

RECRUITER

United States Army Recruiting Command

January 2003

Journal



**Audie
Murphy
Inductees**
page 16



Recruiter

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Features

6 **SOLD! What is it?**

The Spouse Orientation and Leader Development initiative was briefed to key leaders at this year's AUSA Conference.



10 **New Education Law Aids Military Recruiting**

Congress has passed three different laws in the past few years that provide the military services greater assistance in gaining access and student directory information from the nation's high schools.

12 **Recruiters and the Army Game**

The *America's Army: Operations* game has become one of the most popular games on the Internet and has become quite popular with some recruiters as a communications vehicle for introducing the Army to young adults.



**Martin Luther King Jr.
Birthday (Observed)
Jan. 20**

Journal

Departments

- 2 Commanding General
- 3 CSM
- 4 Chaplain
- 5 The Way I See It
- 8 Pro-Talk
- 20 Safety
- 22 Field File
- 26 News Briefs
- 30 Salutes
- 32 The Test



Front cover:
Twelve soldiers
were inducted
into the USAREC
Audie Murphy
Club Dec. 13.
(Photo by Walt Kloeppel)

(L-R) Top Row - SFC Stephen Badley, SSG Nakeshia Brown, SFC William Jewsbury
2nd Row - SSG Eric Flynn, SFC William Hudon, SSG Terrence Hynes
3rd Row - SSG Patrick Flanagan, SSG Calvin Lamont, SSG Bobby Ehrig, SFC Raul Lemus
Bottom Row - SSG Daniel Murphy, SFC Paul King

13 With Winning in Mind

In just over two years, SSG Albert Lampkins had gone from “newbie” to earning the coveted Morrell Award. A few of those watching wondered what had led to that remarkable achievement. Was it the market or the man? Was it labor or luck? Or maybe it was a combination of all of the above.



14 USAREC Partners with National Urban League



The U.S. Army Recruiting Command is reconnecting with America by developing a partnership with the National Urban League.

15 Army Goes NASCAR

Fans of NASCAR, fasten your seat belts! U.S. Army racing began a NASCAR team partnership.



16 Audie Murphy Induction 2002

Twelve soldiers were inducted into the prestigious Audie Murphy Club and were presented their awards by MG Michael D. Rochelle.

19 A Citizen Says Thank You to a Recruiter and a Soldier

Stanley Green wrote a letter to the Army leadership expressing thanks for the help rendered by SSG Johnny L. Dennis on a night in October when he and family members experienced car trouble.

ROOM TO MANUEVER!

As we add this fantastic close out of 1st Qtr FY03 to the top of more than three years of recruiting success, we should all take the time to thank the members of our teams and more importantly the members of our USAREC families. The diligent and hard work of our recruiters combined with the patience and compassion of our families has made this continued success possible.

You should not underestimate your contribution to the strategic landscape that the Army operates in. The success of our team paves the way for the Army's future and strengthens the decision cycle for our President and other national leaders, as well. When the Army is manned at the level and quality that are required, the Army has the freedom of maneuver to both fight our country's enemies and transform to a military force of the future. We should all feel a deep sense of excitement as we recruit the cohort that will be the future leadership of the Objective Force. Our newly recruited soldiers are quickly integrating as the newest members of units all around the world, to include the Army's new "Stryker" brigades.

Operationally, we are placing contracts 60 to 90 days out due to our extremely healthy DEP. This effort provides the Army with a predictable, metered flow of manpower and allows USAREC to maneuver outside of the normal recruiting box. This environment requires every member of the team to focus beyond the monthly contract mission. The monthly contract mission focus must be balanced with a focus on solidifying the commitment to serve by those we enlist for they now spend longer periods in the DEP/DTP before reporting to training. The monthly contract mission focus must be balanced with a focus on not just writing the contract, but moving the DEP/DTP member to his or her seat in the training base on the scheduled date. We can ill afford to relax our adherence to a consistent work ethic or our focus on quality.

As we posture ourselves for another great year of recruiting, we are already transforming the recruiting process. We are examining recruiting across its full spectrum: applicant, recruiter, recruiting processes, and strategic outreach.



MG Michael D. Rochelle

Early in 2003, we will preview Guidance Counselor Redesign. Later, we will test a novel command and control relationship that promises to revolutionize not only the recruiting process, but also the way we organize for success. Additionally, changes are coming in AMEDD recruiting. An outstanding study of the AMEDD structure and challenges offers keen insights into the directions for the future. While more work in this area remains, COL Deb Berthold has laid a firm foundation for transformation of AMEDD recruiting in the outyears.

To say the least, the future of Army Recruiting is very exciting! It promises to reveal increasingly novel ways in which we can fulfill our commitment to our Army while being even better stewards of our resources. The outstanding success over the last three years set the conditions for the Army's future as well as ours. More importantly, the contributions of every Army Recruiter and USAREC Teammate make it possible.

Wow! *What a future!* What a Team! Happy New Year, and good Recruiting!

**“The success of
our team paves
the way for the
Army’s future.”**

Report on Last Year's Big Five Resolutions

The New Year is here and 2002 is history. I hope everyone had a joyful and safe holiday season, as nothing would please me more than reporting USAREC is 100 percent and accounted for.

Every New Year begins with another list of resolutions — 2003 is no different. I've got a short list this year. This way they're easier to keep. Before I share them with you I'd like to report on last year's big five.

Number one. Run five days a week and complete at least three marathons. Definitely fell short of a five day per week schedule. Cold weather is not very motivating to me. On the other hand I did run four marathons. My best time was a 3:54. I won't tell you what my worst time was. Suffice to say I should have run five days a week. I'll give myself a C+.

Number two. Participate in one more change of command. That's an easy A. On Jan. 7, 2002, I successfully handed the colors to MG Rochelle. We're in good hands. The CG assures me he will be around awhile so I am confident that was my last.

Number three. Make USAREC's Sergeant Audie Murphy Induction Ceremony a premier event. You will have to get my grade from the noncommissioned officers inducted. The inductees are top notch and the guest speaker was inspirational. You may have heard of him — MG Michael Rochelle.

Number four. I wanted to implement modifications to the New Recruiter Program in 2002. We didn't get there. There are several pieces working simultaneously in the Leadership and Professional Development Program. Most everything is Web based. Once we are ready, the revised USAREC Pamphlet 350-2 will be available online. The good news is we have already initiated the new 79R-conversion process. It allows leaders to identify, evaluate, and train soldiers before placing them into a station commander position. I believe this will pay big dividends in the future. Give me a D.

Number five. No more conditional promotions to 79R. We didn't have any last year. Leaders are doing a good job converting the right NCOs. But our success in this area was somewhat artificial since we replaced 10 companies of soldiers with civilian contractors. The fact is USAREC is at 100 percent of our 79R authorization. I'll take a B.

So there you have it. I must add a couple of noteworthy events that occurred in 2002. Both of my children made me very proud. My daughter joined the North Carolina National Guard last February. Maggie took it upon herself to enlist so she could help offset the cost of out-of-state tuition. She graduated from Basic Training in August and started her freshman year at UNC-Chapel Hill two weeks later. Maggie is doing well in school, she's in ROTC and earned a spot on the women's rowing team.



CSM Roger Leturno

My son joined the Army in November. Alan, like his sister, is a IIIA and qualified for numerous skills. He surprised his mother and me by selecting infantry, airborne, and assignment to the 82nd Airborne Division. All I can is "Hooah!" Alan ships out Jan. 8. Looks like Leturnos will continue to soldier and serve this nation for years to come.

I was very fortunate in 2002 to be extended one year beyond my mandatory retirement date. So this is it for me. I promise you that I will continue to give this command, its soldiers and families 100 percent until the standard is passed to the senior noncommissioned officer who replaces me. You deserve nothing less.

My 2003 resolution is to give the new guy an organization much better off than when I arrived. It's already light-years ahead, but there is still work to be done.

Our FY 2002 success, activation of Army Accessions Command, and no growth in Army end strength (even as we pour resources into the global war on terror) has forced USAREC to embark upon some aggressive changes in structure and business practices. Some have already occurred. Others will follow.

The speed in which we implement is up to our leaders. But I can't help but be somewhat apprehensive about moving too fast. USAREC and the Army can truly benefit from these changes when recruiters establish an aggressive work ethic and leaders are vigilant about enforcing standards.

In 2003 we must increase recruiter-generated appointments, fix the Delayed Entry and Delayed Training Programs, and provide training and counseling both timely and relevant. As I said, my list is short. I share it in hope that you will add it to yours. We can achieve new levels of excellence in 2003 and beyond.

Have a Happy New Year. Thanks for your support and good recruiting.

"My 2003 resolution is to give the new guy an organization much better off than when I arrived. It's already light-years ahead, but there is still work to be done."

Reflecting on the New Year



Chaplain (LTC) Jim Stephen

In Roman mythology, Janus is the god of beginnings, the deity responsible for the New Year. As custodian of the universe, he holds sacred the first hour of the day, the first day of the month, and the first month of the year — January — which bears his name. He's represented with two bearded heads set back to back — one looking at the past, the other looking ahead to the future.

Janus is a fitting model for this season of reflection and renewal. Just as his opposing faces see the past and the future simultaneously, we would do well to ponder over the past year as we make plans for the next twelve months.

Many people set aside some time every January to reflect. They ask themselves questions like: "What have I learned?" and "What will I do differently?" Remembering obstacles overcome and hardships endured, they cherish happy times, are invigorated by nearly forgotten triumphs, and humbled by the goodness around them. Their written list of blessings and accomplishments renews their resolve and puts present problems into the perspective of passing time.

Of course, learning and benefiting from the past is vastly different from living in the past. The former strengthens our commitment to growth and improvement; the latter stifles growth and stops progress. We simply cannot grasp the hope of the future if we're holding on to the hurt of the past.

One thing is certain; the New Year comes. C. S. Lewis described the future in these terms: "... something which everyone reaches at the rate of 60 minutes an hour, whatever he does, whoever he is."

Regardless of the fixed speed at which we travel to another year, the future can be paved with lessons learned. But, if we neglect the wisdom of yesteryear or are blinded to the possibilities of tomorrow, we may continue to travel a dull and dusty highway. The past can serve as a road map of sorts, guiding us over rough spots, reminding us of detours, and even preparing us for more scenic routes. By remembering how we made it to where we are right now and consciously deciding where we would like to be next year at this time, we can make better decisions and achieve a greater measure of happiness.

The unknown of the future becomes less threatening and more promising as we adopt the wisdom of Janus.

Share with me your insight at James.Stephen@usarec.army.mil.

“Let us look to the past and learn and look to the future and live.”

– LTC Jim Stephen

A recruiter writes:

I was just wondering why it is that all of the other branches of military recruiting have such PPIs as the good, embroidered lanyard key rings and we can only get the smaller, thinner, silk-screened ones?

When we as recruiters go out into the community and visit our schools, we see students walking around with Navy, Air Force, or Marine lanyards. Because of this, no one wants to be seen with a little, thin Army one.

Everyone in the Army knows we have more to offer than anyone else, but kids today don't think like that. They want to know, "What can you do for me now?" I think that simple things like that will really help get the name "Army" out there.

The Chief of Staff responds:

Thank you for your input to "The Way I See It" program. We always appreciate input from recruiters in the field.

I fully understand your frustration, and rest assured, we are doing everything in our power to maintain our PPIs, both in quality and quantity.

A new style of lanyard is now available and the new lanyard is made of a thicker material with a breakaway clasp that will be more widely accepted within the high schools.

Again, thank you for responding to "The Way I See It" program and please continue to let us know how we can better support the recruiter.

An anonymous person writes:

I have never understood why we have extended hours on mission day. Applicants sit around at MEPS for hours and hours, sometimes until 0100 or 0200. That is not my idea of "red carpet" treatment. Everyone knows when the mission month ends, yet, we still have recruiters waiting until the last minute to get people to the floor.

I think we should quit having extended hours. It does nothing for our image in the public to bring a 17-year-old female applicant home at 0200 or later from MEPS. We have recruiters up at 0300 to get an applicant to the floor and then sit there for almost 24 hours to enlist or worse yet, have a waiver disapproved. Stop the madness.

The Chief of Staff responds:

We recently received a TWISI that questioned the use of extended hours at the end of each month. I would like to start by thanking the author for his/her interest in this important quality of life issue for our recruiters and new applicants.

Extended hours and processing on Saturdays are designed to facilitate the schedules of those applicants who may not otherwise be able to get to a MEPS, and to assist commands and recruiters in finalizing /closing out their monthly missions. Recruiters can manage the day of the month they bring applicants to the MEPS through proactive planning and disciplined execution of these plans.



The guidance to the field is to execute mission performance as required by the Mission Accomplishment Plan (MAP). This is the tool that will allow us to plan and execute our recruiting activities for mission success. The proven science of the MAP will permit us to work smarter and will allow us to address and improve the quality of life issues that you discuss in your letter for both applicants and recruiters. The Commanding General reviews performance against this standard regularly, and the command is continuing to improve.

Thank you for your thoughtful consideration and recommendation. For further information please contact CPT Steven F. Lamb at 1-800-223-3735, ext. 6-1746; DSN 536-1746; commercial 502-626-1746 or e-mail at Steven.Lamb@usarec.army.mil.

A recruiter writes:

I have a question which may seem insignificant except to us overachievers. I am 400 points away from my ring and I was told that any points earned in my last 90 days in recruiting will not count towards my ring points. At which point does a recruiter stop receiving points towards incentives such as gold badges, rings, and medallions?

The Chief of Staff responds:

Thank you for your comments to "The Way I See It" Program regarding recruiter incentive awards.

The information you received concerning recruiting points is incorrect. If you contribute net contracts to the station mission, you are entitled to receive points until you sign out of the unit unless favorable personnel actions are suspended, i.e., you are "flagged."

Again, thank you for your concerns and please continue to let us know how we can better support our recruiters. For further information please contact Kathy Daugherty at DSN 536-0470, commercial (502) 626-0470 or e-mail: kathy.daugherty@usarec.army.mil

TWISI letters can be sent e-mail to TWISI@usarec.army.mil. Written comments may be mailed to ATTN RCCS CHIEF OF STAFF, COMMANDER, US ARMY RECRUITING COMMAND, 1307 3RD AVE, FORT KNOX KY 40121-2726

SOLD! What is it?

Spouse Orientation and Leader Development

By MAJ Brian McDonald, Chief, Human Resources Division, USAREC

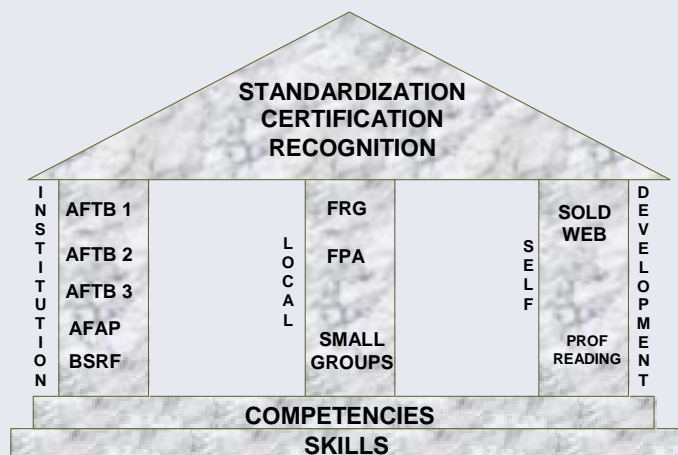
The Spouse Orientation and Leader Development initiative or SOLD was briefed to key leaders at this year's AUSA Conference in Washington, D.C. SOLD is designed to help better integrate spouses into the Army team and seeks to accomplish three things in the near term:

- Improve the early connection of the Army to spouses
- Create consistency in service delivery
- Set the conditions for success in establishing spouse leader development as a system

What does this mean for Accessions Command? Accessions Command is key in this process. USAAC is the "First to Contact." For many soldiers and their families, we are their first experience with the military. Re-enlistment begins at recruitment. If we want to keep soldiers in the Army, we need to create the positive first experience. The "First Handshake" is not just with the soldier, it is with his spouse and family, too.

How does SOLD work? SOLD is still being developed. It will continue to evolve and transform along with the rest of the Army. Parts of it may change but much will remain.

The basic construct is as follows:



SOLD is the name for the entire initiative. The familiar programs that exist today will remain. Army Family Team Building and Family Readiness Groups are not different from SOLD, they are a part of it.

There will be three major areas: institutional or school, local or unit, and self-development or self-taught. Inside each of these areas is where AFTB, FRG, and other programs can be found.

Where is SOLD headed in the future?

The vision for SOLD is to create a culture that embraces spouses for their "leadership" potential beginning when they are first welcomed into the Army. SOLD develops a bond with spouses for a lifetime of growth, development, and service to the Army and the Nation.

The Army team's goal through this initiative is to educate and enable spouses to become self-reliant, instill a sense of pride and ownership as a valued member of the Army, and connect spouses to each other through family readiness and networking groups. SOLD brings synergy to existing family programs to improve effectiveness, encouraging a spouse mentoring process. Ultimately, SOLD ambassadors will mobilize throughout the Army to promote the benefits of being an Army spouse.

The challenge will be integrating the SOLD initiative into the existing programs available in USAAC. This is not a small undertaking because SOLD will formally integrate spouses from many different walks of life.

The spouses can range from Recruiting Command's Delayed Entry Program and Delayed Training Program before the soldier attends training and transitioning to the Reception Battalion/ Initial Entry Training when the soldier enters his duty commitment.

The Cadet Command also follows a similar process with the Military Science III and IV program before the cadet enters federal service and transitions to the Basic Officer Leadership Course (BOLC) II/Basic Branch schools. While this is where SOLD welcomes spouses, it doesn't stop there. SOLD also is at the soldiers' first duty station and part of all Army units, to include recruiting and ROTC battalions.

Does SOLD replace the other programs? No, SOLD will help provide coordination and direction to existing programs. SOLD seeks to coordinate resources so they can be better used and more available. Many programs, such as Army Family Team Building, are currently offered to assist spouses and family members. Unfortunately, spouses never hear of these programs until they get to their first permanent duty station. SOLD hopes to help fix this. Knowledge will empower spouses by introducing the whole team (soldier and spouse) to these programs early. Families will then be able to adjust to the Army way of life more quickly.

During initial orientation, soon after the "First Handshake," all spouses must be made aware of the Web based services available. Services such as AFTB Level 1 and Level 2 classes are available to family members online in English and Spanish. Registration is free at www.aftb.org. Level 1 courses are targeted toward people new to the Army or anyone interested in updating personal skills or basic knowledge. Level 2 courses are targeted toward emerging leaders within the Army community. Courses such as Enhancing Relationship Building

and Introduction to Effective Leadership are offered. Enlisted spouses can also access the DEP Web page at www.armydep.com for additional DEP information.

The SOLD initiative is not limited to our DEP/DTP members and cadets. Permanent party/cadre spouses arriving at USAAC units are given a newcomers' orientation at their unit. Spouse sustainment and leader development training includes AFTB Levels 1, 2, and 3. Coordination is also made for remote sites to have training at Reserve Component unit headquarters. Annual training conferences, family advocacy training classes, and couples communication classes and retreats provided by chaplains are a few of the reinforcing ways in USAAC to provide spouses the opportunity to further develop.

The Department of the Army also hosts the Army Family Action Plan on an annual basis and members of the USAAC command play a key role in identifying family issues that need attention, while also providing proposed solutions to make the Army life better. Experienced spouse leaders are necessary for USAAC to achieve its mission. SOLD provides us with the opportunity to make a difference.

The SOLD initiative has far-reaching effects for every member of the command. The family programs under the SOLD umbrella are not new to Army personnel. SOLD advocates the importance of spouses as an integral part of the Army family. It is an initiative that consolidates the many programs already available and clearly defines the value of every member of the team.

SGT Melissa Matthews with daughter, Kaylyn.



SFC Jim Burns, Rancho Cordova Recruiting Station, with his daughter, Samantha.

1SG John Obregon with his wife, Anna, and daughter, Madison.

CPT Robert Williams, S-3 Operations Officer, Sacramento Battalion, with his daughter, Nyla.

Spouses and children enjoy a family day during Sacramento Battalion's Organization Day held August 2002. (Photos by Tom Blackwood)

Maintaining DEP/DTP

By SFC Jeffrey Fletcher, Recruiting Operations

The Delayed Entry Program and Delayed Training Program starts long before the individual enlists in the Army or Army Reserve. I'm here to tell you that DEP/DTP sustainment starts the first day that you are seen by your applicant and is a direct reflection of your ability to employ the principles of Army leadership. A lot of you are now saying to yourself, "How can you say that?"

FM 22-100 states that, "Leadership is influencing people — by providing purpose, direction, and motivation — while operating to accomplish the mission and improving the organization." We seem to remember the "Be, Know, and Do" of leadership, but we forget the "Principles of Leadership" that get the job done.

From the first time your applicant sees you, whether it is at school in the hallway or walking down Main Street, they are sizing you up. For the most part, our DEP/DTP soldiers join the Army/Army Reserve to "Be Like You" — their recruiter. They see something in you that they want to be — tough, professional, respected. They may want to have something that you have, i.e., job security, benefits, an education. You must "set the example" at all times.

From the beginning, your prospects know why you come around to speak with them. You are there to talk to them about joining the world's greatest organization, the United States Army. As a recruiter, we now sell them everything they ever wanted and more in the Army. We take them and their influencers to lunch or dinner, we get up before dawn to drive them to the Military Entrance Processing Station (MEPS), or we stay up to ungodly hours in order to get them to the hotel the night before MEPS processing. Sometimes, we even make a trip back to the MEPS to hold their hand while they talk to the guidance counselor about picking their job in the Army. We have applied every facet of Army leadership we can think of using. We have used every bit of salesmanship that we can think of in order to influence them to become part of our organization. Now, they enlist in the Army/Army Reserve and what type of leadership do we give our newest soldier? What happens next? Unfortunately for the most part, nothing! We forget about them and move on to the next contract. Sure, we call them on the phone every other week like the regulations tell us that we must and invite them to a DEP/DTP function or two. But, is this the way a true leader treats their soldiers in the field? Is this the type of leadership our DEP/DTP soldiers expect and deserve? Most definitely not!

This time of year, it is very critical to employ sound leadership with your DEP/DTP soldiers and their influencers.

Send holiday greeting cards.
Throw a holiday party for
DEP/DTP soldiers, parents,
and influencers.
Visit the DEP/DTP soldiers
and their families.
Reinforce the reasons they
joined the Army.

The holidays are just ending, their emotions are running on high, and their mental state is focused on family. Now, they have to face the fact that they are going to be leaving the people that mean so much to them very soon! One of their distant relatives, who you have probably never met, has told them horror stories about "When I was in the service." They have told them how tough it is to be in the service and there are better options than going into the Army. Buyer's remorse sets in and you now have a DEP/DTP problem. In the business of recruiting we say it is "time to reinforce the sale." The truth of the matter is that it's time to simply get back to being a good leader. Again, applying the Principles of Leadership, "Know your soldiers and look out for their welfare," will be the key to getting you through this difficult time of year.

One seasonal idea that you might want to keep in mind is to spend a little bit of time and money and send holiday greeting cards to all of your DEP/DTP soldiers. Take the time to write a small personal message on the inside of the card and sign it. Do not type or use your computer to generate this message, do it by hand. This will make it personal and your soldiers will appreciate it much more than another "form letter" that they get in the mail. Another idea is to have a holiday party for your DEP/DTP soldiers, their families, and their influencers. This is a chance to conduct a DEP/DTP function that is a little out of the norm. Complete the basic task functions on another date. Consider this a Team Building Exercise that allows you to build a team that is comprised of the DEP/DTP, their families and their influencers and YOU! If nothing else, make a personal visit to

DEP/DTP Sustainment



all of your DEP/DTP soldiers and extend your best wishes during the holidays. Keep in mind the religious preferences of your DEP/DTP soldiers.

Here is another idea that I, myself, was just reminded. It will help you both reinforce the sale and build teamwork at the same time. Have all of your DEP/DTP soldiers, their parents, and influencers write an “Any Service Member” letter and e-mail it to one of our comrades overseas. Have them write about why they decided to join the Army, why they are proud to be part of the Army team, and finally just to say “thank you” for what they do for us every day. This will bring back all of the positive emotions they were feeling when they enlisted. Remember, most people buy for emotional reasons, not logical reasons. Even though you may try one or more of these ideas, or some of your own, you must still reinforce the sale and handle objections.

Now is the time that you must become very active in your DEP/DTP soldiers’ lives again. You must get as much face-to-face time with these individuals, their families, and other influencers as possible. You must reinforce the reasons why they joined our great organization. Be very aware and note any changes in attitude toward you or the Army. Address problems or questions head on. Don’t be afraid to admit it if you don’t know the answer, but take action quickly to resolve the issue. Get assistance from another recruiter, your station commander, or company leadership team, if necessary.

“Be, Know and Do” always, but never forget the “Principles of Leadership” that get you there. You have a choice, either apply sound leadership now or take your lumps later!

The Principles of Leadership

1. Know yourself and seek self-improvement
2. Be technically and tactically proficient
3. Make sound and timely decisions
4. Set the example
5. Build the team
6. Seek responsibility and take responsibility for your actions
7. Develop a sense of responsibility in your subordinates
8. Keep your subordinates informed
9. Know your soldiers and look out for their welfare
10. Ensure the task is understood, supervised, and accomplished
11. Employ your unit in accordance with its capabilities



Janel Romo, Brisa Aguilar, and Elaine Traches from Pioneer High School, Whittier, Calif., discuss with Army Recruiter SSG Johnny Walker, what options are available to them in the Army after they graduate in June 2003.

New Education Law Aids Military Recruiting

By William Kunisch, Education Division

In the past few years Congress has passed three different laws that provide the military services greater assistance in gaining access and student directory information from the nation's high schools. In the National Defense Authorization Act (NDAA) for FY 2001, there is a section known as the Hutchinson Amendment. This amendment requires each school district and high school to provide the same access to secondary school students and directory information concerning such students, as is provided generally to institutions of higher education or to prospective employers of those students. Using the Recruiting Access to High Schools database, each branch of the military provided information on all the nation's high schools. A school was identified as a "problem" school if two or more services reported that they were denied access or student directory information.

There are two problems with this amendment. First, this amendment was contained in the Defense Authorization bill and its audience was the defense community, not the education community, so educators never heard of this requirement. Second, this amendment did not apply to a school district that had established a local school board policy that denied access to military recruiters or denied the release of student directory information.

In 2001, two bills were passed that contained similar language. The first was the NDAA FY 02 signed into law in November 2001 and the second, but a more powerful and effective law, and the one that is receiving the most attention, was the Reauthorization of the Elementary and Secondary Education Act (ESEA). The ESEA is also known as the "No Child Left Behind Act of 2001," and it was signed into law on Jan. 7, 2002. These two laws state the following:

- Each school district receiving assistance under this Act shall provide, on a request made by military recruiters or an institution of higher education, access to secondary school students' names, addresses, and telephone listings.

- Each school district receiving assistance under this Act shall provide military recruiters the same access to secondary school students as is provided generally to institutions of higher education or to prospective employers of those students.

- A secondary school student or the parent of a student may request that the student's name, address, and telephone listing not be released without prior written parental consent, and the school district shall notify parents of the option to make a request and shall comply with any request.

These two laws offer three distinct advantages. First, both

**Provide access to students' names, addresses, and telephone listings.
Provide military recruiters the same access as provided colleges or employers.
Provide parents and students right to opt out.**

laws have similar language and they were directed to both the education community and the defense community. The "No Child Left Behind Act" directed the Secretary of Defense and Secretary of Education to consult with each other and develop guidance for implementation of this law. This cooperation is being accomplished and has resulted in both Secretaries signing a joint letter with implementing guidance on Oct. 9, 2002.

Second, the laws provide parents with the right to "opt out" of having their son's or daughter's (under age 18) name, address, and telephone listing released to military recruiters. Students, age 18 or older, have the right to "opt out" on their own. These laws also link the military with institutions of higher education. Schools must treat the military services as every other party to a release, and parents/students, who deny release must realize that in so choosing, their information should not be released to institutions of higher education. The choice is all or none. Schools can no longer release directory information to an institution of higher education and not to the military services.

Third, if a school district receives funds from this Act, then the district and all high schools in the district must comply with the law or risk losing federal funds. For large urban school districts, this funding can be in the tens of millions of dollars and for smaller school districts this amount could be several hundred thousand dollars. Private high schools, unless they maintain a religious objection to service in the Armed Forces, that receive funds under this Act are also subject to this law. Though the Act states that schools that do not comply with the Act could jeopardize their receipt of the funds, it does not provide a procedure for having those funds withheld.

What has been the response to these laws?

Since the Hutchinson Amendment was not addressed to the education community, many educators were unaware of this amendment and did not respond to it. However, they are responding to the ESEA, and the military services are seeing a positive response. State departments of education have released guidance to superintendents and school districts basically advising them that they must comply with the law. Large school districts, such as Rochester, N.Y., Portland, Ore., and San Diego, Calif., have for the first time in almost 10 years changed their policy and are releasing student directory information. Some battalions have reported that they are receiving student directory information from districts and schools that had previously never provided this information to the military. Also with the enactment of the ESEA much of the Hutchinson Amendment has become moot.

Recently, this section of the ESEA has come to the attention of the media and it is responding negatively to the requirement that high schools must provide access and student directory information to military recruiters. It is unfortunate, but many in

the media seem to believe that this is the first time that the military services have ever had access to the nation's high schools. They also believe that this is the first time the military services have ever asked for and received student directory information. Major newspapers are also printing letters to the editors from parents complaining that the federal government is forcing high schools to release student directory information. Parents are concerned that their privacy is being invaded, even though they have the right to "opt out."

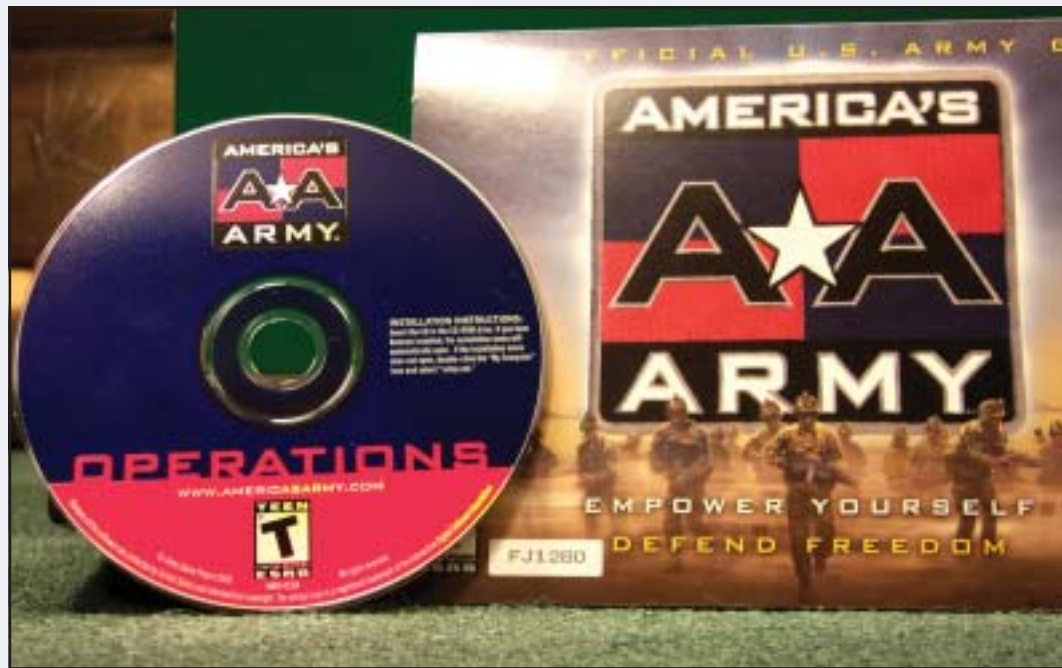
Allowing students and parents the right to "opt out" is in the law. This means that recruiters may not receive a complete list of all the high school juniors and seniors, but they will receive a list of students who may be willing to listen to them. Normally, school administrators should send a form home at the beginning of the school year that allows parents to "opt out" of having this information released to the military and institutions of higher education. Students and administrators must understand that the law does not allow them to choose between institutions. The choice is between having student directory information released and not having this information released, it's all or none. The military cannot be singled out.

Some advice concerning the law.

Most schools should have received guidance from their state department of education on how to implement this section of the ESEA. Over the years many schools have provided military recruiters with student directory information, so for them this requirement is not new and they will continue doing what they have always done. For other schools' administrations this is a requirement that they do not want to confront. For whatever reasons, administrators in some districts and schools created a long-standing practice on nonrelease to the military that they must now change.

Some school administrations may be resistant to making the necessary changes in their policies and practices. Be polite, tactful, and diplomatic in advising them of the new requirement to release student directory information. There is no need to inform school officials that they will have ESEA funds withheld from their school. One, threatening them is a non-starter and two, they still may be perfectly within the law. Gather the necessary information and forward it through channels, so that the problem can be worked at a higher level. Also allow the schools time to establish procedures allowing parents the right to "opt out" and time to compile the list for you. Next year with procedures in place, schools will be able to release the information much earlier.

Once the student directory information is received, commanders and recruiters must remember that it is imperative that they protect this information. Don't share the list with anyone and destroy it when the information is no longer needed. Nothing could hurt recruiting and military services more than if this information fell into the hands of a third party.



Recruiters and the Army Game

By Lori Mezzoff, Public Relations for America's Army Game

The *America's Army: Operations* game has become one of the most popular games on the Internet, and in turn, has become quite popular with some recruiters as a communications vehicle for introducing the Army to young adults.

Since the game was released on the Web July 4, 2002, approximately 1,007,000 players have registered to play *Operations*, with 614,000 having completed the game's virtual basic training. With over 32 million missions played, at an average of 6-10 minutes per mission, daily game play has grown to a level of more than 350,000 missions per day! Gamers have downloaded the game, which features more than 20 levels, from Web sites listed at the www.americasarmy.com site and by requesting CDs from recruiters.

The Army is undertaking a number of marketing activities to distribute and broaden awareness of the game and to make it easier for recruiters to use the game to open a dialogue with young adults. The game is being distributed on the U.S. Army College Tour, at other Army events, and through various competitions. In November, the Army launched the *America's Army: Operations* Tournament (www.igames.org), a competition at game centers across the nation. More than 57 game centers participated in the first of three tournament dates, and in several instances recruiters teamed up with game centers to participate. For example, one recruiter took part in the event at the NorthLAN Gaming Center in Minnesota where he showcased a Humvee, MRIs, and gave away free mouse pads, while another recruiter teamed with the Combat Zone in Oregon to display two Army vehicles and a 24-foot climbing wall.

A recent survey of recruiters found that the game has helped generate leads in multiple locations and that it's a good conversation starter for potential recruits. Several recruiters have installed the game on their personal computers to demo the

game in their offices, at events, and at schools. Others have used the game in more creative ways such as the recruiter in Tulsa, Okla., who held several push-up competitions at a local high school, rewarding the winners with copies of the game.

One example of an enlistment attributed directly from the game comes from the recruiting station in Desoto, Texas, in the case of a high school senior who originally downloaded the game, then built a relationship with a recruiter, and finally officially made a commitment to the Army in November. Another recruiter in Portage, Wis., went on a regular high school visit and met with a young lady who expressed interest in getting the game and filled out a leads card. After playing the game at home, it sparked her interest in the Army and she eventually joined the Army Reserve to become a military policeman. A recruiter in Maplewood, Minn., also said that the game has already generated some leads. One game player who had some prior interest in the Army downloaded the game and then linked to the recruiter through the Web site and eventually enlisted.

The Army is constantly updating the game with new levels to continue generating interest in the game and expose civilians to many different parts of the Army and Army life. In 2003, the *Operations* game play will expand to encompass MOSs such as medics, close air support, and engineers; new maps, weapons and missions; new vehicle modeling like the Stryker Combat system; and Special Forces missions and weapons. In addition the game will interlace with the *Soldiers* game, a role-playing game in which players navigate life's challenges to achieve life goals.

Game CDs and posters will be available on the Recruiter Warehouse Web site. Information on the game can be found at www.americasarmy.com or the game's media site www.thearmygame.com. Web material can also be found on Recruiting Central Web site.

With Winning in Mind

Story and photo by William A. Kelo, Chicago Battalion

SSG Albert Lampkins stood at rigid attention in the front of the room, his wife Alberta standing next to him looking out at the assemblage of friends, colleagues, and leaders from throughout the Chicago Recruiting Battalion.

There had been many special days since becoming an Army recruiter two years before. There was the day he graduated from the recruiter course in February 2000. The day he wrote that first-ever enlistment contract as a new recruiter at the West Addison Recruiting Station shortly after returning from school. After that the special days came more quickly — though not necessarily more easily. There was the day he earned his gold badge, became a station commander, was presented the recruiter ring; but none of those special days had been quite like this.

“Attention to orders” barked the adjutant before going on to read the citation before her. Despite the adjutant’s clear voice, SSG Lampkins didn’t hear much of what was being read. His attention was fully focused instead on BG Leslie L. Fuller, Deputy Commanding General East, now standing directly in front of him and softly issuing words of congratulations as he gently positioned the ribbon with the Morrell Award medallion attached over his head. The award, the highest in Army recruiting, was heavy, it had a physical substance and a presence that commanded attention, a presence uncommonly appropriate both of what the award represented, and of the soldier for whom it was named.

SSG Lampkins had enlisted at the local recruiting office in his hometown of Buffalo, N.Y. It was January 1988, the height of winter in a town known for its “memorable” winter weather. Maybe that’s what made Fort Sill, Okla., home of the Field Artillery, sound like a great place to go for training. Graduation from basic and field artillery AIT were followed quickly by a series of assignments to artillery units defending freedom’s frontiers, Fort Bragg, N.C.; South Korea; Bamberg, Germany; Fort Bliss, Texas; and Fort Carson, Colo.

Then came February 2000. A new millennium was dawning. After more than a decade as a field artilleryman, it was time to learn new skills and face and master new challenges.



Alberta Lampkins stands alongside her husband, SSG Albert Lampkins, as he receives the Morrell Award from BG Leslie L. Fuller, Deputy Commanding General, USAREC.

Accordingly, SSG Lampkins submitted his packet to become a drill sergeant. Exercising that sense of humor and logic that is only understood by fellow assignment officers, the Army promptly sent SSG Lampkins his orders — Army recruiting. SSG Lampkins would get his shot at those new skills and new challenges.

It was now late September 2002 as he stood at attention before BG Fuller. In just over two years he had gone from “newbie” to earning the coveted Morrell Award. A few of those watching BG Fuller present that coveted medallion wondered what had led to that remarkable achievement. Was it the market or the man? Was it labor or luck? Or was it maybe some magical combination of “all of the above.”

There were few clear answers, but there were important clues. Certainly there was nothing remarkable about the West Addison Recruiting Station area. Many recruiters and station commanders had come and gone over the years. Some had done well and others less so. Certainly, SSG Lampkins had worked hard but the same could be said of so many others. The message, the training, the market, the recruiting tools, resources — all standard issue.

Perhaps what was unique was not to be found in the tangible and easily visible components of recruiting, but rather in the intangibles, the recruiting philosophy, motivation, and attitude of SSG Lampkins himself. Life and the Army, though perhaps not in that exact order, had taught SSG Lampkins a lot. From those lessons grew an operating philosophy, a professional and personal creed that were the foundations of high achievement.

“Stay positive, motivated, focused, and lead by example. Always believe you can achieve. Find at least one positive thing you can learn from everyone you work with. Latch onto someone positive as a mentor. Purge away all negativity. Never quit. Always know that as long as you have the support of your family you can and will succeed,” reflected Lampkin.

I can’t prove what led to SSG Lampkins’ earning the Glen E. Morrell Award just two years after becoming a recruiter, but I’m positive I know the answer.



LTC Terrence Marsh, Los Angeles battalion commander, (right) talks with John W. Mack, President, Los Angeles Urban League (left) during a Nov. 20 meeting in Los Angeles. Sandra Carter (center) is the NUL vice president of programs.

USAREC Partners With NUL

Story and photo by CPT Tom Alexander Jr., USAREC Public Affairs

One of the ways in which the U.S. Army Recruiting Command is reconnecting with America is by developing a partnership with the National Urban League.

“It is important that we ‘Reconnect with America’ by developing partnerships with organizations that hold the values and objectives consistent with the Army,” stated MG Michael D. Rochelle in a letter to the battalion and brigade leadership.

MG Rochelle and National Urban League (NUL) President Hugh Price in a five-minute video highlighted the importance of the U.S. Army and NUL partnership.

The goal of this partnership is for brigades and battalions to develop strong relationships with their area NUL affiliates. Affiliate members are ideal centers of influence in African-American communities.

Education, equality, opportunities for success, and growing leaders are the basis for the U.S. Army Recruiting Command partnership with the National Urban League. These goals are the foundation for local battalions and brigades to forge a local partnership with the National Urban League.

The Army’s Partnership for Youth Success program and Army educational opportunities are just two of the specific areas the battalions and brigades will focus on during their initial discussion with their local NUL affiliate.

Recruiters can build on this local NUL partnership by becoming members of the local affiliate through the USAREC unit membership program. Other possible activities are: inviting NUL members to battalion activities and events; coordinating to have a NUL member assist in high school speaking opportunities and networking with area affiliates to locate potential PaYS partners.

The first local partnership meeting between Los Angeles Urban League and Los Angeles Recruiting Battalion, Nov. 20, 2002, proved beneficial.

“I think it can be a mutual beneficial partnership between the community, the Urban League, and the Army,” said Sandra Carter, Vice President Programs, Los Angeles Urban League.

“I think it can especially benefit potential employers in that they get disciplined and trained employees,” said Carter, concerning the Army’s PaYS program.

Los Angeles Urban League President John W. Mack emphasized how important this partnership is to the youth.

“The partnership between the National Urban League and the U.S. Army is an ongoing commitment to help young people realize their fullest potential, whether it be in the service or civilian life,” said Mack.

LTC Terrence Marsh, who was present at the Los Angeles meeting, summed it up, “This is a great opportunity for us to partner with the local community. The potential to get the word out to key influencers and speak to young people about the opportunities that the Army has to offer are immeasurable.”

The National Urban League is the oldest and largest community-based movement devoted to empowering African Americans. The nonprofit, nonpartisan organization has strong roots in communities across America and is focused on the social and educational development of youth, economic self-sufficiency and racial inclusion. The NUL, with more than 100 affiliates in 34 states and the District of Columbia, serves more than two million individuals each year.

The NUL’s history tells of people – men and women, black and white, professional staff and volunteers, all working together, in large and small ways, toward a common goal: to level the playing field by changing institutions and laws that prohibit equality of opportunity for all Americans.

“The Army is a form of national service for all people from different backgrounds to work together,” said Price.

“If America’s Army is going to be America’s Army it is going to have to look like America,” said Rochelle.

Army *goes* NASCAR

TRADOC News Release

Fans of NASCAR, fasten your safety belts! U.S. Army racing began a NASCAR team partnership in December. Starting Feb. 16, 2003, at the Daytona 500, a black-and-gold Army car will roar at full speed around NASCAR tracks as the Army teams up with MB2 Motorsports on the Winston Cup racing circuit. Piloting the Army's Pontiac will be Winston Cup veteran driver Jerry Nadeau.

"Just like a well-trained pit crew, each soldier in the Army's team is important and brings individual talents and contributions to achieve team goals and objectives," said LTG Dennis D. Cavin, commanding general for the U.S. Army Accessions Command at Fort Monroe, Va. "We welcome MB2 Motorsports and Jerry Nadeau to the Army team. NASCAR fans share our interest and support what the Army proudly stands for in America. We expect to see some very exciting races starting in February pursuing the Winston Cup championship side-by-side with MB2 Motorsports."

U.S. Army racing, which already includes the successful partnership with Schumacher Racing and the National Hot Rod Association (NHRA), helps raise awareness among America's youth of what the Army has to offer: personal growth and opportunities, a strong team, and proud, patriotic service to America. The MB2 Motorsports sponsorship will expand further the Army's outreach to the sport's 75 million fans – including young adults ages 18 to 24. The Winston Cup is

among the highest rated regular season sports on TV, according to NASCAR statistics.

The Army will be the primary sponsor on the MB2 car at 27 Winston Cup circuit races with nine races as the associate sponsor. MB 2 Motorsports is headquartered in Concord, N.C., and headed up by General Manager Jay Frye, an 11-year veteran of the NASCAR Winston Cup circuit. "MB2 Motorsports is proud to represent the Army and carry the black-and-gold colors. We have the experience and they have the discipline to make this a winning partnership," said Frye.

Veteran driver Jerry Nadeau will be joining the Army/MB2 team at its 2003 Winston Cup debut at the Daytona 500. Nadeau, who came up through Kart racing and NASCAR's Busch series, posted 10 top-10 finishes in 2001 and won the 2000 NAPA 500 at Atlanta Motor Speedway.

"I'm honored to have the U.S. Army as my new ride for 2003. My father served in the Army, so I know the values and innovation they'll infuse into this partnership. I look forward to helping the Army achieve its mission," said Nadeau.

"Army racing partnerships are two dynamite examples of how the Army successfully reaches aspiring recruits," said Cavin. "The Army's continued involvement in high profile sporting venues and events goes a long way in helping us deliver a powerful, compelling message about Army opportunities to talented young Americans."



Photo by Greg Calidonna

The U.S. Army NASCAR Pontiac will make its racing debut Feb. 16, 2003, at the Daytona 500. Kneeling left to right are: Crew Chief Ryan Pemberton, Driver Jerry Nadeau, LTG Dennis D. Cavin, and MB2 CEO Jay Frye.

Audie Murphy Induction 2002

By Pearl Ingram, Editor, Recruiter Journal

Acquiring membership in the famous Sergeant Audie Murphy Club is no easy task. Just ask SFC William Jewsbury, a senior guidance counselor at the Spokane MEPS. He had spent 25 years in the Army Reserve and active Army before he was handed a 273-page study guide that would prepare him for the board.

“Being I am an AGR, I’ve never really been to a board before,” said Jewsbury. “So when I got the study guide of 273 pages, it was a little overwhelming.”

It was quite the experience according to Jewsbury. He learned some from the battalion board, learned a little more at brigade, and before getting to USAREC, he felt he was prepared.

“I gave it 110 percent,” he said.

His experience was somewhat mild compared to SSG Bobby S. Ehrig, a recruiter in the Abington, Penn., recruiting station located just outside of Philadelphia. Ehrig’s wife, Katherine, traveled with him to Fort Knox, Ky., and attended the USAREC induction ceremony. She said she helped him study from the big notebook.

“She’s the study buddy from hell,” said Ehrig. However, Katherine says his accomplishments benefit them as a family. The Ehrigs volunteered for recruiting duty, and he was fortunate enough to get assigned to a recruiting station in her hometown and within a short drive of his parents’ home.

“Most detailed recruiters don’t usually get where they want to go,” said Ehrig. “That’s a big thing that they should change. It would help.”

Another wife, Susan Lamont, wife of SSG Calvin Lamont, a



Twelve NCOs were inducted into the USAREC Sergeant Audie Murphy Club on Dec. 13, 2002, at Fort Knox, Ky. (Photo by Walt Kloeppel)

Reserve recruiter assigned to the Denton recruiting station, Dallas battalion, took a different approach in helping her husband prepare for the board.

“I helped him study by letting him study,” she said. She admits the long hours he puts in to reach his recruiting goal was a problem for her at first. “I have come to accept it and support him through it,” she said.

Lamont has been at the Denton station for three years and will move on to Del City, Okla., and recruit with AMEDD.

“This is something I’ve wanted to do since my first squad leader was inducted. I introduced him as my Sergeant Audie Murphy at the induction ceremony when I was a private,” said Lamont.

SFC Raul Lemus said seeking membership in the Audie Murphy Club became a challenge for him after seeing the caliber of soldiers he was competing with. Lemus is a volunteer recruiter also, assigned to the Southern California battalion. However, unlike Ehrig, he has plans to stay on permanently.

“In recruiting you’re influencing civilians,” said Lemus, “and they have no reason to follow you. You don’t have authority over them; but through good leadership, tact, and charisma, you influence them to become part of something they never thought of.”

Another Audie Murphy Club inductee, SSG Daniel Murphy, also plans to remain in recruiting. Assigned to the Tampa Battalion, Murphy has been a recruiter for two years and served as a 19K, tank commander, before coming to recruiting.

“Don’t sweat the small stuff” is his motto.

“Too many people blow minor things out of proportion,” he said. “All we have to do out here is put people in the Army and everything else is secondary.”

He says his reward is seeing soldiers return home for a visit following their completion of basic or advanced training.

“The impact you make on peoples’ lives makes you feel good.”

It was not only recruiters and guidance counselors who appeared before USAREC’s CSM Roger Leturno’s Audie Murphy board. Motor Vehicle Manager SSG Nakeshia Brown had seen last year’s inductees pictured in the Recruiter Journal and thought she would like to participate.

She immediately asked the Columbia battalion sergeant major if he would think about her for the next board.

“Studying came naturally for me,” said Brown. The big challenge for her was appearing before the board, where she was asked to sing the The Army Song and quite easily admits she can’t sing.

“I tell her to be confident,” said her mentor, SFC Mildred Brunson-Kincaid, a recruiter in the Columbia battalion. “She loves helping others and I’m sure she will be successful in recruiting.”

Brown plans to apply for recruiting duty as soon as she is released from her 36-month obligation as a motor vehicle manager. She would like to recruit in Montgomery, Ala., in order to be near home and family.

It was family in a different setting that led SSG Patrick Flanagan, New England battalion, to the Army. His father, now retired in North Carolina, was a first sergeant. It was only natural that he would want to become a member of the Audie Murphy Club.

“A lot of preparation and hard work went into this,” said

Flanagan about preparing for the board. “The people I work with helped a lot.”

He says several of the NCOs at his previous assignment as an infantryman strived to become Audie Murphy Club members, which made it important to him. His assignment before becoming a recruiter was as an airborne infantry squad leader in Alaska with the 172d Infantry Brigade, and he admits he misses working with the infantry.

“He’s the Army inside and out,” said his mentor SFC Gerry Rutledge. He loves the Army and it shows when he talks to people. That helps sell the Army.”

Flanagan keeps photographs from prior assignments at his Auburn, Maine, station and shows prospects some of his accomplishments. He not only talks with them about the duty assignments he has held but also shows them photographs of off-duty travel and the fun to be had with fellow soldiers and friends.

However, not all of USAREC’s inductees were successful on their first try at the difficult boards. SFC Stephen Badley and SSG William Hudon competed last year, and although not successful, decided they were sufficiently challenged to want to put more effort into accomplishing membership again this year.

“It’s been a goal ever since 1997,” said Badley, who is station commander at the Claremore station, Tulsa Company.

He says everyday in recruiting is a lesson learned and facing rejection was difficult at first. His favorite part of recruiting, however, is enlisting an individual who knows nothing about the Army, teaching them before they go to basic, then seeing the rewards they have gotten from their training when they return.

“It’s a great accomplishment,” said Badley.

Hudon, foreign language advocate, 6th Recruiting Brigade, had also gotten exposure to the Audie Murphy Club board by participating as a reporter three years ago and as a participant last year.



SSG Eric Flynn, Albany battalion, reflects on his accomplishment.
(Photo by Joyce Knight)

“I decided it was worth a shot,” he said about the second try. “They had set a standard on the NCO Creed that it had to be absolutely perfect – I left out a sentence. I knew it, but I choked.”

As a foreign language advocate, Hudon assists recruiters in enlisting heritage speakers of foreign languages. He says it saves the Army a great deal of training time and cost if recruiters can find and enlist heritage speakers.

Hudon says he’s been accused of having a photographic memory so the board questions were pretty easy for him; however, he was warned that this year that he should not begin to answer a question before the board member completed asking.

Feb. 3, Hudon leaves his duties as USAREC’s senior foreign language advocate and becomes an instructor at the Survival, Evasion, Resistance, and Escape course at the John F. Kennedy Center, Fort Bragg, N.C.

“I love the Army. I’ve enjoyed my time here, but I’m going to a tactical unit and I’ll be happy there too,” said Hudon.

SSG Terrence Hynes, assistant station commander, Hanley Road recruiting station, Tampa battalion, volunteered for recruiting duty because he says he had come to a lull in his career as a military policeman.

“The first nine or 10 months were more challenging than what I expected, but it becomes easier once you get the hang of it – once you’ve been here awhile,” said Hynes.

He has been in recruiting for two years now, but when he first started he wanted to enlist a minimum of two people right away. That didn’t happen; however, he says he developed a special bond with his first enlistee.

“I’ve seen him deploy since he’s been in the Army, and I talk to his parents on a continual basis. There’s just something about that one – no matter how many people I put in the Army, I’ll never forget him, ever.”

Hynes says he only had the interpersonal skills he had developed while working as an MP when he started recruiting, and he thought those skills were pretty good. Although, the most important communication skills, according to Hynes, are those used to communicate with family.



SSG Nakeshia Brown with her SAMC mentor, SFC Mildred Brunson-Kincaid. (Photo by Joyce Knight)



Susan Lamont, wife of SSG Calvin Lamont, received flowers as did all the inductees’ spouses during the ceremony. (Photo by Joyce Knight)

“It’s important to inform immediate family members about what you do. They become part of the team. My wife passes out business cards. I would say to recruiters, involve family in everything.”

SFC Paul King, Jackson battalion would agree. He says the biggest challenge for him has been the hours.

“You have to have an understanding relationship with your wife, you work on it, and like any job in the Army, you adjust,” said King. He has now been married 10 years.

King has enjoyed the opportunities he has had to work with colleges and universities. His goal as an Audie Murphy Club member is to work with other soldiers worthy of the award and shed light on what it takes to be inducted.

SSG Eric Flynn, Albany battalion, said his first sergeant at Fort Hood, Texas, was an Audie Murphy Club member. Flynn looked upon his first sergeant as a role model and appreciated the extra push he gave.

“When they say An Army of One, ... it’s a big family to me,” said Flynn. “It’s something I firmly believe in and I get to toot my horn on how the Army takes care of people.”

Flynn said being inducted brings more responsibility because now he feels he should mentor not only other soldiers but other NCOs as well.

Out of 45 participants, 12 soldiers were selected for induction in the USAREC Sergeant Audie Murphy Club Dec. 13.

The USAREC SAMC is an elite organization of NCOs who have demonstrated performance and inherent leadership qualities and abilities, which were characterized by Sergeant Audie Murphy.

Comments are welcome by e-mailing Pearl.Ingram@usarec.army.mil. or by calling (502) 626-0167.

A Citizen Says Thank You to a Recruiter and a Soldier



Stanley E. Green
Delaware City, Delaware 19706
November 19, 2002

Honorable Thomas E. White
Headquarters, United States Army
Secretary of the Army
200 Army Pentagon
Washington, D.C. 20310-0200

General Eric K. Shinseki
Headquarters, United States Army
Chief of Staff
200 Army Pentagon
Washington, D.C. 20310-0200

Sergeant Major of the Army Jack L. Tilley
Headquarters, United States Army
200 Army Pentagon
Washington, D.C. 20310-0200

Gentlemen,


I am writing to commend Staff Sergeant Johnny L. Dennis, who is assigned as an Army recruiter in Lakeland, Florida. This commendation relates to his personal actions with civilians in distress on the evening of Wednesday, October 30, 2002.

On the evening mentioned above, my wife, mother-in-law, two friends and myself were driving home after concluding a nice dinner and evening out. Since we were guests from Delaware, a close family friend was providing our transportation. Unfortunately the vehicle we were in experienced mechanical failure leaving us stranded at the intersection of Routes 98 and 4 in Lakeland. Realizing we needed to get out of the roadway, both the driver and myself exited the vehicle and were promptly met by Staff Sergeant Dennis, who was directly behind us. He introduced himself and explained that he was a recruiter with the United States Army and was on his way home from work. Without further ado, he assisted in pushing the stranded vehicle to a safe area, provided jumper cables to initiate engine start up and most importantly, allowed the women to sit in his vehicle allowing for their comfort through this ordeal. After several futile attempts to start the vehicle, Staff Sergeant Dennis offered and did drive us home. During the journey home he spoke of the military and the opportunities it has provided him. We apologized and thanked him profusely for going out of his way to assist us. He was very gracious explaining no need for an apology and that he was on his way to pick up his wife to attend Bible study.

Although in many people's eyes this good deed may seem minuscule; however, I don't view it that way. To give point to my above remarks I say, he is not just a soldier assigned to the United States Army but also a diplomat. When he approached our vehicle with an offer to help, his bearing was straight, his uniform squared away from cover to shoes, his hair trim and neat, and his actions matter of fact. He represented what we as civilians look for in a professional soldier.

Let me conclude my remarks by stating this: Sergeant Dennis represents what I have heard President George W. Bush allude to when he talks about our men and women in the Armed Forces of the United States of America. He speaks about the importance of a well-trained army and the ability to face adversity while protecting their country. He talks of sacrifices made by these men and women who receive a limited thank you. Well, our profound thanks to you and your staff for providing a well-trained and disciplined soldier to help protect our rights as free Americans. I know the United States Army has to its credit many praise-worthy achievements and again, this may seem trivial. Believe me, what he did is not trivial; he went out of his way to be a good citizen and soldier who has been trained to react as a professional.

Sincerely,


Stanley E. Green

cc: Joseph R. Biden, United States Senator
Michael N. Castle, United States Congress
Thomas R. Carper, United States Senator

Motorcycle Safety Training Mandatory for all Soldiers

By Mickey Gattis, USAREC Safety Manager
Photos by Walt Kloeppe, Recruiter Journal

Motorcycle safety has gotten the attention of the Army Chief of Staff. He recently confirmed his personal commitment to motorcycle safety by directing that commanders stop allowing soldiers to defer the long-standing DOD and Army requirement for mandatory motorcycle safety training.

The CSA's guidance expanded the soldier requirement for mandatory training and wear of prescribed personal protective equipment to both on and off post, on or off duty, regardless of state law, and regardless of whether a soldier's motorcycle is registered on an installation.

For many, the motorcycle season is coming to an end. This is not so for the personnel within the U.S. Army Recruiting Command, mainly because of the geographical dispersal. The number of motorcycle riders in the command is a moving target. Currently, there are approximately 650 motorcycle-riding soldiers and employees throughout USAREC.

So far this fiscal year, there have been three reported motorcycle accidents, one of which resulted in our first fatality. Brief synopses of these accidents are:

On Oct. 11, 2002, a USAREC soldier was involved in a fatal motorcycle accident. The soldier was stopped at an intersection when a sports utility vehicle lost control in the intersection, hitting and killing the soldier on impact. Early indications are that the soldier was wearing all required protective equipment and had attended an approved motorcycle safety course. This accident is still under investigation.

On Nov. 11, 2002, a USAREC soldier was involved in a motorcycle accident while trying to avoid hitting a cat. The soldier was travelling 20-25 mph when the cat darted in front of the motorcycle, causing the soldier to lose control and fall off his motorcycle. The soldier sustained minor injuries and was given quarters for 48 hours. He was wearing his helmet and had attended a motorcycle safety course.

On Nov. 13, 2002, a USAREC soldier was involved in a motorcycle accident while leaving the recruiting station on

his way home. He lost control of his motorcycle while changing lanes. The road conditions were wet due to dew and rain early in the day. The motorcycle fell on his foot — fracturing his foot and toe. He was wearing his helmet, but had not yet taken the motorcycle safety course. He was scheduled to take the course nearly a month later, on Dec. 13, 2002.

These accidents serve to reinforce the high-risk nature of motorcycle operations. Motorcycle fatalities represent approximately 8 percent of all highway fatalities, yet motorcycles represent fewer than 3 percent of all registered vehicles in the United States. Statistics show that approximately 80 percent of reported motorcycle accidents result in injury or death; a comparable figure for automobiles is about 20 percent. Most of these occur on the weekend (Friday - Sunday) from 1500 to 2400. On a mileage basis, a cyclist's chances of being killed are 20 times greater than those of an automobile driver. Armywide motorcycle fatalities over the five years are as follows: FY 99- 21, FY 00-12, FY 01-15, FY 02-25, and FY 03- 3 to date.

The required safety course is the Motorcycle Safety Foundation based, state-approved curriculum taught by certified or licensed instructors. Hands-on training and a performance-based and knowledge-based evaluation are required. This training is mandatory for all soldiers operating motorcycles on or off post, on or off duty, regardless of whether the motorcycle is registered on post.



Proper safety equipment is essential to safe motorcycling.

Motorcycle Safety Foundation

There are two courses:

1. Experienced Rider Course: For experienced riders with at least six months or 3,000 miles of riding time.
2. Motorcycle Rider Course: Riding and street skills for beginners and re-entry riders for all ages. No experience is necessary.

What are the requirements for operating a motorcycle?

USAREC policy states that before commanders allow soldiers to ride motorcycles and ATVs on and off federal and state military installations, they must meet the following:

- Successfully complete an Army approved motorcycle safety course. (This course will be at no cost to the individual and commanders will allow time during duty hours to complete course.)
- DOT approved helmet. (Full-face with face shield or goggles is mandatory for soldiers)
- Eye protection. (DOT approved goggles or face shield)
- Gloves that cover the whole hand to include fingers.
- Long sleeve shirt.
- Long trousers.
- Over the ankle boots or shoes that cover the whole foot.
- Reflective vest (orange or yellow).
- Motorcycle must be licensed with proof of insurance.
- State driver's license must be inspected and current.

All DA civilians and contractors must adhere to the same requirements as soldiers while operating on federal and state military installations.

Potential actions for noncompliance with Motorcycle Safety Standards while on a federal installation include:

1. Judicial and Nonjudicial Punishment. A soldier can receive judicial or nonjudicial punishment for an on-post violation of the motorcycle safety requirements established in the references and installation regulations.
2. Suspension or Revocation of Installation Driving Privileges. Driving a motor vehicle on a military installation is a privilege. A commander can revoke or suspend this privilege if a person fails to comply with relevant laws and regulations governing the operation of motor vehicles, (AR 190-5, paragraph 2-1).



A highly reflective vest assures maximum visibility while a DOT approved helmet and good quality leather gloves protect the rider's head and hands.

Tips for Cyclists

- Assume automobiles and truck drivers do not see you and your motorcycle.
- Avoid crowding automobiles and other drivers by suddenly cutting in close or running up close behind.
- Think ahead. Operators should allow enough space to brake safely in an emergency. At 50 mph, it takes about 175 feet to stop. A car needs about 240 feet.
- Stay aware of the traffic.
- Brake from front to rear. Apply the front brake while simultaneously applying the rear brake. The front brake provides more than 70 percent of braking power.
- Watch road surface. Be alert for puddles, potholes, oil, grease, wet leaves, gravel, rocks, and rough surfaces.

For the nearest Motorcycle Safety Foundation (MSF) course location in your area, contact your brigade safety officer or visit <http://msf-usa.org/pages/msfcontactsfs.html>.

“That’s My Soldier on That Poster!”

Story and Photo by Mike Murk, Syracuse Battalion

Peter G. Schlicht of Sherburne, New York, points out his daughter, PFC Jennifer L. Schlicht, on the “Army of One - ‘Let’s Roll’” poster that came as an insert in the September 2002 issue of *Soldiers* magazine, the internal magazine of the Army. Schlicht’s father had dropped by the Syracuse Recruiting Battalion to find a copy of the poster after seeing it on the wall of the Cortland, N.Y., recruiting station where his daughter was recruited into the Army. The recruiting battalion and *Soldiers* magazine is arranging to get Mr. Schlicht extra copies of the movie-style poster that incorporates a photo of 11 soldiers in Afghanistan with a printed quote from President George W. Bush. The poster title combines the U.S. Army Recruiting Command’s “Army of One” slogan with “Let’s Roll,” the closing words from Todd Beamer’s last phone call from United Flight 93 prior to helping thwart the fourth Sept. 11, 2001, terrorist attack with fellow passengers.

PFC Schlicht is an MP with the 511th Military Police Company at Fort Drum, N.Y. She deployed to Afghanistan during Operation Enduring Freedom for seven months.



Peter G. Schlicht points out his daughter, PFC Jennifer L. Schlicht, on the “Army of One - ‘Let’s Roll’” poster.

The editors of *Soldiers* magazine note in the “Feedback” section of their November issue that the “Army of One/Let’s Roll” poster was designed by Associate Art Director Paul Crank. The photo was coordinated by Photo Editor SSG Alberto Betancourt and shot in Afghanistan by SFC William A. Jones.

The poster is available as a PDF file from the *Soldiers* magazine home page at www.army.mil/soldiers/Final Army of One Poster.pdf.

Recruiter Enlists Sister in Lockport – An Army Family

Story and photo by Garry G. Luke, Syracuse Recruiting Battalion

Lockport station recruiter, SGT Carl N. Golden II, helped his sister enlist into the Army in July. Candida L. Baraby, 30, enlisted to be a mental health specialist.

SPC Baraby is the wife of SGT William Q. Baraby and the mother of five children.

She goes on active duty Jan. 21. Basic training is at Fort Jackson, S.C., while advanced training is at Fort Sam Houston, Texas. She enters the Army at an advanced rank because of her education.

Baraby’s first goal will be growing accustomed to being separated from her family. Next, her short-term goal is getting through basic training, then advanced training. Ultimately, she will be stationed at the same location as her husband, who is an administration specialist with the Downtown Buffalo Military Entrance Processing Station.

SPC Baraby is a 2001 graduate of Hawaii Pacific University, where she earned a baccalaureate degree in mental health while her husband was stationed there. She says, “I really like the closeness of the military community, something different than in the civilian sector.”

She had been kicking around the idea of enlisting in the Army for some time. It is now a reality. She said that she is so adapted to Army life that she might as well be on active duty. She plans to pay off her college loan with the help of the Army

Student Loan Repayment Program. She says she will also gain valuable work experience in counseling. Additionally, she wants to work on her master’s degree in psychology while on active duty. She said she might also apply for a warrant officer commission when her 4-year enlistment ends.

SGT Golden has been recruiting in the Buffalo Company, Lockport station, for a little more than a year now and is an eight year Army veteran.



SPC Candida L. Baraby stands with her recruiter brother, SGT Carl N. Golden II, after her enlistment.

Sacramento Teams Up With Local Sports Organizations

By John C. Heil III, Sacramento Battalion

Commitment to Excellence and An Army of One. That's the collaboration of what happened at the Oakland Coliseum on Nov. 3, 2002.

Recruiters from the Sacramento Recruiting Battalion worked a crowd of 65,000 tough, hard-nosed Raiders fans trying to find people interested in becoming a part of another tough team – the U.S. Army.

Fans had the opportunity to climb the rock wall and enter into a drawing for a free Tim Brown autographed football. Tim Brown has been the Raider's top wide receiver for the past 10 years. "The fans were very receptive to the rock wall," said MAJ Jose "Frank" Garcia, East Bay company commander. "The autographed football generated a lot of interest."

"The rock wall helped people know we were there," said SFC Sherman Sheppard, Alameda Recruiting Station recruiter. "It was a good setup. There were a lot of people working at the Oakland Coliseum who are in our target age group."

The Raiders' radio network provided exclusive signage at the Ticket 1050 AM booth, a dozen 30-second promotional announcements promoting the appearance the week of the event, and name identification on the 1050 AM Web site describing the appearance.

Legends such as former star quarterback Kenny Stabler, "The Snake," were seen near the Army area.

The event resulted in 107 leads, 19 Hispanic leads, and 25 appointments.

Other sporting events the Sacramento Battalion was involved with recently were on Nov. 2, 16, and 23 in the Sacramento area. Recruiters at Arden recruiting station set up a booth with a rock wall at the tailgate parties for California State University, Sacramento football games. The event is part of a 16-game package with the university sports department including football, basketball, and baseball. So far recruiters have obtained 89 leads, eight appointments, and two contracts through the Hornets football games.

"This reinforces getting a list of students names and numbers at the university," said SFC Paul M. Sandoval, Arden Recruiting Station recruiter.



SSG Michael Kelsey (left, leaning over) and SGT Tony Johnson (right, back) count push-ups from Raiders fans for an Army T-shirt. (Photo by Monique Stoner, DEP from Pleasant Hill recruiting station.)



CPT Eric Boettcher from a civil affairs unit in Mountain View helps recruiters with the rock wall and Army booth at the Oakland Coliseum. (Photo by MAJ Jose Garcia, East Bay Company commander.)



Sacramento Recruiting Battalion Commander, LTC Paul Wood, talks with a potential recruit at the Army/Ticket Sports 1050 Booth at the Raiders, 49ers game. (Photo by MAJ Jose Garcia, East Bay Company commander.)



SGT Tony Johnson of Pleasant Hill recruiting station poses with an enthusiastic fan at the Raiders, 49ers game. (Photo by Monique Stoner, DEP from Pleasant Hill recruiting station.)

Los Angeles Battalion Shows New Logo on the “Tonight Show”



Soldiers of the U.S. Army Recruiting Battalion - Los Angeles show off their new battalion logo with comedian Jay Leno after the special taping of the “Tonight Show with Jay Leno” Nov. 27 at NBC Studios in Burbank, Calif. It was the show’s “2nd Annual All Military Thanksgiving” special, which aired Thanksgiving night. (Photo by Mark G. Wonders)

Soldier Show Visits Atlanta

Story and photos by Mark A. Schulz, Atlanta Recruiting Battalion.

The Soldier Show, a popular attraction with young and old soldiers alike, lived up to its reputation as cast members entertained more than 100 Delayed Entry Program soldiers from the Atlanta Recruiting Battalion Oct. 10, along with the Forces Command commander.

When LTC Angelo Walker, commander of the Atlanta Battalion, found out that the crew would be performing on the Georgia Tech college campus in downtown Atlanta, he realized this was a valuable tool for recruiting efforts. Even with

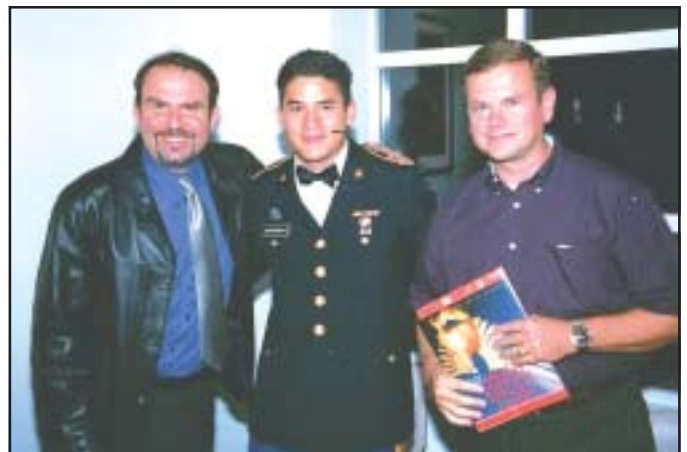
funding constraints, Walker briefed Brigade Commander Richard Talley that he had a plan. The plan required that CPT Rene Finley, marketing officer, come up with a plan to transport DEP members from 33 stations to the event.

As a result, DEP members from all over the north Georgia area made arrangements to be at the annual event that soldiers return to see each year with the new cast and crew.

The 90-minute performance began with the singing of the National Anthem by Tony Award winning singer Melba Moore. Soldiers, cast, and visitors had the opportunity to talk to and have their photos taken with her after the performance.



The cast and crew of the Soldier show (in dress blue uniforms) talked to DEP members and soldiers from the Atlanta Recruiting Battalion after the performance at the Georgia Tech campus in Atlanta.



After the show Victor Hurtado, artistic director for the Soldier Show, puts his arm around SPC Randy Batarao after they talked to COL Richard E. Talley, 2d Brigade commander. Batarao explained that he wanted to come to recruiting duty following his tour with the Soldier Show.

New York City Recruiting Battalion Hosts Educator Tour to Fort Leonard Wood

Story and photos by Kim Keeter-Scott, New York City Battalion

The New York City Recruiting Battalion commander hosted an Educator Tour to Fort Leonard Wood, Mo., Oct. 15-18, 2002. Military and civilian escorts from the NYC Recruiting Battalion met 21 key educators at Newark Airport.

MAJ Brenda Arzu, NYC battalion's education support specialist, stated that the purpose of the tour was to allow key educators to observe firsthand the Army's excellent education and training opportunities in today's "Army of One." In return, the NYC Recruiting Battalion hopes these educators will publicize and promote Army opportunities to their students, graduates, and other centers of influence.

Chemical, engineer, and military police soldiers receive advanced training at Fort Leonard Wood. It is also the home of the 3d Training Brigade, where thousands of new recruits receive basic training each year.

The educators and military personnel flew from Newark Airport to St. Louis, Mo., where they boarded a bus to Fort Leonard Wood.

LTC Arnold C. Piper, NYC Battalion commander, spoke to the educators about the world's most powerful Army and how it is a values-based organization. He also said that the Army encourages youth to stay in school, offers opportunities for personal improvement, and returns citizens to society who are mature, disciplined, and motivated team players and who are skill-trained and technically proficient, better educated, resourced to pursue higher education, and drug free.

Arzu discussed the various education programs that the Army currently offers: The Montgomery GI Bill, Army College Fund, Tuition Assistance, Army Continuing Education System, Student Loan Repayment Program (up to \$65,000 of federally insured student loans and up to \$10,000 of student loans of those joining the Army Reserve) and the new Army University Access on-line program. Through the latter program, soldiers can pursue on-line certificates and degree programs any time and anywhere. They can also receive 100 percent funding for tuition, books, and course fees.

The educators toured the 43rd Adjutant General Battalion led by Ralph Osborne and observed new recruits in-processing. Osborne indicated that the battalion's main mission is to receive new recruits, prepare them for the initial entry training (basic training), and assess and improve, if needed, their physical fitness.

The educators visited the 3d Training Brigade's Obstacle Course, where initial entry soldiers develop and improve their self-confidence and roles as team players. The brigade's main mission is to mold privates into well-disciplined, highly motivated, mentally and physically fit professional soldiers who are competent in basic combat skills. The brigade instills in each soldier the Army core values of loyalty, duty, respect, selfless service, honor, integrity and personal courage on a daily basis.



SSG Barbara Brown of NYC Recruiting Battalion's Westchester Square Recruiting Station encounters PVT Simone Thomas, who Brown recruited .

Educators learned that the Truman Education Center offers college classes, testing services, on-duty classes, computer-based instruction, educational counseling, the GED Program, and professional learning center services to all service members. Six accredited colleges and universities are represented at this center and offer nearly 70 different undergraduate and post-graduate degree programs. "The educational strength and opportunities provided by the military are sensational as far as what is being offered to these young men and women. I am truly impressed," said Dr. Charles Fowler, Hewlett-Woodmere Public Schools Superintendent. In fact, all 21 educators were truly impressed with the educational opportunities provided by the Army.

The educators toured the Brigadier General Stem Village, the Army's premier law enforcement training center. Most of Stem Village's state-of-the-art, realistic training facilities are used to train initial entry soldiers on military police skills, criminal investigators on crime-scene processing, child abuse prevention, special reaction teams, and corrections.

"I gained a better understanding and appreciation of the Army. The amount of information I received on this tour was both rich and plentiful," said Ginelle John of CUNY - LaGuardia Community College after completion of the tour.

"The Army puts tremendous emphasis on and encouragement of higher education and higher standards of learning. I am truly impressed with the educational opportunities offered by the Army to these young men and women," Fowler said.

Susan Hoffman of Plainedge High School wants to encourage her district to institute a JROTC Program.

Nathaniel Cruz of CUNY - Hostos Community College said that he was most impressed with the character and leadership development of the soldiers, the outstanding highly technical training, and the tremendous benefits and occupational development the privates receive. "Our country would be more at peace when all Americans become more aware of our Army," said Cruz.

Jackie Nunez, Gallos Corporation, said, "This tour has put all my fears and myths to rest about the Army. I now know that we have the best Army in the world — Hooah."

PERSCOM Replaces all E-mail Addresses With AKO

By CPT John L. Barrett, Army News Service

In terms of personnel business, Army Knowledge Online became the official e-mail for all soldiers this month.

U. S. Army Personnel Command replaced all soldier e-mail addresses currently in its database with AKO addresses. Officer record briefs, for example, now contain the us.army.mil address in the top left-hand corner, not what was previously listed. Enlisted soldiers' AKO addresses are also required on efficiency reports to shorten contact time when an NCO-ER requires a correction.

Previously, various unit and personal e-mail addresses were saved in the Army's personnel database. Some remained current while others were not updated after soldiers moved away from an installation.

"We want every officer and soldier to be accessible," said LTC Georgia Bouie, whose office headed the e-mail transfer. The only way to ensure that is to use a common e-mail address that the soldier will have for his entire life."

AKO e-mail is currently used for a variety of official purposes, such as correspondence from career managers and the electronic mailing of travel voucher settlements from DFAS.

The change was implemented at PERSCOM, with no action required on the part of soldiers. Soldiers without AKO addresses will not have a contact e-mail in their database. Soldiers who do not currently have an AKO address should sign up for an account from the Army Knowledge Online Web site at www.us.army.mil, officials said.

AKO e-mail is just one of the various features of the larger AKO initiative. It includes functions such as AKO chat — which allows soldiers to communicate electronically in real time — and the AKO White Pages, where soldiers can search for other soldiers. AKO provides troops access to functions normally included in the electronic communities of the private sector, officials said.

AKO was designed as a central place for soldiers to receive information. Personalized information can be sent

directly to them via their AKO e-mail account. The Army can use this similar to how businesses use e-mail to provide information to their customers, PERSCOM officials said. They said information about assignments, professional development opportunities, and re-enlistment can be sent to the field quickly — saving both time and money.

AKO e-mail can be read through the AKO Web site or can be forwarded to other e-mail accounts owned by the soldier for convenience. Mail forwarding can be implemented by choosing the "personalize" tab once inside the AKO portal.



Photo by Walt Kloeppe

SFC Troy D. Smith (right) discusses with his chief, CW3 Garrett Smiley, the merits of using AKO for warrant officer recruitment.

USAREC Suggestion Program Can Be Healthy to Your Wallet

By Jim Paszek, USAREC Suggestion Program Coordinator

SFC Troy D. Smith, Headquarters, USAREC Warrant Officer recruiter, was officially commended and awarded \$1,900 for his adopted idea, "Warrant Officer Recruiting."

Smith suggested using the AKO mail system as a more efficient way to get information to potential warrant officer and "Recruit the Recruiter" candidates. The system of sending individual solicitation through the postal service was not timely, was exceptionally labor intensive, and resulted in an average 18 percent return rate. This approach wasted resources during every mail-out campaign.

Using the AKO mail approach has increased the effectiveness of the production and distribution of information about the program by close to 65 percent. More AKO mail-outs are being generated

in far less time, resulting in reaching a wider audience while eliminating the 18 percent return rate and creating more time to devote to other functions of the recruiting process.

Smith's idea resulted in more than \$40,000 in direct savings for USAREC in the first year.

Every soldier and civilian employee is strongly encouraged to submit a good idea to his or her respective Suggestion Program Coordinator.

"Don't be afraid to put in a suggestion, because you never know, it might work. It might be something the Army adopts," said Smith.

All you need to do is fill out a good idea on DA Form 1045. All soldiers and direct hire civilians are eligible to participate in the Army Suggestion Program. CG USAREC has authority to award up to \$10,000.

For more information, contact Jim Paszek, 1-800-223-3735, ext. 1190, or paszek@usarec.army.mil.

Army Restructures Personnel Specialties

By SSG Marcia Triggs, Army News Service

Personnel specialists will see their career management field undergo a number of changes to include consolidations, an increase in promotions, and an expansion of assignment opportunities.

The military occupational specialties (75B) personnel administration specialist and (75H) personnel service specialist will be consolidated and redesignated to (42A) human resources specialist, said LTC Donald Woolverton, the Adjutant General Enlisted Branch chief.

Other approved changes are to redesignate (MOS 75F) personnel information system management to (42F) human resources information system management specialist and (MOS 71L) administrative specialist to (42L) administrative specialist.

The changes were approved by LTG John Le Moyne, the Army G1. The reclassification of soldiers is scheduled to take place beginning June 1 through Sept. 30, 2003, with Army authorization documents scheduled to reflect the new MOS beginning Oct. 1, 2004, Woolverton said. The need for the numerical change is to align the enlisted branch with the

commissioned officer's (42) Adjutant General branch, Woolverton added.

Warrant officers in the personnel field also fall under the 42 series umbrella, and once the final MOS consolidation takes place more enlisted soldiers will have the opportunity to apply as warrant officer, Woolverton said. Currently, MOS 71L soldiers don't have the option to submit warrant officer packets to become a personnel warrant officer, but with an eventual planned consolidation into MOS 42A this opportunity will be expanded, he added.

Other expected benefits from merging the job specialties will be diverse types of assignments, said SGM James Miller, the AG Branch sergeant major. "Special assignments at the White House and various embassies that were once traditionally MOS 71L positions will be open to the human resources specialists," Miller said. "Also soldiers in higher ranks won't be limited in assignment opportunities at TDA (table of distribution and allowances) assignments while skill-level-one soldiers work at TOE (table of organization and equipment) assignments.

"We're going to train a well-rounded soldier who will have the confidence to leave a garrison environment and perform administrative duties at echelons above corps," Miller said.

Promotion opportunities will also increase over time, Miller said. Initially promotions may slow down based on the consolidation efforts, but over time it will balance out, he added. As the AG corps transforms with the rest of the Army, soldiers' futures, careers and families will be at the heart of all decisions, said SGM Gilbert Morales, the Army G1 sergeant major.

"There will be hard decisions to make and some of them won't be very popular," Morales said. "There have been no definite decisions to reduce the AG corps, but there are a number of slots that are vulnerable to reduction, particularly MOS 71L slots."

There are not enough positions in the CMF 42 field for all the CMF 71 soldiers to migrate into, Miller said. However, there's no reason for anyone in the CMF 71 field to panic and start making a mad rush out of their MOS, Morales said. But

personnel cannot be void of transformation, he added.

A lot of work still has to be done before definitive information can be released, but a drawdown will happen at some level, Morales said. However, he said there will be a population of MOS 71L that will be protected from reduction.

"When the time comes for us to make this transition, the intent is to give soldiers the option to reclassify to other jobs," Miller said.

With that in mind, Miller said, some soldiers may start to prepare to segue by improving their GT score and staying informed. The plan is to disseminate information to the field in a timely fashion and be just as timely in making pragmatic decisions, Morales said. It's important that soldiers know that MOS 71L restructuring is just a subset of the larger issue of consolidation and restructuring of the CMF.

"What we're doing by consolidating is not unique," Miller said. "There are 212 MOSs in the Army and it's an ongoing process of combining like specialties to save space and reduce the duplication of work."

Other fields that have consolidated jobs are: medical, ordnance, and infantry.

DOD Mobilizes for Seat Belt Safety Campaign

By SFC Doug Sample, American Forces Press Service

It is a tragic and chilling fact: the U.S. military loses the equivalent of a battalion of troops each year — not in combat, but in automobile accidents, transportation safety officials said at a news conference Nov. 25.

Jeffrey W. Runge, administrator for the National Highway Traffic Safety Administration said that this fact should "resonate with every American."

"The nation cannot afford to lose a battalion of our finest young people at this critical time in our nation's history when we need them the most," Runge said.

"With the nation's attention riveted

on homeland security like never before, young service men and women who put their lives on line every day to protect our country and to protect our way of life must protect themselves by wearing their safety belt," he added.

Runge joined a host of law enforcement and transportation officials to kickoff DOD's plan to increase seatbelt use among military members.

Operation ABC Mobilization/Click It or Ticket It is a partnership with the armed forces to step up awareness and enforcement of seatbelt laws on military installations around the country.

DOD statistics reveal that in FY 2002, there were 310 fatalities among military personnel in motor vehicle crashes, compared with 237 FY 2001.

FY 2002 was the highest motor vehicle fatality rate for military personnel in at least four years, with the Marine Corps experiencing an especially high death rate compared to the other services.

The issue of vehicle and seatbelts safety in the armed forces has reached the desk of Defense Secretary Donald Rumsfeld, who must submit a report to the congressional defense committees within 90 days. That report will summarize personal motor vehicle safety statistics of each service for the last five fiscal years and outline plans of each service to increase efforts to reduce the level of deaths and injuries suffered by its personnel from motor vehicle accidents.

"We are losing more men and women to vehicle crashes than we are to combat and training combined. Now that's incredible when you think of the dangers they are exposed to on a daily basis," said GEN William Nyland, Marine Corps Assistant Commandant.

More than 12,000 law enforcement officers in 50 states have joined the national seatbelt safety program by stepping up the enforcement of seatbelt laws. Depending upon the jurisdiction, fines for not wearing seatbelts range from \$15 to \$86 plus court cost.

Chuck Hurley, vice president of transportation at the National Safety Council and executive director of the Air Bag and Seat Belt Safety Campaign, said the strategy for the mobilization is to pass strong seat belt laws and to enforce them in a highly visible way.



Hurley said that recent mobilizations are credited with helping increase the national seatbelt use rate to 75 percent. He added that translates into 39 million more Americans buckled up and 3,780 lives per year being saved.

Web Site Helps ID Scam Artists

By SSG Marcia Triggs, Army News Service

Service members, Department of Defense civilians, and their family members now have a tool to stop cons who prey on military personnel.

In a joint effort, DOD and the Federal Trade Commission created Military Sentinel, a Web site to be used to identify those who seek to steal identities and set up telemarketing scams, fake sweepstakes and get-rich-quick schemes.

"Members of the military, their families, and civilian DOD employees face the same problems as other consumers," said Timothy Muris, the Federal Trade Commission chairman. "However, members of the military and DOD civilians have unique challenges: their extended work schedules; they're away from home for long periods; they relocate often and unexpectedly; and they may not have ready access to consumer-protection channels or consumer information."

The partnership between DOD and the FTC was first announced in September.

Military Sentinel allows members of the Armed Forces to enter consumer complaints directly into a database that is immediately accessible by more than 500 law enforcement organizations throughout the U.S., Canada, and Australia. These law enforcement agencies use this complaint data to target cases for prosecution and other enforcement measures, Muris said.

Installation commanders can use the site to make informed decisions when granting businesses access to their installation, Muris said. It will provide DOD with the means to gauge consumer-protection issues facing the military community, and Military Sentinel will promote financial literacy and education through the links to information on consumer-protection issues available on the site, said Assistant Secretary of Defense Charles Abell.

By going to the site at www.consumer.gov/military and clicking on consumer information at the bottom of the page, consumers can learn 66 ways to save money, the latest telemarketing and mailbox scams and even ways to help aging loved ones from becoming victims.

Specific information on local businesses should be obtained from either the local command legal office or the Better Business Bureau, Muris said. The Web site provides a source for military consumers and their families to access important and practical educational materials. Information about how to contact Better Business Bureaus and what sort of information they have is available.



TRICARE Inpatient Rates Increase Slightly for Fiscal Year 2003

The daily cost of inpatient care in civilian hospitals for family members of active duty service members under TRICARE Standard and Extra increased from \$11.90 to \$12.72 per day or \$25, whichever is greater effective Oct. 1, 2002. For example, if a family member of an active duty service member is an inpatient for one day, he or she will pay \$25. For inpatient stays that are two days or more, the cost will be \$12.72 per day.

The TRICARE Standard diagnosis-related group (DRG) daily rate for most civilian non-mental health hospital admissions increased to \$417, up from \$414 last year. The rate increase applies only to retirees, their families and survivors who use TRICARE Standard. They either pay the fixed daily rate of \$417, or a cost share of 25 percent of the hospital's billed charges, whichever is less. They also pay 25 percent of the allowable charge for separately billed professional services. There is no DRG rate increase for beneficiaries who use a TRICARE network facility under TRICARE Extra.

Rates for inpatient mental health care or a substance-use disorder will increase

from \$154 to \$159 per day for retirees, their families and survivors who use TRICARE Standard. They also pay 25 percent of the allowable charge for separately billed professional services. The inpatient mental health rate is unchanged for family members of active duty service members, military retirees, their families and survivors in TRICARE Prime and Extra.

For additional information about DRG payments, interested parties may contact the nearest beneficiary counseling and assistance coordinator (BCAC). A BCAC directory is available online at www.tricare.osd.mil/BCACDirectory.htm.

Beneficiaries also may contact a customer service representative at the nearest TRICARE service center.

Housing Allowance Rates Set

The 2003 rates represent the third phase of the planned buy down in out-of-pocket housing expenses. Other components of the increase are geographic rate protection and housing cost inflation.

For members with dependents, average increases in BAH range from 1 to 27 percent by grade with the typical increase in the range of 8 percent. A typical E-5 with dependents, for example, will find the BAH about \$71 per month higher than last year. An E-8 with dependents will have about \$95 more.

Out-of-pocket expenses, that portion of housing costs for which the member is responsible, have been reduced from 11.3 percent to 7.5 percent this year. The 2003 rates represent the third in a series of steps to bring the average member's out-of-pocket expense to zero by 2005. Out-of-pocket expenses will fall to 3.5 percent next year.

An integral part of the BAH program is the provision for individual rate protection to all members. No matter what happens to measured housing costs, no member in a given location will ever see the BAH rate decrease. This policy ensures that members who have made long-term commitments in the form of a lease or contract will not be penalized if the area's housing costs decrease.

Geographic rate protection has also been provided to members.

Geographic rate protection means that newly arrived members to an area will not see BAH rates that are substantially less than current members' rates.

Army Announces New Reserve Component Unit Stop Loss

The Army Leadership has determined that the current total Army approach on stop loss does not fully support unit readiness in the Army's Reserve Components (Army National Guard and Army Reserve). The Guard and Reserve are primarily tasked to provide mobilized units in support of Operations Enduring Freedom and Noble Eagle, rather than to provide individual replacement fillers for Active Army units.

To date, when Individual Ready Reserve soldiers have not been available, RC units have been forced to fill empty billets with individual replacements from non-mobilized RC units. Attrition from the mobilized unit and the need to take replacements from other units have eroded RC unit readiness. On Nov. 4, in support of ONE and OEF, Assistant Secretary of the Army (Manpower and Reserve Affairs) Reginald J. Brown approved a new RC unit stop loss policy.

This new policy affects both Active Army and Ready Reserve soldiers.

Hereafter, this new policy establishes stop loss upon an RC unit's alert notification and continues through the period of mobilization until 90 days after demobilization. This policy is referred to as RC Unit Stop Loss and applies to RC units currently mobilized and to all future RC unit mobilizations.

Active Army soldiers presently assigned to, or who may be assigned to, RC mobilized units in the future remain under the Army's 12-month Soldier Stop Loss policy.

The current 12-month, skill-based soldier stop loss policy remains in effect for Ready Reserve soldiers subject to the RC Unit Stop Loss Policy, as modified: Under RC Unit Stop Loss, Ready Reserve soldiers subject to the 12-month, skill-based stop loss may voluntarily separate or retire only upon completion of their 12-month period of stop loss (which begins

running at the point that the soldier first becomes subject to the skill-based stop loss policy) or 90 days after demobilization, whichever is later. Thus, skill-based stop loss runs concurrently with the RC unit stop loss period.

This decision affects more than 25,000 RC soldiers currently subject to stop loss. Personnel strength managers from all Army components will regulate separation dates to ensure no adverse impact on Armywide readiness.

Brown has approved four increments of stop loss in support of ONE and OEF, dated Nov. 30, 2001; Dec. 27, 2001; Feb. 8, 2002; and June 4, 2002. The first increment focused on Active Army Special Forces soldiers and certain aviation specialties. The second and third increments expanded the previous coverage to include additional skills and specialties, and to include members of the Ready Reserve. The fourth increment lifted stop loss for selected skills from Stop Loss 1-3 and included additional skills and specialties, to include members of the Ready Reserve, for Stop Loss 4.

Additionally, on Aug. 31, Brown changed the overall stop loss program from an open-ended policy to one of only 12 months duration by approving the 12-month Soldier Stop Loss Policy.



SFC Jesse Hughes and SFC Derrick Crawford talk with resident Wilfred McCarty.

Soldiers Visiting Retirement Home Support Payroll Deductions

by SSG Marcia Triggs, Army News Service

Every enlisted service member and warrant officer in the military donates to the upkeep of the Armed Forces Retirement Homes in Washington, D.C., and Mississippi. Only a handful, though, have taken the opportunity to see where the money goes.

Thirty-four soldiers from the Enlisted Personnel Management Directorate of

Army Personnel Command visited the home in Washington, D.C., during the holiday season. A number of the soldiers said they wanted to see how the home spends the annual \$7 million received from their monthly 50-cent payroll deduction.

The homes also get about \$32 million annually from fines and forfeitures service members pay in disciplinary actions such as those resulting from Article 15s.

Even with this income, the D.C. facility operates at an annual deficit of \$10 million to \$12 million, officials said. It plans to sell 49 acres of mostly vacant land nearby to offset the deficit.

"I've always wondered where the money went that comes out of my check, but being able to sit down over lunch and talk to people who helped to mold America into what it is today was a great experience," said SFC Benita Jeffrey-McKensie, a unit supply professional-development noncommissioned officer. "This place has a lot of history, and it helped me regain sight of why we serve."

The D.C. facility accepts veterans from all services, has a golf course, bowling alley and a private bus that takes its residents to malls, museums and race tracks.

"I love it here. This is very close to being heaven," said Edna Ast, who served in the Army Air Force during World War II.

The retirement home in Mississippi has similar accommodations.

"The Armed Forces Retirement Homes are benefits most soldiers don't think about, but ironically enough they all seem to remember the payroll deduction," said Jean Schaefer, the AFRH public affairs officer.

"Everything they need to live a full life is here — banks, a Post Exchange, post office, lounge, medical facilities and transportation to hospitals. We have a community within a community."

About 1,030 people reside in the D.C. home. Eligible residents are veterans who served 20 years or more as enlisted service members on active duty, and warrant officers or officers who served more than 50 percent of their time enlisted. Other eligibility criteria can be found at <http://www.afrh.com>.

Gold Badges

RSM NOVEMBER 2002



ALBANY

SFC Mitchell Lowe
ATLANTA
 SFC David Archuleta
 SSG Byron Armstead
 SGT Christopher Long

BALTIMORE

SSG Brad Lowrance
 SSG Sabrina Fulgham
 SSG Kerry Jones
 SSG Michael Zoran
 SGT Santos Carreras

BECKLEY

SSG Timothy MacArthur
 SSG Rebecca Roberson

CLEVELAND

SFC Peter Conklin
 SFC Daryl Forsythe
 SSG James Martin
 SSG James Lacey
 SSG David Schertz

COLUMBUS

SSG Brian Wibbens
 SSG Michael Hotchkin
 SSG Brian Perry
 SGT Rocky Smith
 SGT Dwayne Dews Jr.

DES MOINES

SSG Jeremy Smelser

SGT Christopher Flugga
 SGT Thomas Smith
DENVER

SFC Alan Flinn
 SSG Kevin Gross
 SSG John Hargraves
 SSG John Kellogg
 SSG Keno Livingston
 SSG Bruno Morra

SSG William Coleman
 SGT Sean Aguilar
 SGT Adam French

GREAT LAKES

SFC Edward Washington
 SFC Tyrone Harris
 SSG Daniel Cozine
 SSG Leslie Bell
 SGT George Benore

HARRISBURG

SSG Tony Johnson
 SGT Michael Arnold

INDIANAPOLIS

SSG Sean Stokes
 SGT Jamie Manshum
 SGT Jackie Webster

JACKSONVILLE

SSG Charles Roberts
 SSG Alonzo Franklin

SGT Stephen Labarr
 SGT Kevin Stone
LOS ANGELES

MID-ATLANTIC

SSG Kenny Kang
 SSG George Smith
 SSG John Anderson
MINNEAPOLIS
 SSG David Shackleton
 SGT Michael Tschudi

MONTGOMERY

SSG Viola McWilliams
 SSG Earl Lawson
 SSG Shannon Lindsey
NASHVILLE
 SFC Gary Cable

SFC Charles Powell
 SSG Harmony Danko
 SSG Terri Winkler
 SSG James Hart
 SGT Judy Canter
 SGT William Reed

NEW ENGLAND

SSG Patrick Smith
 SSG Jason Getz
 SSG Robert Haring
 SSG Patrick Flanagan
 SSG David Dorman
 SSG Juan Rivera

SSG Johnathan Normand
 SGT Steven Raposo
 SGT Patrick Kelly
 SGT Robert Leeman
 SGT Mathew Hebert

SGT Timothy Denbow
 SGT James Samargo
NEW ORLEANS

SSG Jeremy Salpietra
 SSG Robert Stoneburner
 SSG Richard Abbott
 SSG Troy Hubbs
 SSG Albert Scott
OKALHOMA CITY

SFC William Wehner
 SFC Wendell Huddleston
 SFC Michael Ahern
 SSG Dustin Storm
 SSG Joseph Flores
 SSG Brian Bencze

SSG John Rivera
 SSG Charles Hardy
 SSG Paul Twardowski
 SSG Frederick Mierow

PHOENIX

SSG Kenneth Riley
PORTLAND
 SSG Mannie Malott
 SSG Patrick Smith

SGT Todd Warner
 SGT David Kotas
 SGT Bryson Briles
 SGT Jeffery Hoffery

RALEIGH

SSG Majid Salahuddin
 SSG Timothy Wilkes
 SSG Roderick Giles
 SSG Timothy Kurczewski
 SSG Connell Lewis

SSG Jamel Alston
 SSG Ruth Anderson
 SSG Ranata Thornton
 SGT Anthony Cicerchia
SACRAMENTO

SFC Dominique Yuquimpo
 SSG Kevin Mitchell
 SSG Timothy Usrey
 SGT Paul Brillantes
 SGT Cory Collins
 SGT Thomas Hornbrook
 SGT Jason Emily
 SGT Anthony Rodriguez

SAN ANTONIO

SFC Bryan Bishop
 SSG Jacques Vercautrin
 SGT Christopher Bishop
SOUTHERN

CALIFORNIA

SSG Romar Alacar
 SSG Stephen Byrd
TAMPA

SFC Erwin Jamieson
 SSG Orlando Aquino
 SSG Ernestine Daniel
 SSG Allen Silva
 SSG Naji Shaheed
 SSG Edgardo Ortiz-Cruz
 SSG Ricardo Ibanez
 SSG Brian Beardsley
 SSG Michael Chambless
 SSG Jose Pardo
 SGT Darius Ramos
 SGT Angelo Henderson

Morrell Awards

RSM NOVEMBER 2002



ATLANTA

SFC Danny Cook
BALTIMORE
 1SG Michael Ervin
 SFC Yvette Kennedy
 SFC Eric Vaughan
 SFC Eddie Edwards
 SFC Keith Brown
 SFC Wanda Arrington
 SFC Anthony Clark
 SFC Sandra Powell
 SFC Darren Joseph
 SFC James Cox
 SSG Frank Wyatt
 SSG Todd Dreezen
 SSG Jerry Lawson
 SSG Martin Presley
 SSG David Anderson
 SSG Shawn Sawyer
 SSG Timothy Carter
BECKLEY
 SFC William Lockler III

COLUMBUS

1SG Marcus Robinson
 1SG Alfred King
 SFC Michael Page
DENVER
 SFC Walter Orchowski
GREAT LAKES
 SFC Paul Smith
 SFC Vincent Harris
 SFC Kimberly Rockett
JACKSON
 SFC Roy Davis
 SFC Brian Dingle
 SFC Dale Wyman
 SSG Luke Hopkins
 SSG Joe Newsome
 SSG Cedric Payne
JACKSONVILLE
 SFC Shawn Arrance
 SFC Walter Edgington
 SFC David Fettkether
 SFC Rennie Moore

SFC Paul Thornton
 SSG Gary Sebastian
 SSG William Marks
LOS ANGELES

SFC Joseph Santo
 SFC Maselino Pese
MIAMI

SFC Jorge Freire-Melendez
 SFC Manuel Blanco-Santiago
 SFC Luis Seijo
 SFC Gerardo Guzman-Rentas
 SFC Juan Delamo-Mojica
 SFC Curtis Manderson
 SFC Joel Martinez-Galindo
MID-ATLANTIC

CSM Charles Tomberlin
MINNEAPOLIS
 SFC Jeffery Jones

MONTGOMERY
 SFC Sherry Dodd
 SFC Gerry Herron

SFC Lyndon Smith
 SFC Stephen Kichler
 SFC Frank Senn
NASHVILLE

1SG John Gainey
 SFC Woodrow Jones
 SFC William Snyder
 SFC Mark Culpepper
 SFC James Thompson
 SFC Kenneth Davis

PHOENIX

SFC Andra Rogers
PORTLAND
 SFC Rolando Carnate
 SFC Benjamin Charbonnier Jr.
 SFC Kevin Harvey
 SFC Richard Sjolín
 SFC Alvin Maler
 SSG Lawrence Braga
 SSG Anthony Turner
RALEIGH

SFC Gary Steensgard
 SFC James Knott
 SFC Derrick Jackson
 SFC Tommy Clay Jr.

SSG Shawn Mahoney
SACRAMENTO
 SFC Robert Russell
SAN ANTONIO

SFC Angel Hernandez
 SFC Carlos Carvalho
 SSG Carlos Santiago
SEATTLE

CSM Michael Pickett
 1SG Gary Callister
 1SG Rickey Tarver
 MSG Peter Sevilla III
 SFC Glenn Martin
 SFC Paul Hoffine
 SFC Duane Carter
 SSG Michael Lehman
 SSG Ralphele Reels
TAMPA
 SFC Crancena Gaynor
 SFC Rodney Weibley
 SFC Luis Medina-Martinez
1ST AMEDD
 SFC Patrick Rosier
6TH AMEDD
 SFC Kenneth Reineke

Recruiter Rings

RSM NOVEMBER 2002



ATLANTA

SFC Jason Horton

BALTIMORE

SFC Patrick Martin
SFC William Odum
SFC Jacqueline Green
SFC Karol Beale
SFC Vivian Grant
SFC Abraham Ford
SFC Robert Gomes

SFC Thomas Dillingham
SSG Dwight Henderson
SSG Reid Monteith II
SSG Scott Aldridge
SSG Christopher Swantek
SSG Chad Bailey

DALLAS

SSG Isaias Santos
SSG Christopher Whalen

DENVER

SFC Christopher Warth
SFC Jay Haskell

DES MOINES

SSG Michelle Flores

GREAT LAKES

SFC David Spiker
SFC Jeffrey Reynolds
SFC Kevin Dew
SFC Gary Mitchell

HOUSTON

SSG Marvin Lancaster II
SSG Jeffrey Ward
SSG Chad Smith
SSG Michael Schnurr
SSG Kevin McCann
SGT Patrick Wright
SGT Jeremy Later

INDIANAPOLIS

SFC Alexander Goodman
SFC Ulysses Albritten
SFC R.A. McArthur
SFC Edward Horner
SFC William Conwell
SFC Cynthia Reed
SSG Michelle Miller
SSG Eric Hearn
SSG Jane Miller
SSG Paul Carey
SSG Gaben Laird
SSG Stacy Turner
SSG Maury Northington

BECKLEY

SFC Paul Dobson
SFC Love Jones III
SSG Troy Paisley
SSG Deshun Lowery
SSG Montie Albert Jr.

CHICAGO

SFC Thomas Evans
SFC Randy Mullard
SFC Frankie Exum
SFC Kevin McClintock
SFC Harold Moses Jr.
SFC Alvin Rivera
SSG Jose Romero

CLEVELAND

SFC James Ford
SFC Steve Dantzler
SSG Barry Warren
SSG Thomas Krause

COLUMBIA

SFC Adrian Ingram
SFC Nehemiah Middleton
SSG Geno Mucciacciaro
SSG Donald Sell II
SSG John Mitchell

COLUMBUS

SFC William Laughman
SFC Brian Halstead

JACKSON

SFC Jeffrey Bridges
SFC Kevin Baker
SFC Michael Turner
SFC Bernardoe Dean
SSG Christopher Dobbins
SSG Michael McClain
SSG James Smith
SSG Dwight Brooks
SSG Sharon Lyons
SSG Kenneth Shell
SGT Jason Huzzie

JACKSONVILLE

SSG Ned Nikic
SSG Danta Harrell
SSG Reginald Smith

KANSAS CITY

SFC James Wierz
SFC Thomas Bush
SSG Keith Davison
SSG John Ruiz

LOS ANGELES

SSG Richard Bielefeld
SSG Robert Tonche
SSG Eric Stout
SSG Andrew Angarita
SSG Paul Rivera

MIAMI

SFC Mernie Williams
SFC John Northey
SFC Miguel Rolon
SSG Orlando Garcia
SSG Samuel Williams
SSG Gustavo Soto
SSG Rodrigo Baez-Garcia
SSG Michael Poteet
SSG Glenn Lopez-Cepero

MID-ATLANTIC

SSG Rolando Sierra
SSG Eugene Barnes
SSG Jacques Mondelus
SSG Daniel Rodriguez
SGT Jamaine Velus
SGT Luis Planell-Martir
SFC Lee Flucker
SFC Theodore Ingram
SFC Derek McLaughlin
SSG Edgardo Huertas

MILWAUKEE

SFC Anthony Richardson
SFC John Kohne
SFC John Arvan
SFC Tracy Bruner
SFC Michael Griffin

SFC Brian Brook
SFC Ronald Charley
SSG John Berger
SSG Lionel Bratsveen
SSG Jose Casiano
SSG Shawn Proudfoot
SSG Michael Sathre
SSG Ray Foster
SSG Arturo Gamez
SSG Raymond Isaacs Jr.
SGT Scott Nicholson
SGT Antwan Jones
SGT Chad Butler

MINNEAPOLIS

SFC Robert Cowden
SSG Walter Borgmann
SSG Thomas Schmidt
SGT Greggrey Flood

MONTGOMERY

SFC Stephen Stone
SFC Baldwino Fajardo
SFC Robert Hammonds
SSG Ruth Oden
SSG Shelton West

NASHVILLE

SFC Williams Hopkins
SFC Todd Geno
SFC Fred Littleton

SSG Douglas Harding
SSG Scott Davis
SSG John Szabo
SSG Patrick Meadows

NEW ENGLAND

SFC Daniel Footer
SFC Richard Gallow
SSG Daniel Will

OKLAHOMA CITY

SFC Richard Garrett
SFC Robert Farley
SSG Sammy Buffin
SSG Benny Roberts
SSG Kevin Burgin
SSG Clancy Thomas

PHOENIX

SFC Michael Hutson
SFC Jeffrey Winters
SFC John Westmoreland

PORTLAND

SFC Larry Kadoun
SSG Joseph Moxley
SSG Daniel Smith

RALEIGH

SFC Kelly Davis
SFC Vanessa Whittington

SFC Kenneth Brulport
SFC Larry Owens
SFC Alberta Love
SSG Gerald Burch
SSG Steven Pittenger
SSG Deborah Bryant
SSG Tyrone Toomer
SSG James Amerson
SSG Samuel Peterson II
SSG James Kirby
SSG Charles Hulett
SGT Jodie Peele

SACRAMENTO

SFC Tony Nance
SFC Ceferino Perez Jr.

SSG Franco Houston
SSG Efrain Ramirez
SSG Brian Hackler

SSG Ana Nabors

SAN ANTONIO

SFC Kevin Honeycutt
SFC Robert Kosutic
SFC Robert Garza Jr.
SFC Benjamin Guerrero
SSG Ricky Grell
SSG John Griffin
SSG Jesse Benes
SSG Tony Keasler
SSG Ernie Midkiff
SSG Jared Mullins
SSG Christopher Stovall

SEATTLE

SFC Duane Carter
SFC Lenora Johnson
SFC Steven Schoch
SFC Tommy Tucker
SSG William Leonard
SSG Thomas Homen
SSG Frank Guy
SSG Gary Hall
SSG Willie Jones
SSG Juan Morales

SFC Darryl Brown
SSG Daniel Murphy

SSG James Shelton

SFC Bryant Lee

SFC Sandra Moreno

SFC Robert Durand

SFC Wayne Williams

SFC Luis Matias

The Test

1. **High school transcripts can be used to verify an applicant's social security number.**
 - a. True
 - b. False
2. **The MEPS commander may require an applicant to retest the ASVAB if there is a difference of 20 or more percentile between the AFQT score on a retest and a previous score.**
 - a. True
 - b. False
3. **Applicants may be given the first ASVAB retest no earlier than _____ after the initial test is administered.**
 - a. one month
 - b. two months
 - c. three months
 - d. six months
4. **The waiting period following civil restraint does not apply to traffic or minor nontraffic offenses unless a waiver is required.**
 - a. True
 - b. False
5. **This term means a judgement of guilty or accepted plea of nolo contendere is entered in a court's records for persons tried as an adult.**
 - a. Other Adverse Disposition
 - b. Civil Court Conviction
 - c. Nolo Contendere
 - d. Guilty
6. **Questionable morale character can be waived by the brigade commander.**
 - a. True
 - b. False
7. _____ is not a felony.
 - a. Attempt to commit a felony
 - b. Pandering
 - c. Leaving the scene of an accident (hit and run)
 - d. Embezzlement
8. **Reenlistment code of ___ represents a prior service Army applicant who completed their term of active service and is considered qualified to reenter the Army.**
 - a. RE 1
 - b. RE 3
 - c. RE 4
 - d. RE 4R
9. **A recruiting first sergeant on orders as the company commander can disapprove moral and administration waivers.**
 - a. True
 - b. False
10. **Court documents do not have to be obtained if the court charges a fee for copying the documents.**
 - a. True
 - b. False
11. **Details on a military map are shown by topographic symbols. Those symbols are shown using five basic colors:**
 - a. black, brown, green, red, and yellow
 - b. black, blue, green, red, and yellow
 - c. black, blue, brown, green, and red
 - d. black, pink, green, red, and yellow
12. **If your M16A2 has a malfunction, you perform immediate action in this order:**
 - a. pull, slap release, observe, tap shoot
 - b. slap release, pull, observe, tap shoot
 - c. slap observe, release, pull, tap shoot
 - d. slap, pull, release, observe, tap, shoot
13. **What type of ammunition is used with the M16A2 rifle?**
 - a. 5.00mm
 - b. 5.44mm
 - c. 5.56mm
 - d. 3.57mm
14. **What is the first thing you do when reacting to a nuclear attack without prior warning?**
 - a. Drop to the ground in a prone position
 - b. Close your eyes
 - c. Warn others
15. **M9 detector paper will detect chemical agent vapors.**
 - a. True
 - b. False

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

Mission Box

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



RSM November 2002

Top Regular Army Recruiter

SSG Daniel Levi
Baltimore

SFC Joseph McDuffie
Montgomery
SGT Anthony Cicerchia
Raleigh

SSG Timothy Prater
Milwaukee

SSG Walter Hermreck
Kansas City
SGT Marty Cooper
Houston

SFC Edward Boatwright
Phoenix

Top Army Reserve Recruiter

SSG Rusty Hicks
Beckley

SFC Danette Dinkins
Columbia
SFC Woodrow Jones
Nashville
SFC Richard Epps
Tampa
SSG Mark Clementino
Raleigh

SFC William Dixon
Cleveland
SSG Thomas Krause
Cleveland
SSG Rick Beer
Columbus

SGT Darin McDugle
St. Louis

SFC Jeffrey Krigbaum
Salt Lake City

Top Limited-Production Station

Newport News
Baltimore
SFC James Cox

Fort Myers
Tampa
SFC Luis Medina-Martinez

Columbus East
Chicago
SSG Eric Whitters

Lawrence
Kansas City
SFC Donald Courtois

Christown
Phoenix
SSG Valecia Rogers

Top On-Production Station

Wellsboro
Harrisburg
SSG Travis Summers

Henderson
Nashville
SFC Todd Geno

Freeport
Chicago
SSG Stephen Lawlor

Woodlands
Houston
SSG Latosha Bowens

Metro City
Phoenix
SFC Edward Boatwright

Top Company

Long Island
New York City

West Memphis
Jackson

Fort McCoy
Milwaukee

Sioux City
Des Moines

Eugene
Portland

Top Battalion

None

Raleigh

None

Des Moines

Denver

Top Army Medical Department Detachment

Southeast

Carolina

Chicago

St. Louis

Northwest

Answers to the Test

1. a. AR 601-210, para 2-11b
2. a. AR 601-210, para 5-9i(1)
3. a. AR 601-210, para 5-9c
4. a. AR 601-210, para 4-37a
5. b. AR 601-210, para 4-36b(2)
6. b. AR 601-210, para 4-24c
7. c. AR 601-210, para 4-22x
8. a. AR 601-210, para 3-22a(1)

9. a. UR 601-56, para 1-7a
10. b. UR 601-56, Appendix B-8
11. c. SMCT, dtd Oct 94, Task #071-319-1000
12. d. SMCT, dtd Oct 94, Task #071-311-2029
13. c. SMCT, dtd Oct 94, Task #071-311-2030
14. b. SMCT, dtd Oct 94, Task #031-503-1018
15. b. SMCT, dtd Oct 94, Task #031-503-1020

Sergeant Audie Leon Murphy



Audie L. Murphy

