

RECRUITER

United States Army Recruiting Command January 2006

Journal



**FUTURE
SOLDIERS
TRAIN**

“All The Way”

page 16

RECRUITER Journal

U.S. Army Recruiting Command

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Contents

Features

5 Beware of ACU Knock-offs

Army officials are warning Soldiers against buying imitation ACUs.

6 MSB Gets New Hummer

The new Multiple Exhibit Vehicle is an H2 Hummer and replaces the H1 Hummer fleet for the Mission Support Battalion.

7 Bettering Community Relations

Maj. Rob Boone, commander of Orlando Company, seems to have the right stuff when it comes to establishing community relations.

10 Recruiter Tour

The 577th Engineer Battalion of Fort Leonard Wood, Mo., hosted the first "Recruitment Tour" for Future Soldiers, friends and family members.



11 The Army's Gift to Public Schools: March 2 Success

M2S is a free, online standardized test-taking tutorial for students.

12 Educators Experience Army Life

More than 20 educators and centers of influence from Virginia and West Virginia toured the U.S. Army Quartermaster Center and School.

13 Army Brings Education Program to NASCAR Fans

Southwest Miami students see new career opportunities in the Army.

14 Future Soldiers Get Own Version of America's Army

The Army has embarked on a pilot program to prepare Future Soldiers for their military careers.

Departments

- 2 Commanding General
- 3 Command Sergeant Major
- 4 Chaplain
- 8 Pro-Talk
- 21 Safety
- 22 Field File
- 26 News Briefs
- 29 Salutes
- 32 The Test



Cover: Future Soldiers from North Carolina get hands-on experience of what airborne training is like at Fort Bragg, N.C.

16 “I Wanna Be an Airborne Ranger ...”

More than 150 North Carolina Future Soldiers and their friends met with recruiters for a chance to experience airborne training.

18 Army Incentive Program

Do you really know how the Army Incentive Program works? The purpose of the incentive program is to generate quality recruits and fill critically needed jobs.

20 And One More Reason ...

Every Soldier has at least one good reason for joining the Army. The U.S. Army Accessions Command hopes highlighting those reasons on the Internet will help spark recruiting.

Building for Success



Maj. Gen. Thomas P. Bostick

I am extremely proud of each of you for the success achieved during 1st quarter. You have set the pace for the remainder of FY 06. I realize this achievement took dedicated recruiting efforts and outstanding teamwork by everyone. Military and civilians within and outside of USAREC are all in the fight, and this success reveals a true team effort. Well done!

In addition to the diligent work that went into success for 1st quarter, Army leadership provided incentives that are helping to inspire today's young men and women to answer the Call to Duty. The Department of the Army continues to review incentives to help us attract the right Soldier, for the right MOS, at the right time.

Army leadership has also supplied a steady increase in the number of recruiters assigned to recruiting duty. These new recruiters are outstanding Soldiers, highly motivated, some are combat veterans and all are contributing by telling their Army stories. Optimism is a force multiplier!

I have now completed my initial round of brigade and battalion quarterly update briefings. I came away impressed with the plan for mission accomplishment in 2d quarter and satisfied with the new initiatives set forth. There are still challenges, but staff and commanders at every level are working to resolve issues ranging from providing sufficient numbers of vehicles to ensuring each recruiting station is properly equipped and centrally located to serve the young men and women in that area.

Strategic planning will be a top priority for building on our first quarter success. We will apply continued concentration on training initiatives for Future Soldiers, as well as training for recruiters and first sergeants.

I expect to increase our local marketing efforts in order to focus on audiences not covered sufficiently in the national advertising campaign. We will improve the national and local level linkages for extraordinary marketing results. We will continue our renewed focus in the high schools and will work aggressively to retain those recruits who are already in the Future Soldier Training Program.

In our strategic plan, we will leverage cyber and Internet based recruiting. Soldiers Army-wide are assisting us in generating a strong positive image for the Army through SRAP and HRAP duty. They increase the understanding of what a Soldier is, and can persuasively communicate the value of being a Soldier.

Well-being and quality of life issues cannot take a back seat to any well thought out strategic plan. We will follow up the 1st quarter success with extraordinary teamwork, while at the same time taking care of Soldiers and families.

Maintaining good communications throughout the command is essential to our success. Understanding our priorities at each level will help us all properly focus our time and effort. Based on my initial assessment of the command, I want to share my current top 10 priorities for USAREC.

CG's Top 10

- Strategic Planning Development
- Funding Priorities
- Training Initiatives
- Marketing
- Mobilize the Army and nation in Recruiting
- Structural Changes in USAREC
- USAREC Battle Rhythm
- Department of Army Level Issues
- Cyber/Web Recruiting
- Well-being

We'll keep working these and many other areas to support each of you in the field. Keep pressing the fight! I believe in you! We're going to be successful! The Army and the nation are counting on us. Happy New Year and best wishes to you and your families for a wonderful and healthy and happy year.

Valuing Professional Growth Counseling

Every Soldier — whether private, specialist or sergeant first class — desires self-actualization, especially in achieving career-oriented goals. Maslow defines self-actualization as “continuous self-development and the process of becoming all that a person is capable of becoming.” According to Maslow’s hierarchy of needs, a person must first satisfy lower order needs (physical, safety, security and esteem) as a prerequisite to achieving self-actualization. Unfortunately, most individuals allow life challenges to get in the way of reaching true self-actualization. For most, a little introspection along with an honest self-assessment would probably reveal an absence of a “road map” for success or lack of discipline and complacency to stay on course to achieve self-actualization.

Fortunately, the Army has provided a platform mechanism — performance/professional growth counseling — to enable leaders to shape subordinates’ career (personal and professional) goal achievement — self-actualization. According to FM 22-100, professional growth counseling requires leaders to conduct reviews with subordinates to identify strengths and weaknesses, and create a plan of action to build upon strengths and overcome weaknesses. Further, it directs leaders to discuss and develop a “pathway to success” with each subordinate by providing future-oriented (short- and long-term) goals and objectives. FM 22-100 suggests that the discussion should include opportunities for military or civilian schooling, future duty assignments, special programs and reenlistment options. It clearly states that every person’s needs are different and that courses of action must be tailored to each individual.

Professional growth counseling is a powerful tool, yet, misunderstood and

under-used as a leader-to-subordinate investment strategy. Lack of focus in this critical function impedes any attempt to foster a “learning and growing” environment (improving action under Be, Know, Do) within the organization. Leaders must make clear that the individual Soldier is equally responsible for his or her professional growth and development. Along with institutional training and operational experience, self-development is a key component of self-actualization. To my dismay, leaders and subordinates alike are not sufficiently attending to the required roles for professional growth counseling.

A counseling/training folder is required for all noncommissioned officers at company level and below as an enhancement tool to achieve the command’s training and developmental goals for recruiters and subordinate leaders. Further, I have mandated first sergeants to conduct a 15th-month professional growth counseling session for all assigned detail recruiters. Intended as a mechanism to fulfill the FM 22-100 mandate, the 15th-month counseling was designed for a fourfold purpose: recruiter developmental progress beyond new recruiter program, to sustain proficiency in primary MOS, to achieve career aspirations, and development of pathways to success.

During my field inspections, I typically find varying degrees of compliance and competence with performance and NCOER counseling displayed in counseling/training folders. Again, much to my dismay, I rarely find any evidence that the 15th-month professional growth counseling is taking place. Whether a lack of understanding of the requirements or straight out noncompliance, the actions or lack thereof resonate loudly that we do not value investing in the growth of our subordinates or improving the organiza-



Command Sgt. Maj. Harold Blount

tion. Know that we are extremely busy prosecuting a never-ending wartime mission; however, we must organize ourselves to carve out the appropriate time to attend to this most important responsibility. Command posterity warrants it and near-term success in an ever-fluid contemporary environment demands it.

I challenge leaders and subordinates to renew efforts to conduct quality professional growth counseling sessions. FM 22-100 and AR 623-205 are the authoritative guides to effective counseling. Quality NCOER and developmental counseling augmented by professional growth counseling profoundly enhances individual/organizational growth and success. Having fielded new doctrine, modified several business practices, and updated numerous technological solutions, performance as well as professional growth counseling is paramount. Individual Soldiers and leaders must do their part to make this work.

Research has shown that 3 percent of individuals who had recorded goals (self-derived or leader-guided) in writing went on to achieve more success than the other 97 percent combined. If this research is true, what a powerful opportunity exists to exploit the successes of the other 97 percent by placing more value on professional growth counseling. Growing self-aware and adaptive Soldiers and leaders is not only an investment in our human capital but also an investment to keep USAREC relevant and ready to provide the Army’s strength.

“You’ve Got Mail”



Chaplain Lt. Col. Lyndell E. Stike

One of the key indicators of a healthy organization is open communication from the top to the bottom. When I entered active duty, information was publicized through a DB (daily bulletin) or a daily formation where up-to-date information was shared. These methods allowed for clear understanding, however, everyone had to be present. In a technological Army we now use the computer and e-mail.

Every week we receive hundreds of these numerical bits. Some are simple reminders of scheduled events and appointments. Others attempt to communicate a new task or mission. Then there are those that seem to be filled with anger, exasperation and annoyance. The challenge is to determine the intent and emotion contained in such fiery arrows since we know communication is 55 percent physical (body language/eye contact), 38 percent voice or tone, and only 7 percent words. E-mails provide us only 7 percent of the message, leaving 93 percent to be determined by the reader. How should we handle such emotionally charged data?

Take a deep breath and count to 10. Many times when we read a negatively charged e-mail our first impulse is to respond and set the sender straight. In most cases we will simply elevate the emotion, thereby losing sight of the real issue and intent of the original e-mail. Time will allow you to vent and possibly get a different perspective. If you must type then remember not to hit the send button. Give your words a night to mature. Once you have given time the opportunity to clarify your intent then read your response once more. Your last act, before you rocket the words through cyberspace, is to get a second opinion. Try to find someone who can provide you an unbiased perspective.

A second technique you can use is to quote the original electronic message. Use the person’s own words. We do this in face-to-face conversation as an active listening technique. We refer to it as the “McDonald’s drive-through method.” When we order drive-through we state what we want and the clerk repeats what they heard. If it needs correction, we have the opportunity to respond and ensure the proper order.

Modern e-mail methodology allows us to add emoticons (symbols that indicate our emotional state). You can express happiness :-), unhappiness :-(, surprise :-0, screaming :-@, and laughing :-D. Abbreviations are used in many e-mails such as HTH – Hope This Helps, IMO – In My Opinion, and LOL – Laughing Out Loud. Symbols and abbreviations increase the level of understanding necessary to maintain healthy operational relationships.

Some try to use humor in their e-mails; however, this can backfire if we do not know the openness of the recipient. Jokes can be misinterpreted and offensive while breaking down open communications.

Beware of what you write in an e-mail. It is amazing how an electronic message intended for one person can become public information. Many e-mails read second- and third-handed are open to misinterpretation. I have found that if you sense high emotion in an e-mail, walk down the hall or pick up the telephone and talk with the sender face to face. Open, honest, face-to-face conversation can reduce organizational stress and enhance personal relationships. When those fiery arrows collect in our mailboxes, may we all learn how to respond with less destructive, confusing and offensive replies.

Beware of ACU Knock-offs

By Annette M. Fournier, Army News Service

Army officials are warning Soldiers against buying imitation Army Combat Uniforms in lieu of waiting for Army-approved ACUs to arrive in stores. AAFES military clothing sales stores are scheduled to get ACUs in April, but a spokesman said they may appear sooner.

"The Army has advised AAFES to expect to start seeing ACUs in January," said Judd Anstey, media branch manager with AAFES. "Details are still being worked out at this time." Some Soldiers, anxious to get the new uniforms, have bought imitation ACUs from unauthorized vendors. Authorized uniforms made to Army specifications are produced only by government-contracted companies and will be sold through Army and Air Force Exchange Service stores, officials said. Unauthorized uniforms typically do not meet the Army's specifications in various ways, such as appearance, usability and durability, said Bob Panichelle, product executive in the Field Clothing Branch of Defense Supply Center Philadelphia's Clothing and Textiles Supply Chain, the organization contracting for ACU production.

"It's extremely important for Soldiers to wait until the ACU is available in the Army military clothing sales stores before purchasing a uniform," said Sgt. Maj. Katrina L. Easley, the Army's uniform policy sergeant major in the G1. "This prevents the Soldier from purchasing a uniform that has not been manufactured in accordance with the uniform quality control program."

Soldiers purchasing uniforms, uniform items or heraldic items from establishments other than the Army military clothing sales stores must ensure that the items are authorized for wear and conform to appropriate military specifications or are manufactured in accordance with the Uniform Quality Control Program or the heraldic quality control system, Easley said. Soldiers should consult Army Regulation 670-1 for guidance.

Soldiers to Have Two Sets of ACUs by 2007

Defense Supply Center Philadelphia contracted 16 commercial sources, as well as Unicor Federal Prison Industries, the National Institute for the Blind and the National Institute for the Severely Handicapped to produce the ACUs, Panichelle said.

The final wear-out date for the battle dress uniforms and the desert combat uniforms is yet to be determined, said Easley. Active-duty, Reserve and National Guard Soldiers should have two sets of ACUs by May 1, 2007, according to AR 670-1. By May 1, 2008, all Soldiers should have four pairs each.

Knockoffs Could Threaten Safety

To tell if an ACU is authorized, Soldiers should look for two tags sewn into the uniform. One tag near the collar is printed with the size and the second tag located elsewhere on the uniform gives the government contract number identifying what company made the uniform, and care instructions, according to Program Executive Office Soldier's Web site.

Some uniforms being made offshore at present do not contain the Identification of Friend or Foe tag, a tag that allows Soldiers to identify friendly forces at night. Buying a uniform without the tag could put a Soldier in danger, Panichelle said.

Other uniforms may contain fabric that is not in compliance with Army specs for the ACU camouflage pattern, Panichelle said, and could jeopardize the safety or security of an individual Soldier or an entire unit.

Like BDUs, ACUs have an expected wear-life of six to 12 months, and are made of the same rip-stop fabric as the summer BDUs. For quality control, DSCP closely monitors production at its manufacturing facilities through periodic site visits and quality inspections by specialists assigned to these facilities, Panichelle said.

If Soldiers have problems with issued ACUs, they can return the uniforms for a monetary refund or a store credit. With imitation ACUs, there is no guarantee of the quality of materials used, location where uniforms were manufactured, or refunds for defective uniforms.

ACUs Issued by Priority

The official ACUs are not currently available for purchase, and at this point are still being issued on a prioritized basis, with deploying units top on the list.

At basic training sites, ACUs were issued to trainees beginning Oct. 1. At the Basic Combat Training Brigade, Fort Benning, Ga., the supply is limited but trainees receive ACUs before they go to their advanced training, said Dave Thompson, brigade S4 officer in charge.

Commanders in basic training units and graduates of drill sergeant school are being given the opportunity to buy ACUs early so they can set the example for trainees and to maintain uniformity in a unit, Thompson said.

Soldiers and commanders are responsible for ensuring they purchase and wear authorized uniforms and heraldic items, according to Army Reg. 670-1.

Commanders will also conduct periodic inspections to ensure that all personnel under their command wear only uniforms and heraldic items produced by certified manufacturers and that they meet specifications for design and quality, in accordance with AR 670-01.

MSB Gets New Hummer



By Sgt. 1st Class Walter Quinn, Mission Support Battalion

A recruiter is always looking for a new way to penetrate his or her market and the Mission Support Battalion has an updated asset to help them do just that.

The new Multiple Exhibit Vehicle, MEV is an H2 Hummer and replaces the H1 Hummer fleet that proved to be so successful. If marketed correctly, the MEV has the potential to help recruiters generate a large number of quality leads and get an edge in today's competitive market.

What is the MEV? It is a custom H2 Hummer with a custom audio-visual system that includes a 30-inch plasma main screen, two flip-out 18-inch plasma monitors, 800 watts of competition JBL audio equipment, live action Clarion camera, and an X-Box gaming system. The MEV has the ability to work as a stand-alone interactive asset or to work with additional equipment to accomplish a multiple exhibit at one location.

When set up as a stand-alone asset, the MEV can run three separate video sources at once. Normally the X-Box is displayed on the main 30-inch plasma screen, running one of many Army-related games. This is where the interaction comes into play, as potential leads can play and interact directly with the vehicle. Displayed on the two flip-out plasma screens are an Army related video and the live action camera. While all this is going on, the MEV can also play music through the JBL audio system to draw in a crowd. The MEV has an Army paint scheme and the rear of the Hummer may be covered by an Army branded EZ-up tent with Army logos. When set up, the MEV looks like some vehicles featured on MTV's "Pimp My Ride."

The MEV also has the ability to provide multiple exhibits at a single location; this capability is best used at a high school or college. The MEV carries portable Bose audio-visual equipment and a wall display system. This equipment can be used to go into a classroom and conduct a classroom presentation while the MEV Hummer is setup outside a high school or college. The MEV carries various Army related videos; some of the

subjects include history, government and science. The MEV exhibitor can work with the recruiter to conduct classroom presentations as a guest speaker. The best way to accomplish this is to have the recruiter contact a teacher and offer to be a guest speaker for the day on the teacher's subject of choice. For best results, the recruiter should strive to locate an audience of juniors and seniors. The main messages for these presentations are "Stay in School and Stay Off Drugs," the importance of education and goal setting, and Army programs and benefits. This is a great way to generate a number of leads and give the recruiter the opportunity to interact with a large number of students in one day.

How is this done? Prior planning is essential to mission success. Upon notification that your station getting the MEV, recruiters should start coordination for a potential event. The MEV can be used in festivals, high schools or colleges — anywhere a large number of potential target age personnel will be.

Keys to Success:

- Try to find a set-up location close to a 110-power source. The MEV can operate on the H2's engine, however it is preferable to use an external 110-power source.
- Locate an area where large number of people will pass by the MEV.
- Safety is always a concern. Try not to block streets or side walks. The MEV can be set up on grass, but it is preferable to set up on asphalt or concrete.
- It is advisable for recruiters to have a small table for RPIs, PPIs and leads cards. Also, request additional give-a-way items for the event through your battalion APA.
- Advertising!

If these guidelines are followed, the MEV's visit to your station should be a successful lead generation event and leave a long-lasting impression on today's centers of influence and tomorrow's future Soldiers.

Bettering Community Relations

By Walt Kloeppe, RJ Associate Editor

Maj. Rob Boone, commander of Orlando Co., seems to have the ‘right stuff’ when it comes to establishing community relations. What he has done with Orlando Company is a storybook example of how to make Army awareness and community support work for recruiting.

“When I first took command in Orlando, the first place I went to was the 82nd Association. I went and talked to those veterans about my experiences in Iraqi Freedom,” said Boone.

That first contact triggered a downhill slide to other organizations. At the association meeting, Boone met the person who heads the mayor’s advisory council for Veterans Affairs. The contact got Boone invited to a meeting where he discussed upcoming events concerning Veterans Day and Armed Forces Day. Boone was appointed to the mayor’s advisory council.

Florida was then hit with four major hurricanes in 2004. Many veterans and Soldiers / recruiters of Orlando Company helped by passing out water, cleaning up, and helping people get to and from the hospital.

“Recruiting Command helped out and in return they got some media coverage and a lot of people look at the Recruiting Command here as an organization that will help them in times of need,” said Boone.

“I’m very well networked ... when events come up, I’m always at call. They say ‘hey we want a color guard but we’ll also give you room or a place to put your table set-up so you can do recruiting,’” said Boone. “A lot of recruiters say they don’t generate contracts [color guards]. So, no, they don’t generate contracts but when you’re doing a color guard for an organization ... or you’re on a football game or a basketball game or indoor football game, the color guard is provided by the United States Army Recruiting Command, Orlando, Florida. That right there is free advertising in itself. People look at the Army in a different light because you got three Soldiers standing up there in a uniform looking very professional, representing the United States of America and the National Anthem,” said Boone.

Image is Everything

“When I walk out of my office today in my uniform, I don’t have to say a word to anybody, but I’m recruiting. People are looking at me. They see me in uniform, they see how I’m acting, they see how I conduct myself in a public environment ... I don’t have to say a word, I’m recruiting. I’m a representative of the United States Army so I’m an ambassador to the community and you have to conduct yourself in a certain way and you want to align yourself with the right people in the community,” said Boone.

Centers Of Influence

According to Boone, COIs are monumental but they are not a COI until they start generating referrals and contracts. He

further emphasizes that some take longer than others to develop and that it’s a courtship to be handled with finesse. “Usually, you maybe have met somebody and did some COI development, gave him a presentation on the Army, and maybe four months down the road, they’re talking to one of their best friends, and their son or daughter wants to get in the military, and they say ‘you know what, I’ve got a name for you, call Major Boone up,’” said Boone.

In the Schools

Boone says the COIs in the high schools and the colleges are important to open doors for the recruiters as well, *before* they go in and talk to the counselors.

And when Boone does talk to counselors, he stresses how important it is that Orlando Recruiting Station gets the list. He stresses that the schools realize that the Army is a partner in education.

“We’re not here to steal your kids, we’re here to give your kids more opportunity,” Boone tells educators. He says that station commanders and recruiters must strive to get the schools on their side. “Every time you go there you’ve got to give them something, it’s a two way road.”

Boone is a member of several veterans organizations that put him in the center of the COIs, and he goes out of his way to talk to them about recruiting.

“I met the mayor last month and got to sit down with him. We did a Memorial Day ceremony and one of the local talk radio guys here, he emceed the whole program and then the mayor was very pleased with the program and invited all the mayor’s advisory councilmen to come up and meet him. I got to sit down and have lunch with the mayor of Orlando. I got face-time with him. And I will tell you he asked me ‘Well, what can I do for you?’ and I said ‘Well, I would like an opportunity to talk to the City of Orlando about the PaYS program,’” said Boone. Two days later Boone got a call from the Human Resources Director of the city of Orlando asking him to give a PaYS presentation.

Boone summarizes that his company’s success is a working process in which he leaves no stone unturned.

“Start off with targeting the veterans organizations because you have something in common with them. You’ll find out that a lot of these veterans are working for some of these big companies in your area, and it branches out. And people start calling you and asking you for things. The only way I say no is if I just can’t do it,” said Boone.

“Everyone looks at it, well if it doesn’t generate contracts, you shouldn’t do it, well I disagree with that. You should always push to do contracts, but you have to do the analysis that, OK, how much work am I really doing. Am I really taking away from the recruiter’s ability to generate contracts if this is about a 30-minute event or 45-minute event? No. I can’t express enough to my fellow commanders that the more you get into the community, the more you’re going to benefit.”

Keeping Pace with Technology

Electronic training records near

*By Sgt. 1st Class Melvin Aiken
USAREC G3*

Electronic training records, where have they been to this point? In this day and age of computers and electronic transfers, why haven't training records kept pace with technology? What is being done to make this possible? And when can we expect to see what training occurs in and out of a station, the schoolhouse and other locations electronically?

It takes time to develop, train and implement this type of project. Just as with the ARISS system, there will be a paradigm shift that will take place. New technologies that are implemented take time for acceptance.

The USAAC University Learning Management System has now been online for almost four years; we are currently developing another major change in the system that will enable the LMS to be a more powerful tool for leaders and recruiters. With the incorporation of the Army Training Readiness Resource System interface and the stand up of electronic student folders at the Recruiting and Retention School, electronic training record keeping is becoming a reality.

What does this mean to individual Soldiers and their leaders? As we implement this program, a record of TRADOC-approved courses taken in this command will be recorded in ATRRS and ultimately end up on the Enlisted Distribution and Assignment System/eMILPO record for Soldiers. This will enable a person to have courses evaluated for college credit at a later date.

As we migrate to this next version of the LMS, instructors at the schoolhouse will input their comments into the folders during class. These records will be available upon completion of the course to the station commanders, first sergeants and sergeants major (managers in the LMS). The ability to view the records from the schoolhouse will allow the stations and companies to build a training plan for a new recruiter prior to their arrival on station. This may assist leaders in getting a recruiter up to the levels needed to succeed in their recruiting tour of duty. In conjunction with the school's student folders, training conducted within the recruiting command can also be placed in the system. USAREC Form 967, Training Record, is



part of the LMS and available to all managers. A portion of a Soldier's personal information is available in the system, such as, height, weight and APFT information.

Using Hyperion, a command reporting system, reports can be generated on any level of the command. This function was designed and implemented for use by the Recruiting and Retention School. The rest of the command has the potential to benefit from its use. As we move forward with this change, we will be incorporating other functions to give a total picture of training within USAREC by using the Hyperion portal.

The Recruiting and Retention School is working with the headquarters to post the training material used in the classroom to the LMS. This will allow the

entire command to teach the same material.

These lesson plans will be either in .pdf or Word format and have the supporting

PowerPoint files. The training materials are called "Knowledge Documents" and can be downloaded and used to conduct training in the command. As stated earlier, managers have the ability to place the USAREC Form 967 into a Soldier's record and track all training electronically.

As we continue down the road of electronic training records, the ability to determine what is needed by the individual or organization at any level will become much easier. The biggest hurdle USAREC faces is acceptance. As with any other program, unless it is used, it

will never be successful. The leadership within the command will have tools at their disposal to analyze training needs and incorporate training material into their organization. Training is an aspect that must be incorporated into our daily business. No single person knows everything; the LMS is a tool to assist every level of the command to meet training needs.

To foster his Future Soldier Program, Capt. Rob Kellam, Mid-Missouri Company commander went looking for an ally.

What he found was a partner willing to host quarterly events designed to sustain the Future Soldier Program and attract more recruits.

The 577th Engineer Battalion, 1st Engineer Brigade of Fort Leonard Wood hosted the first "Recruitment Tour" for Future Soldiers, friends and family members last October.

Col. Joseph Schweitzer, 1st Engineer Brigade commander said, "These young people are at a crossroad and no matter what path they take, the Army experience will make them stronger and more successful."

The day was highlighted by demonstrations from the Sapper Leader Course, Mine Dogs and a chance to feel the weight a combat Soldier carries. Schweitzer added, "We are proud to give the Future Soldiers and their family members an up close look at an Army of One." *Photos by Dave Palmer*





The Army's Gift to Public Schools: *March 2 Success*

By Richard Campbell,
Field Marketing Representative, Vital Marketing

As the African-American Field Marketing Representative, I have the unique task of supporting local recruitment with African-American market expansion strategies. In the two years that I have been a FMR, one program outshines the others as the fail-safe program to recruit and make mission: March 2 Success.

By adjusting the communication strategy and positioning of the program, M2S enables individual recruiters to significantly affect several factors of the recruiting landscape, including prospecting, parents and COI development, educator relationships, activist groups, public relations, community support and, above all, contract quality. The opportunity lies in leveraging M2S for maximum benefit.

M2S is a free online standardized test-taking tutorial for students. The 30-hour plus course focuses on math and English; science was recently added. The overall purpose of the program is to help prospects with standardized tests.

Many recruiters share the resource with prospects who have failed the ASVAB. After receiving the M2S brochure from a recruiter and studying the M2S program, the prospect is more likely to pass the ASVAB and proceed to basic training.

High school students are judged by standardized tests. In fact, not only are the students tested, but the teachers, principals, schools, superintendents, districts and education departments are all judged by the standardized tests results as well.

Teachers spend large parts of the year preparing their students for standardized tests. Parents pay \$800 to \$1,200 per child to Princeton Review or Kaplan for SAT prep courses.

These factors provide the U.S. Army with a unique opportunity to overcome multiple challenges and obstacles.

Recruiters should present the M2S program to faculty prior to the semester or prior to the school's standardized testing period. The presentation should be held in a computer lab at school so the recruiter can conduct an orientation with teachers and show the functionality of the program. Recruiters should position the M2S resource as aid for teachers.

Teachers will recognize the materials as a teaching aid for standardized tests. Teachers also will incorporate the M2S program into their curriculum and share the program with their students. The teachers should also inform the parents of the program and encourage the school to make the computer lab available after school.

Parents will have saved up to \$1,200 by having their children complete the course online at home.

Students who have taken the course will do better in school. I anticipate that students who increase their standardized tests scores will build confidence for future testing.

Recruiters, who may have been seen negatively, will now be viewed as a supportive advocate for education. This approach is also consistent with the new doctrine of a "counselor's" approach over a "direct recruitment" approach.

The school will recommend the program to more students, and a positive Army perception could permeate the faculty and student body. If the school's students do better on the standardized tests, additional resources will be awarded to the school from the city and state.

Community activist groups eventually will wonder: "Do we protest the very organization that is providing education today to our children?"

With more students having taken M2S, prospects are more likely to pass the ASVAB as a I-III Alpha instead of a CAT IV.

Leveraging March 2 Success can help recruiters interact in a more receptive high school and community environment. Besides, who will the community and public school have to thank for the M2S resource? The U.S. Army.



Educators Experience Army Life

Educators experienced small arms training, which was part of the three-day tour at the U.S. Army Quartermaster Center.

Story and photo by Amy Clement, Fort Lee Public Affairs

More than 20 educators and centers of influence from Virginia and West Virginia toured the U.S. Army Quartermaster Center and School Oct. 19 - 21 to learn about the Quartermaster Corps, Army careers and educational benefits.

During their three-day tour, they visited the Logistics Training Department's small arms training; the Petroleum and Water Department; the Army Center of Excellence, Subsistence; the Noncommissioned Officers Academy; and the Mortuary Affairs Center.

Recruiters from Beckley, West Va., and Roanoke Rapids, Richmond and Colonial Heights, Va., accompanied educators throughout the tour.

"We wanted to showcase the Quartermaster Corps and Fort Lee as a premier Army post and to educate them on life in the Army," said Maj. David Little, Richmond Company commander.

"The public has a misperception that being a Soldier is only about 'being in the woods' and that the Army is like an episode of 'Gomer Pyle,'" Little said. "In reality, there are all kinds of educational programs and career opportunities that the Army has to offer.

"We also wanted to showcase the fact that Army installations are communities that take care of Soldiers and their family members."

Throughout the tour, educators and community leaders witnessed firsthand how advanced individual training Soldiers are trained in the nine Quartermaster military occupational specialties.

They also visited the "Iraqi Village" located in the Logistical

Warrior site and saw the realistic tactical training given to AIT Soldiers.

"You only hear negative things from the media," said Darlene Hill, academic transcript supervisor at Virginia Polytechnic Institute and State University. "This was a positive experience.

"The tour allowed us to see that the Army can be fun and adventurous instead of scary and dull. The movies do not do it justice," she said.

One of the goals of the tour was to inform the educators about Army educational and career opportunities including the Montgomery GI Bill, the Tuition Assistance Program, the Army Green to Gold Program, eArmyU and other distance learning opportunities.

"I learned that the Army can be a career step after college and during college as a reservist. There are so many MOSSs, career and educational opportunities that will apply in civilian life," said E. Barry Richmond, community resource coordinator at the National College of Business and Technology.

As the educators and centers of influence lived the "Army experience," they observed and participated in physical training. They also enjoyed meals in a dining facility and from a containerized kitchen at the ACES field training site, while talking with Soldiers.

In addition, Company M, 244 Quartermaster Battalion, showcased how AIT Soldiers live during a tour of their barracks. The educators also attended a retreat ceremony and the 49th Quartermaster Group's change of command where they witnessed Army traditions and pageantry.

"This tour was awesome," said Jo Ann Wilkins, Raleigh County, West Va., board of education. "I now have a whole new outlook on the Army and all aspects of Quartermasters. You showed us things that we would have never been able to witness. I wish our students could come on this tour."

"I really liked the openness of the Army to give information on how they train and operate," said Richmond. "The Army has professional people at all levels."

"I've learned a new level of respect for the Army and its structure," Hill added. "I will now be able to tell students that I've had 'the Army' experience and be able to explain the Army to them.

"This tour has been beyond words," Hill said. "The respect, duty, loyalty and selfless service that the young men and women display, not only to themselves but to others, makes me fill with pride and makes me want to join. Hooah!"



Army Brings Education Program to NASCAR Fans

Southwest Miami Students See New Career Opportunities in Motorsports, Army

By U.S. Army Racing

Joe Nemechek, NASCAR driver for the U.S. Army 01 car, kicked off the Army's newest education initiative at Homestead-Miami Speedway. The team hosted hundreds of Miami-Dade and Broward County area students for a morning of career planning to help meet their long-term goals.

Based on the success of the Youth & Education Services (Y.E.S.) program conducted between the Army Drag Racing team and the National Hot Rod Association, the Army is introducing a similar program on the NASCAR circuit to help young men and women develop plans for their long term success. Speakers included representatives from International Speedway Corporation, MB2 Motorsports (home of the U.S. Army 01 car) and Waste Management, Soldiers and Nemechek.

"I tell every young person I meet that education and preparation is the foundation for a successful career," said Sgt. 1st Class Kevin Dailey, a speaker at the program. "Success does not come without planning. Every Soldier is made stronger by the training, capabilities and experience they receive in the Army."

The U.S. Army is interested in the success of young Americans, whether that is accomplished through a traditional college or university, vocational-technical school, or military service. Since becoming the presenter of the Y.E.S. program in

2000, the Army has encouraged hundreds of thousands of young men and women to identify and strengthen their individual talents to achieve life long success.

The education program gives students an introduction to motorsports while connecting auto racing's scientific, mathematical and social concepts to classroom subject matter. Each speaker relates their job function at the track to the students' classroom lessons.

The students will get an up-close visit with Nemechek's U.S. Army-sponsored 01 team. They discuss with the students the importance of education in reaching career goals, the mechanics of the vehicle and the choices they make in their personal career paths.

"Every day someone asks me about my career and the mechanics behind the car," said Nemechek. "Educating students on how the Army team maintains 140 mph is a lesson kids can relate to their math, science and physics coursework.

"My relationship with the Army continually gives me new opportunities to speak to young men and women about responsible decision-making and their future. Students participating in the education program will understand that the Army can be a launching pad for a multitude of careers. I've met lots of Soldiers, each filling very different roles, but all making a difference for themselves, their families and their country."

Future Soldiers Get Own Version of America's Army



Story by Lori Mezzoff, America's Army

"America's Army" game, managed by the Office of Economic Manpower and Analysis at West Point, was originally developed by the Army as a communications tool to give young adults an inside perspective on soldiering and a virtual role in the U.S. Army. The game has more than six million registered users having spent 98 million hours exploring the Army.

The game's success is echoed in recruiting efforts as well. Recruiters realize the game's value each time they sponsor a well-attended "America's Army" game event or use it to start a dialogue with young Americans. Based upon published accounts from places ranging from Seattle, Kansas City and Newport News, Va, recruiters are organizing "America's Army" "LAN parties" and finding success in attracting a new generation of young adults to serve in the Army. Recruiters also found that the game is beneficial for sustaining Future Soldier enthusiasm. Future Soldiers look forward to events featuring the game and often encourage their peers to attend.

The Army has embarked on a pilot program to leverage game excitement and use information conveyed in-game to prepare Future Soldiers for their military careers. Future Soldiers use the game for exploration, and are able to virtually encounter and overcome challenges that Soldiers confront. In so doing, they

gain self-efficacy and confidence over these challenges, thereby increasing their likelihood of success upon entering the Army.

"America's Army Future Soldier Trainer," a training simulation featuring a modified version of the "America's Army" game, explores how the trainer can contribute to lower attrition in the FSTP. As the first stage of the program, the Army created the AA-FST, a total hardware and software solution that includes Military Skills Engagement Trainer hardware, modified game software and a middleware Internet architecture.

The trainer allows users to feel the recoil as they use real weapons armed with lasers to 'shoot' in a scenario playing on three large screens in front of them. The easily transportable trainer includes a laser camera, pneumatically or electrically driven recoil weapons simulators, engagement system lasers, an image projector, a standard desktop computer with keyboard, mouse and speakers, a projector screen and peripheral equipment associated with the pneumatic recoil weapons simulators.

"The 'America's Army Future Soldier Trainer' offers recruiters a great opportunity to maintain the enthusiasm of their Future Soldiers as well as to increase their skills, and in turn, their chances for being a successful Soldier," said Col. Casey Wardynski, the America's Army project director and game originator.

The Army fielded the AA-FST to eight recruiting battalions in January in New York, Los Angeles, Sacramento, Dallas, Houston, Phoenix, Baltimore and Raleigh for their immediate use in Future Soldier sustainment and recruiting operations. At events, recruiters work with Future Soldiers to teach them proper handling and usage of the weapons simulators. Once trained, the Future Soldiers have a chance to take part in the simulation exercise, 'shooting' their way through different environments ranging from simulated basic rifle marksmanship qualification on a 3D virtual replica of the range at Fort Benning to virtual participation in simulated operations with Special Forces in the Global War on Terrorism. The trainer's realistic recoil system allows the recruits to overcome the fear of weapons, especially recoil, and to learn the basics of safe



The trainer allows users to use weapons armed with lasers to 'shoot' in scenarios. Photos by Sgt. 1st Class Bo Scott



“Throughout the three day air show at Langley Air Force Base there was a line waiting to use the AA-FST, and we were able to post a recruiter to work that line and approach any target market age people in it,” said Sgt. 1st Class Bo Scott, Newport News Recruiting Station commander. Photo by Sgt. 1st Class Bo Scott

weapon handling. After each event, recruiters fill out an online survey detailing their usage of the trainer.

“The AA-FST was designed for a variety of settings. For example, recruiters can choose to run virtual scenarios either with the projection screen and Laser Shot weapons trainers, or they can also be run with the keyboard and mouse only on the LCD monitor,” said Maj. Bret Wilson, America’s Army Chief Technology Officer and AA-FST Project Manager. “The newest version is optimized for network play and includes several multiplayer scenarios. These new features, combined with its high mobility and ease of set-up, make the AA-FST perfectly suited to connect recruiters to leads in almost any environment.”

“The New York Battalion has repeatedly reaped the benefits of the America’s Army game and the training simulation in our recruiting efforts,” said Lt. Col. John Gillette, the former commanding officer at the New York City Battalion. “We have a number of events where the presence of the game has attracted a larger audience and has facilitated open discussions with leads about careers in the Army. Now with the trainer at our DEP functions we are seeing that the hands-on experience is alleviating some of the fear factor associated with Army training.”

Almost 80 percent of recruiters participating in the AA-FST pilot program reported that, as compared with other resources at their disposal, the AA-FST has better potential to increase the interest, excitement, and participation of Future Soldiers. Recruiters were similarly enthusiastic about the potential of the AA-FST with regard to recruiting operations. More than 60 percent of recruiters evaluated the AA-FST as having greater potential to generate recruiting leads than other tools at their disposal.

Recruiters saw their recruits gain confidence as they became familiar with the weapon and progressed through the game scenarios. Future Soldiers at a New Jersey event told recruiters that using the trainer was one of the coolest things they’ve done at a Future Soldier event and that they would bring friends to other events featuring the simulation. Some recruits said using the trainer made them look forward to more Army training.

Recruiters are integrating the America’s Army Game and the AA-FST into Future Soldier activities with success. “Throughout the three-day air show at Langley Air Force Base there was a line waiting to use the AA-FST, and we were able to post a recruiter to work that line and approach any target market age people in it,” said Sgt. 1st Class Bo Scott, Newport News recruiting station commander.

“The main benefit of the AA-FST is that it draws the right crowd for a recruiter. Deploying the AA-FST to America’s Army game events, outdoor festivals, and other events draws target market leads to the recruiters.”

“Every Future Soldier at our function was impressed with the state-of-the-art equipment that was being used and many of them did not want to go to lunch in order not to miss their turn in line,” said Sgt. 1st Class Palmer M. Bryan, company trainer for Brooklyn North.

“The equipment generated a lot of discussion about the weight of the actual weapons versus the simulated ones. Many of the Future Soldiers were surprised at how well they performed during the qualification phase of the training. The event provided the opportunity for many of the Future Soldiers to get over their fear of handling and firing a weapon.”

Given the enthusiasm of recruiters and its success with Future Soldiers, more systems will be fielded. As the program expands, the Army will continue to research the system’s potential in enhancing Future Soldier sustainment and preparation as a means to reduce FST and initial training attrition.

For more information on the AA-FST, visit the FST Web site at <http://fst.americasarmy.com>.

For more information on hosting an America’s Army tournament contact: Kristin Winters (kwinters@ignitedminds.com) at Ignited Minds at 310-754-3200. The America’s Army Event Support site provides recruiters with the information and resources to leverage the game in support of their recruiting objectives and can be found at support.americasarmy.com.



“I Wanna Be An Airborne Ranger ...”

Story and photos by Terry Mann and Bob Harrison, Raleigh Recruiting Battalion

The 34-foot jump tower at an Army airborne training facility simulates the act of jumping from the door of an aircraft while in flight. It is among the first encounters any budding paratrooper will experience that provides both valuable training and the “next-best-thing” to the exhilarating rush of adrenaline when parachute jumping.

Last October, more than 150 North Carolina Future Soldiers and their friends met with recruiters for a chance at just such an experience.

At the tower the “paratrooper” must climb four landings to get to the top of the jump tower. Inside the tower, experienced jumpmasters rig the paratrooper into a parachute harness and connect the harness to a parachute riser apparatus that is attached to a cable assembly outside the tower. Once fully rigged and safety inspected by a jumpmaster, the paratrooper will standby and respond to actual jump commands administered by the jumpmaster.

When the jumpmaster issues the command, “Stand in the door!,” the paratrooper will assume a good door position and await the green light that indicates the “aircraft” has reached the drop zone. Once green, the jumpmaster slaps the paratrooper sharply on the back of the leg and yells, “Green Light, Go!” The paratrooper leaps with all her/his might from the door and falls toward the ground, while assuming the trained “good, tight body position.” After about a 10-15 foot fall, the riser-cable assembly halts the fall in a fashion similar to a bungee cord. The paratrooper rides the cable assembly to the end of the line to a mound about 100 yards away, where additional range safety personnel help them stop and disconnect from the

riser-cable assembly.

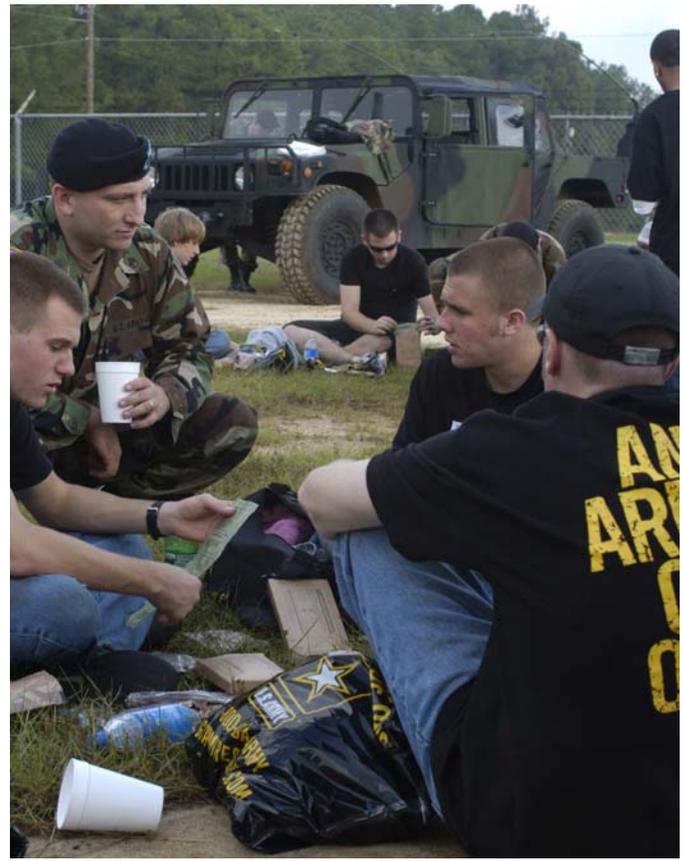
The early morning rendezvous was needed so the recruiters could transport them across the state to a predetermined link-up point in Spring Lake, N.C. Waiting in Spring Lake were Fort Bragg buses coordinated by the Raleigh Recruiting Battalion S-3 that would take everyone to Fort Bragg for an action-packed day of Future Soldier training.

Once all were assembled, a manifest call divided everyone into two equal-sized groups — 140 Future Soldiers, 30 referrals, and 30 recruiters and staff from Raleigh Battalion. After manifest call, everyone turned in their signed waiver forms. Each person was issued an MRE, bottled water, a name tag, and a bag tag. Master Sgt. William P. Martin, Raleigh Battalion master trainer, called them to formation and gave them their first safety briefing of the day.

The first group departed for the airborne training complex located on Fort Bragg. The second group went to the Range 85 obstacle course near Pike Field on Fort Bragg.

At the airborne training complex, jumpmasters and other Soldiers from the 20th Engineer Brigade stood awaiting the Future Soldiers and prospects. The jumpmasters provided a demonstration of the use of the 34 foot jump tower in airborne parachute training. After the demonstration, the jumpmasters asked for volunteers to jump from the tower.

The second group proceeded directly to Range 85 to train at an Army obstacle course. Once on site, additional Soldiers from the 20th Engineer Brigade demonstrated the negotiation of all of the obstacles. After the demonstration, Future Soldiers enthusiastically volunteered to attack the course. Maj. Mark



Opposite page: Future Soldiers get a demonstration of battlefield first aid that included applying an IV. **Center:** Future Soldiers jumped from towers to experience the feel of jumping from an airplane. **Right:** Future Soldiers try Meals Ready to Eat.

Huntanar and the Raleigh Battalion S3 staff had pre-selected certain obstacles that presented a challenge for the Future Soldiers and also limited the risk. After a safety briefing, the Future Soldiers tried their own hands at mastering the obstacles.

“We had a great turn-out,” said Huntanar. “Everyone was enthused, and I’m telling you, those prospects were all saying how they had to get back home and get their paperwork together so they could join the Army.”

Once the two groups had finished training at the jump tower and the obstacle course, they all gathered at Pike Field for an MRE lunch. During the lunch, medics from B Company, 28th Combat Support Hospital, 44th Medical Brigade, performed a demonstration of battlefield first aid that included applying an IV to one of the Raleigh Battalion recruiters.

After lunch, the Golden Knights performed an aerial parachute demonstration onto Pike Field. The Knights posed for pictures, talked with all the Future Soldiers and prospects, and allowed them to help pack all their parachute gear. The next stop was Lee Field Athletic Center for some personal hygiene before taking them to the 2d Brigade, 325th Parachute Infantry Regiment, 82d Airborne Division Dining Facility, for a hot dinner alongside some real-live paratroopers of the 82d.

Sergeant 1st Class Michael Roach, Raleigh Battalion Operations, proclaimed, “This is the best Future Soldier training event I’ve ever seen in my seven years in recruiting.”

Lt. Col. Thomas Christensen, Raleigh Battalion Commander, was so pleased with the day’s activities, he remarked, “We

have to do this every six months. We’re going to get a lot of results from this event.”

Huntanar expressed appreciation of the Soldiers of the 20th Engineer Brigade, the Golden Knights, the 44th Medical Brigade, and every aspect of support that Fort Bragg provided. “In my 15 years of military experience, this was the most professional base support experience I have ever seen. From range control, gate security, transportation, the support units, the dining facilities, the PX, everything was locked and cocked — seamless — and perfectly presented when we arrived. I got to get an assignment to Fort Bragg if this is what you can expect!”

When Future Soldier Brian Simmons was asked if he would recommend his friends to go to any future events, he said, “If someone is thinking about joining the Army, I’d tell them to go because you get to do the stuff Soldiers do, and you get to see a military base and even tour the barracks where you’ll be living. It was a lot of fun and hard work; at the end of the day we got to eat in the mess hall. The food was really good.”

Everyone concluded the day with the confidence that their good training reinforced everyone’s commitment to the Army and would definitely lead to dozens of new contracts in the coming weeks. Huntanar and his staff immediately began thinking about the next event and how to make it even better. *Note: Adventure training involving risk is prohibited by USAREC Reg. 601-95 para 6-3. However, the proponent and exception authority for the regulation is the Deputy Chief of Staff, G-3. The proponent has the authority to approve exceptions.*

Don't Lose Valuable Contracts — Know the Army Incentive Program

By Suchen Balaban / Maj. James Scott, USAREC G3

Do you really know how the Army Incentives Program works? The more you know about the incentives program, the better you will be able to explain the benefits of an Army enlistment. For example, did you know that if a recruit enlists in 13F for four years and ships in the next 30 days, they can get both the \$20,000 bonus and the \$67,000 Army College Fund, combined with MGIB? If you don't, you could be losing valuable contracts.

The purpose of the incentives program is to generate quality recruits and fill critically short jobs. The Army competes with industry for qualifying youth. Some jobs are difficult to qualify for, some are less desirable, and some combat jobs like infantry, are such large programs that making total numbers is difficult. We need incentives to attract the high quality market to meet these needs. The variety of enlistment incentives must have broad appeal to the different segments of the youth market.

The Regular Army and Army Reserve review their incentive programs at least quarterly. Representatives meet to review which jobs need bonuses and make recommendations. When the incentives are approved, USAREC issues a message to advise the field of the changes. The message is also posted on the USAREC portal and REQUEST.

As a recruiter, you have many incentive options to offer potential recruits. Non-monetary incentives for RA NPS are Skill Training, Ranger/Airborne Training, Unit of Choice or Station of Choice, and the Buddy Enlistment Option. You also have a large array of monetary incentives to offer:

MOS Enlistment Bonus (EB), Seasonal Quick Ship (QS) bonus, ACASP bonus, Hi-Grad bonus, Airborne bonus, Montgomery GI Bill (MGIB), Army College Fund (ACF), Loan Repayment Program (LRP), and Assignment Incentive Pay (AIP). All the cash bonuses can be taken together. Applicants who want LRP cannot participate in MGIB and ACF. The maximum cash bonus amount for an RA recruit is limited to \$20,000 by law. The Army Reserve offers similar enlistment bonuses for Vacancy, Quick Ship and Hi-Grad. The maximum bonus for the AR is limited to \$10,000. The AR also offers MGIB, MGIB kicker and Student Loan Repayment Program for applicants who enlist for six years.

Recruiters in the field say the Assignment Incentive Pay “sells itself.”

“If they're willing to be infantry, or take a Fort Riley or a Fort Hood, then there's something out there for them,” said Staff Sgt. Nathan Zarazee, station commander at Michigan City, Ind. “Some are getting Hawaii.”

Sgt. 1st Class David Lee said sometimes the money offered through AIP, \$400 a month, can be a turning point.

“We don't bring it out unless it's a hard sell,” said Lee, station commander at Valparaiso, Ind. “For those who are looking for more financial security, they're more likely to want it.”

The specific bonus dollar amount assigned to a particular RA MOS is based on the MOS shortages and term of service. There are a total of eight incentive levels. The highly critical MOSs are placed on Bonus Level 1 with the highest amounts. The lowest bonus level is 8, only eligible for ACF. MOS EB qualified applicants have three options to choose from: EB, ACF with EB or just ACF. For the AR, the vacancy bonus amount is based on priority of the unit and the priority of the vacancy instead of the MOS.

Normally, an RA applicant must enlist for four years to receive the maximum bonus amount. However, an applicant who enlists in a critically short MOS that is on Bonus Level 1 to 3 for three years can also receive up to \$20,000. To receive the maximum \$20,000 bonus the applicant must combine an MOS bonus with another bonus like the QS bonus.

Table 1 shows two options on the two different MOS. First, if an applicant has 60 college credit hours, enlists in 13F (Level 1) for four years, and the applicant is willing to ship within 30 days and wants cash only bonuses, he can take the \$6,000 Hi-Grad and \$14,000 High Priority quick ship, which caps the applicant at \$20,000. Second, if he wants cash and money for college, then he can combine the \$14,000 high priority quick ship (QS) and choose EB plus ACF combination (\$7,000 + \$67K ACF). See **Table 2** for further explanation on how ACF and MGIB work. In this case, he will receive \$20,000 and also \$67K ACF. In addition to the above bonuses, he can receive an extra \$14.4K if he signs up for the Assignment Incentive Pay

MOS	4 Years TOS	First Choice		Second Choice
13F Level 1	Types of Bonus	Cash Bonus	ACF with MGIB	Cash Bonus Only
	QS to ship in 30 days	\$14,000		\$14,000
	Higrad/> 60 hrs	\$6,000		\$6,000
	EB+ACF	\$7,000	\$67,824	\$12,000
	Total Combination	\$27,000	\$67,824	\$32,000
	Applicant will receive	\$20,000	\$67,824	\$20,000

MOS	4 Years TOS	First Choice		Second Choice
63H Level 4	Types of Bonus	Cash Bonus	ACF with MGIB	Cash Bonus Only
	QS to ship in 30 days	\$6,000		\$6,000
	Higrad/ > 60 hrs	\$6,000		\$6,000
	EB+ACF	\$3,000	\$67,824	\$6,000
	Total Combination	\$15,000		\$18,000
	Applicant will receive	\$15,000	\$67,824	\$18,000

Table 1

Table 1: Examples of combining enlistment incentives options for two different MOS.

Full-Time Student MGIB Benefits						
Regular Army						
TOS	FY06 MGIB Monthly	ACF Kicker Monthly	Total MGIB&ACF Monthly	FY06 MAX MGIB	Max ACF Kicker	FY06 MAX MGIB + ACF Kicker
2	\$840	\$150	\$990	\$30,240	\$5,400	\$35,640
3	\$1,034	\$450	\$1,484	\$37,224	\$16,200	\$53,424
4	\$1,034	\$850	\$1,884	\$37,224	\$30,600	\$67,824
5	\$1,034	\$950	\$1,984	\$37,224	\$34,200	\$71,424
6	\$1,034	\$950	\$1,984	\$37,224	\$34,200	\$71,424
Army Reserve						
TOS	FY06 MGIB Monthly	MGIB Kicker Monthly	Total MGIB & Kicker Monthly	FY06 Max MGIB	Max with Kicker	FY06 MAX MGIB & Kicker
6	\$297	\$350	\$647	\$10,692	\$12,600	\$23,292

Table 2

Program (October/November RJ, page 26). The AR applicant who takes the \$7,000 high priority QS with any other bonuses will likely receive the maximum bonus.

MGIB Combined With ACF

All NPS are authorized to participate in the Montgomery GI Bill. Under the MGIB, the Soldier pays \$100 per month for 12 months (total of \$1,200). In exchange, they will receive (a full-time college student) up to \$1,034 per month, for up to 36 months of education. The monthly payment is adjusted based on Consumer Price Index each year. The ACF is an enlistment benefit that adds to the MGIB. One cannot have the ACF without participating in the MGIB, as the two programs run hand-in-hand. See [Table 2](#) for maximum monthly and yearly amounts for the full-time student.

Quick Ship Bonus

The Quick Ship Bonus offers a variable incentive for new contracts that will ship with the earliest available training seats. There are three shipping windows within contract: 30 days, 60 days and 90 days. The amount for shipping in the 30-day window will receive the larger QS bonus. This bonus may not be offered with every MOS or every training seat.

Hi-Grad Bonus

Hi-Grad Bonus is awarded to anyone with greater than 30 college semester credits hours. The amount depends on the applicant's education credentials. The applicants with 30 to 59 hours will receive \$3,000; \$6,000 for more than 60 hours; \$7,000 for a two-year Associate Degree or equivalent, and \$8,000 for a four-year degree or higher. This bonus can also be combined with MOS EB, Quick Ship or other bonuses.

Army Civilian Acquired Skills Program (ACASP)

For RA, \$3,000 is awarded to qualified recruits who already have military skills that the Army needs. AR offers \$5,000.

Loan Repayment Program (LRP)

LRP can repay up to \$65,000 for RA and \$20,000 for AR in qualifying student loans.

Prior Service Bonuses (PS) and Other Incentives

You also have an option to offer Prior Service bonuses such as PS re-train bonus and Blue to Green bonus to RA applicants. AR offers PS trained (DMOSQ) and will train bonuses up to \$15K.



And One More Reason ...

Web site is another example of how technology can help recruiting

By Suzanne Nagel, Army Accessions Command

Every Soldier has at least one good reason for joining the Army. The U.S. Army Accessions Command hopes highlighting those reasons on the Internet will help spark recruiting.

USAAC, with support from the secretary of the Army, launched www.myonegoodreason.com in December, which features candid answers to the question, “My one good reason. Why are people choosing to serve in the Army?”

The answers are as vast as the Army itself. They range from 9/11 to college tuition, support to adventure, and demonstrate that the strength of the Army comes from the diversity, dedication and discipline found in today’s Soldiers.

• **Reason No. 1:** “I joined right after 9/11 because coming from New York it really hit me hard ... after all the events that happened, I did what I felt was right at that time.”

• **Reason No. 5:** “I’ve discovered a lot about myself and who I can be and what I can do if I’m pushed to do it. That’s worth more than anything.”

• **Reason No. 18:** “I found that, for where I was at in my life, it was one of the better ways to start off financially, the way it would take care of school.”

The Web site features Soldiers from across the country, representing a wide range of backgrounds and jobs, providing open, very candid responses about why they joined the Army and why they continue to take on and honor the responsibilities of being a Soldier.

The new Web site, which has a different look and feel than goarmy.com, is designed to leverage the networking benefits of the Internet and to spotlight the individual reasons Americans continue to stand up and serve in the U.S. Army. This site is also a unique resource for recruiters to re-energize public support for the American Soldier and to show prospects what it means to be a member of the United States Army. The individual video links can be e-mailed to anyone.

The success of the program depends on the internal audience of Soldiers and family members. USAAC is encouraging everyone to visit the site, watch the videos, provide comments, and forward them to family, friends, prospects and influencers to help generate buzz.

The more people who visit the site and watch and forward the videos, the more support will be generated for today’s Soldiers.

Visit www.myonegoodreason.com today to see the latest round of videos and help spread the word out about the strength and commitment of our Soldiers.

No Cell Phones Allowed

USAREC Policy and National Highway Traffic Safety Administration (NHTSA) FAQs on Cellular Phone Use While Driving

The primary responsibility of the driver is to operate a motor vehicle safely. The task of driving requires full attention and focus. Cell phone use can distract drivers from this task, risking harm to themselves and others. Therefore, the safest course of action is to refrain from using a cell phone while driving.

Frequently Asked Questions

Q. Does cell phone use while driving cause traffic crashes?

A. Research shows that driving while using a cell phone can pose a serious cognitive distraction and degrade driver performance. The data is insufficient to quantify crashes caused by cell phone use specifically, but NHTSA estimates that driver distraction from all sources contributes to 25 percent of all police-reported traffic crashes.

Q. Is it safe to use hands-free (headset, speakerphone, or other device) cell phones while driving?

A. The available research indicates that whether it is a hands-free or hand-held cell phone, the cognitive distraction is significant enough to degrade a driver's performance. This can cause a driver to miss key visual and audio cues needed to avoid a crash. USAREC Policy H-4, dated Jun 19, 2003 states: While operating a Government Owned Vehicle (GOV), cell phones are authorized for use ONLY after the operator has pulled the vehicle over to a complete stop. GOV operators are NOT authorized to use hands-free kits. USAREC personnel must observe state laws and local ordinances which prohibit the use of cell phones while driving.

Q. In an emergency, should I use my cell phone while driving?

A. As a general rule, drivers should make every effort to move to a safe place off of the road before using a cell phone. However, in emergency situations drivers must use their judgment regarding the urgency of the situation and the necessity to use a cell phone while driving.

Q. Is NHTSA conducting further research to better quantify the safety impact of using cell phones while driving?

A. NHTSA is conducting research projects on driver cell phone use and will continue to monitor the research of others on this subject. As we learn more about the impact of cell phone use on driver performance and crash risk, and as wireless technologies evolve and expand, NHTSA will make its findings public.

Q. Is talking on a cell phone any worse than having a conversation with someone in the car?

A. Any activity a driver engages while driving has the potential to distract the driver from the primary task of driving. Some research findings comparing cell phone use to passenger conversations while driving show each to be equally risky, while others show cell phone use to be more risky. A significant difference between the two is the fact that a passenger can monitor the driving situation along with the driver and pause for, or alert the driver to, potential hazards, whereas a person on the other end of the phone line is unaware of the roadway situation.

Q. What do the studies say about the relative risk of cell phone use when compared to other tasks like eating or drinking?

A. The current research does not provide a definitive answer as to which behavior is riskier. In a controlled study, comparing eating and operating a voice-activated cell phone to continuously operating a CD player, it was found that the CD player operation was more distracting than the other activities. In a test track study conducted by NHTSA, the results showed that manual dialing was about as distracting as grooming/eating, but less distracting than reading or changing CDs. It is also important to keep in mind that some activities are carried out more frequently and for longer periods of time and may result in greater risk. USAREC Regulation 56-1, 3-6, dated Jan. 31, 2000 states: While operating a GOV the driver is prohibited from eating or drinking. Smoking in a GOV is prohibited. Privately owned citizens band radios, cellular telephones, and radar detectors will not be used in GOV.

Information provided by National Highway Traffic Safety Administration (NHTSA) and the USAREC Safety Office.

Company CEO, a veteran, teams with PaYS to find ‘the best’

Story and photos by Denise Y. Susnir, Baltimore Battalion

Representatives of the Recruiting Command and Prince William Health Systems signed an agreement in October to provide priority hiring status to qualified Soldiers participating in the Partnership for Youth Success program.

“We’re excited about this partnership in that Prince William Health System and USAREC have several things in common. They were both started in 1964 ... and both look for only the best to fill the ranks and serve the public,” said Lt. Col. Burl W. Randolph Jr., Baltimore Battalion commander.

Randolph signed the agreement with Michael J. Schwartz, president and CEO of Prince William Health System, during a ceremony at Prince William Hospital. Capt. Glover Castro, commander of

Frederick Company; recruiters from Manassas station; Capt. Solomon Speed, operations officer of Baltimore Battalion; John C. Spears of USAREC; and invited guests witnessed the signing.

“I am extremely proud and grateful for my military service,” said Schwartz. “I truly believe that it was the best investment I ever made in my life.

“With the planned expansion of the Prince William Health System, I look forward to opportunities this partnership will present by allowing us to bring skilled and motivated people on board after their military service.”

PaYS was developed to help the Army attract, train and deploy talented young people who want to serve their country and also want to help secure their future success once their Army service is complete.

As a part of the enlistment process, recruits can sign a statement of understanding to contact Prince William Health Systems for possible employment after their Army service.

Prince William Health Systems is the newest of 23 partners in Baltimore Battalion. Other partners include the Baltimore County Police Department, Goodyear, Johns Hopkins Hospital and the Pepsi Bottling Group.

“This partnership is a great advantage for the community in that as the hospital system expands, when young men and women return from military service, they know that there is a quality employer waiting to take full advantage of their skills.

“As you well know, we recruit for every facet of health care in the Army, to include operating room, patient administration, medical laboratory, radiology, respiratory and orthopedic specialists just to name a few.

“We are all trained professionals, we know our jobs, and we can make a difference for the community,” Randolph said.



Lt. Col. Burl W. Randolph Jr. signed the contract with Michael J. Schwartz. Randolph, commander of Baltimore Battalion, presented Schwartz with a battalion coin.



New recruiter shares her five keys to success

Story by Cynthia Rivers-Womack,
Jacksonville Battalion

Staff Sgt. Pennie Smith is a surrogate. Not reluctantly, it's just part of her personality. In her job as a recruiter, this 43-year-old mother of five and grandmother of five, dotes over her new Future Soldiers as she does her family. Her maternal characteristics keep her in touch with the young people she's recruited and their families.

Her success in the Albany station is based on five simple postulates:

- If you care, they will succeed.
- If you make yourself available, they will seek you out.
- Be honest with yourself and your Future Soldiers; if you're honest, they will trust you.
- Follow up, personally and professionally, with Future Soldiers and their families.
- Nothing happens without teamwork. That teamwork starts at the station with co-workers and may end with dinner and attending church with a potential Soldier's family.

This is the foundation of the Staff Sgt. Pennie Smith Recruiting Smart Book.

Smith was awarded the Army Achieve-

ment Medal and presented a coin by Col. David Gill, commander, 2d Brigade, during his October visit. Smith, who joined Jacksonville Battalion in 2005, received the award for enlisting five Alphas and others as a new recruiter.

Smith has a bachelor's degree, has owned a beauty shop, has worked as a leg cutter at the chicken factory, as a dental assistant, cosmetologist, restaurant cashier and attended nursing school.

Her experiences and adaptability to change led her to join the Army in 1997.

"When I came to Albany, I had to start from scratch getting to know the students and administrators at Pelham, Mitchell-Baker and Monroe high schools. I know these kids have high ideals about what they will do after graduation but the bottom line is they need money, benefits, education and fulfilling jobs," she said. And she's here to show them what the Army offers.

"I have no off days. I'm on call 24-hours for my Future Soldiers and the ones who are thinking about joining," said Smith.

"I'm there for them just like I'm there for my kids. Sometimes we don't talk about the Army. Sometimes I'm just there as someone to confide in."

She believes that's part of her job too, as a mentor and confidant. If they see her in the grocery store or in the neighborhood, she wants students and

parents to know that she is part of the community and available.

"I make it my business to talk with parents to educate them about the Army. I don't lie to them about the Army and I like to show them what the Army is all about in black and white. Once they see it in writing then they (parents) seem to understand what the Army is all about," she said.

Undaunted by challenge, Smith uses her people skills, follows her five-step leadership approach and applies perseverance and drive to succeed when recruiting in the Albany community. It is no surprise that she has had success managing her new charges and making sure they experience the growth and development the Army offers.

"I'm there for them just like I'm there for my kids."

Prior-service father enlists again, following son into Army

Story and photo by Vernetta Garcia,
Columbia Battalion

As father and son argue about who had scored highest on the ASVAB, one can see their love and competitive spirit. This spirit and desire for more self-satisfaction compelled Richard Jones to join the Army soon after his son, Daniel.

Richard said he joined for many reasons, including "benefits, the camaraderie, just the idea of belonging to something bigger than myself."

A former Navy seaman, Richard stopped by the Army recruiting station in Summerville for some general information. He spoke with Army Reserve recruiter Staff Sgt. Marc Lafo. Richard felt Lafo was direct and honest and recommended that Lafo talk with his son.



Daniel Jones and his father, Richard Jones, enlisted with the help of Staff Sgt. Marc Lafo.

Daniel enlisted in the Army Reserve as a health care Specialist (91W), on the day his mother gave birth to her sixth child, Rachel.

Richard met the 40-year age cut off and enlisted in the Army Reserve in the civil

affairs field (38A). He has a one-year enlistment. Because he has prior enlisted time, he attended the Warrior Transition Course. There, he had the highest physical training and highest basic rifle marksmanship scores in his platoon.

"It was a challenge but very doable," Richard said of WTC. He is scheduled to attend advanced individual training at Fort Bragg, N.C., in January and then Airborne school in February. His unit, the 360th Civil Affairs Brigade-Airborne at Fort Jackson, S.C., is scheduled to deploy sometime next year.

"I'm proud of what my dad is doing," said Daniel. He's even now considering following his dad by changing units and joining him at the 360th so they can deploy together.

Recruit finally OK'd to enlist

By Chris Wilson, Oklahoma City Battalion

William Arnold jumped as the good news came over his telephone at work — he could enlist in the U.S. Army. It was a special message, because the 25-year-old EMT had to lose 78 pounds and get a waiver for two missing fingers to join.

“It was a great feeling,” Arnold said. “I’ve busted my tail for two years so I can serve my country.”

Arnold tried to join the military after he graduated from Sperry High School in 1998. One problem kept him from joining any service. Arnold lost the index and middle finger of his left hand in a shotgun accident when he was 12.

“None of (the services) wanted me,” Arnold said. “It took a long time before I found a recruiter that would look at me and not just my hand.”

Arnold started work as an Emergence Medical Technician and began attending Tulsa Community College and Rogers State University. He continued to inquire about military service, until he met Staff Sgt. John Rogers of the Tulsa South recruiting station. He and Sgt. 1st Class Keith Green started working with Arnold to meet the enlistment requirements.

“I was a fat body,” Arnold said. “I had to lose 78 pounds and I had to get a waiver for my hand.”

The waiver required more than simple paperwork. Arnold had to contact his congressman, John Sullivan of Oklahoma’s 1st Congressional District. He had to consult with four doctors and get letters supporting his ability to serve in the Army.

When Arnold was finally able to enlist, he chose the infantry.

“Going infantry was the best chance for me to get some sand time,” Arnold said, using a popular term to describe a tour in Iraq or Afghanistan. “I want to serve my country; I want to protect the freedoms that most people take for granted; and I want to help bring those freedoms to other people.”

Arnold plans a full career in the Army, retiring after 20 years.



“I want to stay in for my career, finish my education and take advantage of my retirement benefits.”

Arnold’s enlistment also continues a family tradition of service. His father, Bill Arnold, is a member of the U.S. Marine Corps Reserve. The bright future and pride are only a small part of Arnold’s excitement.

“I can’t thank my recruiters enough ... they gave me a chance,” Arnold said. “It meant a lot that they looked past my hand and noticed my hard work and determination. They gave me the chance to serve and fight for my country.”

Athlete to Athlete

Sergio Kindle and Adron Tennell discuss racing and football with U.S. Army Nextel Cup driver Joe Nemechek at Texas Motor Speedway Nov. 5.

The Dallas/Fort Worth area high school football players received their U.S. Army All-American Bowl jerseys during prerace ceremonies for the O’Reilly Challenge NASCAR Busch Series race.

J’Marcus Webb also received a jersey from Lt. Col. Paul Stamps, U.S. Army Accessions Command, and Eddie Gossage, president of Texas Motor Speedway.

The three student athletes will be among 78 players who will participate in the U.S. Army All-American Bowl, Jan. 7 at the Alamodome in San Antonio.

Photo by Cameras in Action



It weighs how much?



Total Army Involvement in Recruiting is in full swing. A Fort Jackson, S.C., explosive ordnance disposal team visited a local high school in October.

Sgt. Gabriel Burkman, an explosive ordnance specialist, helped a Lexington High School physics student try on the bomb suit, which weighs more than 60 lbs.

Photos by Vernetta Garcia

The team also discussed their job with students and faculty. Lexington High School students tried to pick up a Kevlar using the explosive ordnance robot.



Recruiters lead the way during rescue

By Chris Putman, Albany Battalion

What started off as an event for Future Soldiers turned into a real world situation when the group came across another hiker who had taken a fall.

Joe Leist, of Hamilton, N.J., was hiking on a mountain with a friend when he lost his footing. The result was a fall approximately 100 feet.

“When I got to him he had just hit and was on the ground trying to roll over,” said Sgt. 1st Class Stephen McNichol, a recruiter at Spring Valley, N.Y., station. “My job was to keep him calm and my immediate concern was evaluating the ABC – airway, breathing and circulation.”

Once the situation was evaluated, members of the recruiting team contacted 911. A New York State Highway Patrol helicopter soon arrived on the scene and determined that the patient would have to be hoisted out.

During that time, an EMT arrived at the location.

“Sgt. 1st Class McNichol and the rest of the Soldiers were very well informed and knowledgeable,” said EMT Janice Power. “They were very helpful in treating the patient and with moving him

“*My immediate concern was evaluating the ABC – airway, breathing and circulation.*”

to an accessible location.”

Leist was also impressed with the Soldiers and McNichol in particular.

“I think that Sgt. 1st Class McNichol is the guy responsible for me still being here,” said Leist. “He was calm, reassuring and firm and I was really impressed by his performance.”

Sgt. Ryan King also helped treat and move Leist. King attributes their success that day to being in the Army.

“Being a Soldier is beneficial in many ways in that you can take your experience and training and apply it to many situations like this one,” said King.

Other recruiters from Albany Battalion who assisted in the day’s event include Sgt. Jason Dean, Sgt. John Chervinski, Staff Sgt. Eugene Nelson, Sgt. Denis Welch, Staff Sgt. Alfred Galindo and Future Soldier Steven Watts.



A day for women

Staff Sgt. Willa Smalls talked with prospects during The State newspaper’s Women’s Expo in October. Several Columbia, S.C., Company female recruiters participated in the annual event that draws more than 10,000 women. The day was filled with pampering, how-to seminars and lectures. *Photo by Vernetta Garcia*

Limited copies of RPI available for Future Soldiers

USAREC G3

Recruiting Command has released RPI 999, "Welcome to the Army Family, a First Guide for Army Spouses and Family Members."

RPI 999 was shipped to recruiting stations across USAREC for distribution to new Army spouses and family members. Due to funding constraints, 25 copies were produced for each brigade, battalion and station. Distribution of this guide is limited to Future Soldiers with spouses.

The guide is designed to provide general information to new Army spouses and family members to help them adjust to Army life. Information covers how to take advantage of the excellent opportunities the Army has to offer. Additional details such as information on obtaining an ID card, enrolling in TRICARE, understanding their spouse's Leave and Earning Statements, what to expect on their first government move, and many programs they will have access to when they arrive at their first duty station are included.

New Army spouses will gain information about Army Community Service, lending closets, banks, mobilization and deployment, Family Readiness Groups, employment



readiness program for spouses, childcare, youth programs, craft shops, Commissary and Post Exchanges, Red Cross, SJA, thrift shops and more.

Recruiters and/or station commanders are encouraged to review this guide with Future Soldiers and their spouses during the Initial Orientation.

The Welcome to the Army Family guide is posted at www.future-soldiers.com for download.

Military OneSource path available for tax preparation

Army News Service

Turbo Tax and all the Military OneSource online features are available for all service branches.

Any service member can go to www.militaryonesource.com and enter user id military, password onesource.

The reader chooses their branch of service that will take them to their branch specific Web site. To the

right, there is a link to Turbo Tax.

If service members use this path to Turbo Tax, they can prepare and file their taxes electronically and DoD will pay for it!

TurboTax, a program that allows for the quick filing of taxes, is now offered through Military OneSource at no cost. The program walks the user through the process step-by-step by asking simple questions. The user's answers are automatically entered on the correct IRS and state tax forms. All math is done automatically, and all necessary forms are included.



Language training now offered via e-Learning

Army News Service

New to Army e-Learning is the addition of foreign language training. The Army recently announced it will provide Rosetta Stone® foreign-language training, at no cost, to active Army, National Guard, Reservists and Department of Army civilian personnel worldwide through Army e-Learning.

Courses offered through Army e-Learning are available via the web 24 hours a day from any place in the world - at no cost to Army organizations. To date more than 213,000 users have accessed Army

e-Learning, with 300-500 new users being added each week.

Twenty-six language courses are offered through Army e-Learning, including Arabic, Chinese (Mandarin), Danish, Dutch, French, Farsi (Persian), German, Greek, Hebrew, Hindi, Indonesian, Italian, Japanese, Korean, Pashto, Polish, Portuguese (Brazil), Russian, Spanish (Latin America), Spanish (Spain), Swahili, Swedish, Thai, Turkish, Vietnamese and Welsh.

You must have an AKO account to register for Army e-Learning.

To register for the Army e-Learning Program, visit www.us.army.mil and select "My Education" and click Access Army e-Learning Portal Page. If you are already registered for the Army e-Learning Program, you will automatically have access to these courses.

All course completions will be posted to your ATRRS records just like the current Army e-Learning course completions.

For more information about Army e-Learning visit <http://www.dls.army.mil>

End strength up despite recruiting shortfall

By Bill Yamanaka, Army Public Affairs

There are those who might focus on the fact that the Army missed its self-imposed recruiting goals in fiscal year 2005, yet ignore

the fact that the total end strength and capabilities of the Army are what matter most.

The men and women of the Army clearly derive a great deal of satisfaction from their decision to serve our nation as evidenced by the fact the Army exceeded its re-enlistment goals across the board.

The U.S. Congress typically funds the Active Army manpower program to support a 482,400 force. The Congressionally authorized end strength, however, is now 502,400 with authority to grow to 512,400 through FY09. Using emergency authority provided by Congress, the Army has increased the size of the active Army by nearly 13,000 troops since Sept. 11, 2001.

With 123,000 Army Reserve and National Guard Soldiers activated, the Army currently has 616,000 Soldiers on active duty - and is successful at keeping Soldiers once they enlist.

"This success shows that Soldiers - and their families - clearly believe in what they're doing," Secretary of the Army Francis Harvey said. "Army men and women recognize that the Army is a great place to grow personally and professionally."

"To put this past year's recruiting shortfall in perspective, the 73,400 people we recruited this year is within 2 percent of the average we have

recruited each year over the past 10 years," Harvey said. "Furthermore, we finished the last four months of the year very strongly, recruiting over 8,000 people each month.

"In order to free up our resources, we are transforming the way the Army does business - improving our business practices and streamlining our organizations. So, we are able to increase the personnel strength of the operational Army without increasing overall end strength," he added.

To maintain the desired end strength of the Army, 72,000 patriots are needed to enlist in the Active Army next year. In order to continue to grow the Army, the fiscal year 2006 active-component recruiting mission is 80,000, as it was for FY05.

To widen the window of opportunity for all those choosing to answer the "call to duty," Secretary Harvey has reviewed the Army's policies and procedures to improve the accessions process. The Army high school degree and test score standards have been realigned with Department of Defense standards, which are still well above Congressional mandates. In another demonstration of the quality of America's Army, 87 percent of the FY05 enlistees had traditional high school degrees while only 72 percent of the corresponding American population had such a

degree.

"We have good momentum going into FY06," Harvey said. "But we know this year will be challenging, too, and we are pulling out all stops to ensure we continue to recruit quality people."



"The U.S. Army team performed with precision and professionalism from start to finish — just like our Soldiers do every day."

Schumacher already has eye on '06 season

*By Chris Dirato
U.S. Army NHRA Racing*

Only two weeks after the 2005 NHRA POWERade Drag Racing Series season ended, U.S. Army Top Fuel driver Tony "The Sarge" Schumacher was already thinking about the 2006 campaign.

"I guess that's what happens when you're coming off the kind of season that we had," he said. "You don't want the ride to stop — you just want to keep going."

Given the recently completed season, one could understand why Schumacher might want to rush the calendar along.

On the way to his second straight NHRA POWERade Top Fuel world championship and the third of his career, Schumacher and his

U.S. Army team re-wrote a number of NHRA national records including the national elapsed time mark (4.437-seconds), the national speed record (336.15 mph), the most Top Fuel poles in a single season (11) and the most consecutive Top Fuel victories in a single season (5).

"Without hesitation, I can say that this was a magical season," said Schumacher. "The U.S. Army team performed with precision and professionalism from start to finish — just like our Soldiers do every day."

With his accomplishments in '05, Schumacher is being considered for a handful of post-season awards.

Having been named a first team All-America by the American Auto Racing Writers & Broadcasters Association, he's also up for that organization's prestigious Jerry Titus Award.

In addition, he's also a nominee for Speed Channel's Fourth Quarter Driver of the Year as well as the Eastern Motorsports Press Association's Al Holbert Memorial Driver of the Year Award.

So, with 2006 on the horizon, can Schumacher become only the second Top Fuel driver in NHRA history to win three consecutive world titles?

"I will guarantee you, the U.S. Army team will be gunning for that," he added. "We'll be going 150 percent by the time we get to Pomona, Calif., in February."

Demographics representative of America, officials say

By Jim Garamone,
American Forces
Press Service

The U.S. military is not a “poor man’s force.”

That’s the conclusion Defense Department officials reached following examination of enlisted recruiting statistics gathered over the past year.

“There is an issue of how representative of America is the force,” said Curt Gilroy, the director of DoD’s accessions policy.

DoD tracks “representativeness” — as Gilroy calls it — very closely. And representativeness can take a whole host of forms — race, education, social status, income, region and so on. “When you look at all of those, you find that the force is really quite representative of the country,” he said in a recent interview. “It mirrors the country in many of these. And where it doesn’t mirror America, it exceeds America.”

The data shows the force is more educated than the population at large. Service members have high school diplomas or the general equivalency diploma.

The study is part of DoD’s focus to bring the best recruits into the military. The services — who are responsible for manning, equipping and

training the force — take this data and apply it to recruiting efforts.

The military is one option young people have after high school. Military service offers money for college — money a large segment of the population doesn’t have. For those people, the military is an attractive option. Many young people who don’t yet know what they want to do see the military as a place to serve and decide what they want to do.

Critics say the U.S. military has too many African-Americans as compared to the population and not enough Hispanics or Asian-Americans. “We don’t recruit for race,” Gilroy said. “We have standards, and if people meet those standards, then should we say they are not allowed in because of race? That would be wrong.”

On the socioeconomic side, the military is strongly middle class, Gilroy said. More recruits are drawn from the middle class and fewer are coming from poorer and wealthier families. Recruits from poorer families are actually underrepresented in the military, Gilroy said.

Other trends are that the number of recruits from wealthier families is increasing, and the number of recruits from suburban areas has increased. This also tracks that young men and women from the middle class are serving in the military.

Standard federal ID to replace common access cards

By Sgt. Sara Wood,
American Forces
Press Service

A new, standardized identification card is being developed for all federal employees.

The new card will replace the common access cards that military personnel, government civilians and contractors now hold, said Mary Dixon, deputy director of the Defense Manpower Data Center.

The new cards will look much the same as CACs, with a few changes, Dixon said. More information will be embedded in the card, she said, including a biometric of two fingerprints, to be used for identification purposes, and a string of numbers that will allow physical access to buildings, Dixon said.

The biggest change on the new cards will be the addition of wireless technology, which will allow the cards to be read by a machine from a short distance away, Dixon said. This will make the new cards much easier to use for access to buildings than CACs, which must be swiped through a reader, she said.

A prototype of the new card is being developed now and will be finalized in the next couple months, Dixon said.

Headquarters DA: Did you know?

By Lt. Col Terrill Robinson

• **Blue to Green:** More than 271 enlisted and 125 officers have transferred to the Army under the B2G program. The program was developed during FY04 to assist Air Force and Navy service members. B2G now offers up to \$20,000 in enlistment bonuses for select MOSs.

• **Arabic Linguists (O9L):** More than 500 Arabic Linguists have been recruited since this program began. O9Ls are now offered a \$10,000 bonus upon completion of AIT.

• **Recruiter Expense Allowance:** You don’t need to spend money out your own pocket. Per USAREC Reg 37-16, admission to high school or community functions for the purpose of meeting COI or prospects is reimbursable.

The Army is pushing for these Legislative actions:

• **Enlistment bonus:** To initiate an Army legislative proposal that raises the statutory enlistment bonus cap from \$20,000 to \$40,000 for active and reserve components.

• **Increase maximum initial entry enlistment age:** OSD has asked Congress to increase the maximum enlistment age to 42. More than 920 Soldiers, ages 35-40, have enlisted under this exception.



Gold Badges

NOVEMBER 2005

1ST BRIGADE

SSG Brandon Butcher

ALBANY

SSG Byran Carter
SSG Daniel Hauser

ATLANTA

SSG Catherine Aquino
SSG Teela Bogan
SSG Everette Butler

BALTIMORE

SFC Stephen Slay
SSG Jacquelyn Belk
SSG Luke Newman
SSG Kenneth Nowak

SSG Selby Primus

BECKLEY

SSG Brian Bevins
SSG John Hughes
SSG Margaret Lamm

COLUMBIA

SSG Monica O'Leary
SSG Timothy Poff

COLUMBUS

SSG Kevin Dakin
SSG Michael Kyle
SSG Steven Mereand
SSG Caleb Shihady
SGT Nathan Pollock
CPL Brandon Vonalmen
SSG Gregory Meyer
SGT Brian Hucik

CHICAGO

SFC Maurice Allen
SFC Talatha Boyd
SSG Justin Conley
SSG Clifton Davis
SSG Richard Saucier
SSG William Wright
SSG Mark Young
SGT Adam Newsome
SGT Steven Sneyd

DALLAS

SFC Clarence Curtis
SFC Gene Doddy
SFC Keith McCosham
SFC James Meneley
SFC Grant Potter
SFC Ernest Tipton
SSG Anthony Brown
SSG Jeffery Brown
SSG Khristopher Carr
SSG Winston Castillo
SSG Dupree Davis
SSG Ricardo Delozzo
SSG Marshall Eddie
SSG Timothy Green
SSG Cynthia Hodge
SSG Ronald Howard
SSG Antonio Hulbin
SSG Thomas Kovalski
SSG Mark Leavens
SSG Wayne Lovell
SSG Richard Machacek
SSG Cletus Mallory
SSG Tyrone McCoy
SSG Richard Peebles
SSG Gerald Smith
SSG Derek Tassin
SSG Alfred Valenzuela
SSG Willie Walters
SSG Lane Whitaker
SSG Kentonia White
SSG Gerald Wilkins
SGT Brandon Felton
SGT Jeremy Greene
SGT Travis Hinkley
SGT Jacob Rapier
SGT Christopher Pina
SGT James Schulze
SGT Mark Winters
SPC Jacob Kline
SPC Robert Wilhite
DES MOINES
SSG Michael Arwood
SSG Terry Batty
SSG John Behrends
SSG Andre Couture
SSG Robert Fensler
SSG Richard Miller

GREAT LAKES

SFC Mark Doran
SFC Robert Weers
SSG Darin Beighey
SSG Samuel Bills
SSG Marc Clauda
SSG Timothy Elder
SSG David Garrett
SSG Christopher Gray
SSG Stephen Holcombe
SSG Bryan Menshouse
SSG Gregory Noble
SSG David O'Dea
SSG Sean Patrick
SSG Roderick Pittman
SSG Walter Radick
SSG Curtis Strande
SGT William Boettcher
SGT Paul Deglopper
SGT Drew Kwiatkowski
SGT Stephen McGowan
SGT John Schrubbe
SGT Matthew Toth

HARRISBURG

SFC Nedson Robison
SSG Thomas G. Dexter
SGT John M. Loomis

HOUSTON

SFC Gregory Mitchell
SFC Kevin Solomon
SSG Pamela Edwards
SSG Jose Fernandez
SSG Daniel Fortune
SSG Charles Miller

INDIANAPOLIS

SSG Jeffrey Davis
SSG Andre Gathings
SPC Kenneth Graves
SGT Stephen Gardner

JACKSON

SFC Teresa Harris
SFC Lovie Loyd
SSG Corita Cooper
SSG Jason Landswerk
SSG Stanley Westbrook
SGT Donald Hicks

JACKSONVILLE

SSG Daniel Rose
SGT Aaron Gregory

KANSAS CITY

SSG Steven Beverage
SSG Jason Boothe
SSG Keith Nowicki
SSG Joseph Reuting
SGT Christopher Kraus
SGT Jeremy Pine
SGT William Willoughby
SGT Steven Nimmo

LOS ANGELES

SFC Martin Rodriguez
SSG Odell Edmonds
SSG Melvin Jenkins
SSG Darrell Mathews
SSG Raymond Nueve
SGT George Avilagonzalez
SGT Aron Burnett
SGT Shane Corley
SGT Robert Crothers
SGT Robert Dienst
SGT Maurice Mitchell
SGT Alberto Valle

MIAMI

SSG Carmen Matthias
MID-ATLANTIC
SFC Wayne Bagwell
SFC Kenneth Hall
SSG Levar Curry
SSG Louis Dupree
SSG Joseph Holmes
SSG Michael Huson
SSG Christifaun Moore

NASHVILLE

SSG Johnny Caldwell
SSG Kelly Davidson
SSG Richard Hauck
SSG Gary Ray

NEW ENGLAND

SSG Nicholas Dyer

NEW ORLEANS

SFC Ramona Marchant
SSG Typana Burton

OKLAHOMA CITY

SFC Lance Collins
SSG Kevin Crawford
SSG Clinton Donnatien
SSG Matthew Friedman
SSG John Hermanns
SGT Terry Ford

PHOENIX

SSG Jesse Dunbar
 SSG Shane Graves
 SSG Steven Newhausen
 SSG Scot Pagel
 SSG Ricardo Torres Vasquez
 SGT Jamie CancelSoto
 SGT Dennis Garcia Jr.
 SGT Loyd Smith

PITTSBURGH

SSG Roy Blankshain
 SSG John Brunette
 SSG Vanessa Carden
 SSG Justin Florida
 SSG Kevin Kramer
 SSG Douglas Rowe

RALEIGH

SFC Robert Squires
 SSG Jacquay Bland
 SSG Daniel Godwin
 SSG Jared Hamlin
 SSG Wilson Medina
 SSG David Shaffer
 SGT Steven Hungarter

SACRAMENTO

SSG Dennis Ayala
 SSG Rodel Barrameda
 SSG Jack Cunningham IV
 SSG Michael Kolle
 SSG James Wilson

SALT LAKE CITY

SFC Brian Stromme
 SSG Aaron Martin
 SSG Edward Lattin
 SSG Shawn Henson
 SGT Daniel Ashby
SAN ANTONIO

SFC Marcos Lora
 SFC Gary Scott
 SSG Derrick Braud
 SSG James Capps
 SSG Tyler Clarkson
 SSG Kelli Damarin
 SSG Ian Davis
 SSG Billy Mills
 SSG Nathan Peters
 SSG Derik RiveraOrtiz
 SSG Dilworth Scott
 SSG Tracy Scott
 SSG Dina Sharp
 SSG Michael Shay
 SSG Bruce Watson
 SGT Jose Amaya
 SGT Bryan Escamilla
 SGT Alexander Garcia
 SGT Adam Torres
 CPL Paul Castillo

SEATTLE

SFC Jeffrey Due
 SFC Terry Hill
 SFC Brenda Milewski
 SSG Jason Ford
 SSG Sean Harris
 SGT Joshua Yost

SPECIAL OPERATIONS

SFC Cortney Anderson
 SFC Thomas Krell
 SFC Matthew Sluss-Tiller
 SSG Nikes Herr

ST. LOUIS

SFC Priscilla Davis
 SSG Kenneth Bishop
 SSG Ollie Estell
 SSG James Myers
 SSG Daniel Wilhite
 SGT Gary Roth

SOUTHERN CALIFORNIA

SFC Hector Carrionjorge
 SFC Jacob Krodel
 SFC Brian Rael
 SFC Alexander Singh
 SSG Jesus Davalos
 SSG Anthony Duenas
 SSG Marcus Fajardo
 SSG Larry Kates
 SSG Robert Owen
 SSG Juan Patino
 SSG Amon Potter
 SGT Lawrence Avila
 SGT Lori Dispenza
 SGT John Lechner
 SGT Gerald Rector
 SGT Erik Reid
SYRACUSE
 SFC Rolston Williams
 SSG Jerry White
 SGT Christopher Lucero

Recruiter Rings

NOVEMBER 2005

ALBANY

SFC James Edwards

ATLANTA

SFC Tina Hall
 SSG Ulysees Busby
 SSG Todd Long

BALTIMORE

SFC George Davis
 SFC Ronald Williams

BECKLEY

SFC Carey Welsh

CHICAGO

SFC Stephen Sealy
 SSG Michael Bartley
 SSG Eric Daniels
 SSG Steffon VonBassion

COLUMBIA

SFC Terry Dinkins
 SSG Timothy Morgan
 SSG Mody Spencer

COLUMBUS

SFC Jay August
 SFC Brian Perry
 SSG Bryon Holt
 SSG Steven Thomas

DALLAS

SFC Myron Carter
 SFC Adam Drake
 SFC Marcus Hawthorne
 SSG Michael Crusoe
 SSG Gary Vaughan
 SSG James Yuras

DES MOINES

SSG Rex Gerdes

GREAT LAKES

SFC John Howard
 SSG Jeremy Fetterolf
 SSG Phillip Fitch
 SSG Jeffrey Iffland
 SSG Nicholas Kolowich
 SSG Kevin Predmore
 SSG Shawn Tiarks
 SGT Daniel Sotoamaya

HOUSTON

SFC Derick Sikes
 SSG Shane Odell
 SSG William Peery
 SGT Cedric Crumbly
INDIANAPOLIS
 SSG Matthew Hughes
 SSG Roger Nelms

JACKSON

SSG Ronald Harritt
 SSG Reginald Herndon
 SSG Louis Sidney, Jr.

JACKSONVILLE

SFC Thomas Parker
 SSG Chad Lucas
 SSG Gregory Neal
 SSG Jonathon Kantor
 SSG Melvin Reid
 SGT Kenneth Cisson

KANSAS CITY

SFC Kenneth Spruill
 SSG Towanda Clark
 SSG Matthew Crawford
 SSG Lavelle Davis
 SSG Robert Workman

LOS ANGELES

SFC Samuel Cobley
 SFC Christopher Garza
 SFC JT Jackson
 SFC Avian Nairne
 SFC Kenton Peterson
 SSG Johnathan Milton
 SSG Robert Stone

MINNEAPOLIS

SSG Ronnie Simonsen

NASHVILLE

SFC Dearl Burchett
 SSG Steven Hieber
 SSG Douglas Schmidt

NEW ORLEANS

SSG Gary Savior

NEW YORK CITY

SFC Luis Aviles
 SFC Alberto Garcia
 SSG Richard Guzman

OKLAHOMA CITY

SFC Loyd Spaugy
 SSG Michael Bush
 SSG Julien Dixon
 SSG Patricia Johnson
 SSG William Morrow

PHOENIX

SSG Richard McFadden Jr.

PITTSBURGH

SFC Robert Hall

RALEIGH

SFC Roderick Giles
 SFC Anthony Keyes
 SFC Tyrone Sterling
 SSG John Hunt
 SSG Lathan Newkirk
 SGT Henry Shirley

SEATTLE

SSG Michael Bertram
SOUTHERN CALIFORNIA
 SSG Roberto Castro
 SSG Sean Connell
 SSG Airborne Cook
 SSG Brandon Manguil
 SSG Willie Ortega
 SSG Solomon Preciado
 SSG Ronnie Quichocho
 SSG Darrin Whitley
 SSG Frederick Yuen
 SGT Thomas Bednarz
 SGT William Moore

ST. LOUIS

SFC Donald Chausse
 SSG Shawn Jordan
 SSG Theodore O'Rourke
SYRACUSE
 SSG Rachon Montgomery
 SSG Scott Reed

Morrell Awards

NOVEMBER 2005*3D AMEDD*

SFC Paul Lawson
ATLANTA
 SSG David Smith
BALTIMORE
 SFC Garpel Raines
CLEVELAND
 SFC Barry Warren
COLUMBIA
 SFC Karl Gore
DALLAS

SFC Mario Gonzales
 SFC James King
 SFC Kevin Smith
 SFC Charles Spicer
 SFC Jose Ramirez
 SSG Edward Hodge
 SSG William Mitchell
 SSG Gary Quick
 SSG Ryan Robida
 SSG Scott Mabee

DES MOINES

SFC Christopher Jackson
 SFC David Wilson
 SSG John McClenny
GREAT LAKES
 SFC Sabrina Holley-Cross
 SFC Douglas Gourley
 SSG Richard Wadlington
INDIANAPOLIS
 SFC Sammy Buffin
 SFC David Douglass
 SFC William Dunn
 SFC Joseph Guilfoyle
 SFC Elston Hodge
JACKSON
 MSG Michael Jetton
 SFC Michael McClain

JACKSONVILLE

SFC Amanda Coley
KANSAS CITY
 SFC Stephen Daugherty
 SFC Gary Holt
 SFC Mark Naughton
 SFC Paul Nwoga
 SSG Kevin Blascoe
 SSG Donald Comstock
 SSG Nathan Washington
LOS ANGELES
 SFC Joseph Seidel II
MINNEAPOLIS
 SSG Stephen Stockert
MONTGOMERY
 SFC Albert Atkins
 SFC Elliot Johnson
 SFC Scott Lomax
 SFC Tracy Yarbrough
NASHVILLE
 1SG Anthony Pignato

OKLAHOMA CITY

SFC Michael Dickerson
 SFC Michael Long
PHOENIX
 SSG Wesley Thomas
RALEIGH
 SFC Christopher Urbanek
SEATTLE
 SFC Duane Carter
 SFC Thomas McClain
 SSG Jonathan Barker
ST. LOUIS
 SFC David Berchtold
 SFC Troy Crittendon
SOUTHERN CALIFORNIA
 SFC Roosevelt Buckner
 SSG Ernesto Lozano
TAMPA
 SFC Edgardo Ortiz-Cruz



1. Recruiters are authorized to draw a monthly cash advance for Recruiter Expense Allowance using their government travel card at automated teller machines.
 - a. True
 - b. False
2. What regulation covers REA?
 - a. UR 600-34
 - b. UR 672-10
 - c. UR 37-16
 - d. UR 608-1
3. Except in unusual cases, authorized reimbursements will not exceed how much per month?
 - a. \$150
 - b. \$100
 - c. \$70
 - d. \$75
4. Soldiers claiming reimbursements for recruiting expenses will update what form?
 - a. UF 598
 - b. UF 1176
 - c. SF 1164
 - d. SF 91
5. Which of the following expenditures are authorized for reimbursement?
 - a. coffee for the recruiting station
 - b. parking tickets
 - c. flowers
 - d. none of the above
6. Soldiers claiming reimbursement for recruiting expenses may be required to show receipts to substantiate claims.
 - a. True
 - b. False
7. What regulation covers the Future Soldier Training Program (DEP/DTP)?
 - a. UR 601-33
 - b. UR 385-2
 - c. UR 601-95
 - d. UR 601-67
8. Which of the following reasons would cause a Future Soldier to be coded red?
 - a. college scholarships
 - b. new full-time job
 - c. change in peer group
 - d. overweight
9. Future Soldiers who were close to their maximum weight or were required to be taped at time of enlistment must be weighed how often?
 - a. monthly
 - b. weekly
 - c. daily
 - d. none of the above
10. What USAREC form covers renegotiation requests?
 - a. UF 1035
 - b. UF 991
 - c. UF 1128
 - d. UF 1136
11. Which of the following is prohibited for Future Soldier functions?
 - a. paint ball
 - b. firing weapons
 - c. obstacle courses
 - d. all of the above
12. At a minimum, what must recruiters discuss during a Future Soldier follow up?
 - a. work relationships, school functions and school updates
 - b. mental, physical, and moral eligibility
 - c. new leads, ARISS and shippers
 - d. none of the above
13. What is USAREC form 512 used for?
 - a. Pre-Basic Training Task List
 - b. Delayed Entry Physical Training Program Statement
 - c. Regular Army and Reserve Components Referral Sheet
 - d. Certificate of Training
14. Before Future Soldiers are allowed to conduct physical training, what USAREC form must be signed?
 - a. UF 995
 - b. UF 1135
 - c. UF 1041
 - d. UF 992
15. Recruiters will meet with each Future Soldier member no earlier than ___ days and no later than ___ days.
 - a. three days and 10 days
 - b. six days and nine days
 - c. 10 days and 15 days
 - d. none of the above

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RCM October 2006

Top Regular Army Recruiter

SSG Kevin Schmoke
Baltimore

SSG Jeremy Slusser
Montgomery

SSG Steve Mereand
Columbus

SFC Shaun Keithline
Kansas City

SGT Jesus Melendez
Southern Cal

Top Army Reserve Recruiter

SFC Girod Barnum
Beckley

SSG Melinda George
Columbia

SFC Walter Wooley
Great Lakes

SFC Salvador Carrasco
Dallas

SFC Anthony Branham
Seattle

SSG Charles Norment
Raleigh

Top Large Station Commander

SSG Michael Welsh
Brunswick
New England

SFC John Murphy
Huntsville
Montgomery

SFC Frank McJessey
Newark
Columbus

SFC Andrew Privitera
North Omaha
Des Moines

SFC Michael Farber
Center Pointe
Phoenix

Top Small Station Commander

SFC Rene Hutchins
Norfolk
Baltimore

SSG Liashonda Bains
Mandarin
Jacksonville

SFC Doug Hoffman
New Philadelphia
Chicago

SSG Barrett Taylor
Miami
Oklahoma City

SFC Shannon Rice
Longmont
Denver

Top Company

Baltimore

Augusta

Indianapolis Metro
South

Manhattan

Wilsonville

Top Battalion

Beckley

Kansas City

Top AMEDD

St. Louis

Southern Cal

Answers to the Test

1. a. UR 37-16, para 5

2. c. UR 37-16

3. d. UR 37-16, para 6

4. c. UR 37-16, para 8(a)

5. d. UR 37-16, para 9

6. a. UR 37-16, para 7

7. c. UR 601-95

8. d. UR 601-95, table 1-1

9. b. UR 601-95, para 1-4 m(17)

10. a. UR 601-95, para 3-4(2)

11. d. UR 601-95, para 6-3

12. b. UR 601-95, para 2-4

13. c. UR 601-95, para 4-3(b)

14. d. UR 601-95, para 5-6 c(2)

15. a. UR 601-95, para 1-4 m(1)



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