

RECRUITER

United States Army Recruiting Command February 2009

Journal



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RECRUITER Journal

Winner Keith L. Ware Award 2007

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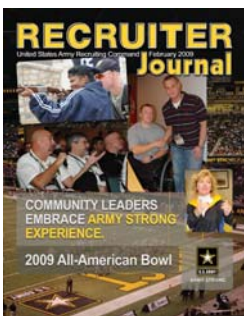
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Photo by Julia Bobick

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On Glide Path for Change

Recent studies continue to show that the vast majority of Soldiers are not fighting to serve in this command. Although we've made significant progress in changing the climate in USAREC, our reputation often precedes us; negative news travels much farther and faster than positive news.

We all must strive to change that perception, not only now, but more importantly, for those who will follow us.

We have come a long way in terms of changing the way we operate. But cultural change is tough. Some of the leadership challenges we are facing are based on habits that have been reinforced, and in some cases rewarded, for decades. We must turn this around.

Excessive work hours, abusive leadership and improper training techniques destroy the morale of a unit. Eliminating the conditions that lead to an unhealthy environment requires a complete re-engineering of the recruiting process. We've created the Commanding General's Initiative Group to lead this effort.

The purpose of this new office, which is located here at the headquarters, is to formulate, test and evaluate new recruiting theories, principles and concepts for the advancement of accessions. Efforts have begun to look at long-term challenges first, such as the large number of noncommissioned officers required to complete the recruiting mission. The initiatives group will also look at the wide spectrum of tasks individual recruiters are required to learn and complete during their assignments.

We will soon test a new concept called Pinnacle starting at the Radcliff, Ky., Recruiting Company. Pinnacle seeks to attain the highest degree of recruiting operations efficiency with the Soldier as the focus of all support. Under Pinnacle, recruiters are supported and treated as the title Army's Ambassadors to America implies. Pinnacle will look at ways to reduce the number of duties performed by a recruiter by allowing civilian personnel to take on many of the administrative tasks and by ensuring that each precious moment of a recruiter's time spent face to face

with our citizens is productive.

Other pilot programs are being planned to test ways in which we can reduce the recruiter's workload and provide additional time for Soldiers to be face to face with prospects and with their parents. By reducing the amount of time spent in locating qualified prospects, setting up appointments with the applicants, and the time spent on the other myriad of administrative duties, Soldiers will ultimately have more time to spend with their families.

The Initiatives Group office is able to pursue multiple simultaneous tests, initiatives and programs and share the best business practices through coordination with other Department of the Army agencies, Department of Defense, academic institutions and private industries.

The new office serves as the executive adviser and expert consultant on recruiting systems, processes, innovations and concepts. The office also acts as the USAREC source for recruiting research, reinvention, systems and business process improvements. We will exploit recent advances and emerging methods in technology, business and science to advance our

applications and programs for manpower accessions.

At the headquarters and in our units, we will continue to advance the art and science of recruiting and do it in a way that is organized, tested and certain. I believe the initiatives that are coming forward will reach all levels including the individual Soldier and in the coming years, Recruiting Command will become the assignment of choice for Soldiers.

We can make this Command one that Army professionals *want* to come to.

Each morning, ask yourself — Am I doing the best that I can for my Team? Am I treating all with dignity and respect? Am I maintaining a positive and winning attitude in all that I do? When you can answer these questions positively, you'll be well on the way to accomplishing any mission that comes your way, no matter how difficult.

See you on the high ground.



Maj. Gen. Thomas P. Bostick

Year of the NCO

Army senior leaders have announced the kickoff of a year long-focus in recognizing the noncommissioned officer corps with the “Year of the NCO.” The announcement came at a media event held during the Command Sergeant Major Conference Jan. 5 at the Army’s Sergeants Major Academy at Fort Bliss, Texas. Senior leaders recognize the leadership, professionalism, commitment, courage and dedication of the NCO Corps.

“We want to inform the Congress, and also inform young people, about what NCOs do for our Army and help them better understand what an exciting opportunity and a career the choice of being an NCO in the United States Army is,” said Secretary of the Army Pete Geren.

“There is no doubt in my mind that our noncommissioned officer corps is the glue that holds this Army together and allows us to accomplish the impossible,” said Chief of Staff of the Army George W. Casey Jr.

The three major focuses are to enhance, educate and inform. While the spotlight is on you, the professional noncommissioned officer, I ask you to grasp this spotlight and make the most of it by telling the NCO story, as well as the Army story, at the grassroots level.

Tell your NCO story to your Future Soldiers as well. Begin training and mentoring them now. Let them know what opportunities await them, even before they start their Army careers. It’s imperative that Future Soldiers are trained on the importance of NCOs to the Army and the things they can do in the future to gain that status.

We must encourage our NCO Corps to grow professionally by taking advantage of the military leadership and civilian education opportunities, including the College of the American Soldier, eArmyU, Army COOL, SOCAD and Training with Industry.

We will also be educating Congress and government institutions on the roles, responsibilities and the quality service of our NCO Corps. For the first time in history, two senior noncommissioned officers will have an active part in Congress as advisers to the House Armed Services Committee.

General officers are encouraged during speaking engagements to tell how their NCOs helped them throughout their career by mentoring them as they progressed through the ranks. Use the General Officers and Command Sergeants Major Support to Recruiting Roster to seek out leaders who want to help you tell the Army story in your communities. We signed up about 100 new command sergeants major to the program this past month. It’s up to you now to interact with them and invite them to your area and have them speak to the influential folks of their alma mater. Get them to the media, whether newspaper, television or radio, by working with your A&PA. Set it up and follow through.

As I mentioned in a previous column, recruiters are the face of the American Soldier for many Americans. We’re the uniform on the street of Hometown USA. It’s our job to tell the Army story at the local and regional level and let the public know the role of the NCO. They know what an officer is, but they don’t quite



Command Sgt. Maj. Stephan Frennier

know what a noncommissioned officer is. It’s up to us to explain the past, present and future role of the noncommissioned officer: a leader, trainer and mentor to fellow NCOs, subordinate Soldiers and, in this command, the Army’s Future Soldiers and leaders. We can never underestimate our impact on our Future Soldiers — good or bad. We can also never get so focused on production that we forget to perform these primary NCO responsibilities: to train and mentor.

Share your leadership experiences with your battle buddies. Learn from your mistakes, but also share the secrets of your success. Help mentor them to become the best. This is how we build a better NCO Corps, a better Recruiting Command and a better Army.

We have the best Army in the world because of our competent, professional noncommissioned officers. Sergeant, take the lead!

Guys Only!

Marriage Part II. The most difficult Job in the World

How to Make it Work



By Chaplain (Lt. Col.) Doug Peterson

In my previous meeting with you in this space we began a discussion on why relatively few of us fully and deeply enjoy the marriage relationship. My encouragement is to take time for introspection and personal growth toward making what we have even better.

This month's focus is specifically for men as we identify the greatest earthly asset that we have in our marriage relationship.

Three guys go out for a relaxing day of fishing. Out of the blue, they catch a mermaid. And this one, like most mermaids, doesn't want to stay caught. So she begs to be set free in return for granting each of them a wish.

Now one of the guys just doesn't believe it, and says, "OK, if you can really grant wishes, then double my IQ!"

"OK," the mermaid says, "It's done." Suddenly, the guy starts reciting Shakespeare flawlessly and analyzing it with tremendous insight.

The second guy is so amazed he says to the mermaid, "Here's my wish, triple my IQ!"

The mermaid says, "OK It's done." And the guy starts to spout off all the mathematical solutions to problems that have plagued scientists for centuries.

When it comes to the third guy, he is so enthralled with the changes in his friends that he says to the mermaid, "My wish is that you would multiply my IQ by five times!"

The mermaid looks at him and says, "Are you sure that's what you want? It'll change and expand your view of the entire world and universe."

The guy says, "Yes, I'm sure that's what I want. I want my IQ increased by five times."

So the mermaid sighed and said, "All right, if that's what you want, it's done!"

And he became a woman.

Guys, when it comes to relationship issues in our marriage, those sweet young ladies that we married — or that you will someday marry — are naturally much smarter than we are. Most

of us men — and I include myself — come into marriage clueless about making it work.

How many of you have had the experience of your wife recalling a painful incident in vivid detail — something that you had totally forgotten? My wife has the uncanny ability to remember every unkind thing I have ever done, said, or even thought. And whenever there is a problem in the marriage relationship, who is always the one aware of it first? Come on guys, we've all been there. You get the silent glare treatment and you innocently ask, "What did I do wrong now?" And she replies, "Do I have to tell you?"

You see, women are wired to be more naturally in touch with their feelings and emotions. And when it comes to sensitivity and insight into the dynamics of relationships, they beat us hands down.

Our wives are our greatest earthly asset in helping us through our relationally-challenged male blind spots. And we ignore them to our peril. So tap into their innate wisdom.

For example, ask her, "What specifically can I/we do to make what we have now even better?"

I guarantee you she will not be at a loss for insight and recommendations.

Gentlemen, if we regularly seek our wives' input, and if we work together with her with the common goal of maximizing what we have, we may wonder what took us so long to really enjoy what marriage was designed to be.

And please, don't forget to do something extra special for her this Valentine's Day!

Army Completes Recruiter Suicide Investigation

Secretary of Army Directs Commandwide Prevention, Wellness Stand Down Day

By Army Public Affairs,
Army News Service

The Army has concluded a two-and-a-half-month investigation into the suicides of four Soldiers assigned to the Houston Recruiting Battalion.

Lt. Gen. Benjamin C. Freakley, commander, U.S. Army Accessions Command, directed Brig. Gen. Frank D. Turner III, deputy commanding general and chief of staff for the U.S. Army Accessions Command, to investigate the unit that experienced the four suicides that occurred between January 2005 and September 2008.

“Each of these deaths is an absolute tragedy and our sympathies and prayers go out to their families and friends, as well as their fellow brothers and sisters with whom they served so honorably,” said Freakley. “Every leader, every Soldier, at every level of our Army, must help our institution reduce the stigma associated with seeking mental health care and raise the level of awareness of suicide risk factors. Neither our nation nor our Army can accept another needless loss of life.”

The investigation concluded that there was no single cause for these deaths. Relevant factors included the command climate, stress, personal matters, and medical problems. None were diagnosed with Post Traumatic Stress Disorder, or PTSD.

“Every leader, every Soldier, at every level of our Army, must help our institution reduce the stigma associated with seeking mental health care and raise the level of awareness of suicide risk factors. Neither our nation nor our Army can accept another needless loss of life.”

**Lt. Gen. Benjamin C. Freakley
USAAC CG**

As a result of the findings, Secretary of the Army Pete Geren directed a U.S. Army Recruiting Command-wide “stand down” day focused on leadership training, suicide prevention and resiliency training and recruiter wellness. Additionally, the commanding general of Army Accessions Command has requested that the Army’s Inspector General lead an external assessment of the command climate across the U.S. Army Recruiting Command, to which the Houston Recruiting Battalion belongs.

The Army is also reviewing recruiter screening and selection processes, the provisions of care for Soldiers who need mental health care, Army-wide suicide prevention training, and access to care and peer support networks for geographically dispersed Soldiers. It will review the current policy that allows Soldiers to waive their mandatory 90 days of stabilization after returning from deployment to ensure any personal or professional concerns are addressed prior to the recently redeployed Soldier moving into new and different work environments.

The Army will continue to focus its efforts on helping Soldiers get the assistance they need wherever they serve, officials said.

Many Resources Available to Recruiters & Families; Additional Initiatives Coming

USAREC’s goal is to match or exceed comparable Soldier and family services available on military installations.

Battalion Soldier and Family Assistance Program managers are the advocates for Soldiers and family members in getting Army community service type assistance. The SFAs assist in the full spectrum of well-being services, including medical, child care, family advocacy and emergency relief situations. Recruiters and family members can contact their battalion SFA by calling (800) 790-0963.

MilitaryOne Source, www.militaryone.com, is available to USAREC Soldiers and family members 24 hours a day, seven days a week, to assist with day-to-day life and work.

This service provides online information, educational materials, telephone

consultation and limited face-to-face counseling sessions with professional counselors in their area.

Well-being programs include child care subsidies, use of virtual family readiness groups and virtual classroom servers to provide command information, and government leased housing. The military family life consultants and personal financial counselors are recent additions to augment assets available to help Soldiers and families. Information is at www.usarec.army.mil/hq/HRD/SFA/

In January, the Army’s Family and Morale Welfare and Recreation Command approved 44 community support coordinators to provide additional support to the command’s geographically dispersed Soldiers and families.

USAREC is also expanding ongoing suicide prevention efforts. The four-tiered approach centers on improving the recruiting process, transforming the command structure, transforming leader training and professional development programs, and improving quality of life.

Unit ministry teams focus on providing religious support and enrichment programs such as marriage and Soldier retreats, counseling, suicide prevention and stress management training and unit visits, as well as, teaching applied suicide intervention and skills training to new station commanders at the schoolhouse. To augment ministry services, the command has requested and will receive five more chaplains and chaplain assistants, two in FY 10 and three in FY 11.

Army

Celebrates Black History Month

By Catrell Brown, Powell Tate/Weber Shandwick

Each February, the Army joins all Americans in recognizing the contributions of African-Americans to our nation. The Army takes special pride in acknowledging African-Americans who have served this country with honor and distinction and those that continue to defend our nation. Black History Month gives the Army an opportunity to highlight its historic commitment to diversity and recognize African-American Soldiers.

American Army service from the Colonial period to current conflicts in Iraq and Afghanistan. Additionally, the roles of African-American women in the Army and Medal of Honor recipients are examined to show their lasting impact.

The exhibition presents an opportunity to educate youth

about the important role African-Americans play in defending and strengthening the nation. It also gives Army representatives a chance to talk with influencers and prospects about the benefits of military service and becoming Army Strong. Consequently, the Strength in Action Tour is also hosting workshops at local high schools in support of Black History Month in three tour markets, Columbia, Baltimore and Baton Rouge.

As part of the exhibition, the Army also hosts a reception to connect Army leaders with local community and business leaders. Army representatives highlight the great legacy of African-American Soldiers, as well as the benefits of Army service today.

Black History Month also offers opportunities to develop and strengthen relationships between the Army and local influencers. The month features events around the country that local battalions can support to

celebrate African-American achievement and promote the Army's presence.

In honor of this celebration, the Army has also produced a Black History Month curriculum for educators that will be available on goarmy.com. This lesson plan is a tremendous resource that helps increase awareness about the importance of African-American military service. Many middle and high schools plan activities to help students learn more about African-American history and culture; the Army can support these efforts by providing the curriculum to local schools around the country.



A mother views the Army's Black History Month exhibit with her children at the Baltimore Convention Center during the annual Black Engineer of the Year Award Conference. Photo courtesy of Kirk Weems

As such, the Army sponsors a Black History Month Tour to four markets every February. This year, the cities include:

- ◆ Columbia, S.C., Feb. 3-5
- ◆ Jacksonville, Fla., Feb. 10-12
- ◆ Baltimore, Md., Feb. 19-20
- ◆ Baton Rouge, La., Feb. 25-27

In each market, the Army sponsors an exhibition entitled "A Legacy of Service: African-Americans in the U.S. Army," that showcases the accomplishments and contributions of African-American Soldiers. "A Legacy of Service" traces African-

THE WAY I SEE IT

If you have an issue you would like to have addressed through The Way I See It, e-mail TWISI@usarec.army.mil

Scheduling NCO Success

Dear TWISI

USAREC says they value the input of their Soldiers. Here is mine.

As we all know, recruiting is a 36-month tour. In the beginning, it takes months to build a funnel so that a Soldier can finally start really putting in contracts month after month. Rarely can a Soldier, especially one stationed in a hard area of the country like northern California, hit the ground running and be able to put in contracts right away. It takes time and hard work.

So why are we ruining the flow, the funnel, and decimating the stations so a Soldier can attend their NCOES smack dab in the middle of their tour as a field recruiter?

I had heard through the rumor mills that USAREC was going to start scheduling NCOES for TDY enroute at the end of their recruiting tour instead of interrupting the flow and scheduling non 79R Soldiers for BNCOC and ANCO in the middle of their tours.

For example, Sgt. No Name is on a 36-month recruiting tour and is scheduled a 12-week BNCOC in his second year in recruiting. Not only is the station mission going to take a hit, but his funnel will surely take such a hit.

During this time, the Marines, Navy, and USAF are hitting his schools, calling his seniors and college students, and stealing his market share. Not to mention it is one less Soldier refilling the ranks while we are at war.

Then to add insult to injury, when Sgt. No Name returns after already being gone one-fourth of the year, it takes at least 90 or more days to get back on stride and have a full enough funnel to

achieve the required two contracts monthly.

Also, when you combine this time with other Soldiers' normal leaves for the quarter, it decimates the station.

My proposed solution is to schedule these Soldiers their schools TDY enroute to their next duty station.

Even if it takes off the 12 weeks or however long at the end of their 36 months, most Soldiers and station commanders would rather it be at the end of their tours so we can focus on mission success.

If they are TDY enroute, we can get their replacement in ahead of time and the transition can be better planned. After all, half of this business is proper planning. But if our hands are tied, it throws a wrench into our battle rhythm.

The return on investment would be Soldiers still getting their schools on time, stations better manned to make the Army's mission, the field equipped with proper manning levels while fighting the war and better morale that naturally comes with a station making mission.

The biggest plus would be a Soldier having an uninterrupted 36 months in recruiting.

Sgt. 1st Class Nathan J. Kerr

Chief of Staff Responds

Dear Sgt. Kerr,

Thank you for your contribution to "The Way I See It" Program.

First, I want to ensure you that USAREC takes your concerns seriously and has implemented initiatives to improve the scheduling of detailed recruiters for NCOES courses while assigned to the command.

The example you provided is a good one, and in a perfect world that is exactly what we would do. Unfortunately, due to the Army's current high OPTEMO, a large number of detailed recruiters are assigned to USAREC without completing the appropriate NCOES course.

While it does indeed make sense to schedule NCOs for NCOES at the end of their USAREC tours, making this a command policy would prevent some NCOs from being promoted with their peers — in those cases where the school is required for promotion — and could cause NCOs to miss another opportunity to attend school due to course start dates and course load restrictions.

Since every case is unique, schools must be scheduled on an individual basis. We work closely with units to schedule NCOES courses to ensure we accomplish the critical task of providing our NCOs professional development opportunities while minimizing the potentially negative impact on the recruiting mission. Additionally, USAREC is working with Human Resources Command on an action that allows the command greater flexibility in scheduling our detailed recruiters for school. The Army's senior leadership has stressed the need to get Soldiers to school and clear the backlog of NCOs needing to attend NCOES.

Again, thanks for your contribution to the TWISI Program. For further information, contact Tom Richason at 800-223-3735 ext. 6-0124; or (502) 626-0124; or e-mail at thomas.richason@usarec.army.mil.

*Sincerely,
Hubert E. Bagley, Colonel*



It's Smart to Work With the SRAP Soldier

By Sgt. 1st Class Louis Gonzales, Recruiting Assistance Programs NCOIC

The Army Partnership, which kicked off in September, established a partnership between USAREC and selected three-star corps, two-star divisions, and training installation commanders. This partnership establishes a mutual support relationship between USAREC brigades and battalions and the operational Army.

The Special Recruiter Assistance Program is the focal point of these unit partnerships. Since the beginning of the fiscal year, USAREC has had the opportunity to work with several of the Army's Soldiers, who, like some of you, are veterans of Operation Iraqi Freedom and Operation Enduring Freedom.

These long-lasting partnerships with Forces Command, XVIII Airborne, III Corps, the Sergeants Major Academy, and other major commands have provided hometown heroes who are sharing their Army stories in high schools, community colleges and universities, based on hometown roots. These Soldiers have enabled you, the recruiting force, to further connect with your communities and assist USAREC with achieving mission success.

In January, USAREC began its partnership with the 3d Infantry Division, Combat Aviation Brigade. Approximately 30 Soldiers will support USAREC each month through June to help accomplish the mission. These Soldiers are well versed in deployments, having just completed a 15-month rotation in Iraq and some Soldiers are preparing for yet another deployment to Afghanistan.

It is recommend that you take some time during your reception and integration counseling to listen to their experiences, determine who their peer and VIP influencers are, and develop a mission plan that will increase Army awareness in your community.

As we continue to partner with additional units across the Army, it is important that we develop strategies to ensure these assets are used effectively for a high return on investment. Soldiers performing SRAP duty within your area of operation could be used for media events, news releases, radio, television, newspaper, college and university visits and presentations; at national events such as NHRA, Accessions Support Brigade asset events, and fairs; visits with centers of influence and VIPs such as educators, and local government leaders, such as Chamber of Commerce; visits and meetings with organized clubs such as the Rotary and Lions; and also during scheduled Future Soldier functions.

Incorporating SRAP Soldiers in your day-to-day schedules and in your planned events can assist you in more ways than just lead generation, provided that you have the Right Soldier, in the Right Place, and at the Right Time. Also, recommend that the senior NCOs who are performing USASMA-SRAP be used in places commensurate with their rank, such as visits with local mayors, school principals or district superintendents. Let's use these master sergeants and sergeants major to advocate the value of March2Success.com. During a recent visit to the Sergeants Major Academy, Command Sgt. Maj. Stephan Frennier, USAREC, likened March2Success.com as a Civil Affairs tool. For example, not only are we asking for students and graduates to become Soldiers, but we are also preparing them for college by enhancing their math and English skills for the ACT or SAT.

Two USAREC messages contain useful information about these programs — USAREC Messages 07-192, Special Recruiter Assistance Program, dated Sept. 21, 2007 and 09-010, United States Army Sergeants Major Academy-Special Recruiter Assistance Program Pilot Partnership, dated Oct. 23.

Remember that all participants in these programs will be counseled using USAREC Form 1279, HRAP, SRAP, and ADOS-RC Soldiers Inprocessing Checklist. Company commanders must keep a copy on file

for two years after the Soldier departs.

Arrival and departure data must be placed into the HRAP database, along with the referral and contract data into the electronic 979. Frennier has directed battalion command sergeants major to counsel USASMA-SRAP Soldiers.

SRAP Soldiers are authorized to participate in the Army's 2K Referral Bonus Program. Recruiters will ensure that referrals given by SRAP participants are given the lead source of SRAP and that the referrals are placed into the SMART Web site.

On the final day of the Soldier's SRAP tour, all Soldiers will complete the after action report, which is located at <http://2k.army.mil/srap.htm>.

For additional information regarding SRAP, other recruiting assistance programs and how they align with the Army Partnership, contact the USAREC G3, Plans and Programs Division. Telephone (502) 626-1582 or e-mail Sgt. 1st Class Louis Gonzales, louis.gonzales@usarec.army.mil.

What An SRAP Can Do
For media events —
Can be subject of news release
Can conduct radio, television
and newspaper interviews
Can make college and
university visits and
presentations



Former President George H. W. Bush smiles at a crowd outside the home of Staff Sgt. Rene Fernandez. Bush presented Fernandez a key to the sergeant's new home. *Photo by John L. Thompson III*



Staff Sgt. Rene Fernandez, back row center, poses with family and friends on the lawn of his new home in North Houston.

Wounded Hero gets New Home

By John L. Thompson III, Houston Battalion

Some Soldiers receive a medal for their service and sacrifice. But at least one Soldier got something completely different: a new home.

Staff Sgt. Rene Fernandez, who suffered a traumatic brain injury as a result of combat, was selected to purchase a home at a reduced cost through the Helping a Hero.org Home Program.

Helping a Hero.org is an organization that builds homes specifically adapted to meet the physical needs of severely wounded heroes injured in the war on terror.

Soldiers have to pay \$50,000 for a home usually valued around \$250,000. The rest of the cost is covered by the developer, builder and Helping a Hero.org.

Former President George H. W. Bush was on hand to present Fernandez the keys to the sergeant's new house in a North Houston neighborhood during the key presentation ceremony Dec. 11.

"I knew that President Bush was going to be here today," said Fernandez. "It is very honorable he came to our home and he presented me the keys today."

Fernandez was also given a truckload of new furniture from Gallery Furniture in Houston.

"It was a big surprise for me today," said Fernandez. "All my awards on the wall and the brand new furniture coming in."

Fernandez will take part in a visit to Brook Army Medical Center, sponsored by Helping a Hero.org, to speak to other Soldiers wounded in the global war on terrorism. He hopes he can offer words of encouragement to those who lost limbs or suffered traumatic brain injuries like he did. Fernandez said he wants to buoy their spirits and encourage them not to give up.

On hand to welcome Fernandez was neighbor Sgt. Jason Putnam, a member of the 536th Forward Support Battalion and a 15-year veteran. The Reserve Soldier has deployed once to Iraq in support of the 101st Airborne Division and is currently preparing to return to Iraq in the near future.

"It is an honor to have another hero settle (here)," Putnam said. "I would like to welcome him to the neighborhood. I just want to shake his hand and tell him I appreciate what he's done for his country."

Approximately 150 well wishers were on hand outside the home to cheer for the new homeowner and for the former commander in chief.



Sgt. 1st Class Jamie Buckley, Soldier and country music singer of USAREC's Entertainment Team, performs a number on stage. Photos by Staff Sgt. Matthew Clifton

Entertainment Team NCO Does USO Tour in Iraq

By Walt Kloeppe, Recruiter Journal Associate Editor

When Sgt. 1st Class Jamie Buckley was issued body armor and an M-9 9mm sidearm before boarding his flight, he knew this wasn't going to be the typical concert tour he was used to back in the states. In fact, it brought back memories of his deployment during Desert Storm as he and the rest of the group loaded aboard a military C-17 bound for Iraq. Buckley was traveling with members of the Sergeant Major of the Army Hope and Freedom Tour 2008 sponsored by the USO and hosted by Sgt. Maj. of the Army Kenneth Preston. He and fellow country music artists left Dec. 16 for a nine day, multistop tour to entertain the troops in Kuwait, Iraq and Afghanistan, by giving them a little piece of "back home."

"It means a lot to them, you can tell, you can see it on their faces," said Buckley.

Buckley, a country music singer and recruiter assigned to the USAREC Entertainment Team, said he was honored to be there with the troops during the holiday season. USAREC Command Sgt. Maj. Stephan Frennier approached Buckley in early August and asked him if he would be interested in joining the overseas tour. Buckley jumped at the chance.

Buckley shared the stage with former Soldiers-turned-entertainers, Craig Morgan and Keni Thomas. Also there were country music star Mark Wills, comedian Louis C.K., supermodel Leeann Tweeden and three Miami Dolphins cheerleaders. The U.S. Army Band, "Pershing's Own," provided musical and sound support. Buckley performed some of his

original songs from his two albums as well as the ever popular Toby Keith hit, "American Soldier."

While Buckley passed out music CDs to the Soldiers, he was mindful of his recruiting duties as well by plugging the 2K Referral Program to those Soldiers near the end of their tour of duty.

"I told them they were going to lose their danger pay and what better way to make up that money by helping our recruiting efforts and refer someone to join the Army and get your \$2,000."

Buckley said he relished the opportunity to go face to face with his brothers and sisters in arms and shake their hands, give them a taste of home, and say "thanks." When thanked by Soldiers for coming, Buckley said it was a small way for the entertainers to give thanks to the Soldiers who give so much.

"It's very humbling, even as a Soldier. Here in USAREC, we're pretty much fenced in. You don't see too many recruiters going into Iraq and Afghanistan. We don't get to experience that part of the Army any longer. It was neat to be a part of it again — just to scratch the surface of that side of being a Soldier once more," said Buckley.

Buckley was a part of it again, staying in Afghanistan until Christmas Eve.

"It was difficult being away from my family, but the whole time the thought process was 'I'm going home on Christmas.' A lot of these men and women won't be home on Christmas Eve and unfortunately in the business we're in, some of them will never be home again."

USAREC Entertainment Team Upcoming Performances

Chicago Auto Show, Chicago, Ill. — Feb. 12-14
AMEDD Nurses COI Tour, San Antonio — Feb. 23-27
Salt Lake Battalion High School Blitz — Mar. 9-13
California High School Blitz, Fresno, Calif. — Mar. 16-20
Illinois High School Blitz, Peoria, Ill. — Mar. 30-Apr. 3
National Student Nurses Association Convention, Nashville, Tenn. — Apr. 15-16
“Rivers and Spires Festival,” Clarksville, Tenn. — Apr. 17-19
Columbia Battalion Support, Augusta, Ga. — Apr. 27-May 1
“A Day in the Country” country music festival, Augusta, Ga. — May 03
“Wild Wild Westfest,” Pueblo, Colo. — May 11-17
“Territory Days,” Colorado Springs, Colo. — May 22-25
“Country USA 2009” country music festival, Oshkosh, Wis. — June 24-28



Requesting the Entertainment Team

Sgt. 1st Class Jamie Buckley is a country music singer and Army recruiter assigned to the G7/9 marketing and outreach office. He is available to perform at local and national events throughout the U.S.

Recruiting brigades, battalions and local communities should contact Rhonda Richards at (502) 626-0430 or Sgt. 1st Class Jamie Buckley at (502) 626-2022 to request event support. They can also be reached by e-mail at: Rhonda.Richards@usarec.army.mil and James.Buckley@usarec.army.mil

If USAREC brigades or battalions are interested in Sgt. 1st Class Buckley performing the national anthem or “God Bless America” at a professional sporting event in their area, go to <http://www.usarec.army.mil/hq/apa/eteam.htm> and click on the appropriate song to hear him sing. We ask that you use these recordings as his “audition” with the team staff. The team can either visit the external Web site themselves to listen or you can record the song onto CD and take it to them.



Sgt. 1st Class Joseph McGuigan, a recruiter stationed at Oshkosh, introduces Capt. Conrad Jakobow of the 96th Civil Affairs Battalion, on the television screen. Jakobow talked to students at the University of Wisconsin Oshkosh on Dec. 4, about his experience in Afghanistan. *Photo by Jorge Gomez*

Students, Professor Discover Army Civil Affairs

By Jorge Gomez, Milwaukee Battalion

Dr. Alfred T. Kisubi, professor of human services at the University of Wisconsin Oshkosh, knew that the military was always involved in world affairs especially when it came to the reconstruction of societies or humanitarian efforts. But he didn't know that the U.S. Army's efforts to bring stability to a region such as Afghanistan were as far reaching as teaching Afghans how to maintain a sanitary system or how to implement a system of checks and balances into local government.

"I knew there was something to learn about the U.S. Army's efforts in humanitarian operations that CNN wasn't showing," Kisubi said. After talking to recruiters at an information table on campus about this topic, he invited them to speak on the Army's humanitarian efforts for a class called "Globalization and Human Services."

Given the mission of finding a speaker for this class, Sgt. 1st Class Joseph McGuigan pulled together a video teleconference with Capt. Conrad Jakobow of the 98th Civil Affairs Battalion at Fort Bragg, N.C., for Dec. 4.

Jakubow explained how as a member of the special operations community, his team embeds with the local populace to figure out the root cause of instability. He focused his presentation primarily on his experience in Afghanistan where his team functioned as the liaison for the State Department to determine the best way to solve the region's instability problems.

"What we do is fill the gap where many people or agencies such as the state department can't go," Jakobow said. "Terrorists like al Qaida look for those spots of instability to manipulate them. It's my job to look for those spots, diagnose the problems and find a solution."

Jakubow clarified there's no solution that is purely military. Winning the war against terrorism involves more than just eliminating the terrorists.

"We still have to win the support of the people," Jakobow said. That involved having meetings with Afghan elders and grasping the tribal dynamics of who's who. It takes time to learn who to trust and who not to trust."

Distributing bags of rice and blankets and building schools are only part of what his team did. The more substantial effort was in creating a problem-solving government, one in which Afghans could collaborate to help themselves.

Students asked what values the civil affairs teams were teaching to the local population, what strategies worked best, how they dealt with corruption, and what opportunities were available to those who wish to follow in the same path.

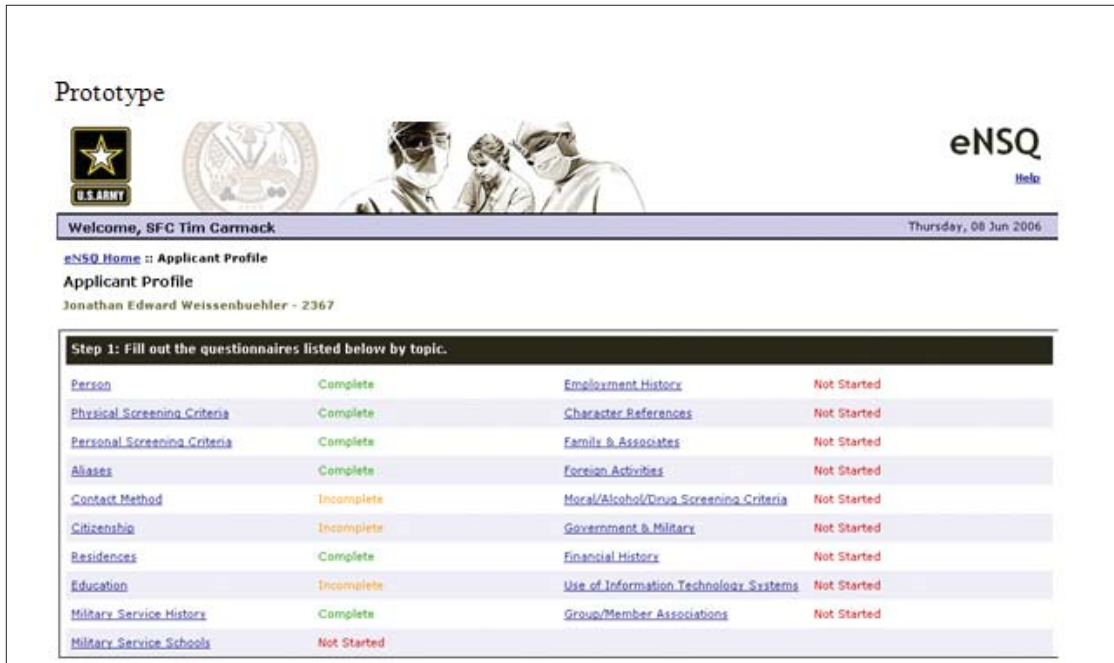
Rachel Nimmer, a junior at UW Oshkosh, was impressed with the ability to have an interactive presentation with someone in another part of the country and that Jakobow's discussion introduced a fresh topic, since most of her professor's expertise is based on Africa

"I had no idea the Army did this sort of work," Nimmer said. "I remember when Dr. Kisubi said someone from the Army would come; I think we were all kind of skeptical about a recruiter coming in to talk to us. I didn't expect this at all, it was interesting to hear about the humanitarian efforts that our government really does."

She said she was pleased to hear that there are civil affairs Reserve units that focus on projects outside the realm of special operations because that's an option she would consider.

Having been born in Uganda, Kisubi said he grew up with the belief that the military was brutal and controlled people instead of defended them. Learning about the Army's civil affairs operations from Jakobow's experience in Afghanistan changed his outlook.

"Today, you, Jakobow, have taken away my fears of the Army," said Kisubi to Jakobow during the interaction. "If I wasn't 59 years old, I would be joining the U.S. Army."



eNSQ Part I

Today, recruiters have to complete an enlistment record for an applicant using Recruiter Zone Lite application. RZ Lite enables the recruiter to input data on each applicant and much of the information collected is passed to the U.S. Office of Personnel Management to initiate the applicant's security clearance. The data used is the same data needed for the paper National Security Questionnaire, Standard Form 86.

Due to the events that occurred on Sept. 11, 2001, OPM revised the SF 86 in July 2008, marking the first major update in 13 years. This has dictated a change for all government organizations' screening processes; subsequently the process used to screen applicants for military enlistment/commissioning has also been revised.

The Recruiter Work Station entered the recruiting environment early in the year 2000; the previously used paper based SF 86 had been a mainstay for recruiting business processes for almost 30 years. Processing enlistment records in an automated format streamlined the whole process from a total paper process to a less paper process using recruiter issued computers known as the RWS. The revised version of the SF 86 is another step in the evolution of modernizing the recruiting process. The revised SF 86 has added a few new questions

pertaining to foreign contacts and activities, and the use of information technology systems.

In mid-April 2009, a new revised SF 86 process; referred to as the Electronic National Security Questionnaire — eNSQ — will be released for recruiter use. It will be a completely Web-based application and will improve the SF 86 data collection process and significantly reduce the steps needed to enter data into the applicant record. One of the most noticeable changes with eNSQ will be the reduced numbers screens used to complete the application in comparison to the current RZ Lite application. eNSQ will enable the recruiter to complete approximately 70 percent of the enlistment record while online. It is estimated that the use of eNSQ will reduce the time it takes to complete an enlistment application.

As time goes by, requirements change and we must change with them. As an organization we must strive to be more efficient and effective. Technology gives us the right tools to accomplish this. Once eNSQ becomes mainstream and used over time people will say to themselves, "I cannot believe I used to do it the old way, it took way too long." Next month, look for more information in eNSQ Part II.

Send questions to Sgt. 1st Class Michael G. Mitchell@Michael.mitchell4@usarec.army.mil or 502-626-1137.

VAE:

Maxing Out VAE

Entertains

Educates

Engages

By George A. Munro, Virtual Army Experience

For the past two years, the Virtual Army Experience has traveled coast to coast, entertaining and educating more than 140,000 participants about the Army and giving recruiters the opportunity to engage with potential Soldiers. The 19,500-square-foot VAE display turns heads and draws long lines at every event — from air shows and state fairs to amusement parks.

There are a number of ways battalions can maximize their return on investment from the VAE.

Participate in the 90-60-30 and 10-day planning calls. They provide recruiters an opportunity to interact with VAE staff, learn more about the traveling exhibit and ask questions about how best to benefit from the VAE's presence.

Battalions can customize the VAE's measurement system and experience in local regions. The VAE can pair participants with recruiters whose Military Occupational Specialties are similar to that participant's interests. VAE representatives can also help battalions determine the manpower needed on-site and whether or not assets such as the football toss, the rock wall, Army branded H2, etc., would supplement recruiting.

A new tool for planning for all VAE and other America's Army assets is the Event Management Command Post, <http://cp.admin.armydev.com/aemcp2/>. This online resource contains detailed information on every event featuring America's Army assets, including the VAE. Recruiters, A&PA officers, company commanders and battalion commanders working a VAE event can use this tool to access all the information needed to make

VAE participants waiting in line at the Rochester Air Show in New York this past July pass the time by watching a trust drill conducted by a local drill sergeant. Photo by George Munro, Ignited



the event a success, including videos, photos, fact sheets, and event specific information. The Event Management Command Post includes contact information for company and battalion commanders from across the country sharing VAE best practices and success stories.

The VAE is a proven media hit. During the past two years, it's been featured in more than 1000 news stories. This coverage raises public awareness of the VAE, and leads to more people coming through the display over the weekend.

Even though the VAE has its own public relations team, local A&PA officers are critical in generating media interest. By leveraging their local contacts, A&PA officers can arrange for media tours and live broadcasts from the VAE. At each event, the VAE PR team is on-site to provide PR support and assistance to A&PA offices. Working as a team, it's easy to leverage local media contacts to garner positive coverage for both the local battalion and the VAE. Additionally, the VAE staff is fully trained to provide media training to personnel working the event.



The America's Army Real Heroes program provides battalions a way to increase awareness of the VAE before the asset arrives. Real Heroes often participate in high school visits days before the VAE arrives. Real Heroes tell their stories and demonstrate technologies such as the MARCbot that is used by the Army and provides lifesaving training to students. The Heroes also promote the VAE to the local community. Real Hero school visits are not limited to areas where the VAE appears and are a terrific way to present students information on career opportunities in the Army. To coordinate a Real Hero visit, contact Lt. Col. Randy Zeegers at randall.m.zeegers@us.army.mil.

Battalions are encouraged to work with VAE staff and reserve a time to hold Future Soldiers and COI functions at the VAE, allowing Future Soldiers, COIs, their families and friends to tour the display without waiting in line. And it gives Future Soldiers an opportunity to interact with VAE subject matter experts in a relaxed environment.

The average wait time to take a tour is about an hour. This is an ideal time for recruiters to engage the public. There are countless ways to work a line, but the two most affective ways are through individual conversations and group activities. When engaging in conversation, make sure recruiters reach out to everyone. It will look disingenuous if recruiters focus only on the target demographic. It's important to talk to everyone about the Army and their perception of the Army. Most people have limited insight into the military, making this an excellent opportunity to raise awareness about the Army and help change public perceptions. Recruiters can share their personal stories about why they chose to enlist and key experiences. The group activity approach could include a push-up contest, which is easy to conduct and doesn't involve any extra equipment. This approach works best if battalions provide Personal Presentation Items for all participants and more significant PPIs for winners.

The VAE is equipped with technology that allows recruiters to view information participants provide about themselves during the registration process. The information, available on handheld devices, includes participant's interests, career goals and their level of interest in Army career opportunities. Having this information in advance, recruiters will be prepared to answer questions and provide information that could spark an interest in the Army. Recruiters are encouraged to engage with prospects that have interests similar to their own.

The ranking system used on VAE ID cards also provides recruiters with prospects' interests and will help recruiters focus on individuals interested in the Army.

At every event, recruiters are invited to team up with VAE SMEs who are valuable assets for recruiters since they travel with the display throughout the year.

At the close of each VAE event, the battalion is given an electronic list of potential leads, providing an easy way to follow up with potential recruits. In the end, a recruiter's personal interaction will be what influences a person's decision to join the Army, but the VAE is there to help make a connection during that process.

While the VAE is always one of the most popular attractions at any event, it is the effort put forth by the battalions that determines the ultimate success of the asset. By being fully engaged before, during and after the event, a battalion can meet hundreds of potential Soldiers, meet their recruiting mission and play a key role in the continued success of the VAE and the Army.

AAB All-American Army

20

Story and photos by



Sgt. Nate Hunt signs the shirt of James Potoski, a journalist for Kansas City Sports and Fitness Magazine, during the tour of the Center for the Intrepid in conjunction with the All-American Bowl in San Antonio. Potoski had several autographs on his shirt by the end of the tour, including Maj. Gen. Thomas Bostick and Sgt. Maj. of the Army Kenneth Preston. Hunt, who has two purple hearts for actions in Iraq, is recovering at Brooke Army Medical Center.

The U.S. Army All-American Bowl is more than a football game to highlight the top high school athletes and band members in the nation. The week of events also includes tours and activities to introduce participants and spectators to today's Soldiers and what it means to be Army Strong.

In addition, more than 80 secondary and postsecondary educators, high school coaches, band instructors, and business and community leaders from across the country visited the Army Strong Zone, toured Fort Sam Houston medical facilities and viewed a demonstration by the U.S. Army Marksmanship Unit in conjunction with the All-American Bowl Jan. 2-4 in San Antonio.

The football coaches participated in the U.S. Army National Combine and Coaches Academy, as well as the All-American Bowl awards dinner, featuring former NFL running back Marshall Faulk.

At Brooke Army Medical Center, the group learned about the center's state-of-the-art burn unit, the only

burn center in the Department of Defense, and toured the Center for the Intrepid, the National Armed Forces Physical Rehabilitation Center. They were able to speak with military members wounded in combat about their service and rehabilitation.

"I had no idea what I was in for and that really touched my heart. It made me realize that these young men and women are

an Bowl

09

Julia Bobick, USAREC



Staff Sgt. Richard Hadden instructs Paula Barton, senior counselor at Thomas Edison Preparatory High School in Tulsa, Okla., in skeet shooting during the U.S. Army Marksmanship Unit clinic in conjunction with the All-American Bowl in San Antonio.

dedicating their lives and giving of their lives for me — for all of us. This type of dedication is far beyond our imagination. They love what they do,” said Penny Slagle, a Williston, N.D., high school physical education teacher.

“I have always had the utmost respect for those who serve in our military — but you have won my heart over,” said Slagle, who admitted that before she attended the bowl, she did not encourage the military as a path for her sons.

“I look at our servicemen and women with a whole new respect and appreciation. ... I see what it does for them, how it builds them up, creates such a pride and confidence in them, and gives them so many opportunities for an education. And to learn how to serve. I like that.”

The group also heard from several Soldiers who discussed their skills training, experiences and education opportunities — both as enlisted Soldiers and officer — in the Army and Army Reserve. In addition, several of the participants had the opportunity to tandem jump with the Golden Knights U.S. Army Parachute Team at a nearby airfield, and to receive instruction on shooting skeet and trap with the U.S. Army Marksmanship Unit at the San Antonio Gun Club.

“Jumping (with the Golden Knights) was equal with the other greatest rush of my life — shaking hands with Pope John Paul II at the Vatican. I breathed and touched a cloud today; it doesn’t get better than that,” said Father Brian Stanley of St. Charles Borromeo Catholic Church in Coldwater, Mich.

Although men and women serving in uniform receive support across the nation, not everyone understands what it means to be Army Strong. “It is a strength like no other. Soldiers in the U.S. Army gain experiences that cannot be found anywhere else in the world,” said Don Bartholomew, director of Recruiting Command Marketing, Education and Outreach.

He said the event was designed not only to educate the participants about today’s Army and today’s Soldiers, but also to request their support for Army recruiting efforts and the recruiters in their communities. “This group of attendees departed San Antonio committed to making a difference back in their parts of the country,” said Bartholomew.

“You’re here so that you can go out and you can help us tell (the Army) story,” said Maj. Gen. Thomas P. Bostick, commanding general, Recruiting Command. “You can open up the doors in your communities and you can make sure that the Army wins at the local level.”

He asked the educators, coaches and community leaders to invite Soldiers to return to their hometowns, high schools and colleges so they can share their experiences and explain firsthand what it means to be a Soldier today.

“Our Army needs the help of people like you to continue to attract to its ranks in sufficient numbers, the intelligent and patriotic young people it needs,” said Maj. Gen. Arthur M. Bartell, commanding general, Cadet Command. “Help us spread the word out there that America’s Army is something to be proud of, and it’s a great opportunity.”



Spc. Arron Solie poses inside the San Antonio Alamodome during the 2009 All-American Bowl. Solie played kicker for the East team in the 2005 AAB. After graduating high school in 2006, Solie enlisted. Photo by Julia Bobick

Football *to* Army

By Fonda Bock, Associate Editor, Recruiter Journal

He could have played college football or run college track right out of high school. After all, he was offered 10 scholarships. But Arron Solie, a 2005 All-American Bowl pick wanted to be a Soldier. So in Jan. 2007, after graduating in 2006, he signed his name on the dotted line and committed three years of his life to the Army.

In doing so, Solie carried on a family tradition. “We have a value in our family that every son has an obligation to join the military and serve three years before we can do anything else.”

In the 2005 AAB game, the high school senior wide receiver from Stanley-Boyd High School in Eau Claire, Wis., played kicker for the East team.

This year, Spc. Solie returned to participate in AAB 2009. But instead of kicking the ball, this time he and three other Soldiers delivered the game ball after rappelling down 173 feet onto the center of Alamodome field in San Antonio. He also participated in the ADA display booth in the Army Strong Zone educating spectators about air defense artillery.

Stationed now at Fort Bliss, Texas, Solie is the primary driver for the 6th Air Defense Artillery school brigade commander, Col. Donald Fryc and his staff, a position for which he was selected while enrolled in Advanced Individual Training, although his official MOS is a 14T, Patriot Missile Maintainer/Operator. “But I’ve never done it because I got picked to be the driver for the CSM. That’s what I’ve done ever since.”

Solie will get his chance to play college ball. He’s been accepted into the ROTC program at University of Wisconsin-Stout and is applying to the University of Texas El Paso. Once his Green to Gold scholarship is finalized, he’ll attend college full time and play football. He’ll then owe the Army at least four more years as an officer, but says he’s going to give his country much more.

“I’m going to make it a career. I love the military. Everything I’ve done so far. You’re an athlete basically, you get paid to go see places. It’s just something I want to do.”

Army Partnership Program

Recognizes

300th Partner

Story and photo by Julia Bobick, USAREC Public Affairs

The Army celebrated a milestone in its partnership with America's business community by recognizing its 300th partner, Kraft Foods Global Inc., during the All-American Bowl pregame festivities in San Antonio.

The Recruiting Command started the Partnership for Youth Success Program, or PaYS, in 2000 as a tool to attract quality recruits and provide them – at the time of enlistment – a pathway to civilian success once they complete their service.

“In less than a decade, this initiative has shown tremendous results,” said Gen. Peter W. Chiarelli, **Vice Chief of Staff of the Army**.

Though initially only an active duty enlistment option, the program has since expanded to the Army Reserve and the Cadet Command Reserve Officers' Training Corps. More than 76,000 Army and Army Reserve recruits have enlisted with the PaYS option, many who've already transitioned to jobs with their selected partner companies.

The newest facet of PaYS, offering ROTC students contracting into the Guaranteed Reserve Forces Duty program the opportunity for preferred placement with a PaYS partner, should have a positive impact on Army Reserve unit retention, according to Bob Qualls, the PaYS program manager.

The challenge of manning the Army is not a challenge for the Army alone; it's a challenge for the nation, according to Maj. Gen. Thomas P. Bostick. Army Chief of Staff Gen. Eric K. Shinseki “realized it then as we realize it today,” said Bostick, and he decided to reach out to America.

“The PaYS program is successful because it helps both the Army and our partner companies recruit good people who are motivated, capable, hardworking and reliable,” Chiarelli said. “People are our most valuable asset and by helping them gain the skills and experience to succeed in the military, in business and in life, we make America strong.”

The Army has signed partnerships with a cross-section of public sector agencies and corporations across the nation, including 46 Fortune 500, seven Fortune 1000, and four Global 500 companies. They offer Soldiers future career opportunities in a wide variety of fields: state government, tourism, law enforcement, healthcare, retail management, transportation, insurance, airlines, and construction. Partners have made available more than 1 million jobs to Soldiers enlisting today.

This partnership “is the very least we can do for America's greatest heroes,” said Patrick Milligan, regional vice president Kraft Foods Global Inc., the Army's 300th PaYS partner. He said that Kraft appreciates the opportunity to “capitalize on the training, skill sets, leadership, decision-making

ability and the initiative of our fine Soldiers.”

For employers, Chiarelli said the PaYS program provides a great resource for attracting quality employees with valuable Army skills training and experience.

“From the Army perspective, the PaYS program has been an effective recruiting tool. For young people, the idea that they can get a good job with a leading employer by gaining valuable experience and skills in the Army is an appealing one, particularly during these difficult economic times,” he said.



Patrick Milligan, Regional VP for Kraft Foods Global Inc., talks with Vice Chief of Staff of the Army Gen. Peter Chiarelli, following the Partner Recognition Ceremony at the All-American Bowl.

Army Family Covenant

We recognize...

- ... The commitment and increasing sacrifices that our Families are making every day.
- ... The strength of our Soldiers comes from the strength of their Families.

We are committed to...

- ... Providing Soldiers and Families a Quality of Life that is commensurate with their service.
- ... Providing our Families a strong, supportive environment where they can thrive.
- ... Building a partnership with Army Families that enhances their strength and resilience.

We are committed to Improving Family Readiness by:

- Standardizing and funding existing Family programs and services
- Increasing accessibility and quality of health care
- Improving Soldier and Family housing
- Ensuring excellence in schools, youth services and child care
- Expanding education and employment opportunities for Family members

The Gift of Love

By Jack Nix, Family Advocacy Program Manager

Recruiter, you can give your spouse and children the greatest gift of love and it will not cost you a penny! The most valuable gift of love you can give them is the gift of time. During travels around the command, we hear over and over that recruiters are never home and never have time with their spouses and children.

Yes, the recruiter's job involves long hours that are often, if not usually, unpredictable. The task of recruiting young men and women requires recruiters to be flexible and ready to respond to their requests and expectations. Parents of Future Soldiers also place demands on recruiters.

Yes, there is very little 'free' time for recruiters. But you can take time for your spouse and children! It takes planning and coordination to make it happen. You have an online calendar that is inspected by your supervisor to ensure that you are doing the basics of recruiting in order to accomplish your mission. Block out time in your online calendar to have a date with your spouse and each of your children.

There will always be times when a last minute obligation forces you to cancel a date with your spouse or children, but the fact that they know you planned to have a date on a specific day at a specific time will be greatly appreciated by your spouse and children.

A last minute or 'spur of the moment' date is always appreciated even if it's only for a few precious moments. Grab a burger

and drink with your spouse on your way to an unexpected appointment. Stop by your child's school during lunch — they usually only get about 20 minutes for their lunch — and watch the pride in the eyes of your child when you walk into the lunchroom wearing your uniform.

Yes, you can give your spouse and children the greatest gift ever by simply taking a few moments to spend with them. The Secretary of the Army, the Chief of Staff of the Army and our USAREC commanding general expect you to take care of your family. Spending time with spouse and children is the best way to reassure them that you will always take care of them.

Senior leaders throughout the Army expressed their support for families by signing the Army Family Covenant.

Your spouses and children understand the long hours that are required to perform your duties as a recruiter. What they do not understand is why you do not take at least a few moments to spend time with those who are most valuable to you and will be there after the Army is no longer part of your life.

Give the greatest gift of love to your spouse and children this Valentine's Day and every day!

Note to leaders – When you check the online calendars of your recruiters, ensure they have blocked out time for their spouse and children, then follow-up with your recruiters to see if they spent the time with their spouse and children. Touch base with the spouses of recruiters in your unit to see if your recruiters are taking time to spend with their family.

Winter Storms

From the TRADOC Safety Office

You only have to turn on the TV or for some, look out the door, to see Mother Nature has thrown a hard winter at us this season. The extreme cold and heavy snowfall that accompany winter storms can be debilitating and dangerous. Winter storms can affect everyone, even those who usually experience mild winters. Heavy snowfall can be blinding for drivers and dangerous for those it traps indoors. Winter storms may also include high winds, sleet, freezing rain, frozen roads, power outages and dangerously cold temperatures.

How to Prepare for a Winter Storm

- Make sure your home is properly insulated.
- Caulk and weather strip doors and windows to keep out cold air.
- Insulate pipes to prevent freezing.
- Consider what to use for emergency heat in case the electricity goes out:
 - Fireplace with ample supply of wood
 - Small, well-vented camp stove with fuel
 - Portable space or kerosene heater (check with your fire department first)
- Understand the heating system in your home. Be aware that the most destructive home fires happen during winter weather due to improper use of heating devices.
- To prevent water damage from burst pipes, keep your home's temperature above freezing, even if you are away.
- Keep your car's gas tank full to keep the fuel line from freezing and for emergency use.
- Make sure you have an adequate amount of winter clothing and blankets for your family.
- Get an emergency supply kit that includes rock salt, sand, snow shovels and other snow-removal equipment, adequate winter clothing and batteries for radio and flashlights.
- To slow the accumulation of snow and ice on your driveway and outside steps, pretreat these surfaces by spreading a small amount of rock salt.

If You Are Outside:

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

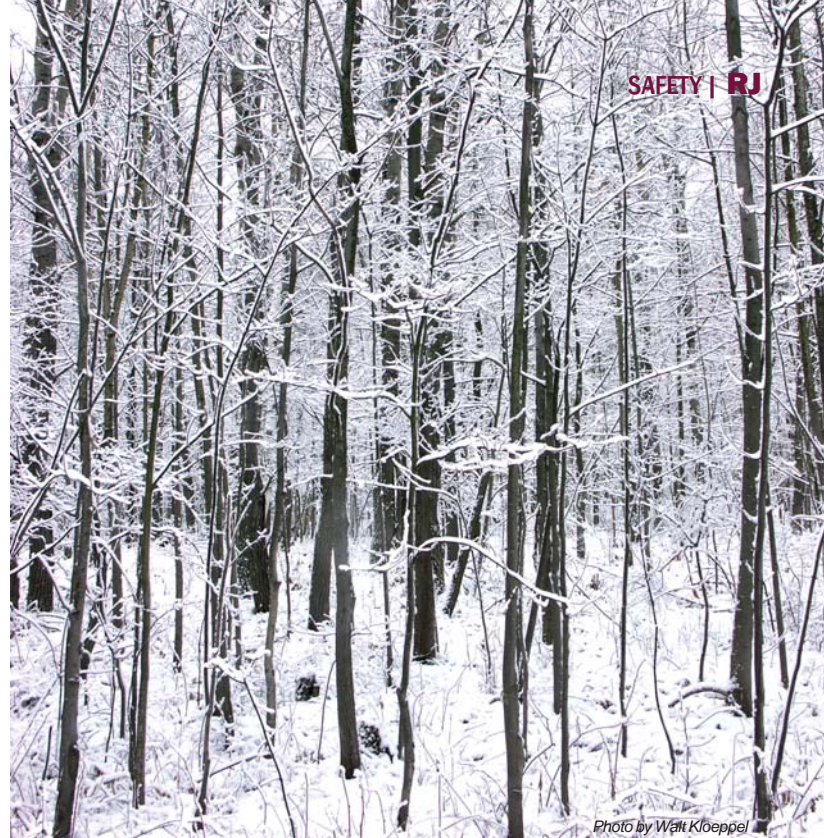


Photo by Walt Kleppel

- When shoveling, do not try to move large amounts of snow each time. Lift with your legs to help prevent serious back injury.
- Cover your mouth to protect your lungs from the extremely cold air.
- Keep dry and change any wet clothing as soon as possible.
- Watch for signs of frostbite: loss of feeling or pale appearance in extremities.
- Travel only if you must, during the day and on main roads.

If You are Trapped in Your Car by a Blizzard

- Pull to the side of the road and put the hazard lights on.
- Remain in the vehicle, where rescuers are most likely to find you.
- Run the engine for 10 minutes every hour to keep warm.
- Exercise to maintain body heat, but do not overexert yourself.
- Drink fluids to avoid dehydration.
- At night, take turns sleeping and turn the inside light on.
- Be careful not to waste battery power.
- If you are stranded in a remote area, stomp large block letters in an open area that spell "HELP" or "SOS."
- Leave the car on foot only if absolutely necessary and the blizzard has passed.
- Watch for signs of hypothermia: uncontrollable shivering, memory loss, disorientation, slurred speech and drowsiness.
- If signs of hypothermia are detected, keep victims warm by removing all wet clothing, warm the center of their bodies first and seek medical attention immediately.

It's up to you. Prepare strong. Get an emergency supply kit with enough supplies for at least three days, make an emergency plan with your family and be informed about what might happen.

Broker Trades Suits for Boots

By Andy Entwistle, Albany Battalion

Albany Battalion Future Soldier Craig Dixon thought he had it made. The 36-year old mortgage broker lived on Long Island and enjoyed fat commission checks. Then, as he put it, “the economy went south.”

Dixon found himself moving from firm to firm through the summer, trying to hang on as the housing market dried up, agencies closed and commissions shriveled. Eventually, planning a visit home to upstate New York, Dixon called the nearest recruiting station and asked for information about enlisting.

Plattsburgh, N.Y., recruiter Staff Sgt. Shawn Gumlaw started looking at options, and despite Dixon’s assertion that “the easiest person to sell is a salesman,” the process took longer than either expected. Although Dixon has a college degree, he is too old for OCS.

“The toughest part was finding a job that he liked and would make use of his skills,” Gumlaw said. “He has a 94 QT, so he could pretty much have what he wanted.”

Dixon wanted nothing to do with finance. After several weeks of searching for the right job, Gumlaw played the video for MOS 37F, Psychological Operations Specialist.

“That was it,” said Dixon. “As soon as I saw the video, I knew. The job will use the skills I developed closing sales but it’s different than anything I’ve ever done.” Dixon enlisted with a bonus and a January ship date.

In the meantime, reporters asking whether the changing economy was affecting recruiting jumped all over the anecdote of the broker-turned-Soldier. Dixon gave interviews to local CBS and NBC news affiliates, a cable news channel, and a business journal. Each time, ever the salesman, he expertly discussed the themes of secure employment, good benefits and opportunities for higher education.

Asked by one reporter about the gap between his brokerage commissions and his new E-4 pay grade, Dixon said,

“The commissions came and went. I don’t mind making less when I know it’s steady income and I can count on it.”

Gumlaw, who also appeared in several interviews, said that the pair had many “interesting conversations” as they worked, and came away with a new perspective on his own job.

“I know he made pretty good money, but he also made 800 phone calls a day, and his check depended on that,” said Gumlaw. “When I feel like I’ve got it tough, I think about that and things seem better.”



Future Soldier Spc. Craig Dixon stands with TV anchor Marci Natale and his recruiter Staff Sgt. Shawn Gumlaw.



Two Reenlist at NYSE

By Robin Fulkerson, 1st Recruiting Brigade

Two recruiters of the New York City Battalion reenlisted at the New York Stock Exchange Dec. 18, 2008, to continue service to their nation. Sgt. 1st Class Ronald Glasgow and Staff Sgt. Antonio Turner, both of Jamaica Station, Jamaica, N.Y., pledged to protect their nation under an indefinite reenlistment and a three-year reenlistment, respectively, upon an oath given by Cpt. Hany Nouredine, Queens Recruiting Company commander.

NYSE personnel stopped operations on the trading floor to congratulate the Soldiers on their reenlistments and to show their support.

“They gave us a 10 minute standing ovation and shook our hands,” said Turner. “It shows they still care about what we do.”

Love is in the Air

By D. Charone Monday, Columbus Battalion

They're young, just out of high school, dating each other — and now they're both in the Army Reserve.

Anna Pelino and Daniel Tuttle knew each other since the sixth grade and dated for a short time in junior high. But just like most of us, the romance was short lived and they went their separate ways.

Then, once in high school, Pelino became interested in joining the Army and in April of her junior year she signed up for the Army Reserve. Later that summer, the romantic flame between her and Tuttle began to rekindle, only more seriously this time.

Of course, being in the Army isn't something you can hide for long, and when Tuttle learned that Pelino was in the Army Reserve, he was shocked. According to him, "When she told me she was in the Army I was like 'whoa ... I would never do that' and quite honestly, I thought she was a little crazy."

But love has a way of keeping people together, and as time went on, Tuttle accepted this patriotic side of Pelino.

Though Pelino felt that sooner or later Tuttle would be interested in the military, she didn't pressure him to talk to her recruiter. Then, later that year, Tuttle was looking for a serious workout so he went to PT with Pelino. That's when he met some of her recruiters. When they inquired if they could ask him some questions, he quickly said no and thought that was the end of it.

But as time went on, and his trust level grew, Tuttle talked to the recruiters about the Army. He began to get a little more interested but was still nervous about the idea and didn't think he would actually join. According to him, "After a while, it kind of grew on me and I decided to join." Ultimately, Tuttle joined the same Army Reserve unit as Pelino, chose the same MOS, and they split the referral bonus.



Anna and Daniel share time planning for their future both in the Army Reserve and with each other. They are both excited to be going to basic training and AIT soon.

Since their basic training wasn't scheduled until January '09, and even though they attended weekend drills, they still didn't feel like "real" Soldiers ... that was, until Veterans Day. As Future Soldiers, they were asked to march in the parade and as they walked the rainy parade route and handed out flags, they learned firsthand what it's like to be a Soldier.

"I don't feel like a veteran yet, but it was really awesome to participate in the parade. When we first arrived it was pouring rain and it got very cold, but even in the cold and rain it felt pretty awesome. As I handed out the flags everyone would thank me for being in the Army," said Tuttle.

He continued, "After the parade was over, I felt a lot of pride. And since I'm in the Reserve, I'll not only go to college, but I've gained the honor, respect, and sense of "family" that you get by being in the Army."

As I talked to the two of them, it was clear that for now, love continues to bloom ... not only between the two of them, but also for their country.

Recruiter Returns to High School Alma Mater and Enlists Six

By Karen Bragg, Mid-Atlantic Battalion

Sgt. 1st Class Samuel Welden is a 1991 graduate of Millville Senior High School located in Millville, N.J. He is also a recruiter assigned to the Vineland station, Mid-Atlantic Battalion.

When Welden returned to his alma mater to speak with students about his Army career and the opportunities that the Army offers qualified applicants, he inspired six young men to enlist.

Frank Higman joined the Army as a wheeled vehicle mechanic. Marcus Owen also chose the same MOS as well.

Signals collection analyst is the career of choice for Tom Hiles. Robert Wallace III chose the field of information technology specialist. Daniel McMeekin joined as a multichannel

transmission systems operator-maintainer. Johnny Clark Jr. has chosen signal support systems specialist as an occupational specialty.

Besides receiving extensive career training, this "squad" will collectively receive more than \$130,000 in cash bonuses and college scholarship money.

Welden has done a tremendous job sharing the Army story. His efforts can be summed up by quoting an excerpt from the Recruiter's Code of Ethics. "I will enlist in the United States Army those young men and women who are morally, physically and administratively qualified, young people who will serve with honor and distinction, and with whom I would be proud to serve in peace as well as in war." On a personal note, Weldon recently adopted his wife's nephew, 11-year-old Kyle. Kyle was adopted by Weldon and his wife, Melissa, in November on National Adoption Day.



Nearly 200 Future Soldiers were given a head start on Army skills by Soldiers from Raleigh Battalion and drill sergeants from the 108th Training Command.

Annalysa Batten, a future food service specialist from Zebulon was also surprised. “I thought to myself, uh oh, I’m in for it today.”

After the initial shock wore off, the Future Soldiers relaxed and began focusing on learning the tasks at hand, and despite the chilly weather learned some skills to prepare them for basic training.

Just as surprised were the Raleigh locals using the park who stopped and stared at the large formations.

The drill sergeants warned Future Soldiers that basic training wasn’t going to be easy and that graduation wouldn’t be given to them; they would have to earn it. Drill sergeants also noted that physical fitness was the main obstacle that new Soldiers faced during basic training and provided a few tips such as doing sit ups and push ups every night to gradually build up their strength.

The day ended with a speech from the Battalion Commander Lt. Col. George W. Sterling Jr., who thanked the Future Soldiers for their service and encouraged them to stay the course as they prepared to go to basic training.

Any Future Soldiers, private first class and below, who were able to pass all of the training events with a go and who achieved at least a 60 percent on all three events in the physical training test were promoted to the next highest rank.

“Uh Oh,” says Future Soldier

Story and photos by Scott Pittillo, Raleigh Battalion

Soldiers from Raleigh Battalion teamed up with drill sergeants from the 108th Training Command recently to give Battalion Future Soldiers a head start on some Army skills before heading off to basic training.

Nearly 200 Future Soldiers attended the all day event where they learned drill and ceremony, general orders, rank, Army values and land navigation. The first order of business was a physical training test consisting of sit ups, push ups and a two mile run, to give them an idea of where they stood and where they needed to improve.

Kyle Cifaldo, a future multiple launch rocket system crew member from Wilkesboro, NC, said he had no idea that that drill sergeants were going to be at the event, “It was really, really exciting.”



Lt. Col. George Sterling Jr., Raleigh battalion commander, talks to Future Soldiers and drill sergeants from the 98th Institutional Training Division at a Future Soldier event in Raleigh N.C., Dec.6

Physician Joins 75th Combat Support Hospital

Dr. Kathy Porter, left, of Albany, Ky., is commissioned as a lieutenant colonel by retired Col. Frank Pettyjohn. Porter, an MD MBA, is a well known and respected member of the Mobile, Alabama, medical community. She is the Chief of Staff at Children's and Women's Hospital, as well as professor, chair, and program director of the department of obstetrics and gynecology. She also serves as division head of maternal fetal medicine and joint professor of physician assistant studies. She is assigned to the 75th Combat Support Hospital in Tuscaloosa, Ala. Pettyjohn is 70 years old and reactivated and deployed to Iraq in Dec. *Photo by Sgt. 1st Class Michael Alves*



Houston Soldier Earns Citizenship, Career, Respect, Returns Home as Recruiter

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

Although Dora Galdamez's 14-year Army career took the Houston resident and graduate of Reagan High School to many countries, this tenacious Mexican-American immigrant earned her U.S. citizenship, married an American Soldier and enjoyed watching her son, Arthur, enlist in the Army.

Staff Sgt. Galdamez moved from her native Mexico to Houston when she was in the sixth grade. After graduating from high school, she became a licensed cosmetologist and started her family, but she knew she wanted more; she wanted to be a U.S. citizen and to find a career in which she could blossom. The U.S. Army provided her with both.

"I applied for citizenship when I was at Fort Bliss," she says. "I had a lot of people tell me that it takes a long time. But for me, it was fast; it took me only three months. I got my application in, my interview, then I got my appointment and that was that."

Galdamez credits her ability to speak English, her military service and arriving in uniform for her interview as factors for her quick road to citizenship.

"I knew that if I wanted to make the Army a career I had to be a citizen," Galdamez reflected, "because at the time I enlisted, you could only stay in the Army seven years without being a citizen."

"It's a sense of pride when I put on the uniform. I feel like I am representing our country."

For the last six months Galdamez has served as a recruiter in the River Oaks station. Her husband Fernando recently completed recruiter training and joined North Company's Greenspoint station. Galdamez says she volunteered to become a recruiter and finds it very rewarding.

"When my Future Soldiers call me from basic training and they tell me, 'I'm gonna pass, sergeant' and they say they are having a good time, that's when I get my pay as a recruiter," Galdamez said.

She says she often finds Hispanics who enlist, often use military service as a career choice rather than a short-term commitment; often they are the first generation to join the military and the first generation to attend school, she said. It is also a way to honor the family and to elevate their status in the family, just as her family is proud of her military service and commitment to service, she adds.

She finds being bilingual helps her communicate with parents of potential Soldiers, as she is able to better relate to Hispanic parents in their native tongue. She often accompanies recruiters to enhance communications with their candidates' parents too. By relating her Army experiences in Spanish she is able to clearly communicate the benefits she received as a Soldier and explain what a parent's son or daughter can expect. She discusses how her son, Arthur, became a Soldier, and his wife, Roxie, is also a Soldier. She finds the frank discussion of her and her son's life choices builds a bridge of trust between her, the candidate and their respective parents.

Being married to a recruiter has benefited her and her husband Fernando, as well, according to Galdamez. When she started recruiting, Fernando was still in the classroom learning to be a recruiter. She was able to provide insights to him on how to recruit. Now that she and her husband are both recruiting, they exchange information on what works and what doesn't work.

Looking to her future, Galdamez wants to continue to work with young people as a Reserve Officer Training Candidate instructor after she retires from active Army service. She wants to mentor youth and help them understand the value of pursuing an education and explain to them how to learn and maintain the same positive morals and values she embraces as a Soldier.



Soldiers can look forward to a 3.9 percent pay raise in 2009. Under the new pay tables, a sergeant with five years of service would see an increase in monthly base salary of about \$88. A captain with nine years of service would see nearly \$200 a month extra.

Soldiers, Civilians Get Pay Increase in New Year

Story and photo illustration by C. Todd Lopez, Army News Service

There was something extra in everybody's paycheck in January.

Active-duty personnel drew an across-the-board 3.9 percent pay raise Jan. 1. A sergeant with five years of service, for instance, saw an increase in monthly base salary of about \$88. A captain with nine years of service would see nearly \$200 per month extra.

The 2009 military pay tables can be found at: <http://www.dfas.mil/militarypay/militarypaytables/2009MilitaryPayTables.pdf>.

Pay raises aren't limited to military personnel. Civilian employees under both the General Schedule and National Security Personnel System pay plans are also receiving pay raises.

Civilians under the GS system got an across-the-board pay raise of 2.9 percent in 2009. Civilians under the NSPS pay system saw an increase of 1.74 percent and can earn additional performance-based salary increases through the NSPS "pay pool" process.

Additionally, all civilian employees are provided a locality pay, which is based on the cost-of-living in their employment market. Local-

ity pay rates for 2009 range from about 13.86 percent to 34.35 percent of an employee's base pay.

New Logo Identifies Equipment, Clothing as 'Army Certified'

By Kathi Ghannam, Army News Service

Program Executive Office Soldier has developed a certification process to help Soldiers identify off-the-shelf clothing and equipment that meets the Army's highest standards for safety, performance and durability.

PEO-Soldier, the agency responsible for developing, acquiring and fielding Army equipment, recognizes there is no one-solution fit that is universal to all Soldiers, so many

look to the commercial market to augment Army-issued gear.

However, not all off-the-shelf equipment and clothing labeled "mil-spec" has been actually certified for military use. Under the PEO-Soldier Certification Program, Approved Product Lists, have been developed and are being adapted to incorporate various types of equipment as requirements are identified.

Items presently on the APLs include eyewear, combat gloves and the family of flashlights.

"The Army will always prioritize the internal design, creation, testing and fielding of the best Army issue equipment available," said Lt. Col. Michael Sloane, PEO-Soldier product manager for clothing and individual equipment. However, Sloane acknowledged there are suitable and reasonable alternatives outside the Army.

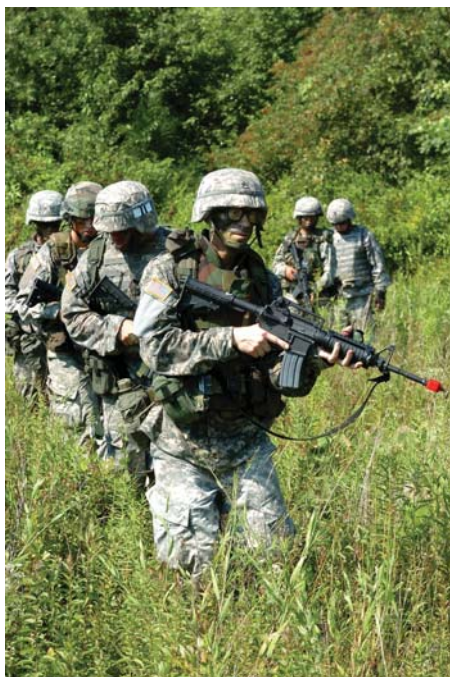
Through responses to solicitations, manufacturers who are interested in receiving PEO-Soldier certification are asked to submit their products to the Army for testing to determine suitability and possible inclusion in the APLs.

APL authorizations and enhancements are driven by rigid standardized testing and user input, officials said. Once certification is obtained, approved products are branded with the Army Team Soldier Certifi-

The Army Team Soldier Certification logo will help Soldiers identify off-the-shelf items that have been Army-tested and approved by Program Executive Office Soldier. The logo will either be incorporated into a tag or branded directly on equipment. Photo by Staff Sgt. Michael J. Carden



cation logo. The logo also appears on issue items to help ensure Soldiers aren't misled into purchasing knock-off items. The logo will either be incorporated into a tag or branded directly on equipment.



Installation Management Command Soldiers and noncommissioned officers compete in the command's Soldier and NCO of the Year competition held July 14-17 at Fort AP Hill, Va. Photo by Tim Hipps

NCOs, the Glue That Holds the Army Together

By J.D. Leipold, Army News Service

The noncommissioned officer is the glue that has held the Army together over the last eight years, said the Army's senior enlisted advisor.

During a presentation at the Pentagon Jan. 8, Sgt. Maj. of the Army Kenneth O. Preston discussed the contributions of the NCO to the Army mission and why the service has named 2009 the year of the NCO.

"This is an opportunity for us to showcase the contributions of the NCO corps," he said. "It's those noncommissioned officers out there

every day who are not only winning the fight on the global war on terror, they're also the ones who directly influence their piece of the Army by being the first line supervisor for two or three Soldiers who they are responsible for. They're the ones who create command climate and train the Soldiers in their occupational specialties."

Preston told the audience of Soldiers and Army civilians that being an NCO was all about teaching from experience and that the two basic responsibilities of the NCO come from the NCO creed.

"It's accomplishment of the mission and the welfare of the Soldier," Preston said.

"One of the principal ways an NCO looks after the welfare of his Soldiers is through training — it's about being a subject matter expert. We want our young Soldiers to study, to train and be the best Soldiers they can be, because as they move up into positions of increased responsibility they will be responsible for teaching from a position of experience. It's the experience that allows our NCOs to be trainers."

During the year of the NCO, the Army will work toward enhancing education, fitness, leadership development and pride in service by implementing programs and policies that support growth of the NCO corps, the sergeant major said.

Additionally, the Army wants to recognize the leadership, professionalism, commitment and courage of the NCO through outreach events that are being planned throughout the Army.

With respect to education during the year of the NCO, the sergeant major said there were three pillars of learning for all Soldiers in the Army.

The first pillar of learning is institutional learning — in the schoolhouse. The second pillar is that of operational experience — the kind

of learning that can only be learned in the field and by doing, Preston said.

"The third pillar is largely an untapped resource; self-development and self-study," Preston said. "One of the big initiatives coming out of this is the Army Career Tracker where we can begin to provide more guided and structured self-development initiatives. There are a lot of things out there we want our NCOs to be, know and do to take them to a whole new level."

The Career Tracker will identify a Soldier's path and their career track, mapping out specifically what they need to do to advance through the Army's ranks.



The National Army Museum, shown in this conceptual design, will be built at Fort Belvoir, Va., partly with funds from the Army Commemorative Coin Act signed by the president earlier this month. Courtesy photo

President Signs Army Commemorative Coin Act

By Nick Rhinehart, Army News Service

President George W. Bush signed into law the "United States Army Commemorative Coin Act of 2008" Dec. 1, authorizing the creation of a series of commemorative coins to recognize and celebrate the establishment of the United States Army in 1775, and to honor the service and sacrifice of American Soldiers of both past and present, in wartime and in peace.

These will be the first U.S. coins ever issued to celebrate and honor the Army and its 234-year heritage. The U.S. Mint will work on six coin designs, front and back, with the Army Historical Foundation. Coins will be minted and sold during 2011 and come in a \$5 gold piece, a silver dollar and a copper-clad half dollar. An estimated \$10-\$12 million of the sales revenues will help fund the National Museum of the United States Army slated for construction at Fort Belvoir, Va.

“The Commemorative Coin Act will help raise the revenue needed to build a museum dedicated to the men and women who have for so long protected the sovereignty and freedom of our country,” said Senator James M. Inhofe of Oklahoma. “The museum will serve to commemorate the enormous sacrifice of our Soldiers and will be a symbol of the Army’s dedication to the fight for freedom.”

“That’s the way the U.S. Army team does things,” said Schumacher. “We wanted to win the championship in the proper way. We didn’t want to merely slide into the bottom half of the order.”

With the win, “The Sarge” also claimed a record-breaking 15 victories in a single season.

Always quick to share the credit, Schumacher says he owes much of this year’s success to his crew chief Alan Johnson and team.

“This truly has been a storybook season for the U.S. Army team,” said Schumacher. “But I wouldn’t be in the position I’m in if it wasn’t for Alan Johnson and my team. These guys truly reflect the strength like no other — the strength of the Soldiers we proudly represent.”

Prior to clinching his sixth title, Schumacher was promoted to honorary staff sergeant in recognition of his outstanding support to the Army. Sgt. Maj. of the Army Kenneth Preston presided over the on-track promotion ceremony and later looked on as Schumacher blazed down the track at nearly 315 mph to another Army team victory.

“I’m so proud of my association with the U.S. Army and appreciate the honor,” said Schumacher. “I’m just ecstatic that we were able to get another win and take home the title for our Soldiers. We’re out here competing because of their dedication and sacrifice.”

This year’s championship win was Tony’s fifth total with the Army, moving him past legendary driver Don “The Snake” Prudhomme for the most world championships won by a Army driver.

Schumacher re-wrote the NHRA record books in 2008 breaking or tying 11 records, including, most Top Fuel career wins and wins in a single season, the most Top Fuel career world titles, the Top Fuel consecutive world titles and the most round wins in a single season in any pro class.



Tony Schumacher shows off his fifth straight and sixth overall NHRA Championship trophy with the help of (from left to right) Tom Compton, NHRA president; Chris Lopez, senior marketing manager of Sports Marketing for Coca-Cola North America; and Sgt. Maj. of the Army Kenneth Preston.

Army Dragster Sets Records

By Brianna Gallett, Weber Shandwick

U.S. Army Top Fuel driver Tony “The Sarge” Schumacher roared into the ACDelco Las Vegas NHRA Nationals in November poised to clinch the 2008 Top Fuel World Championship title and set new records in an already historic season for the Army NHRA team.

Schumacher went into the weekend, the second-to-last stop in the 2008 NHRA POWERade Drag Racing Series, having only to qualify to capture his fifth consecutive crown, sixth total, and 55th event win of his career. In true Army fashion, Schumacher and team waged a hard-fought battle going on to not only qualify, but outrun defending event champ “Hot Rod” Fuller in a close final round.



Gold Badges

DECEMBER 2008

2D MRB

SSG Daniel Reyna
SSG Danyiel Taylor
SGT Mark Paixao

ALBANY

SSG Stephen Evans
SSG Sean Kirk

BALTIMORE

SFC Luis Arana
SFC Katie Baker
SFC Donald Dickerson
SFC Robert Wright
SSG Chris Bridson
SSG Vinceson Moore
SGT Mario Cross
SGT Andrew Dugger

CHICAGO

SSG Lamonte Bailey
SSG Scott Clarke
SSG Daniel Mecum
SSG Kenneth Moon
SGT Bradley Ballay
SGT Regional Chapple
SGT Orlando Lang
SGT Duggan Myron
CPL Israel Molina

COLUMBIA

SFC William Brisbane
SFC Martin Crawford
SFC Larry Echelburger
SSG Eddie Carter
SSG Philip Charles
SSG Jessie Fisher
SSG Katherine Fortner
SSG Patrick Riley
SSG Matthew Sisson
SGT Shannon Brode
SGT Christopher Guiler
SGT Robert Jordan
CPL Joseph Shores

COLUMBUS

SFC Chad Wasileski
SSG Roger Hudkins
SSG Mauricio Montalvo Pacheco
SSG James Springfield
SSG Brian Steinke
SSG Robert Walton
SGT Charles Brown

DALLAS

SFC Shawn McGregor
SSG Matthew Brixley
SSG Alvin Boatwright
SSG Pablo Castro
SSG Rimando Gibbons
SSG Horace Abney
SSG Crandall Jones
SSG Damion Kennedy
SSG Dustin Shackelford
SSG Wesley Smith
SSG Lavander Talley
SGT Shaw Formanek

DENVER

SSG Kyle Esannasonolan
SSG Alonso Rivera
SSG Robert Ruge
SSG Wavie Shumate
SSG Jason Williams
SSG Carlos Zapata
SGT Geoffery Alley
SGT Shannon Ewingsudds
SGT Adrian Harrel
SGT James Loghry
SGT John McLochlin
SGT Francisco Nunez Islas
SGT Kristopher Romero
SGT Tony Siebers
SGT Patrick Weydemuller

FRESNO

SFC Anthony Cardoza
SFC Raul Eclarino
SFC Marcus Jackson
SSG George Garcia
SSG John Kirk
SSG Joshua Wenzel
SGT Michael Rosario

JACKSONVILLE

SSG Michael Medellin
SSG Antonio Ramirez Gonzalez
SSG Rodney Rawls
SGT Luis Alvarez Veguilla

MINNEAPOLIS

SFC Christopher Cook
SFC Ryan Good
SSG William Carlson
SSG Steve Chorpening
SSG Gideon Foster
SSG Joseph Haedtke
SSG Matthew Hatfield
SSG Terry Martin
SSG Wanda Martin

SSG Jason Milligan
SSG Erick Olson
SSG Axel Roldan Polanco
SSG Andrew Simer
SSG Ric Wilcher
SGT Erick Lappi
SGT Daniel Stroupe
CPL Isaac Dallager

MONTGOMERY

SFC Ladarien Taylor
SSG Felicia Bryant
SSG Jeffrey Tyree
SSG James Winn
SGT Franklin Woods

NASHVILLE

SFC James Ferguson
SFC Jacqueline Rotgans
SSG Calvin Davis
SSG Charles Hartley
SSG William Hiles
SSG Dana Rothstein
SGT Valerie Forster

NEWYORK CITY

SSG Victor Chen
SSG Milton Morales
SSG Saurel Musac
SSG Tony Perez
SGT Michael Bell
SGT Juan Castillo
SGT Norka Celentano
SGT Lawrence Malak

OKLAHOMA CITY

SFC Jerry Martin
SFC Raymond Mason
SSG Charles Baker
SSG James Kruse
SSG Christopher South
SGT Ronald Boyd
SGT Anthony Oliver

PHOENIX

SFC Jose Castillo
SFC Darrell Karnjanapanang
SFC Justin King
SSG Jerry Bagwell
SSG Lisa Bennett
SSG Marcus Camp
SSG Joshua Chambers
SSG Franklin Herrill
SSG Raymond Jennings
SSG Joshua Pagan
SSG Steven Torres

SSG Virgil Tucker
SGT Bruce Dorsey
SGT Joseph Ellis
SGT Thomas Harvey
SGT Michael Hudson
SGT Marcus Johnson
SGT Evan Martin
SGT Brian McLane
SGT Glen Morgan
SGT William Rodriguez
SGT Christian Soto
SGT Brian Tabor
SGT Sara Vinge
SGT George Witt

PORTLAND

SSG Lui Fenumiai
SSG David Hass
SGT Joshua Johnson
SAN ANTONIO
SFC Vincent Tolliver
SSG Shellore Finch
SSG Tommy Odell III
SSG Hermelind Rippstine
SSG Fernando Rivas
SGT Jennifer Torres
CPL Rolando Villarreal

SOUTHERN CALIFORNIA

SFC Albert Lira
SSG Cesar Blake
SSG Tolo Gbassage
SSG Reginald Laranang
SSG Christopher Martinez
SSG Chris Niehus

TAMPA

SFC Elaine Bolden
SFC Jose Acosta-Quinones
SFC Anthony Roberts
SFC Carlo Shaw
SSG Thaddeus Cox
SSG Juan Lari
SSG Dontay Powell
SSG Joel Maldonado-Ramos
SSG Felipe Acevedo-Rodriguez
SSG Tawonda Sanders
SSG Hernan Ramos-Veguilla
SGT Ashley Batiste
SGT Daniel Fields
SGT Roy Ingram
SGT Steven Martin
SGT Uriel Reyes-Castanon
SGT Christopher Weston

Rings



DECEMBER 2008

3D MRB

CSM Jose Torres

ATLANTA

SFC Michael Wallace
SSG Matthew Weatherford

BALTIMORE

MSG John Barr
SFC Chandres Bolden
SFC Patrick Norman
SSG Jerome Lyles
SSG Jeffrey Wright

CHICAGO

SFC Jaida Powell
SSG Steven Buzzard
SSG Clifton Davis
SSG Johnathan Giles
SSG Salina Sandoval

CLEVELAND

SSG Bruce Kernodle
SSG Richard McGee
SSG Donald Roberts

COLUMBIA

SFC Michael Carter
SFC Delano Kennedy
SFC Syphonia Leggette
SFC Kacey Logan
SFC Sharif Naeemusiddiq
SFC Shawna Terry
SFC Zenaid Magallanes-Villareal
SFC Jimmie Wimberly
SSG Juan Gomez-Castillo
SSG Desmond Crayton
SSG Andrew Davis
SSG Jemel Phynon
SSG Joshua Ring
SSG Reese Witherspoon

COLUMBUS

SFC Frederick Burns
SFC Joel Obradovic
SFC James Porter
SSG William Allen
SSG Robert Plank
SGT Frederick McCune
SGT Daniel Morson

DALLAS

SFC Jimmy Diaz
SSG Christopher Botts
SSG Rimando Gibbons
SSG Dwight Kirkpatrick
SSG Johnny Perez
SSG Chad Persinger
SSG Melvin Rowe
SSG Maximillian Wannelius

DENVER

SFC Keri Karsten
SSG Ryan Auslam
SSG Christopher Hall
SSG Steven Pugh

HOUSTON

SSG Michael Garrison

JACKSONVILLE

SFC Robert Browder
SFC Novetta Robinson
SSG Carlesta Hurd
SSG Matthew Pursley
SGT Darren Williams

KANSAS CITY

SFC Brian Farrow
SFC Darrell Spencer
SSG Christopher Desper
SSG Pahco Maresh

LOS ANGELES

SFC Juan Carmona
SFC Eric Wroblewski
SSG Alex Garcia Martell
SSG Dong Jung
SSG Jaime Montanez
SSG Jude Santarina
SSG Michael Wotring

MIAMI

SFC Victorino Barrera Bahena
SFC Celso Pagan
SSG Javier Rabell

MILWAUKEE

SSG Kelly Byrne
SSG Michael Cherette
SSG Shawn Elkin
SSG Andrew Johnson
SSG Kyle Williams
SSG Eric Winter
SGT Jon Phillip

MINNEAPOLIS

SSG Matthew Hostetler
SSG Jeffery Nohner
SSG Richard Kerns
SSG Randy Kramer
SSG Andrew Scogin
SGT Terence Paquette

MONTGOMERY

SSG John Goguen
SSG Joshua Isbell
SSG Kenneth Tidwell

NASHVILLE

SFC Tipton Holland

NEWYORK CITY

SFC Jorge Calzudes
SFC Melvin Caudrado
SFC Gregory Henderson

SFC Henry Henry
SFC Tyrone Tention
SSG Andrew Brophy
SSG Latee Dubose
SSG Travis Jones
SSG Ulises Morel
SSG Irma Watkins
SGT Fabian Savino

OKLAHOMA CITY

SFC Roderick Dixon
SSG Aaron Fillmore
SSG Michael Lowery
SSG Publio Pena
SGT Steven Lloyd Jr.

PHOENIX

SFC Yunton Craig
SFC Mark Waxler
SSG Mark Cozad
SSG Christopher Cruse
SSG Curtiss Foudray
SSG Joseph Garcia
SSG Clinton Ludwick
SSG John Sannicolas
SGT Phillip Athens
SGT Timothy Hunter
SGT Jaime Medrano
SGT Lori Soto
SGT Danny Thomas
SGT Kyle Yackel

PORTLAND

SFC Robert Mcmath
SSG Matthew Francis
SSG Velma Quinata

SAN ANTONIO

CPL Kenneth Thornton

SACRAMENTO

SSG Christopher Brown
SSG Ryan Demuth

SALT LAKE CITY

SSG Paul Clark
SSG Kevon Condon
SSG Christopher Lemperle
SSG Blanca O'Daniel

SEATTLE

SSG Phillip White
SGT Patrick McNulty

SORB

SSG Michael Lewis

SYRACUSE

SFC Wesley Burke
SFC Antonio Lindo
SFC Mistie Morgan Tatro
SSG Andrew Wiczorek

TAMPA

SSG Danny Harris
SSG James Parker
SGT William Mosby

SALUTES



Morrell Awards

DECEMBER 2008

ATLANTA

SFC Keith Charland
SFC Melissa Terry
SFC Reginal Thompson
SSG Richard Galyon
SGT Kelley Green

BALTIMORE

MSG John Barr

CLEVELAND

1SG Kenneth Kowalski
SSG Jason Mayo

COLUMBIA

SFC Sean Patrick
SFC Phillip Robinson
SFC Michael Turner
SSG Delvico Graham
SSG Randolph Jackson
SSG Bobby Jones
SSG John Waters

COLUMBUS

SFC Jorge Torres Orta

DALLAS

SFC Blake Wilson
SSG Adam Lewis
SSG Reynaldo Contreras
SSG Robert Cotner
SSG Christopher Holder
SSG James Johnson
SSG Kenneth Pearl

DENVER

SFC Lance Richard
SSG Michael Arwood
SSG David Groff
SSG Alexi Kelley
SSG William Lewis
SSG Jason Murphy
SSG Anthony Shafer
SSG Eric Slough
SGT Marquis Ward

FRESNO

SFC Will Wilson

HOUSTON

SSG Michael Claussen
SSG Tyraka Dixon
SSG Damion Waller

INDIANAPOLIS

SSG Andre Moxley

JACKSONVILLE

SFC Shawn Crane
SFC Rulesha McKinney
SFC Dwayne Spats
SFC William Talley
SFC Kimberly Walker
SSG Daniel Dobson
SSG Kenneth Piotrowski

KANSAS CITY

SFC Ted Archer
SFC Dwight Belcher
SFC Seschaun Taft
SSG Dale McKee
SSG Felix Montes

MINNEAPOLIS

SSG Nathan Lolley

MONTGOMERY

SFC Michael Johnson
SFC Kenneth Stephens
SFC Byron Williamson
SSG Leisa Goss
SSG Trent Hill

NEWYORK CITY

SFC Christopher Dash
SFC Cedric Goree
SFC Robert Hansson

OKLAHOMA CITY

SFC Anthony Cummings
SSG Matthew Heinen
SSG Robert Joiner

PHOENIX

SFC Jamie Cancel Soto
SFC Naveed Chaudhry
SFC George Crimmins
SFC Mark Headlough
SFC Adrian Munoz
SSG Peter Trompeter
SSG Gerald Tryhane
SGT Randy Young

PORTLAND

SSG Jesse Ayin

SACRAMENTO

SSG John James
SSG Sheldon Ko
SSG Raul Martinez
SSG Casey Randall

SALT LAKE CITY

SFC Casey McEuin
SSG William Johnson

SAN ANTONIO

SFC Alfredo Garcia
SFC Roberto Graciano
SFC Aaron Matherly
SFC Sol Nevarez Berrios
SSG Jose Rios Jr.

SEATTLE

SSG Ronald Tanner

SPECIAL MISSION

MSG Tracy Bruner

SYRACUSE

SFC Adam Dombrowski
SFC Major Pierce
SSG Nichlous Neal
SSG Dennis Pellett

79R Conversions

DECEMBER 2008

BALTIMORE

SGT Luis Figueroa
SFC Nachele Reaves

COLUMBUS

SFC Steven Mereand
SSG Douglas Hawkins

DALLAS

SFC Shawnae Walker

FRESNO

SGT Halbert Lee

GREAT LAKES

SFC Billie Montgomery
SSG Charlene Stuckey
SSG Richard Parker

MID-ATLANTIC

SSG Anthony Salas

NEW ENGLAND

SSG Matthew Buck
SFC Kevin Reynolds

SACRAMENTO

SFC Jason Hyde

SALT LAKE CITY

SSG Joseph Hawkins
SSG Ryan Sanderson

SAN ANTONIO

SFC Teresa Pereyra
SSG Juan Barrios

SOUTHERN CALIFORNIA

SSG Rodney Graham
SSG Sheldon Hansen

THE TEST

1. Which recruiting manual presents “tools, tips, techniques, and insights that can make your recruiting tour a productive, enjoyable, and successful experience?”

- a. USAREC Manual 3-0, Recruiting Operations
- b. USAREC Manual 3-01, The Recruiter Handbook
- c. USAREC Manual 3-02, Recruiting Company and Station Operations
- d. USAREC Manual 3-03, Recruiting Brigade and Recruiting Battalion Operations

2. What roles must you assume in order to create interest within your community and enlist Future Soldiers?

- a. leader, communicator
- b. planner, public relations expert
- c. marketing expert, counselor
- d. all of the above

3. Network-centric operations can tell you ...

- a. where to be, when to be there, and what message will be most effective
- b. where to be, when to be there, and what to expect
- c. where to be, when to be there, and what programs are available
- d. all of the above

4. Which recruiting function helps commanders adjust plans for future operations while maintaining focus on the current operation?

- a. intelligence
- b. interviewing
- c. training
- d. command and control

5. The Department of the Army assigns a yearly accession mission to meet its end strength goals and to cover normal attrition due to retirements and expiration terms of service. Which of the following is not an accession mission category?

- a. Regular Army and Army Reserve enlistments
- b. Officer Candidate School
- c. Reserve Officer Training Corps
- d. 160th Special Operations Aviation Regiment

6. Which operations create conditions that make it possible to conduct effective decisive operations?

- a. Decisive
- b. Shaping
- c. Sustaining

7. The Recruiting Operation Plan is your plan, your operation order, your big picture strategy. It defines the _____, _____, and _____ required to dominate the market.

- a. date, time, and plan
- b. time, place, and actions
- c. time, plan, and conditions
- d. plan, equipment, and actions

8. Which network activities occur at all levels of the command and focus on synchronizing recruiting efforts with the civilian community, such as, education, industry, and government agencies?

- a. recruiting
- b. internal
- c. external
- d. community

9. The RZ calendar automatically tracks prospecting attempts, contacts, and appointments?

- a. true
- b. false

10. Your Army story is critical to your success. What should your story include?

- a. The reason you joined, benefits received and your experiences
- b. The places you've been and Army life in general
- c. both a and b
- d. none of the above

11. Active listening has many components including body language and verbal techniques. What is not an example of body language?

- a. nodding
- b. open posture
- c. facial expressions
- d. paraphrasing

12. The Army interview is a linear process and must follow a logical sequence of steps.

- a. true
- b. false

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

MISSION BOX

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting
Brigade

November Fiscal Year 2009

Top Regular Army Recruiter

SSG Tiffany Bryant
Beckley

SSG Jermaine Dinkins
Raleigh

SSG Marlin Davis
SGT Jon Moldovan
Chicago

SSG Jose Perou Jr.
Houston

SSG Andrew Valadez
Fresno

CPT Christina Steimle
1st Medical Battalion

Top Army Reserve Recruiter

SFC Wallace Cunningham
Albany

SGT Leland Harford
Columbia

SFC Wendell Green II
San Antonio

SFC Jeffrey Bettencourt
Sacramento

SFC Terry Gore
6th Medical Battalion

Top Large Station Commander

SFC James Bryant
Sterling
Baltimore Battalion

SFC Robert Judge
Shoals
Montgomery Battalion

SFC Brian Rogan
Springfield
Columbus Battalion

SFC William Walter
Mesa
Phoenix Battalion

SSG Kenyon Robert
West Valley
Salt Lake City Battalion

SFC Gregory Kraft
Aurora
6th Medical Battalion

Top Small Station Commander

SFC Paul Echols
Hudson
Albany Battalion

SSG Ivan Vincente
Garrett
Greenville
Baton Rouge Battalion

SFC Robert Turner
Paris
Nashville Battalion

SFC Jose Acuna
Sterling
Denver Battalion

SSG Robert McBride
McMinnville
Portland Battalion

SFC Scott Lederman
Cincinnati
3d Medical Battalion

Top Company

Potomac
Baltimore Battalion

Orlando
Tampa Battalion

Clarksville
Nashville Battalion

Tempe
Phoenix Battalion

Salt Lake City
Salt Lake City Battalion

Denver
6th Medical Battalion

Top Battalion

Syracuse

None

Nashville

San Antonio

Salt Lake City

2d Medical Battalion

Answers to the Test

1. b. UM 3-01, The Recruiter Handbook
2. d. UM 3-01, para 1-5
3. a. UM 3-01, para 1-15
4. d. UM 3-01, para 1-25

5. c. UM 3-01, para 2-2
6. b. UM 3-01, para 2-6
7. b. UM 3-01, para 2-34
8. c. UM 3-01, para 3-10

9. a. UM 3-01, para 4-5
10. c. UM 3-01, para 5-2
11. d. UM 3-01, para 5-14
12. b. UM 3-01, para 5-33



THE YEAR OF THE NCO

"The goal of the corps of NCOs, whose duty is the day-to-day business of running the Army so that the officer corps has time to command it, is to continue to improve our Army at every turn. We want to leave it better than we found it. Regardless of the kind of unit you're in, it ought to be an "elite" outfit, because its NCOs can make it one."

- SMA William G. Bainbridge,
5th Sergeant Major of the Army



U.S. ARMY

ARMY STRONG.