SSG Chadwick Benes
SSG Horold Darner
SSG Steven Evans
SSG William Fritzingier
SSG James Kuhns
SSG Jason O'Connell
SSG Willie Moncrief
SSG Richard Parker
SSG Michael Warwick
SSG Donald Williams

SGT Michael Flynn
SGT William Grzeszak
SGT Jason Huls
SGT Michael Kelly

HARRISBURG

SFC Kenneth Simmons
SSG William Cassels
SSG Michael Beakes
SSG George Everts III
SSG Peter King
SSG Clinton Palmer
SSG William Parks
SSG Jason Stouffer
SSG Joseph Sullivan
SSG Steven Torres
SGT Jeffrey Einsig Jr.
SGT Linwood Futrell
SGT Lisa Minetos
SPC Michael McGuire

HOUSTON

SFC A Jhonnie Johnson
SSG Jason Smith
SSG Shane Staton
SSG Lawrence Thompson
CPL Matthew Bowman

KANSAS CITY

SSG Joshua Hunter
SGT Joseph Duncan
SGT Trent Franklin

MIAMI

SSG Evans Topps

MONTGOMERY

SFC Richard Kopf
SFC David May
SFC Daniel Morthland
SSG Carlos Brown
SSG Daniel Moore

SSG James Munford
SSG Lathern Woods
SGT Tanji Allen
SGT Bryan Godette
SGT Keira Hardy
SGT Angela Kennedy
SGT Raymond Wirth
SGT Lashonda Young
CPL Gerald Broomfield
CPL Laura Hanson
CPL Whitney Kliesch

NASHVILLE

SFC Lawrence Flowers
SSG Courtney Davis
SSG Joshua Marteliz
SSG Terrence Veal
SSG Leslie Wells

NEW ENGLAND

SFC Jeremy Clark
SSG John Conrad
SGT Mark Austin
SGT Kevin Cahalane
SGT Christopher Lepain
SGT Brian Scioli
SGT Brian Shelton

PITTSBURGH

SSG Larry Owens
SSG Richard Williams
SGT Andrew Williams
CPL Michael Ferrer

PHOENIX

SFC Gregory Austin
SFC John Bradshaw
SFC Jeffrey Chavez
SFC Raul Vargas
SSG Manuel Figueroa Jr.
SSG David Hodshire
SSG Christopher Mayes
SGT Bradley Gump
SGT Gabriel Hernandez
SGT Thomas Johnson
CPL Christopher Carlson

PORTLAND

SSG Kurtis Duncan
SSG Egan Johnson
SSG William Johnson
SSG Ansley Tabelaual
SGT Scott Colson
SGT Samuel Stein



SGT Jamie Frazier
 SGT Faiupa Tagaleoo
 SGT Clinton Wilson
SAN ANTONIO
 SSG Mario Gomez
 SSG John Serls
 SGT Anibal Colon
 SGT Arturo Delagarza
 SGT Ruben Llanas
SOUTHERN CALIFORNIA
 SFC Roy Kidwell
 SFC Joel Leanda
 SSG Edgar Covarrubias
 SSG Jason Jonson

SSG Edgar Rodriguez
 SGT Roger Castillo
 SGT John DeDomenico
 SGT Rico Flores
 SGT Jeremy Hatch
 SGT James Hill
 SGT Jonathan Walker
 CPL Isarael Martinez
SYRACUSE
 SFC Jack Bousley
 SFC Paul Narbone Jr.
 SSG Robert Haines
 SSG Nichlous Neal
 SSG Christopher Olsen
 SSG James Sathornkich

SSG Candice Scholl
 SSG Kevin Shlish
 SGT James Davie
 SGT Michael Mileski
 SGT Dennis Pellett
 SGT Courtney Shelton
 SGT Ryan Timmerman
 SGT Neil Todaro
 CPL Patricia Norris

TAMPA
 SFC Rodney Jacobs
 SFC Mark Smith
 SSG William Cruz
 SSG Arturo Guerrero
 SSG Evan Muhonen
 SSG Samuel Potter
 SSG Herman Thomas
 SSG Claudia White
 SGT Julian Londono
 SGT William Mosby
 SGT Augusto Pineiro
 SGT David Rowe
 CPL Joshua Ruffner

Recruiter Rings

DECEMBER 2006



ALBANY
 SSG James Laney
CLEVELAND
 SSG Philip Haessly
COLUMBIA
 SFC Eric Andreis
 SFC Sherita Chambers
 SFC Melinda George
 SFC Matthew Greene
 SFC Stormy Knowles
 SFC Carl Shoup
 SFC John Zimmerman
 SSG Krishna Adams
 SSG Darryl Bogan
 SSG Eugene Butler
 SSG Romaine Byrd
 SSG Angelina McFadden
 SSG Shedric Moody
 SSG Ryan Muller
 SSG Brian O'Leary
 SSG Monica O'Leary
 SSG Duane Stewart
 SSG Patrick Sutphin
 SSG Willa Smalls
 SSG Robert Thompson
 SSG Donyelle Vanhorn
 SSG James Weeks
 SSG Carl Williams
 SGT Dustin Holland

CHICAGO
 SFC Mark Young
 SSG Torenzo Davis
 SSG Michael Dukes
 SSG Joshua Schellhammer
COLUMBUS
 SFC Donald Britt
 SSG Zachary Atkinson
 SSG Jeffrey Herold
 SGT Thomas Werling
DALLAS
 SFC Jon Fox
 SSG Jeffery Brown
 SSG Connie Chewett
 SSG Alfred Valenzuela
 SGT Wesley Averkamp
 SGT Brandon Felton
DENVER
 SSG Michael Schachter
 SGT Joshua Carter
DES MOINES
 SSG Joshua Sheffield
GREAT LAKES
 SFC Michael Davis
 SFC Christopher Gray
 SFC George Havel
 SSG Steven Adkins
 SSG Kenneth Carbon
 SSG Lynn Dishon
 SSG Jamil Jackson

SSG Nathan Maneke
 SSG Stacy Ritchie
 SSG Carl Schwander
 SSG Joshua Stiles
 SGT Drew Kwiatkowski
SPECIAL MISSION
 CW4 Anthony Edwards
 CW4 Carlos Negron
 CW3 Adam Williams
HOUSTON
 SFC Brister Davis
 SSG Bertie Acevedo
 SSG Jason Ashworth
 SSG Harold Dubois
 SSG Daniel Flanagan
 SSG Henry Hukill
 SSG John Love
 SGT Daniel Post
 CPL Bret Shank
JACKSONVILLE
 SFC Juan Arevalo
 SFC Anthony Crittenden
 SSG Michael Burich
 SSG Larese Jackson
 SSG Brian Jakstis
 SSG Ashley North
 SSG Daniel Rose
 SSG James Westbrook
 SGT Pierre Brudnicki
 SGT Thomas Chambers
 SGT Antwain James

KANSAS CITY
 SFC Keith Petite
 SSG John Hood
 SSG Jared Smith
 SSG Grover Taylor
MIAMI
 SSG Milton Marrero
MID-ATLANTIC
 SFC Michael Stack
 SSG Tyrone Appling
 SSG Kiya Muse
MINNEAPOLIS
 SFC Eric Jones
MONTGOMERY
 SFC Hardrick Fountain
 SFC David Whitten
 SSG Joseph Casby
 SSG Danny Kaczmarczyk
 SSG Michael O'Shea
 SSG Jorge Torres-Orta
 SSG Latonua Williams
NASHVILLE
 SFC Joseph Lewis
 SSG Kelly Davidson
 SSG Halbert Harris
 SGT John Tengal
NEW ENGLAND
 SFC Ernest Gadbury
 SSG Henry Sherman III
 SSG Francis Silva

NEW YORK CITY

SSG David Gedutis
SSG Barrette Walker

PITTSBURGH

SFC Gary Scott
SSG Michael Hartzell
SSG Paul Mongera

PHOENIX

SFC Steven Newhausen
SGT Dennis Garcia
SGT Kenneth Ogan

PITTSBURGH

SSG Stephen Kuehl

PORTLAND

SFC Susan Kostovick
SFC Samuel Montanez
SSG Richard Dreher

SALT LAKE CITY

SFC David Mione
SFC Brian Stromme
SSG Christopher
Champagne
SSG James Reed

TAMPA

SFC Alfred Jones
SFC Cruz Martin
SFC Juan Diaz-Pollock
SFC Luis Reyes
SFC Terry Wright
SSG Jack Main III
SSG Lisandra Millet
SGT Bradley Dunn
SGT Christopher Hand
CPL Seneca Newkirk
SGT Charles Rodriguez

Morrell Awards

DECEMBER 2006

*ATLANTA*

SFC Antione Clark
SFC Anita Moore
SSG Todd Long
CHICAGO
SFC Ramero Soza
CLEVELAND
SFC Clay Boyles
SFC James Lacey
SFC Jerry Shavrnock
COLUMBIA

1SG Anthony Boykins
MSG Dennis McCarter
SFC Clinton Henderson
SFC Nathaniel Turner
SFC Todd Williams
SSG Michael Francis
SSG Jimmy Harris
SSG Andrea Sturgill
COLUMBUS

SFC David Love
DES MOINES
SFC Robert Webb
SSG Rex Gerdes
DENVER

SFC Daniel Hendrix
SFC Edward Kester
SFC Bruce Wayne

GREAT LAKES

SFC Brian Gott
SFC Shawn Tiarks
SFC Jerry Weese
SPECIAL MISSION
CW4 Anthony Edwards
CW4 Carlos Negrón
CW3 Adam Williams
HOUSTON

SFC Todd Thibodeaux
SSG Glenn Marquette
JACKSONVILLE
SFC Michael Wiggins
SSG Nancy Bennett
MIAMI

SFC Gino Brown
MINNEAPOLIS
SFC Corey Coubal
SFC Donald Piotrowski
MONTGOMERY
SSG Chad Conner
NEW ENGLAND
SFC Alan Berger
SFC Mark Throckmorton
SSG Shawn Allen

NEW YORK CITY

SFC Lavone Anderson
SFC James Raynoha
PHOENIX

SFC Jose Acuna
SFC Shannon Allen
SFC Darryle Bankhead
SFC DaJuan Groves
SFC Duncan Ratliff
SFC Bryan Reynolds
SFC Ruben Rivera
SSG William Peery
SSG Robert Rodriguez
SSG James Smith

PORTLAND
SFC Audra Greenwood
SYRACUSE

SFC Joseph Multunas
SSG Joseph Preski III
SSG Jerry White

TAMPA
SFC Eric Phillips

79R Conversions

DECEMBER 2006

ALBANY

SSG Richard Loabe
SGT Denis Welch
BALTIMORE
SGT Jeremy Paulus
SGT Jeremy Barbarest

COLUMBIA

SSG Andrea Sturgill
GREAT LAKES
SSG Willie Moncrief
HOUSTON

SGT Patricia Harris

LOS ANGELES

SFC Jesus Cantu
SSG Jose Hernandez
SSG Benaiah Hicks
SFC Raymundo Rosales
MILWAUKEE

SSG Shawn Kline
MONTGOMERY

SSG James West

NASHVILLE

SSG Aaron Martin
NEW YORK CITY
SSG Kerwin Samlal
OKLAHOMA CITY
SFC Jessie Bailey
PHOENIX

SFC Henry Danache
SALT LAKE CITY

SGT Jason Howell
SAN ANTONIO

SSG Julio Mendoza
SEATTLE

SSG Joseph Mason
SGT Daniel Wermuth
SYRACUSE

SGT Derek Vasquez
TAMPA

SSG Stephen Fletcher

1. The Army Reserve market is clustered around AR centers where Troop Program Units are located. The ARMY uses a ____-mile radius around a TPU to define a reasonable travel distance for a soldier and thus its market area.

- a. 100
- b. 25
- c. 50
- d. None of the above

2. What is one of the most effective lead generation activities a recruiter can use?

- a. P-1 Telephone prospecting
- b. P-2 Referral prospecting
- c. P-3 Face-to-face prospecting
- d. P-4 Internet prospecting

3. What are the four critical skills that build upon leadership competence?

- a. Interpersonal, conceptual, technical and tactical skills
- b. Interpersonal, conceptual, strategic and tactical skills
- c. Comprehensive, conceptual, strategic and tactical skills
- d. Interpersonal, strategic, technical, and tactical skills

4. Does the SRP provide the majority of the Army's enlistments and commissions?

- a. True
- b. False

5. What is the foundation of all successful recruiting?

- a. Maturity
- b. Personality
- c. Training
- d. Assessing

6. The _____ provides timely and accurate market analysis reports, which are used to sustain mission success.

- a. G1
- b. G2
- c. G4
- d. G5

7. How many parts are involved in the IBP process?

- a. One
- b. Two
- c. Three
- d. four

8. The rule of 50 means each commander targets his efforts and ensures planning two levels down is synchronized with the overall plan.

- a. True
- b. False

9. What are the three categories in recruiting operations?

- a. Conducting, prospecting and training
- b. Conducting, decisive and training
- c. Decisive, shaping and sustaining
- d. Decisive, prospecting and training

10. What are the three steps of an AAR?

- a. Preparation, performance and improvement
- b. Preparation, conducting and improvement
- c. Preparation, conducting and follow up
- d. Conducting, follow up and performance

11. Prior service applicants who have been discharged with RE code 3 for "Alien without lawful admittance" will _____ for waiver.

- a. have a two-year waiting period to process
- b. have documentation from INS to process
- c. require USAREC G-3 Policy control number to process
- d. not be considered

12. With which of the following charges may an applicant still enlist if currently on unsupervised probation?

- a. Criminal libel
- b. Unlawful entry
- c. Curfew violation
- d. Driving under the influence

13. The required documents for "height" waiver are

- a. Glove, boot and waist size
- b. Waist, shoe and hat size
- c. Boot, hat and chest
- d. Neck, chest, hat and shoe size

14. The Social Security card is the primary document used to verify the Social Security number.

- a. True
- b. False

15. Each applicant's forms and original documents will be reviewed by a designated individual as directed by the commanding general, USAREC for completeness and accuracy before forwarding the packet to _____.

- a. battalion
- b. MEPS
- c. USAREC
- d. None of the above

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RCM December Fiscal Year 2007

Top Regular Army Recruiter

SFC Jeremy Richmond
Albany

SFC Harriet Allen
Raleigh

SSG Walter Borgmann
Milwaukee

SSG Lamont Gupton
Kansas City

SGT Michael Wimberly
Salt Lake City

SSG Philip Ayers

Jacksonville

SSG Jermaine Dinkins

Raleigh

SGT Christopher

Adams

Nashville

Top Army Reserve Recruiter

SFC Kenneth Golder
Albany

SFC Craig Ivery
Columbia

SSG Susanne Hardin
Great Lakes

SFC John Stover
Kansas City

SSG Matthew Milenkovic
Seattle

SFC Billy Jones

Montgomery

Top Large Station Commander

SFC Paul Bergeron
Leominster
Albany

SFC Edward Olivencia
Aguadilla
Miami

SFC John Delk
Muskegon
Great Lakes

SSG Eric Powell
Memorial
Oklahoma City

SSG Edward Willis
Poway
Southern California

Top Small Station Commander

SFC Larry Hawkins
Union Square
New York City

SSG Jason Willard
Key West
Miami

SGT Walter Borgmann
Fond Du Lac
Columbus

SFC Tony Mallard
La Place
New Orleans

SFC Vidales Ruiz
Cal State Full
Southern California

Top Company

Europe

Columbia

Indy Metro South

Oklahoma West

Sierra NV

Top Battalion

Syracuse

Raleigh

Great Lakes

Oklahoma City

Top Brigade

2d Brigade

Top AMEDD

Southeast

Atlanta

Great Lakes

San Antonio

Rocky Mountain

Answers to the Test

1. c. UM 3-0, para. 9-1
2. b. UM 3-0, para. 4-24
3. a. UM 3-0, para. 1-6
4. a. UM 3-0, para. 11-6
5. c. UM 3-0, para. 11-35

6. b. UM 3-0, para. 12-25
7. d. UM 3-0, para. 8-3
8. a. UM 3-0, para. 9-4
9. c. UM 3-0, para. 1-16
10. c. UM 3-0, para. B-10

11. d. AR 601-210, para. 4-25(g)
12. c. AR 601-210, para. 4-37(b)(2a)
13. b. AR 601-210, para. 4-5(e)
14. a. AR 601-210, para. 2-6b
15. b. AR 601-210, para. 2-13

ALL-AMERICAN BOWL 2007

