

RECRUITER

United States Army Recruiting Command

January 2009

Journal



USAREC ARMY FAMILY COVENANT SIGNING



SOLDIERS ★ FAMILIES ★ ARMY CIVILIANS

ARMY STRONG.



RECRUITER Journal

Winner Keith L. Ware Award 2007

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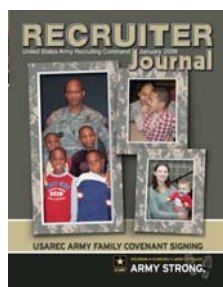
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Jesselin Perez (front) holds the Army Family Covenant after the USAREC signing ceremony. Jesselin and Jeika (behind) are daughters of Sgt. 1st Class Francisco Perez, USAREC G1. Perez's wife, Jetsik, stands behind. *Photo by Walt Kloeppel*



Cover: USAREC families were on hand during the USAREC Army Family Covenant signing Dec. 15. Families left to right are Sgt. 1st Class Charles Moore and his four sons, 1st Sgt. Katrina Herzfeld and her son, and Angie Kiser and son. *Photos by Walt Kloeppel*

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On Dec. 15, Gen. Thomas P. Bostick and Command Sgt. Maj. Stephan Frennier pledged USAREC would improve the quality of life and provide support to Army families in the form of upgraded housing, education, child care and other amenities.

19 Spouses Bond at ALTC

More than 60 spouses participated in the Annual Leaders Training Conference held in San Antonio.

Football Helps Build Networks

January marks the beginning of a New Year, and we are off to a fantastic start as we enter second quarter Fiscal Year 2009. The Army achieved more than 100 percent of its Active and Reserve mission during first quarter FY 09. This has not happened since first quarter 2003. Thank you for your dedication in keeping our Army Strong through your recruiting efforts.

This month also marked the playing of the Army's premier high school sporting event, the U.S. Army All-American Bowl. The exciting program showcased the nation's top athletes and musicians and allowed the Army to enhance its connection with America. It gave USAREC the opportunity to build meaningful and lasting relationships with influencers.

In competition for the U.S. Army All-American Band, we had more than 350 high school bandmen try out for 90 prestigious slots. Their average GPA ran 3.6 and SAT scores ranged near the 1,600 mark. More than 450 football players were nominated for 90 slots — an outstanding turnout of young athletes and bandmen. With a high level of motivation and enthusiasm, recruiters supported 165 band and player selection tour stops across the country.

The All-American Bowl, like no other event, raises awareness of the Army's ability to strengthen young Americans mentally, emotionally and physically.

Although the football game is the main attraction, many of those who attended found the other activities on the agenda extremely beneficial to their understanding and appreciation for our Army.

In the visit to Brooke Army Medical Center to see and speak with our Wounded Warriors and their families, our medical professionals clearly sent a powerful message about the medical care that our Army provides. The visit with students in medical training and the education panel discussion with Soldiers demonstrated the Army's commitment

to provide education opportunities to all of our Soldiers.

Finally, we conducted a Partnership for Youth Success, PaYS, signing with Kraft and the Secretary of the Army to further reinforce the importance of working together with businesses, government and educators in providing employment opportunities for the great Soldiers who have served their nation so proudly.

Now is the perfect time to add new centers of influence to our lists of supporters. The educators, coaches, school administrators and parents who came to San Antonio are valuable assets in our recruiting efforts.

Now is also the time to think through how the COIs from your area can assist you in your recruiting efforts. What are their interests? What are their strong points? How can they best assist us and where? We must take note in order for COIs to learn about the Army and how they can carry the information and enthusiasm they gained in San Antonio back to communities across the country.

Just as we follow up with prospects to maintain their interest, we must follow up with the COIs. Have you maintained contact with the COIs who attended previous All-American Bowls?

Once this year's COI commitment cards are signed and returned to you, quickly touch base with the COI. Let them know that they are as important two weeks after the All-American Bowl as they were during game week. We cannot stop with one follow-up call or e-mail and still maintain their interest. Check once again on how they are doing with their pledge. Do they need additional information to go forward?

We're off to a great start to achieve our FY 09 accessions and quality goals. Let's keep our COIs on the team to support our success.

I wish each of you and your family a Happy New Year and the very best in health and happiness in the year ahead. Maintain the Warrior Ethos and remain Army Strong!



Maj. Gen. Thomas P. Bostick

The All-American Bowl, like no other event, raises awareness of the Army's ability to strengthen young Americans mentally, emotionally and physically.

Will They Remember You?

Hoah to all for a historic December. You set the mark for having the lowest Future Soldier loss month for both the Regular Army and the Reserve in USAREC history. You have shown that proper mentoring and caring for our Future Soldiers during their stay in the Future Soldier program leads to great dividends for the Army. You are absolutely on the right track in doing that.

What I often use as a gauge to recruiter success is ... “will your Future Soldier remember you 12 years from now?” They will remember their drill sergeants, we all do. And they only spend 10 weeks of basic training with their drill sergeants, yet remember them for the rest of their lives. Some of our Future Soldiers are in the FTSP up to 14 months. Will they remember you as their recruiter? If they do, then you’ve done a good job in mentoring and preparing them for their future career in the Army. And that, of course, leads to fewer Future Soldier losses. Keep them interested and keep them trained. Every NCO in the field is a leader; he/she is the leader of his/her Future Soldiers.

The All-American Bowl was a great event once again. It shows that the Army cares about education and athletics. By sponsoring such an event, we’re giving a chance for some of those folks to show their skills and also, it shows that the Army Values and Warrior Ethos go hand in hand with athletics.

There is a great tool on the USAREC portal for your benefit concerning high schools and colleges in your area of responsibility. On the main USAREC G7/9 page, under “What’s New,” you’ll find a link to the GO and CSM support to



Command Sgt. Maj. Stephan Frennier

recruiting roster. This list contains the names of general officers and command sergeants major who have volunteered their support to our recruiting efforts. Each has provided contact information as well as name and location of his/her high school. Many are willing to go back to their hometowns and speak at the schools and universities where they graduated. It is up to you to identify the schools in your area and ask them to speak at the school. This is a great opportunity for them to tell the Army story to their alma mater and further help your recruiting mission.

Suicide — even one is too many. As leaders and as battle buddies, we owe it to our Soldiers to reach out to them in times of hurt. Recently, all Soldiers were issued an ACE card. Carry it at all times. You know your battle buddy best. Watch for the red flags and ask if he or she is thinking of hurting themselves — if so, you need to care for him or her on the spot. Don’t delay and don’t leave them alone — escort him or her to the proper personnel for help. Let’s keep all our Soldiers Army Strong!

“Will they remember you as their recruiter? If they do, then you’ve done a good job in mentoring and preparing them for their future career in the Army.”

M Marriage



It Doesn't Get Any Harder Than This!

By Chaplain (LTC) Doug Peterson

Marriage. It's a condition that many of us find ourselves in, others aspire toward it, and all too many want to escape from it. Have you heard of the three rings of marriage? First, you have the engagement ring; then you have the wedding ring; and then you have suffering. Anyone who's been there — you know what that's all about!

This month — and in the future as opportunity comes to write in this space — I will be writing to marrieds and singles about this most challenging of human relationships. If you want some practical encouragement, stay tuned to this series.

The new year should be a time of introspection on the quality of our close relationships. If you're married, be thankful for the positive aspects of your relationship. Then take inventory of those stress points. Ask yourself, "What can I do to make what we have even better?" And for the many of you who are single and anticipate at some time achieving the wedded state, I say; Don't do it! Just kidding! Seriously, your focus should be not so much on finding the right person, but rather on becoming the right person.

Marriage was designed to be the most joyful, satisfying of any human relationship. It should be a bit of heaven on earth. But, sadly, many would describe it with an opposite term.

I often refer to marriage — that is, marriage done right — as the hardest job in the world. Anyone can get married. But to consistently fathom the depths of its fullness is an entirely different matter. It doesn't happen automatically. I speak from going on 30 years of experience; it has been the severest challenge that I have ever faced.

To set the context for our discussions I offer five factors as to why marriage is so difficult:

The Surprises: Someone has rightly said that "no woman ever gets what she expects, and no man ever expects what he gets." Getting married is something like a phone call in the middle of the night; first you get the ring, then you wake up. How many of you made shocking discoveries after the fact as to what your husband or wife is really like? In the courtship phase we're quite good at hiding those quirks and less attractive sides of who we are.

Family of Origin: Did you know that you married not just your spouse, but his or her mother and father also? As we grow up, where is it that we have seen marriage demonstrated — for good or for bad? And we often — and unconsciously — bring that shaping by perhaps dysfunctional or even absent parents into our own marriage.

Lack of Training: My observation is that no more than one couple out of five has had any premarital counseling before entering this most trying relationship. They never had a pastor, chaplain, or mentor sit down with them for a series of sessions to work through the critical components of making marriage work. Think about it. Some of us in the military have trained in certain skill areas for over a full year for a four-year enlistment. That means a government investment of that amount of time plus oodles of dollars for a job that will last perhaps less than three years. But for the hardest job in the world, which was designed to last a lifetime, most of us have had zero training.

Military Lifestyle: You don't have to be connected with the military very long before you realize the challenges of balancing mission and family needs. It is simply not easy nor is it always convenient. This is especially true in USAREC. Work hours can be long and at times unpredictable. At the end of the day you and your spouse are likely both physically and emotionally drained — without much left over for each other. I do appreciate that our command acknowledges this tension. In addition to efforts to stabilize work hours, they have been resourcing retreat opportunities in order to allow couples to reconnect and retool. Why? Because we know that when a recruiter is encouraged in his or her home life, that success would likely transfer to the mission side. Then, everyone wins.

Human Nature: Friends, this is the most difficult and serious factor in the marriage dynamic. Have you noticed how marriage brings out the very worst of who you and I are? It can be ugly! We are by nature selfish creatures. Sensitivity, serving, and sacrifice do not come naturally to most of us. It is this area of human nature to which we will devote most of our attention.

Look for coming installments as we explore ways to make this most challenging of relationships happen right.

Recruiter Deploys as Career Counselor

Story and Photo by Pfc. Terence Ewings, American Forces Press Service



Sgt. 1st Class Charles Washington and Master Sgt. Keith Green, career counselors assigned to the 1st Cavalry Division's 4th Brigade Combat Team, discuss re-enlistment options at the brigade's retention office on Contingency Operating Base Adder, Iraq, Nov. 10, 2008.

Sgt. 1st Class Charles Washington, a career counselor attached to the 4th Brigade Combat Team, 1st Cavalry Division, mentors Soldiers in Iraq and puts them into a position for future success.

Washington is a recruiter assigned to the 3d Army Medical Recruiting Battalion. He volunteered to deploy with the Long Knife Brigade as part of an individual augmentee program, which allows a recruiter to go overseas and work as a career counselor during a combat tour.

"I volunteered for this program so that I can share my experiences with the men and women that have questions about deployments," he said. "Being a career counselor is somewhat similar to recruiting. You talk to the Soldiers and help them make a decision with their best interest in mind."

The former ammunition specialist from Lewisville, Ga., found his passion in recruiting when he was selected to serve at his first recruiting station in Youngstown, Ohio.

"It was hard at first, but I think recruiting came to me naturally," Washington said. "Taking a young man or woman and teaching them to be a Soldier gives me a good feeling to be a part of that."

He speaks of his Soldiers with pride, and he shows it by wearing his recruiter's ring, which came with his Glen E. Morrell Award for excelling at recruiting.

"Washington has been a great asset to the team, and he's very successful at what he does," Army Master Sgt. Keith Green, the brigade's head career counselor, said. "He counsels Soldiers just like we do, and helps them with their future plans."

After this deployment, with his seven years of recruiting experience, Washington said he plans on going back to a recruiting station to become a recruiting trainer so that he can share his knowledge with future Soldiers and their families back home.

Reaching New Prospects with Online Tools

By Amanda Huneke, Weber Shandwick

The Army's target audience continues to spend more time online surfing the Internet and networking or building relationships through a computer. The Army is adapting to this trend by identifying new ways to reach key audiences online. The latest effort to achieve this goal is the national program with CareerBuilder and the launch of its marketing campaign that contains a significant Web component on goarmy.com. It includes a virtual Army base where prospects can learn more about the Army experience through video interviews with real Soldiers.

The Internet is a powerful tool for those looking for their next career opportunity. Goarmy.com continues to receive updates and improvements making it more interactive for prospects and influencers. Additionally, online job search engines such as Monster.com and CareerBuilder.com provide access to opportunities that would otherwise be out of reach to most job hunters.

Career Builder at Company Level

In mid-August, Recruiting Command launched a national program with Career Builder that was activated at the company level. All 243 companies were given an account and password, along with 10 job postings and the ability to update them as often as needed by job type and ZIP code. The company ZIP codes were loaded to the job postings when the program launched, thus companies are encouraged to update their postings with Must Keep Must Win and highly populated ZIP codes. Brigade training was conducted the week of Aug. 18, and training documents were distributed.

Shows Army Benefits

This program allows the Army to market itself alongside other services and private industries, and reach job seekers who are not currently considering the Army as a career path. Through 24 job posting templates and a BrandBuilder Hub within the Career Builder Web site, the Army is able to communicate the benefits and opportunities it has available to job seekers. Ideally, this tool will help supplement recruiter efforts and bring Army service into the consideration of prospects.

"The Career Builder Web site has been a very productive and efficient marketing tool for the Nashville Recruiting Company," said Capt. Jerry DeQuasie, Nashville commander. "The Web site has been a great resource, exposing us to a market in the local community we may not have had access to otherwise."

In mid-November the program received a facelift, as updated layouts and copy were loaded to the site. Display banners are also now linking to the BrandBuilder Hub and achieving 750,000 impressions per month.

Easy to Use

This job posting program proves to be low maintenance for company commanders. The leads generated from this program flow to Recruiter Zone into the "Hot Lead" box where they can be worked directly. The only task required by the company is to log into the Web site and update their 10 job postings on a monthly basis. Reports, which are distributed by USAREC to the brigade APA chiefs on a weekly basis, provide program oversight as they relay company Web site usage, job posting performance, targeted ZIP codes and lead statistics.

GET THE FUTURE YOU WANT AND THE SKILLS YOU NEED.

EXPLORE ARMY CAREERS >>



Results Thus Far

As of Dec. 5, the job posting program had yielded 69 contracts USAREC-wide. Additional results include:

Active Qualified Leads* 30,005
Reserve Qualified Leads* 3,599
Total Qualified Leads* 33,604
Forwardability** 67.46 percent
Average Leads per Day 297
Program launch: Aug. 15, 2008
Data from Aug. 15 to Dec. 5, 2008

“The Career Builder helps reduce some of the misconceptions associated with Army service and eliminates much of the intimidation factor that results from speaking with a recruiter,” said Capt. David Franz, Downer’s Grove company commander. “Since initiating this program in August, we have had one enlistment and are currently evaluating four other possibilities.”

Tools like CareerBuilder.com provide a new way to reach prospects and show them other sources of information about the Army. To take advantage of this connection, McCann Worldgroup continues to execute its fully-integrated recruitment marketing campaign. This campaign incorporates additional television spots and various Web components to provide prospects and influencers with an overview of Army service and the benefits it offers. The Web components also allow the Army to build on the success of online tools to connect with prospects and create opportunities to interact with Soldiers serving. On Dec. 29, several new elements launched.

Anchoring the Campaigns

A new 60-second spot, built upon the Soldier’s Creed, encompasses various MOSs, ranks, demographics and missions. The new spot pushes people to goarmy.com at its conclusion where an Web component — the Army Virtual World — is introduced. The animated 3-D world helps prospects and influencers understand the skills, training, benefits and careers offered by the Army through Web films featuring real Soldier interviews. Finally, a new Army Reserve television spot, driving viewers to goarmy.com/reserve, also launched at this time showcasing how Army Reserve Soldiers can live their civilian life while gaining an edge in a competitive world.

The intent of the 60-second “Anthem” spot is to connect all Army Strong communications efforts across all missions and echo the foundation upon which other campaigns are developed — the multidimensional strength that Soldiers possess

and develop in the Army. The spot integrates MOSs across various missions to communicate that there are ways in the Army to find the strength that will set them up for lifelong success. The Soldier’s Creed provides the backdrop for the ad as each real Soldier featured recites a portion of the creed throughout. The spot ends by driving viewers to goarmy.com where an interactive and virtual Army experience awaits them.

Engaging Prospects Virtual World

As people connect to goarmy.com, they will notice a new Web component on the site. The Army Virtual World engages prospects and influencers by taking them through a 3-D Army base. As users enter the Army base, Apache helicopters fly into view, Soldiers march, Strykers roll, and astronauts fly. Different “hot spots” on the base reveal 10 MOSs explained through a balance of video interviews with real Soldiers and animated exercises that highlight each career in action.

Army Reserve Campaign

Finally, the recent change in the role and time commitment of an Army Reserve Soldier has provided an opportunity for the Army to redefine the benefits of the Army Reserve in the eyes of prospects. To distinguish the Reserve from other Army components, a new TV spot began airing in late December. “Where Can” highlights different Reserve MOSs and benefits that speak to an audience that has a desire to join the working world and is now looking to gain an edge on the competition and take their lives to the next level. Real Soldiers are shown striking a balance between their civilian and Army Reserve careers.

The ad points viewers to goarmy.com/reserve where longer Web film interviews with Soldiers discussing their lives in the Reserve are located. These interviews capture how the Reserve has afforded Soldiers a competitive edge, mental and physically, in their civilian and military lives.

Results note: Qualified leads are defined as having the following required items: name, complete mailing address, age qualifier — need education level or date of birth to be able to age qualify. Other leads: Phone number or e-mail address. Phone and e-mail not required but are preferred for the recruiter to be able to contact.

*** Forwardability is calculated by taking the number of qualified leads divided by the number of responses so it can measure how many of the responses are eligible to become qualified leads, based on Army defined business rules.*

Find Answers to Recruiting Questions

By Lucas Hutton, USAREC RRS-T Doctrine Division

Recruiting ProNet launched in October as part of the Battle Command Knowledge System. BCKS — a feature of Army Knowledge Online — comprises dozens of Army forums that promote sharing ideas about the profession of arms. USAREC stood up Recruiting ProNet as a virtual community, where recruiters are engaged in professional conversations and the sharing of knowledge which becomes embedded in their professional life.”

The forum has been active for about 10 months and has members from every enlisted recruiting battalion, medical recruiting and special operations recruiting.

The USAREC commanding general understands the potential value of Recruiting ProNet, and he encourages active participation.

“Your participation will provide recruiting professionals ... valuable information drawn from your own real-time experiences,” wrote Maj. Gen. Thomas Bostick in his welcome statement on the forum. “Sharing ideas can shorten operational learning curves and offer alternate courses of action. Recruiting ProNet will enable team decision-making and effective leadership by offering field-proven tactics, techniques, and procedures.”

Users can get to Recruiting ProNet from any computer with access to the Internet. All that’s required is a valid AKO account.

In May 2008, Staff Sgt. Caleb Carson was trying to write a recruiting station SOP. Carson had written an SOP for his previous station, where he had been the only recruiter. This time, Carson would lead and train other recruiters. Cheney Station — near Spokane — had opened just a few months earlier, and Carson was its second station commander.

Carson wanted to know what other station commanders had written into their SOPs. He turned to Recruiting ProNet, a new knowledge sharing Web site for Army recruiting professionals. Carson’s post drew helpful responses from a student at the Sergeant Major Course at Fort Bliss and from a fellow station commander in Salt Lake City.

Recruiting professionals like Carson use Recruiting ProNet to find solutions to day-to-day challenges. For example, a

question posted in early March asked how best to use company operations and training NCOs. By mid-June, the discussion had grown to more than 55 replies from master trainers, first sergeants, battalion sergeants major and more.

In June, a Soldier preparing to attend the Army Recruiter Course asked how to “hit the ground running” when he reports for duty. Sgt. Joshua Anthony, 2d Infantry Division, Fort Lewis, wrote: “I am being DA-selected for recruiting and want a jumpstart on knowledge and tips to prepare me for the most challenging assignment in the Army.”

In May, a recruiting company commander wrote about how to get positive coverage from the local news media. Capt. Rick Frank, Lewisville Company, wrote how he had arranged media coverage for a Future Soldier event at Fort Sill and for the story about a recruit who had shed 100 pounds so he could enlist.

“A story can always be spun,” said Frank, “but we must reach out to the media if we want the positive stories to be told.”

Recruiting ProNet comprises forums for every aspect of recruiting. Users will find separate forums for recruiters, station commanders, trainers, first sergeants, sergeants major and every level of command. Staff elements — such as personnel, market intelligence, operations, guidance counselors and education specialists — have their own forums, too.

Battalion commanders will find “Effective Use of the Media” in the battalion commander forum.

Maj. Jeff Tierney of the Recruiting and Retention School opened a discussion to help identify the causes of high school senior Future Soldier losses. Before he retired in July, Tierney was the instructor for the Recruiting Company Commander Course. He also spent two years commanding a recruiting company, so he knew well the surge of losses that typically hit in May and June. Tierney appealed to seasoned commanders to share their ideas “so we can help our new company commanders.”

In reply, Capt. Tim Root of East San Antonio wrote about seven tactics he uses to maintain a year-to-date loss rate of less than 4 percent. Capt. Carl Hyde of Cheyenne suggested six ways to control the loss of high school senior recruits.

To Launch ProNet

1. Launch the Internet browser of choice and log on to AKO.
2. On the AKO home page, mouse over Quick Links and select “Knowledge Networks.”
3. On the Knowledge Networks page, click on the link to BCKS.
4. On the BCKS page, mouse over Professional Forums. From the drop-down, first mouse over Functional Nets, then find and click on Recruiting ProNet from the pop-out list. You can also click on Professional Forums and click on Recruiting ProNet on the page that opens next.

Vet and Recruiters Get Standing Ovation at Concert

In May 2008, Sakato and other Medal of Honor recipients attended the National Memorial Day Concert in Washington, which featured the Soldiers' Chorus of the Army Field Band. It was then that Sakato learned about the Field Band.

Nov. 11, Sakato, now living in Denver, attended a performance in nearby Longmont, Colo., and participated in a preconcert question-and-answer session with the audience and shared the stage with the Band and Chorus in honoring veterans of Operation Iraqi Freedom.

During the program, Sgt. 1st Class Jason Disponzio, Staff Sgt. William Elzi, and Staff Sgt. Oded Ness, assigned to the Longmont recruiting station and veterans of Operation Iraqi Freedom, joined the Field Band on stage.

The three Soldiers received a standing ovation from the band as well as the audience. As the applause continued, they were met on stage by Sakato, who shook their hands, saluted them, and gave each of them a commemorative coin as a gesture of respect and appreciation.

Even for members of the Field Band, opportunities to meet a recipient of the Medal of Honor are few. For members of the audience to interact with Sakato was an unforgettable experience. But for any Soldier, to be saluted and congratulated on a job well done by a Medal of Honor recipient is a once-in-a-lifetime experience.

"We actually found out that Mr. Sakato would be there when we arrived," said Disponzio. "We had no idea we'd be meeting a Medal of Honor winner. Getting to meet him, shake his hand, talk to him for a few minutes, and hear a little bit of his story from him was amazing."

Elzi also remembered speaking with Soldiers from the Army Field Band. "I'd heard Army bands before, but that concert was the best I've heard; it was an outstanding evening for my family and me. We really appreciate the work they do, and talking with them backstage, it was nice to hear they appreciate the work we're doing, too."

"When I'm an old man," said Disponzio, "telling old war stories, this is something I'll remember. For guys like him, who set the path for what we do today, to honor younger NCOs just starting their careers, it's an inspiration. It's something my team, my family and I will remember ... forever."

By Staff Sgt. Phillip Johnson, The U.S. Army Field Band

Oct. 29, 1944, on Hill 617 near Biffontaine, France, Pvt. George Sakato rushed a German strongpoint alone while his unit was pinned down under heavy fire. Sakato's bravery inspired his unit to charge, crushing the enemy attack, defeating a counterattack and turning defeat into victory.

June 21, 2000, for his exceptional courage and devotion to duty, Sakato was awarded the Medal of Honor.

Just over 64 years after his heroic actions on Hill 617, Sakato, now age 87, joined The U.S. Army Field Band and Soldiers' Chorus in honoring veterans of Operation Iraqi Freedom.

Performing hundreds of concerts every year for the American people, the Army Field Band has the privilege of honoring those who serve and have served. At each performance, veterans and their families are recognized for the sacrifices they have made. Active duty veterans of the wars in Iraq and Afghanistan are welcomed as hometown heroes as part of Operation Tribute to Freedom. And on rare occasions, the band has the opportunity to thank those who have received the highest military honor, the Medal of Honor.



George Sakato, Medal of Honor Recipient, is honored during an Army Field Band concert in Denver. Photo by Sgt. 1st Class Rob McGiver



Bob Grimailia, senior assistant vice president for safety, environment and security at Union Pacific (left) and assistant vice president for human resources and recruitment, Roy Schroer, sign agreements. Union Pacific Railroad and the Army are expanding Union Pacific's role in the Army's Partnership for Youth Success program, while Texas A&M Professor of Military Science, Col. Sam Hawes, (center) waits to sign.

Union Pacific “All-Aboard” for Texas A&M ROTC Partnership

Story and photo by John L. Thompson III

Texas A&M University, a school steeped in traditions of academic and athletic excellence, served as the backdrop Nov. 7, when a contract was signed between Union Pacific Railroad and the Army — expanding Union Pacific's role in the Army's Partnership for Youth Success program.

The agreement adds the Reserve Officer Training Candidate program at Texas A&M, affording thousands of students the opportunity provided by the PaYS program. The Army PaYS Program expanded in January 2008 to include Guaranteed Reserve Forces Duty Cadets from the U.S. Army Cadet Command. GRFD Cadets will enter the Reserve Forces Duty (Army National Guard or Army Reserve) after graduating from college

and receiving a commission as a Second Lieutenant. Each Cadet will have a guaranteed job interview for a specific position with a PaYS partner such as Union Pacific.

Bob Grimailia, senior assistant vice president for safety, environment and security at Union Pacific, spent time visiting with members of the Corps of Cadets at Texas A&M and said he found himself intrigued and intellectually challenged by the questions he was asked. He said he knew that increasing Union Pacific's role in PaYS is a case of perfect timing.

Grimailia mused that those getting into the program would be entering in the workforce when he and others were getting ready for retirement, but stated in all seriousness that he could think of none better than those educated at Texas A&M to become future leaders at Union Pacific by gaining the leadership skills and valuable experience through their time serving in the Army.

“Strategically we are a great alliance. We have in common leadership and a desire to serve.”

— Bob Grimailia, senior assistant vice president for safety, environment and security at Union Pacific

“We are very proud to offer opportunities in the future in our organization,” Grimailia said.

“Strategically we are a great alliance. We have in common leadership and a desire to serve.”

Grimailia continued to say veterans have a desire to serve their community and country after they complete their military service, much like the continuous mission of Union Pacific. By making ties with those who will serve in the military, they often have positive attributes which fit in well with Union Pacific’s commitment to service to the nation.

Assistant Vice President for Human Resources and Recruitment, Roy Schroer said of the 55,000 employees at Union Pacific 7,500 or 15 percent of the workforce and 25 percent of new hires are military veterans.

“So why does Union Pacific hire so many veterans,” asked Schroer. “Military experience teaches discipline, commitment to duty, teamwork and leadership. The challenges encountered during military duty helps develop great lifestyle experiences that help people understand the challenges of working in the railroad industry. We require a mobile workforce just like the military. We often work outdoors. We work 365 days a year. The rail never sleeps.”

Schroer explained military training and experience benefit the employee, the company and the customer as working in the railroad industry is an exacting career field that takes the caliber of military veterans to keep the trains going safely and efficiently.

Professor of Military Science Col. Sam Hawes, one of the mentors within the world of the Corps of Cadets and the ROTC program at Texas A&M, offered a bit of perspective to the enlistment of industries such as Union Pacific into a working partnership with the armed forces.

“There are companies out there, great companies like Union Pacific with a great history of support for the military,” Hawes said. “Support for the Guard and Reserve; support for Soldiers while they are deployed.

“We have been at war since 2001, one of the longest periods of time in our history. Companies have proven they are hugely successful when they hire men and women who have been or are Soldiers. And it is a credit to Union Pacific because here we are seven years at war and they are standing up and supporting the Army.”

Hawes pointed out both Union Pacific and Texas A&M were created following the Civil War by the values and disciplines instilled in officers and enlisted men through their military service. And, as an organization, Union Pacific operates lines leading to and from industries, ports and other centers of commerce 365 days each year, 24 hours a day. And when natural disaster strikes, it is up to organizations such as Union Pacific to keep supplies and materials flowing to keep the country moving.

The Employer Support of the Guard and Reserve recently acknowledged that out of 2,200 major companies across the country, Union Pacific took home one of the prestigious “Freedom Awards,” which only a few businesses or industries earn each year. Union Pacific’s support to their Soldiers and families embroiled in the War on Terror remained constant. More than 600 men and women of Union Pacific’s Reserve military members served or are serving in the global war on terror. While serving, Union Pacific offered pay differential and provided families with uninterrupted benefits including health coverage.

The tag line or motto for the railroad is: Union Pacific — Building America. Union Pacific is an ongoing member in the PaYS program with their active participation in the signing up of enlisted Soldiers. Union Pacific’s additional dedication through a relationship in the PaYS program with Texas A&M University shows Union Pacific not only helps build America with the transport of raw materials and finished products but also helps build America’s military. Their partnership with the Army helps the Army remain Army Strong.

Educators

get

Educated *About* Army

By Amy Lindstrom, Army Experience Center

The Army Experience Center hosted its first educators' symposium Wed., Oct. 29, 2008. The event gave Philadelphia area educators the opportunity to learn about the many ways in which the Army is committed to education. The function also provided educators with insight into how the AEC is bringing valuable education programs and resources to the Philadelphia area.

Located in the Franklin Mills Mall, the AEC is a state-of-the-art educational facility that uses interactive simulations and online learning programs to educate visitors about the many careers, training, and educational opportunities available in the Army.

More than 30 educators, including local principals, superintendents, school counselors and teachers attended the event and had the chance to hear presentations by Army guest speakers. Attendees seemed impressed with the information they received.

"I thought it was a successful event," said Bryan Brightbill, a science teacher from Thomas FitzSimons High School. "I will definitely go back and tell fellow teachers about all the programs I learned about tonight."

Guest speakers highlighted a few of the 70 Army education programs including:

March 2 Success – This test prep tool provides free educational content to help people improve their knowledge and test scores in the areas of language arts, mathematics and science. March 2 Success also provides information about applying for college, including interviewing, essay writing, financial aid and other topics. Content is provided by Peterson's Educational Options and College Options Foundation.

The National Science Center – Including Distance Learning or "NSC Live," delivers interactive programming to schools across the United States.

Boost – The Boost program is a public service campaign designed to raise awareness of the high school dropout problem. Nearly 7,000 kids drop out of high school each day, and only six out of 10 kids will graduate high school. Research shows that the decision to drop out doesn't happen overnight. The campaign features stories of real teens across the country who are struggling to make it through high school and encourages teens and parents to give these kids a boost to help them stay in school and graduate.

Armed Services Vocational Aptitude Battery Career Explora-



Army Experience Center staff and local Philadelphia educators mingle around the registration area of the AEC during the Educators' Symposium, Oct., 29. Photo by Sgt. Steven Compton, Army Experience Center.

tion Program – This career exploration program is designed to help students learn more about themselves and the world of work. It helps students identify and explore potentially satisfying occupations and develop an effective strategy to realize their goals.

The Army also introduced educators to the Army education Web site, www.armyedspace.com, a portal to all the Army's education programs. Educators attending the event were surprised to see how easy it is to implement these programs on a local basis.

"The only thing I was aware of was the ASVAB test," said Margarita Battistini, a world language teacher from Northeast High School. "I was pleasantly surprised how all these programs can be used in the classroom."

The Army has always displayed a deep commitment to education and the need to continue this commitment is on the rise. According to a recent Manhattan Institute study, the current drop-out rate for high school students is 30 percent to 40 percent.

"This was an excellent opportunity to reach out to educa-

tors and showcase how the Army is committed to education," said Maj. Larry Dillard, AEC program manager. "It also gave us the opportunity to display how the AEC can partner with local educators to invest in the community and create opportunities for young people."

AEC staff anticipates this event will encourage local educators to use the Army center as a valuable resource in the future. Space is available at the AEC for meetings, panel discussions, teaching purposes and field trips. This event was just the first of many community outreach activities the AEC staff will be conducting in the Philadelphia area.

"We are taking a new approach to telling the Army story," Dillard said. "Our objective is to increase awareness of the many opportunities the Army has to offer. Many Americans don't realize that their Army is such a strong partner in secondary and post-secondary education. It is critical that we get the word out about the many ways in which we are investing in programs that keep young people in school and empower their success in school."

For more information visit www.TheArmyExperience.com.

SAVE A Life, Be Aware

By Pearl Ingram, Recruiter Journal Editor

Bringing awareness to the prevention of suicide is the mission of USAREC's newly created Suicide Prevention Board. The board is chaired by Brig. Gen. Joseph Anderson, USAREC deputy commanding general, and is led by Col. Theresa Lever, G1. Members of the board include Chaplain (Lt. Col.) Douglas Peterson; Dr. Birgit Valdez, deputy command psychologist; all brigade commanders; several USAREC special staff and an outside expert in suicide prevention. The board had its first VTC meeting in mid-October following USAREC's fourth suicide for the calendar year.

Peterson says that suicide is a huge concern, not only for USAREC but for the Army. He realizes that there are Soldiers and family members who are going through crisis situations and some would rather avoid speaking with those in uniform.

"Chaplains are Soldier friendly," said Peterson. "Sometimes people look at us as being a neutral and fair broker when it comes to the personal issues people are dealing with."

A chaplain is available at each brigade and they keep their doors open to people and to problems. If a chaplain cannot help someone directly, they can put Soldiers in touch with people who can.

Sadly, Peterson spent a week in Tyler, Texas, during September providing ministry to the surviving spouse and family of a suicide victim. He said that when looking at common factors in suicides, one of the major indicators seems to be the break up of a family or marital relationship.

Awareness can be the key to preventing the tragedy of suicide. Being aware of a change in a person's behavior, noticing a change in their work habits, taking note of a change in a person's attitude can all lead to knowing when a need for assistance has arisen. Being aware also counts when it comes time to provide resources to Soldiers and family members who need help.

"Really be aware," said Peterson. He recommends that recruiters, station commanders, first sergeants and commanders know the people who are working to their right and to their left. Situational awareness of the particular circumstances of personal issues, such as family and work related problems, can all be indicators that a person is overly stressed and could benefit from professional help.



Photo by Walt Kloeppel

“It is not a bad thing to seek help; it is a good thing.”

**Col. Theresa Lever,
USAREC G1**

Suicide is seldom an impulse act and Peterson said it can be prevented. Asking directly about suicidal thoughts can help.

“If I ask someone in my station ‘are you at the point of considering taking your life,’ for some people that may be the first person who has cared enough to ask,” said Peterson. “It may open the door to communication, which could bring that person over the hump.”

Having the courage to ask is one of the points on the ACE card handed out at each annual training conference during suicide prevention training. In addition to annual training, station commanders get a two-hour block of training at the Recruiting and Retention School taught by one of the brigade chaplains. Reintegration training is also taught during the Army Recruiter Course, which is in addition to the reintegration training provided by the returning unit.

Another problem in getting Soldiers help when needed is the stigma associated with mental health treatment.

“There is nothing wrong with seeking help and every leader in this command fully supports that,” said Lever.

That same message is going out Armywide, and it is especially important to Soldiers returning from multiple deployments and coming directly into a recruiting assignment. Lever says USAREC can’t expect the Army to fully understand the nature of a geographically dispersed recruiting force and the long hours that recruiters keep.

For that reason, she is determined that the Suicide Prevention Board will explore numerous avenues in its quarterly meetings to find ways in which USAREC can reduce suicide numbers.

“Whether it is increased retreat opportunities, increased chaplain support, it is going to be a great forum to help us get at this problem and be able to apply additional resources where needed.”

Resources Available

USAREC Chaplains

1st Brigade

Chaplain (Maj.) Blake Bowers
Telephone (301) 677-2943
Cell (888) 235-5953

2d Brigade

Chaplain (Maj.) Bryan Simoneoux
Telephone (256) 450-9525
Cell (888) 253-7923

3d Brigade

Chaplain (Maj.) Homer McClearn
(502) 626-1039
Cell (888) 390-5749

5th Brigade

Chaplain (Maj.) Joseph Riley
(210) 221-1565
Cell (888) 301-1761

6th Brigade

Chaplain (Cpt.) Mark Shelton
(702) 639-2026
Cell (888) 476-4341

Headquarters USAREC

Chaplain (Lt. Col.) Douglas Peterson
(502) 626-0535
Cell (888) 204-7660

Soldier and Family Assistance

Located at each battalion, the program manager can assist with Tricare referrals. To find your battalion SFA telephone number, call 1-800-790-0963.

Military OneSource

This free 24-hour service, provided by the Department of Defense, is available to active and Reserve members and their families. Consultants provide short-term solutions and make referrals for up to six face-to-face counseling sessions. You can reach the program by telephone at 1-800-342-9647 or through the Web site at <http://www.militaryonesource.com>.

National Suicide Prevention Lifeline

1-800-273-TALK (8255)

For those who want to seek immediate help outside the uniform system.

Wellness Sta

A commandwide wellness stand down was held on Dec. 15 for all units.

Following are some of the highlights that were to be presented.

Sexual Harassment

Sexual harassment destroys teamwork and negatively affects combat readiness and mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.

In an effort to combat this destructive behavior, a video on how to recognize and prevent sexual harassment was presented during Wellness Stand Down day, Dec. 15.

The two-part prevention of sexual harassment training was conducted by the Defense Equal Opportunity Management Institute. Part I provided viewers with an understanding of the DOD policy of sexual harassment; part II focused on the categories of sexual harassment. The video gave examples and scenarios of sexual harassment and there was a quiz to test viewer's knowledge.

USAREC decreased its sexual harassment complaints by 66 percent from FY 07 to FY 08.

The Army policy is that sexual harassment is unacceptable and will not be tolerated. Army leadership at all levels is committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. The prevention of sexual harassment is the responsibility of every Soldier and DA civilian.

Intervention

A **Ask your buddy**

- Have the courage to ask the question, but stay calm
- Ask the question directly, e.g. Are you thinking of killing yourself?

C **Care for your buddy**

- Remove any means that could be used for self-injury
- Calmly control the situation; do not use force
- Actively listen to produce relief

E **Escort your buddy**

- Never leave your buddy alone
- Escort to the chain of command, a Chaplain, a behavioral health professional, or a primary care provider

ARMYSTRONG

ACE
Suicide Intervention

U.S. ARMY

SUICIDE AWARENESS

Suicide Prevention

Since 2001, 17 recruiters have committed suicide; four in FY 08. And the suicide rate of Soldiers in general is now on track to surpass the suicide rate of the demographically-adjusted U.S. population of 19.5 per 100K. It used to be roughly half that.

For the suicide prevention portion of Wellness Stand Down Day, Chaplain, Lt. Col. Douglas Peterson suggested that units refer to the Suicide Intervention Tip card and watch the "Suicide Awareness Briefing for Leaders" featuring video segments from Terry Bradshaw and Gary Sinise.

The cornerstone was the ACE card, which every member of the command is CG-directed to carry.

Peterson maintains the focus is on leaders and leader responsibility to emphasize the buddy system as well as everyone looking out for each other. Everyone is a leader when it comes to suicide awareness, prevention and intervention.

For the most part said Peterson, suicide is preventable. Being alert to the circumstances, warning signs and intervention procedures can save lives.

and Down Day

Preventing Cold Weather Injuries

The Cold Weather Injury Prevention Training slide was used to inform viewers how to prevent cold weather injuries.

The symptoms for hypothermia, frostbite, chilblains, immersion/trench foot, dehydration, carbon monoxide, snow blindness and sunburn were detailed, as well as, prevention and treatment for each.

The slide is available at www.tradoc.army.mil/surgeon/information.htm.

Alternative Dispute Resolution

Using the training video, “The Importance of Mediation,” from the Defense Equal Opportunity Management Institute, the EEO demonstrated how Alternative Dispute Resolution, by way of mediation, can be used in identifying and resolving problems that may adversely affect job performance and well-being in the workplace. This event was the next step in a three-part process, which began with mandatory ADR training for all USAREC employees during FY 08. The next step will consist of focused ADR training for managers and supervisors and the development of a USAREC cadre of mediators in FY 09.

ADR will provide a trained, impartial, third-party mediator to guide the parties through a structured process to resolution. ADR, by way of mediation, should be applied to most workplace disputes as it allows both parties to maintain control over the outcome.

Studies have shown that regardless of the nature of the problem at issue, including but not limited to allegations of unlawful discrimination, ADR is beneficial in assisting management and employees in addressing and resolving workplace disputes before they adversely affect the mission, or result in a formal complaint against the Army. Early use of ADR is one means by which USAREC leadership and management can promote a total work, life and wellness program and develop a model EEO program.

Substance Abuse

It was suggested each unit view video presentations from the “Don’t Be That Guy” Web site www.thatguy.com. Though short in duration, these videos are valuable tools in making the point about responsible alcohol consumption.

Commanders also had a chance to use this time to talk face to face with their Soldiers, family members, civilian employees and contractors about the Army Substance Abuse Program.

The intent was to give a better understanding of the early signs of individuals who may be having problems with or are making bad decisions in regard to drug or alcohol use.

USAREC’s drug and DUI rate are well below the DA rate, however, the command still has room for improvement.

Battlemind Training

The focus of the Battlemind training was to help Soldiers and their families understand common reactions related to deployment and reintegration and to identify when a person may need assistance from a third party, such as a chaplain or mental health professional.

The video talked about working on reducing the stigma of getting help for mental health problems and encouraged Soldiers and their families to seek assistance when faced with a mental health illness.

The training used video vignettes to portray relatively common difficulties Soldiers and their families may come across following a deployment and subsequent reintegration with their family and friends.

This type of training is important because people often feel they are the only ones going through problems. It also helps people recognize some common reactions so they can put their feelings and experiences into perspective if they are struggling with a mental health issue. And it communicates that seeking assistance is not only acceptable but beneficial on a personal and professional level.



The Army Promises...

By Fonda Bock, Associate Editor, Recruiter Journal

Command Sgt. Maj. Stephan Frennier shakes hands with 8-year-old Eric Moore, one of four sons of single parent Sgt. 1st Class Charles Moore, far left. Next to him, Jordan, Jaylen, Joshua. Photo by Walt Kloeppe!

The beige and dark green covenant, featuring a photo of Army families, promises to improve the quality of life and provide support to Army families in the form of upgraded housing, education and recreation, child care subsidies and other amenities.

And with the swipe of a pen on Dec. 15, Maj. Gen. Thomas P. Bostick and Command Sgt. Maj. Stephan Frennier pledged USAREC would adhere to the writing on that document.

Released a little more than a year ago by the Department of the Army, the intent of the covenant is to reinforce the Army's commitment to support and take care of Soldiers, their families and Army civilians wherever they reside.

"So what does the Army Family Covenant mean to you," said Bostick speaking to a room full of Soldiers and Army families and civilians during the signing ceremony. "First, it says thank you. It's a formal recognition for the contributions that our people make. It's our commitment to our families to give them a level of support that is commensurate with their service and their sacrifice."

For Sgt. 1st Class Charles Moore, a single parent of four young sons, this covenant is reassuring. "Well it means our family is going to be taken care of. And everything that the civilian population gets, we'll start to be able to get too. (I've) been a single parent for quite a while. ... Child care is a very big issue for someone like myself. I was paying well over \$2,000 a month. Now that I'm on base, it's not nowhere near as expensive, but for the families that are not on a military base, it's really, really expensive. And for that to be something that is going to be taken care of, is really great."

Master Sgt. Eric Strobeck deployed out of Hawaii in May of 2007. His wife Lisa finds the Army's commitment to her and their three children during her husband's long absence comforting.

"Because my husband deployed as an individual, we actually had an option of where we wanted to be while he was gone. And instead of choosing to go back to either where his family is from or where my family is from, we decided to come here to Fort Knox knowing that our military family would take care of us better than our own families could take care of us. And it's nothing against our families, it's just, the Army knows what we're going through; our families can only guess what we're going through."

"We wanted to make sure it was more than just talk," Bostick said of the commitment as he closed out his address, vowing to measure the success of the covenant each quarter to make sure it was being fulfilled.

"We in this command are very good at the mission. We understand what the mission is; we know what we need to achieve. ... Equally important and as part of that mission is taking care of our Soldiers, our civilians and our families. We cannot have one without the other."



(Above) Spouses take time out for a quick tour of the Alamo during the Annual Leaders Training Conference. Photos by Julia Bobick

Spouses Bond at ALTC

By Renée Bostick

In the sunny city of San Antonio, more than 60 spouses participated in the Annual Leaders Training Conference held Oct. 24 through 29. Spouses represented each of USAREC's five brigades. The ALTC spouse's workshop included speakers from the Staff Judge Advocate, Military Child Education Coalition, Public Affairs office, G3 and the media. The spouses also attended several of the joint sessions.

The conference provided a rich opportunity to not only learn from the guest speakers but also to learn from each other. At the close of the joint session, spouses were recognized for their service and thanked by Maj. Gen. Thomas Bostick, USAREC commanding general.



(Right) Kim Dozier, Dan Rather and Sig Christenson are introduced to spouses by Brig. Gen. Joseph Anderson during the media class.



(Left) Maj. Gen. Thomas Bostick speaks to spouses during a spouse training session at the Annual Leaders Training Conference. (Center) Renée Bostick and spouses are thanked by Bostick at the closing session. (Right) A spouse discusses a topic with Renée Bostick during a break in training.



Moving Day Made Easy at the New *Plan My Move* Web Site

By Linda Rothleder, Web Site Content Manager

Plan My Move online provides a tool to simplify relocation, breaking it into manageable steps for experienced and first-time movers. Plan My Move at www.militaryhomefront.dod.mil is designed exclusively to meet military family needs.

The site features include location files with general and installation specific articles, photographs, major units and contacts. The site has a customizable calendar based on departure and destination locations and anticipated moving date. There are downloadable to-do lists and checklists for organizing your move and settling into the new location.

In addition to location information, local community information is plentiful through a partnership with Military OneSource and MilitaryINSTALLATIONS on the MilitaryHOMEFRONT Web site.

Each battalion will have a Location Overview, the same as military installations worldwide. The files have numerous articles, associated contacts, major unit listings and photos. USAREC Soldiers and family members will be able to research information on sponsorship, housing options, shipment and storage of household goods, child care, shipping pets, and educational opportunities for all ages, employment options, health care and other moving information.

A customizable calendar is available to organize a move. The calendar defaults to three months but it can be changed to any time period. The calendar has standard tasks but these too can be changed depending on the family situation, such as single Soldier, no children, no pets. There is additional information specific to international moves and moving with special needs family members.

To do lists and checklists are available meeting predeparture, travel and arrival needs. There is an important telephone number list and a documents to handcarry list. There are lists to help prepare spouses and children for the new assignment, as well as checklists for evaluating features of rental properties, just to name a few.

Since most USAREC units are not located near military installations, Plan My Move is seamlessly connected to Military OneSource, where cost of living comparisons, salary calculators, community child care, employment research, local school information and 24/7/365 live counselors await to assist with questions.

Through MilitaryINSTALLATIONS, available on MilitaryHOMEFRONT and from Plan My Move, local community resources can also be researched and downloaded by ZIP code. The Points of Interest tab provides local community information to include local motels and hotels, restaurants, government buildings, schools, airports, train stations and other categories of information necessary for a smooth move.

For more information on Plan My Move, contact Frankie Stull, USAREC family readiness officer at 502-626-0375 or DSN 536-0375. You can e-mail Frankie. Stull@usarec.army.mil.



Soldier and Family Assistants break into work groups during training at Great Lakes Naval Station, Chicago, to create the USAREC specific Plan My Move templates. Photo by Sgt. 1st Class Francisco Perez



Winter Driving Poses Added Risk on the Road

From the TRADOC Safety Office

There's nothing more beautiful than a fresh blanket of new-fallen snow. Unless of course, you're driving in it. Winter snow and ice pose special problems for even the most experienced driver. When you're prepared for winter driving emergencies — you'll be able to say “let it snow, let it snow, let it snow” — and mean it!

Winterize Your Car

When the weather turns frosty, prepare your car for the season — get a complete tuneup. Ask your mechanic to test brakes, the battery and the exhaust system. Check fluid levels, add anti-freeze and switch to winter-weight oil. Install snow tires on drive wheels, and be sure to carry emergency tools in your trunk — sand, salt, shovel, chains, snow-scraper/brush, booster cables, blankets and a flashlight.

What To Do If You Skid

The primary problem faced by winter drivers is skidding on slick or icy roadways. If your car should skid, do not brake. Instead, take your foot off the accelerator and turn your car in the direction that you want the front wheels to go. Use gentle, steady motions when turning the steering wheel. Turning too much or too fast may cause your vehicle to flip or spin out of control.

What to Do If You're Stuck

An equally common problem is getting stuck in the snow — your wheels spin but your car won't move. This is when emergency equipment is most important. Don't continue to spin your wheels; you'll only wind up in a deeper rut. Instead, pour sand, salt, or gravel around the wheels to give them something to grab onto and improve traction. You can also shovel snow away from the wheels and out from under the car to clear a pathway.

Some General Guidelines

Whenever driving conditions are less than ideal, it pays to be cautious. Drive slowly, test your brakes frequently and never tailgate. Make sure that windshields (front and rear) are clear and that wipers and defrosters are in good working condition. Use low gears when traveling on slick surfaces, especially hills, to give added traction. Listen to weather forecasts and if weather and visibility are hazardous, stay home!

Did you know that 70 percent of deaths during snow or ice storms occur in vehicles? It pays to carry blankets or sleeping bags, matches, candles, a snow shovel, sandbags, a flashlight and nonperishable foods. Be prepared!



Winter Driving Safety Tips

■ If you find yourself driving in the snow, stay alert, slow down and stay in control. These are the three key elements to safe driving in the snow.

Here are a few other tips for driving in the snow:

- If you think you may be heading into snow or there is a possibility of driving in the snow, make sure you do a maintenance check on your vehicle before making the trip. Check the vehicle battery, belts and hoses, antifreeze, oil, lights, brakes, heater and defroster and check the exhaust system for leaks that may allow carbon monoxide to enter the vehicle.
- Plan your route ahead of time and give yourself extra travel time. Make sure someone knows your travel plans.
- Wear comfortable clothing that does not restrict your movement while at the wheel. Keep warm clothing available for when you exit the vehicle.
- Always clear any snow and ice from all windows, lights, mirrors and the roof before driving. After starting the vehicle wait for the interior windows to clear of fog so you will have appropriate visibility.
- Make sure there is sufficient windshield washer fluid in the vehicle reservoir and that it is rated for freezing temperatures.
- It takes longer to stop on slippery surfaces, so add additional time to the three-second rule.
- Know the proper handling procedures for a skidding vehicle.
- Slow down in snow and icy conditions, make turns slowly, and make all starts slow and smooth.
- Remember that bridges and overpasses may freeze before the regular travel lanes of a roadway. Watch out for black ice, areas of the roadway that appear black and shiny and where your vehicle can suddenly lose traction. Slow down in these areas and keep your foot off the brakes.
- If you get stuck or stranded, don't panic. Stay with your vehicle for safety and warmth. Wait for help to arrive. If you have a cell phone and are in an area with cell phone service, try calling for help. Try to always know your exact location while driving.
- Keep your clothing dry. Wet clothing can lead to dangerous loss of body heat.

Determined to Lose

Story and photo by Deborah Marie Gibson, Phoenix Battalion

Richard Monares, 25, of Peoria, Ariz., is now 32 pounds lighter — he won the battle of the bulge to become a Soldier.

A few months ago, Monares discovered his weight of 207 pounds, with a 30 percent body fat ratio, disqualified him from joining the Army.

Monares' desire to serve his country and provide for his family motivated him to lose 32 pounds, 8 percent body fat, and seven inches off his waistline.

"It was hard work," said Monares. He lost the weight by adhering to a sensible low carbohydrate diet and an exercise plan which included running three miles of mountainous terrain with recruiters at sunrise, three days per week.

His family and friends now see a leaner man, and he is much stronger both inside and out.

"I am a better person, physically and mentally," Monares said. "I have more confidence to succeed at other challenges too. I am ready to face basic training and will ship Jan. 7."

Besides a new body, Monares has gained a new outlook too.

"I have a different perspective regarding myself and the Army," he said. "The Army is like a family and they really are there for you — to motivate you and help you become a better person for your country and family."

The December issue, "Black Hawk Down, Niece Joins Army," article by Ronald Poynter incorrectly identified him with the Special Operations Battalion. Poynter is assigned to the 1st Medical Battalion.



Future Soldier Richard Monares weighs in Nov. 12, a day before he takes the oath of enlistment. Monares lost 32 pounds by means of a sensible low carbohydrate diet and exercise.



World Series Color Guard

Philadelphia Metro recruiters provided the color guard for the start of the fourth game of the World Series in Philadelphia. The recruiters also met and took pictures with hall of famer Hank Aaron.

Standing from Left to Right: Sgt. 1st Class James Gragg, Sgt. Edmund Homa, Staff Sgt. Michael Viola, Staff Sgt. Joseph Farrington and Cpl. Scott Carlson. *Courtesy photo*

Son Swears In Father

By Gini Sinclair, Medical Recruiting Brigade

While the swearing in ceremony was “short and sweet,” according to 2nd Lt. Robert Morris, who attends Temple University Medical School on a full Army Health Care Professional Scholarship. Morris said his dad contemplated becoming an Army doctor for a long time. Being a commissioned officer, Morris was qualified to administer the oath of office to his father, Michael Morris, in an Oct. 4, ceremony.

Lt. Col. Morris said he began looking into opportunities for qualified and well trained doctors for the Army about five years ago. After giving long and hard thoughts to the positive things that this opportunity could afford him, he knew right then and there he made the right decision and concluded it was the move he always wanted to make.

“I felt that I am at a juncture in my life where I want to give back and give back something to Soldiers and my country as a whole” said Lt. Col. Morris. “This is a unique opportunity. There’s no better place to do this than in the U.S. Army.” Lt. Col. Morris is an associate professor of surgery and is a heart transplant surgeon who still sees patients at the University of Nebraska Medical Center. He has been practicing medicine for 25 years.

As an officer, 2nd Lt. Morris was well qualified to officiate the swearing in of his dad — a ceremony of the oath of office for commissioned officers. The ceremony took place on Lt. Col. Morris’s farm in Nebraska.

Traditionally, it’s the son who follows in the father’s footsteps, but this tradition was reversed and both now will serve their country as members of the Army and Army reserves. Just as Lt. Col. Morris pursued his professional academic career from Temple University School of Medicine with a degree in medicine, his son followed in his dad’s footsteps and is attending Temple University School of Medicine to obtain his medical degree.



Lt. Col. Michael Morris is sworn into the Army Reserve by his son, 2nd Lt. Robert Morris. Courtesy photo

Service to Country

Contributed by Connie Dickey, 5th Brigade

One military family made re-enlistments by one of their own a family tradition.

Maj. Santos Picacio Jr. administered the oath of re-enlistment to his brother, Sgt. 1st Class Pablo Picacio, Nov. 21 at the Manhattan Kansas station and solidified that tradition.

The two started the tradition back in 2002, when Maj. Picacio administered his brother’s first and his father’s last re-enlistment

at the Pentagon while Sgt. 1st Class Picacio was on security detail rotation guarding the Pentagon after the Sept. 11 attacks.

While both brothers were deployed in support of Operation Iraqi Freedom in 2005, Sgt. 1st Class Picacio was in his re-enlistment window once more and decided that it would be a great idea for his brother to do the honors once more. Maj. Picacio was in Mosul, Iraq, and Sgt. 1st Class Picacio in Baghdad, Iraq, at the time.

Both brothers are natives of Harlingen, Texas, and were raised in a military family. Their father, retired Sgt. Major Santos Picacio Sr., spent 30 years in the Army and gave both boys a chance to have a diverse life and experience cultures that most Americans never get to see.

The brothers said they would not have had it any other way. Maj. Picacio stated in his remarks prior to the re-enlistment ceremony, “When the Army re-enlists Soldiers, they re-enlist families as well as kids, we did everything together — I don’t see why this should be any different. It just makes for a more memorable occasion for both of us.”

For the past six years both brothers have been together off and on and have made a pact with one another that no matter what corner of the world they were in, they would come together and keep their tradition alive.



Maj. Santos Picacio administers the oath of re-enlistment to his brother, Sgt. 1st Class Pablo Picacio (left) at the Manhattan Kansas station.

Oklahoma Battalion Education Services Specialist Recognized

By Kelly Tefft, ESS Intern, USAREC

Ron Williams, education services specialist with Oklahoma City Battalion, was named the Advocate of the Year by the Arkansas School Counseling Association Nov. 13, 2008. Williams, an ESS since 2005, was recognized for his exemplary work with the students, parents, faculty and schools across the state of Arkansas.

According to Williams, he was first told about his recognition in late August. He was completely taken aback by the announcement.

“This award is usually presented to VIPs in Arkansas. I did not know the counselors thought so highly of me,” said Williams. Williams initially received the honor of regional advocate of the year from the Southwest Region of Arkansas in June 2008 and after that was asked to put together a packet to be considered for the state award.

Williams frequently makes presentations on improving test scores and the importance of remaining in school.

“March 2 Success is an excellent tool for students, parents, and schools,” said Williams. Williams made more than 100 March 2 Success presentations during the past year — many at night and on weekends.

“As a former classroom teacher, I know how difficult it is for a school to purchase a test preparation program as good as March 2 Success,” said Williams. “If I were still in the classroom, I would use March 2 Success with my students.”

Williams, a former high school science teacher, says his experience as a teacher provides exceptional insight into the



Ron Williams, Education Services Specialist with Oklahoma City Battalion, is awarded the Advocate of the Year by the Arkansas School Counseling Association. Courtesy photo

workings of a school. He knows the best times to visit a school and which decision makers to see. Williams' chain of command recognized his talents as well. He was selected to attend the USAREC Battle Staff Course in May 2008. Williams was the first ESS to attend and complete the USAREC Battle Staff Course at Fort Jackson, S.C.

Mother and Daughter Serve Together

By Alfonso Laxamana, Fresno Battalion

Like many high school seniors, Megan Schlotthauer wasn't sure what she wanted to do after graduation. Her grades weren't the best, and college is expensive. That's when Schlotthauer, 17, decided to take a look at the Army Reserve.

“I was looking at the community colleges, and thought I would go there,” she said. “Then I was talking to some people I know who are in the Navy Reserve, and some friends who have been in the military, and I thought that's what I wanted to do.”

So, like millions of other teenagers seeking advice, she talked to her mother, Lisa Altoon, who wasn't receptive to the idea of her cheerleader daughter joining the Army.

“I was dead set against it from the beginning,” she said.

Altoon, like every parent, was concerned about the possibility of Megan deploying to a combat zone. At least until she met her recruiter, Sgt. 1st Class Jessica Dean of East Bay Company's Fremont station. Dean proved to be one very persuasive recruiter, so much so that instead of one enlistment, there were two — mother and daughter, enlisting in the same Military

Occupational Specialty, both assigned to the 351st Civil Affairs Command in Mountain View, Calif.

After hearing about the opportunities available in the Army Reserve, Altoon, a postal carrier in Fremont, decided that she, too, would become a Soldier. Until recently, someone her age — 39, with no prior service — would have been too old to enlist. But since the Army raised its maximum age to 42 in 2006, the door was wide open.

And although Altoon was originally skeptical about her daughter joining, she said being in the same Reserve unit has its advantages, too.

“I'm a mom,” she said. “This will give me a chance to protect her and keep an eye on her.”

Altoon left for basic training at Fort Jackson, S.C., on Oct. 22 and followed up with advanced individual training at Fort Gordon, Ga., as a computer information specialist. Schlotthauer, who enlisted in the same MOS, leaves for Fort Jackson this August.

The Passing of Values

By Becky L. Garcia, Oklahoma City Battalion

The tradition of fathers passing their knowledge and values on to their sons is evident in the late Sgt. Bradley W. Marshall, 37, of Little Rock Arkansas, and his son Wesley.

Pvt. Wesley Wayne Marshall, 17, of Bryant, Ark., enlisted in the Army Reserve July 18, almost one year to the date of his late father's death in Iraq, July 31, 2007. He walked into the same recruiting station and enlisted in the service following his father's footsteps. He also joined the same job field, combat arms.

Wesley enlisted as a 21B, combat engineer, while his late father, Sgt. Bradley W. Marshall, enlisted in the combat arms field as a 13F, fire support specialist. Sgt. Marshall was assigned to the 2nd Battalion, 377th Parachute Field Artillery Regiment, 4th Brigade Combat Team (Airborne), 25th Infantry Division and died in Tunis, Iraq, of wounds suffered from indirect enemy fire.

Since Wesley is 17, he needed parental consent to join the Army. Marshall's



Sgt. Bradley W. Marshall died in Iraq of wounds suffered from indirect enemy fire on July 31, 2007. His son, Wesley Wayne Marshall enlisted in the Army Reserves July 18, 2008, following his father's footsteps.

mother, Gina, showed tremendous support for her son, her country and the military, by signing parental consent for the enlistment.

Maj. John Weiman, Military Entrance Processing Station Commander, administered the oath of enlistment to Wesley in a private ceremony at the Little Rock MEPS July 18, 2008.

Weiman relayed the pride Governor Beebe of Arkansas had expressed in this family's selfless service to our country, and then held a moment of silence in honor of Wesley's late father. Weiman explained the history of the oath dating back to 1789. He spoke of the tradition of the oath being passed down for years and the significance of fathers taking the same oath as their sons.

Prior to Wesley's oath of enlistment, Oklahoma City Battalion Commander Lt. Col. Thomas Artis spoke with family members and Wesley, thanking them for their continued support and service to our country.

Family members of Wesley attended the private ceremony and witnessed the enlistment. Wesley's late father's first sergeant, 1st Sgt. Cedrick Moore from Fort Richardson, Alaska, was in attendance as well as Little Rock Company Commander Maj. Lori Ankabrandt, and Wesley's Army Reserve recruiter, Staff Sgt. William Jason Kennedy, of University Station, Little Rock, Ark.

Wesley is expected to graduate in May 2009 and is scheduled to ship to basic training on May 21, 2009.

Maj. Lori Ankabrandt contributed to this article.

SMA Preston Promotes Tony Schumacher to Honorary Staff Sergeant

Story and photo by Rod Kise, Salt Lake City Battalion

The 13th Sergeant Major of the Army, Sgt. Maj. of the Army Kenneth O. Preston, visited an On-Track center of influence function held at Las Vegas Motor Speedways' Strip Nov., 1. This was the second to last stop of NHRA's 2008 racing season. While there, the SMA spoke to attending COIs about the state of the command and recruiting trends. The on-track COI function took place in the hospitality area and pits of top fuel driver and current points leader, Tony Schumacher, driver of the Army's top fuel dragster.

Schumacher, nicknamed the "Sarge," is a five-time national champion in the top fuel class. The name "Sarge" was originally intended to be the name of the dragster, but it has since become synonymous with Schumacher. He has carried the nickname and honorary rank of sergeant since becoming the Army driver in 2001. He also holds the world record for the fastest ¼ mile top fuel run at 337.58 mph in addition to other world records.

After addressing the COIs, Preston brought Tony in front of the crowd and promoted him to the honorary rank of staff sergeant. Schumacher attends countless show car, COI and

Future Soldier appearances during the racing season, which assist in getting out the Army message to a multitude of influencers and Future Soldier families and acquaintances.

After being promoted, Schumacher went on to excel in his qualifying runs and locked up the 2008 Top Fuel Championship before Sunday's final rounds of competition.

Schumacher is now known as the six-time World Champion. Now that is Army Strong — Hooah!



Top fuel Army dragster driver Tony Schumacher, the "Sarge," speaks to the crowd after being honorarily promoted to staff sergeant by Sgt. Major of the Army Kenneth O. Preston.



A recent extension of retention control points means Soldiers in the rank of staff sergeant and above will be allowed to serve the Army longer, should they desire.
Photo by Staff Sgt. Jacob N. Bailey

Experienced Soldiers Can Serve Longer

By C. Todd Lopez, Army News Service

A recent extension of retention control points means Soldiers in the rank of staff sergeant and above will be allowed to serve the Army longer, should they desire.

An All Army Activities message, or ALARACT, dated Nov. 8, spelled out the changes to retention control points. The changes, which became effective Nov. 1, increase RCPs for E-6s and above by as many as three years in some cases. The ALARACT also changes the maximum age for enlisted Soldiers to 62 years.

The change to RCP applies to active-duty Army Soldiers and to reserve-component Soldiers in the Active Guard Reserve program. Changes have been made to the RCP for Soldiers in the grade of E-6 and above, and include:

- Staff Sergeant, 23 years
- Staff Sergeant (Promotable), 26 years
- Sergeant First Class, 26 years
- Sergeant First Class (Promotable), 29 years
- First Sergeant/Master Sergeant, 29 years
- First Sergeant/Master Sergeant (Promotable), 32 years
- Command Sergeant Major/SGM, 32 years

The increase in RCP — called “high year of tenure” in the Air Force and Navy — is a force-shaping measure meant to

allow experienced noncommissioned officers to stay in the Army longer.

“This is not designed to address any specific shortage,” said Master Sgt. Patrick Johnson, retention operations NCO with Army G-1 at the Pentagon. “Rather, it is to provide an avenue for our experienced NCOs to stay in longer if they wish, and to stabilize the force longer. It’s good for the Army and good for readiness.”

The RCP defines the maximum time a Soldier may stay in the Army at a certain rank. For instance, the RCP for a promotable staff sergeant is now 26 years — up from 24.

If a Soldier in the rank of staff sergeant has served 26 years and hasn’t been promoted to sergeant first class, he or she must retire. The ALARACT additionally says a Soldier must leave Army service at the time of their RCP or age 62, whichever of the two comes first.

Johnson said that the change to the RCP does not mean a Soldier must now stay in the Army longer. In fact, Soldiers may apply for retirement any time after becoming eligible.

Statement by Secretary of Defense Robert Gates to Continue Serving

DoD News Release

“I am deeply honored that the President-Elect has asked me to continue as Secretary of Defense.

“Mindful that we are engaged in two wars and face other serious challenges at home and around the world, and with a profound sense of personal responsibility to and for our men and women in uniform and their families, I must do my duty — as they do theirs. How could I do otherwise?”

“Serving in this position for nearly two years — and especially the opportunity to lead our brave and dedicated Soldiers, Sailors, Airmen, Marines and Defense Civilians — has been the most gratifying experience of my life. I am honored to continue to serve them and our country, and I will be honored to serve President-Elect Obama.”

Army Transforming NCO Education System

By Chris Gray-Garcia, Army News Service

A redesign of the Army’s noncommissioned officer education system will bring its curriculum closer to what has been taught to officers in the past, said Command Sgt. Maj. Ray Chandler.

Chandler and his staff at the Sergeants Major Academy have the lead in making changes to courses taught at the Army’s 30 NCO academies worldwide. He said the changes are on schedule to be implemented by September.

The changes include renaming the Army’s intermediate-level NCO courses. The Basic Noncommissioned Officer Course, known as BNCOC, will become the Advanced Leader Course. The Advanced Noncommissioned Officer Course, or ANCOC, will become the Senior Leader Course.

“We’ve got a better-educated NCO corps than ever before,” Chandler said, “so we’ve had to update the curriculum to take advantage of that higher education level, to support the full spectrum of



Dr. Martin Luther King Jr. holiday is observed Jan. 19.



Command Sgt. Maj. Ray Chandler, of the U.S. Army Sergeants Major Academy, challenges more than 150 commandants and senior NCOs from NCO academies throughout the Army to share their experiences during the 2008 Commandants Workshop, April 15 to 17 at Fort Bliss, Texas. Photo by Sgt. Mary E. Ferguson

operations in this era of persistent conflict.”

The updated courses will better prepare Soldiers for greater decision-making and leadership responsibilities required in the global war on terror, Chandler explained. He said the new NCOES curriculum will focus more on the kind of critical thinking and problem-solving skills formerly reserved for officer-level instruction.

The Sergeants Major Academy at Fort Bliss, Texas, is the Army agency charged with implementing the NCOES transformation. As the academy’s command sergeant major, Chandler has been at the forefront of that effort.

The new curriculum is being tested now at Fort Knox, Ky., and Fort Benning, Ga., and Chandler said it is expected to be ready for all of the Army’s NCO academies by September.

“What we’ve been charged with is providing a cadre of flexible and adaptive leaders,” said Fort Benning’s Henry Caro NCO Academy commandant, Command Sgt. Maj. Zoltan James.

“A lot of these guys are leaders who have been in combat, they know what the fight is, and it gives them a forum for capturing and sharing that knowledge,”

James said about the new curriculum. “We put NCOs into situations where they need to think for themselves, instead of providing them answers based upon a training plan. We have changed our training culture by using that process.”

Curriculum at the U.S. Army Sergeants Major Academy is also being adapted to reflect the curriculum at the Command and General Staff College at Fort Leavenworth, Kan., said Chandler.

“CGSC has made its entire curriculum available to USASMA, which is in the process of adapting our curriculum to meet their needs,” said CGSC deputy director, Marvin L. Nickels. “Adapting applicable portions of our curriculum will save them time. More importantly, it makes lots of sense for the Army’s field-grade leaders and most-senior noncommissioned officers to share a common frame of reference.”

Sharing that frame of reference, Chandler said, is exactly what the updated sergeants major course aims to facilitate.

“We have a very large gap between what CGSC teaches its majors and what we’ve been teaching sergeants major,” he said. “We want to marry those two skill sets together to capitalize on both their

experiences to better support the commander.”

While the NCOES redesign aims to meet the needs of the Army in the global war on terror, it focuses equally on the professional development needs of Soldiers.

With the new curriculum, said Chandler, “They are a better and more educated Soldier when they graduate, which is an immediate impact on their organization and their unit. It makes them more effective.”

“But the increase in the curriculum will also provide the Soldier more college credits,” he said, “which will support them in their personal education goals while they’re in the Army and after the Army.”

Make a Movie — Save a Life

From Army Combat Readiness Safety Center

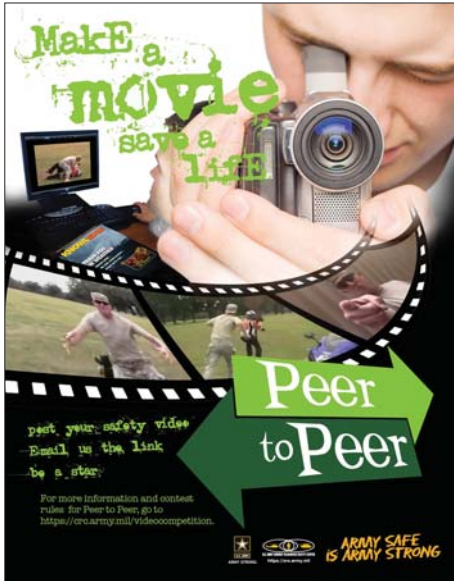
With the launch of the peer-to-peer video competition, the U.S. Army Combat Readiness/Safety Center hopes to harness the power of peer influence to help prevent accidents and save lives.

The competition tagline, “Make a movie - save a life,” challenges Soldiers to personalize safety messaging by creating short videos that promote off-duty safety awareness. The goal is to have Soldiers create safety messages that speak directly to their peers.

Entrants post their video on any social networking site and send a link to USACRC to submit their video for consideration. Videos should effectively convey ways to safely conduct off-duty activities and a humorous slant is encouraged.

“So much of what we accomplish in safety is considered boring by most,” said USACRC Command Sergeant Major, Tod Glidewell. “Today’s Soldier is tech savvy and digital communication literate. Peer to Peer allows Soldiers to use their creativity to communicate safety information the way they want to hear it.”

Peer to Peer puts safety into the hands of Soldiers and provides a venue to share



The goal is to have Soldiers create safety messages that speak directly to their peers. Graphic provided by USACRC

tips, lessons learned and best practices. Most Soldiers have a favorite “There I was” story and the video medium will allow them to share the benefit of their experience with an Army-wide audience.

“The battle buddy mindset has kept many a Soldier from harm,” said Dr. Patricia Le Duc, director, Human Factors Task Force. “This competition capitalizes on the power of peer influence and extends its reach exponentially through the Web.”

The contest runs through March 31, 2009, and is open to all military ID card holders including Army Reserve and National Guard Soldiers.

Visit the Peer to Peer Web page, <https://crc.army.mil/videocompetition>, for promotional materials, official rules and a sample peer safety video.

Login Changes to Bolster AKO Security

By C. Todd Lopez, Army News Service

Operators of the Army’s Web-based information portal “Army Knowledge Online” plan to implement new security procedures on the system as early as this month.

When logging into the security-improved AKO, users will be presented

with three questions they must correctly answer before being allowed to continue. The questions are designed to be difficult for anyone but the users themselves to answer, said Lt. Col. Ken Fritzsche, chief of operations for AKO.

“What AKO tries to do is provide a layer of protection, so in addition to just using a password, you can supply answers to questions about yourself,” he said. “Who was your first teacher, the first person you kissed? It’ll be answers known only by you. So when you log in and provide those answers, we have at AKO a very high sense of security that you are who you claim to be.”

To prepare each user for the new security protocol, the AKO system will present each user with a list of 20 questions. The user then chooses to provide answers to 15 of those questions. In subsequent logins, AKO will present three of those questions to the user, with multiple-choice answers. Users will need to choose the correct answer in order to log in, said Fritzsche.

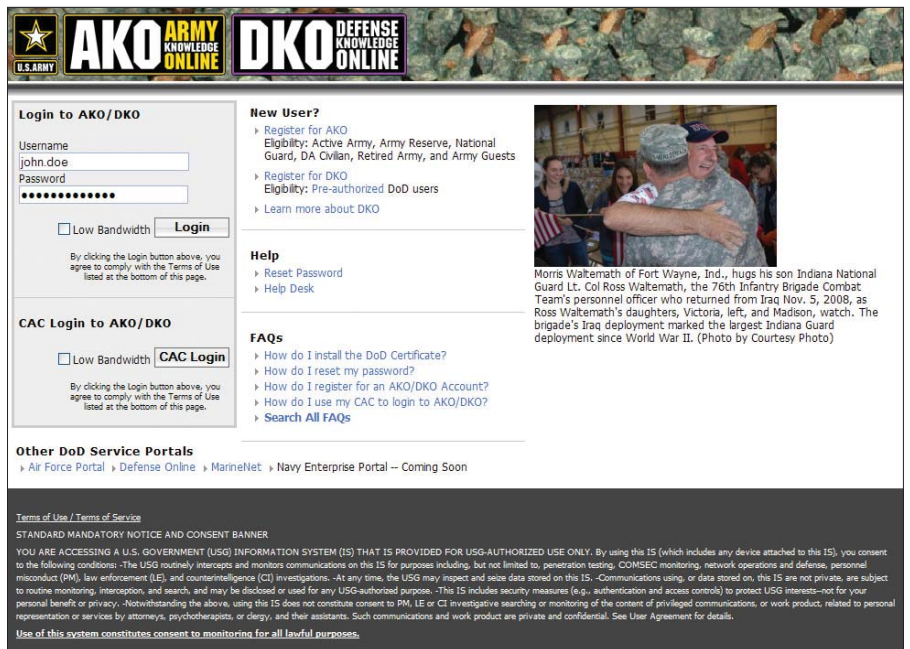
“Why do we offer the questions? Because the questions are one more layer of security that defeat keystroke loggers,” Fritzsche said. “Keystroke loggers are probably one of the most popular

methods used by known bad guys to capture credentials. So the new security credentials are used to help defeat keystroke logging.”

“Keystroke loggers” are pieces of software installed on computers — possibly by those wishing to gain illegal access to DOD networks — that record the keys pressed on a computer’s keyboard.

It is easy for someone who has installed a keystroke logger to use captured information to access a person’s account. The addition of random information — such as the keystrokes needed to answer randomly chosen multiple-choice questions — makes it more difficult to record and reproduce a valid login sequence, Fritzsche said.

In addition to providing e-mail, chat and directory services to more than 2 million users, AKO also provides pass-through user authentication to hundreds of other Army computer systems. While directly logging into AKO will require users to answer three questions, Fritzsche said it will be at the discretion of other system owners to take advantage of the new security measure that AKO offers.



User-focused questions will become part of the AKO login procedure. The change will improve security on the information portal by making it more difficult for key loggers to record a user’s login credentials. Photo by Army.

SALUTES

Gold Badges



NOVEMBER 2008

ATLANTA

SFC Fredrick McMurtry
 SFC Alphonso Paulk
 SFC Nicholas Smith
 SFC Evan Waller
 SSG Michael Gardini
 SSG David Goins
 SSG Michele Grant
 SSG Brian Jamison
 SGT Harvey Johnson
 SGT Antonio McMillian
 SGT Marla McPherson
 SGT Jeremy Thompson

COLUMBIA

SSG John Davis
 SSG Romonica O'Neal
 SGT Daniel Crouch
 SGT Terrance Ford
 SGT James Johnson

COLUMBUS

SSG Anthony Vanoli
 SSG Steven Whalbring
 SGT Cecil McCarthy

DALLAS

SFC John Ellison
 SFC Ricardo Guerra
 SSG Lee Frazier
 SSG Isatta Jackson
 SSG Heath Mangum
 SSG Luis Pascual
 SSG Taylor Schmidt
 SSG Roger Torres
 SGT Jacob Benton
 SGT Jose Garcia-Vega
 SGT Justin Godfrey
 SGT John Lewis
 SGT Enrique Reyna

FRESNO

SFC Jason Peach
 SFC Jason Propst
 SSG Danny Akens
 SSG Terrance Anthony
 SSG Alvin Eliptico
 SSG Joshua Gilbreth
 SSG David Grimm
 SSG Edwin Soleta
 SSG Jonathan Stafford
 SSG Robert Thompson
 SGT Michael Dempsey
 SGT Jeffery Fisher
 SGT Michael Halladey
 SGT Adam Smallwood

LOS ANGELES

SFC William Allen
 SFC Rogelio Morales
 SSG Jose Arellano
 SSG Erica Franco
 SSG Cesar Padilla
 SSG Jason Santo
 SGT Jeremy Aguon
 SGT Samuel Cruz
 SGT Cesar Gonzalez
 SGT Sung Lee
 SGT Ulysses Turner

NEW ENGLAND

SSG Cory Blair
 SSG Jan Labanoski
 SSG Mykel Reid
 SSG Paul Shelton
 SSG Timothy Williams
 SGT Lisa Niedziela

NEW YORK CITY

SFC Angel Ballester
 SFC Jorge Pulgarin
 SSG Jason Sastre
 SSG Gabriel Shutts
 SGT Jafar Leacraft
 SGT Derrick Matos
 SGT Junior Mezilus

OKLAHOMA CITY

SFC Rhonda Claborne
 SSG Noah Burton
 SGT Robert Nelson

PHOENIX

SFC David Douglas
 SSG John Gensinger
 SSG Javier Najera
 SSG Romauld Wamocho
 SGT Warren Davies
 SGT Michael Maggio
 SGT Anthony Pickering
 SGT Anthony Sarago
 SGT Benjamin Walker

RALEIGH

SFC Rheco Boone
 SFC Celso Ruiz
 SSG Brett Caudill
 SSG Jimmy Hutchins
 SSG Giovanni Selles
 SSG David McWhite

SALT LAKE CITY

SFC Rodney Thomas
 SSG Victor Adkin
 SSG James Drew
 SSG Michael Gordon
 SSG Robert Young
 SGT William Berry
 SGT Larin Harris
 SGT Marietta Sparacino
 SGT James White

SEATTLE

SSG Carol Balderas
 SSG Keith Caldwell
 SGT Ymeshia Bolton
 SGT Ervin McClure
 SGT Patrick O'Bryan

TAMPA

SSG Eugene Guyette
 SGT Arnaud Bouhan
 SGT Brandon Lustik
 SGT Tommy Ricks
 SGT Joshua Witt



Correction: Sgt. 1st Class Jason Smith of the 3d Medical Recruiting Battalion was NCO of the Year runner-up at the annual Awards Board. The December issue of Recruiter Journal mistakenly ran the wrong photo. The editor apologizes for the error.

Rings



NOVEMBER 2008

1ST MRB

CPT Christina Steimle

2ND MRB

MAJ Miguel Garcia
MAJ Michael Pollen
CPT Chastic Steele

SFC Jesus Rios
SFC Joshua Waller
SSG Joseph Samuel
SSG Travis Smith

5TH MRB

MAJ Heather Anderson

ALBANY

SSG Joseph Kelley
SGT Jennifer Harris

ATLANTA

SFC Eugene Grace

BALTIMORE

SFC Anthony Eames

BATON ROUGE

SSG Brian Johnson
SSG Eric Tillman

BECKLEY

SFC Anthony Carlie
SFC Jerry Gentzel
SGT Kevin Coleman
SGT Romond Graham
SGT Adam Silva

CHICAGO

SFC Paul Hathaway
SFC Ebrique Jusino-Hilerio

SSG Daniel Barton
SSG George Laqua
SSG Stephen Murphy

CLEVELAND

SFC Bradley Burtch
SFC James Rogers
SSG Grant Alfano
SSG Jason Gaulke

COLUMBIA

SFC Monique Goens
SFC Tate Langley

COLUMBUS

SFC Frederick Burns

SFC Jonathan Cole
SFC Joel Obradovic
SSG Gary Krese
SSG Laura Peterson
SGT Frederick McCune
SGT Daniel Morson

DALLAS

SFC Michael Davis
SFC Timothy MacCartney
SFC Joe Shelby
SSG Steven Blais
SSG Rupert Delgado
SSG Nicholas Hakejordan

SSG Clayton Mackey
SSG Arturo Martinez
SSG Charles Vanzandt
SGT Joshua Browning

DENVER

SFC Do Nguyen
SSG Eric D'Olive
SGT Dale Burdick

FRESNO

SFC Luis Centeno
SFC Betsy Cuevas
SFC Jose Hernandez
SSG Rey Bagorio
SSG Anthony Cotton
SSG Benjamin Howlett
SSG Antonio Negrón
SSG Manuel Rivera
SSG Michael Susi
SGT Chandan Randhawa
SGT Paul Crisostomo

GREAT LAKES

SFC Jason George
SFC Dale Whipple
SSG Paul Boughner
SSG Chad Cook
SSG David Henry
SSG Kenneth Johnson
SSG Joseph Wolf
SGT Michael Sadler

HARRISBURG

SFC Joshua Pondo
SSG Delmar Lambert II

SGT Jeffrey Einsig
SGT Stephanie Mitchley

HOUSTON

SSG Matthew Britton
SSG Mariangelly Camacho-Santana
SSG Brian Fletcher
SGT Anh Nguyen

INDIANAPOLIS

SFC Jeremee Brown
SFC Kenneth Collins
SSG Tyrone Davis
SSG Othie Freeny
SSG Sterling McAlister
SGT Dawone White

JACKSONVILLE

SFC Michael Clouston
SFC Gabriel Rodriguez
SSG Alpha Jenkins
SSG Lawrence Perry
SSG Dion Thompson
SGT Ming Niu

KANSAS CITY

SFC Keith Montgomery
SFC James Perkins
SFC Steven Sutterfield
SFC Larris Witherspoon
SSG Terrill Davis
SSG Stephen Dix
SSG Mark Hinterleiter
SSG Kevin Huff
SSG Kevin Mitchell
SSG David Wilson

LOS ANGELES

SSG Shaw Jones
SSG Larry Lopez

MID-ATLANTIC

SFC Levi Baggett
SSG Emil Beresford

MILWAUKEE

SFC Casey Kroll
SSG Michael Medina
SSG Levon Simpson
SSG Darren Trimmer

MINNEAPOLIS

SFC John Gardner

NASHVILLE

SFC James Lackey
SFC Samuel McFarland
SFC Brian Potter
SSG James Dixon
SSG Elthea Hall
SSG Kevin Manning

SSG Sean McCall
SSG Jeremy Porter
SSG Joshua Riddle
SSG John Sutton
SGT Barry Boone
SGT Patricia Whalley

NEW ENGLAND

SSG Samuel Lake

NEW YORK CITY

SFC Ronald Glasgow
SSG Tanisha Jacobs
SSG Gary Mendez
SSG Omar Morris

PHOENIX

SFC Reynaldo Castillo
SFC Jacquelyn Dean
SFC Timothy Gibson
SFC Rustie Jones
SFC Dale Lawrence
SFC Robert Wieri
SSG Alfred Austin
SSG Brian Bell
SSG James Clark
SSG Timothy Jones
SSG Anthony Majcher
SSG Christopher Mayes
SSG Jacquelyn Smith

PORTLAND

SFC Brandon Mattern

RALEIGH

SFC Derrick Coleman
SFC Frank Langford III
SSG James Denby
SSG Michael McLamb
SSG Tyjuan Rodgers

SAN ANTONIO

SSG Juan Barrios

SEATTLE

SFC Kevin Shaw
SSG Ras Roberts
SSG Phillip White
SSG Brent Wilkins
SGT Patrick McNulty

SOUTHERN CALIFORNIA

SFC Ricky Buentipo
SFC Antonio Roman
SFC Mario Sierra
SSG Johnny Alaniz
SSG Ronald Lee
SSG Steven Lim
SGT Cornelius Cowart
SGT Raul Ortiz

SYRACUSE

SFC William Cassels
SSG Van Booth
SSG Eric Howitt
SSG David Lineberry

TAMPA

SFC Bessie Alston

Morrell Awards

NOVEMBER 2008

2D MRB

MAJ Miguel Garcia
SFC Ian Francis

ALBANY

SFC Kevin Dugan

ATLANTA

SFC Domingo Burgos-Ortiz
SFC Jason Clark
SFC Lawrence Evert
SFC Christopher Jones

SFC Donna Milner

SFC Sean Pyle

SSG Shannon Bailey

BATON ROUGE

SFC Jermaine McElveen
SFC Mark Nowlin

BECKLEY

SFC Johnnie Chamberlain
SFC Demetrius Council
SFC Jeffery Fyderek
SFC Gregory Heller
SFC Sheryl Lewis
SFC Roderick McCree
SSG Matthew Clark
SSG Michael Ricciardi Jr.

CHICAGO

SSG Wilfred Vera

CLEVELAND

SFC James Jackson
SFC Zenon Zacharyj
SSG Matthew Martie

COLUMBIA

MSG Sadie Straughter
SFC Tanisha Geter
SFC Russell Hammond
SSG Jamila Blackwell

DALLAS

SFC Ray Vejar
SSG James Peacock
SSG James Seabolt

DENVER

SFC David Green
SSG Philip Merriam
SSG Jeremy Price
SSG Keith Smith

FRESNO

SFC Keith Barnes
SFC Jacobo Gordillo

GREAT LAKES

SFC Raymond Ditmyer
SFC Jamil Jackson
SSG Jerry Bohanon



SSG Eric Hunt

SSG John Maess

SSG Bryan Menshouse

HARRISBURG

SFC Christopher Chavira

SSG John Loomis

SSG Joshua Murray

HOUSTON

SFC Anthony Ball

SFC David Carrillo

SFC Jason Massie

SSG Rodney Andrade

SSG Patrick Bibb

SSG Patrick Egan

SSG Sunshine Ramirez

INDIANAPOLIS

1SG Kenneth Harvey

SSG Robert Corbitt

SSG Lance Masias

SSG Bobby Shirey

JACKSONVILLE

SFC Laterryio Curington

SFC Ladell Holmes

SFC Sammie Rogers

SFC Micah Turner

SSG Vincent Gooden

SSG Jerry Jessie

SSG Daniel Johnson

SSG Alexander Villanue-Feliciano

KANSAS CITY

SFC Neil Lamont

SFC Pablo Picacio

SFC Hugo Wills

SSG Jeremiah Cummings

SSG Keven Parr

SSG Scott Wolfe

LOS ANGELES

SFC Mark Hall

SFC Fernando Rodriguez

SSG Marcelo Calderon

MILWAUKEE

SFC Nathan Brown

SGT Jason Vallejo

MINNEAPOLIS

SSG Justin Reed

NASHVILLE

SFC Timothy Campbell

SFC Nathan Church

SFC Roger Daniels

SFC James King

SFC James Morgan

SFC Alfred Smith

SSG Travis Eller

SSG Christopher Fleming

SSG Nicholas Perample

SSG Rufus Smith

NEW ENGLAND

SFC Troy Dotterweich

SFC Gary Lausier

SFC Daniel Sproul

SSG Jeffrey Baker

SSG Darrick Blackburn

NEW YORK CITY

SFC Russell Harvey

PHOENIX

SFC Russell Gardner

SFC Eric Jackson

SFC Derek Plante

SFC Allen Riggs

SSG Ben Dojaquez

SSG Jeffrey McLane

RALEIGH

SFC Daniel Claussen

SSG Ernest Bowers

SGT Eric Revels

SAN ANTONIO

SFC Jose Reyes

SFC Terrance Shearod

SEATTLE

SFC Robert Mooney

SSG Ronald Tanner

SOUTHERN CALIFORNIA

SFC Hector Carrionjorge

SFC Airborne Cook

SFC Jose Fuentes

SSG Joseph Fernandez

SGT Travis Harker

SYRACUSE

SFC Jack Bousley

SFC Allan Seastrom II

SSG Joseph Coon

SSG Scott Dickerson

SSG Jeremy Horn

SSG William King Jr.

SSG Michael Pollard

SSG Derek Vasquez

SGT David Gedamoski

TAMPA

SFC Eric Feliciano

SFC Ronald O'Bryon

SFC Robert White

SSG Sean Bargar

SSG Angela Milton

SSG Patrick Thomas

79R Conversions

NOVEMBER 2008

ATLANTA

SFC Robert Savage
SSG Stacy Smith

CHICAGO

SSG Nicholas Mullen

COLUMBIA

SSG Randolph Jackson
SSG David Shipp

COLUMBUS

SSG Michael Wriston

DENVER

SGT Robert Garcia

GREAT LAKES

SSG Julian Alvarez
SSG Ryan Lawson
SGT Michael Sadler

RALEIGH

SSG Alan Hempel

SYRACUSE

SSG Stephen Swim

TAMPA

SFC Juliana Hippolyte

1. In order to use Recruiter Zone, you will need to log into _____.
 - a. Google
 - b. USAAC Enterprise Portal
 - c. Netscape
 - d. ARISS Top of the System

2. What are the four navigation links used to access the different functions within Recruiter Zone?
 - a. Leader Zone, Recruiter Zone, Top of System and People
 - b. My Work Zone, Calendar, Leader Zone and Recruiter Zone
 - c. My Work Zone, Calendar, People and Report
 - d. My Work Zone, Calendar, People and Recruiter Zone

3. Within Recruiter Zone, the Leads Quick Search allows a basic record search by _____.
 - a. first name, e-mail and weight
 - b. gender, height and weight
 - c. goals, needs and desires
 - d. last name, e-mail and SSN

4. The Revive button in Recruiter Zone will allow you to _____.
 - a. Request and review Recruiter Zone reports
 - b. Restore a previously terminated record
 - c. Contact the Customer Service Center
 - d. Resend a projection record for processing

5. My Hot Leads List in Recruiter Zone provides what two consolidated lists?
 - a. Leads you and the station own
 - b. Leads you and the company own
 - c. Leads you and the battalion own
 - d. Leads you and the brigade own

6. What is displayed in Contact Locations in Recruiter Zone?
 - a. Locations of other stations within the recruiting zone
 - b. Locations of the Company Leadership Team
 - c. Known locations to meet potential leads
 - d. Locations of all the Brigade Leadership Team staff

7. When updating your calendar in Recruiter Zone, there are two different links to update or add information to your calendar. What are they?
 - a. Daily View and Create a List
 - b. Contact History Next Action and Processing Events
 - c. Prospects and Applicants appointments
 - d. Add Contact Plan Activities and Add Events

8. When constructing Your Event Planner in Recruiter Zone, the Add Event feature allows you to schedule what?
 - a. To record your short-, mid- and long-range events
 - b. To record your prospecting activities
 - c. To record your Past, Immediate, and Future events
 - d. None of the above

9. When constructing planned activities in Recruiter Zone, what are the critical pieces of information required for each activity?
 - a. None, the station commander will do it
 - b. Activity type, number of attempts, start time and end time
 - c. Activity type and recruiter remarks
 - d. Number of attempts and recruiter remarks

10. Your People Overview screen in Recruiter Zone will default to show what?
 - a. Your priority leads
 - b. Your school lists by school
 - c. Your scheduled appointments for that day
 - d. Your prospects and applicants' records that are past due

11. When your People Overview screen opens, by what column are your priority leads sorted?
 - a. Person Information
 - b. Last Action Date
 - c. Priority Score
 - d. Lead source

12. When your priority leads results are displayed in Recruiter Zone, what does the column Lead Source identify?
 - a. All lead sources associated with the record
 - b. The date of the last received lead source
 - c. First lead source updated on the record
 - d. Will be blank until you set the Lead Source in the record

13. How many days will a record remain unavailable in Recruiter Zone if checked out to RZ Lite and not worked?
 - a. two
 - b. six
 - c. eight
 - d. 10

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

MISSION BOX

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting
Brigade

November Fiscal Year 2009

Top Regular Army Recruiter

| | | | | | |
|--|---|--|---|--|---|
| SGT Clarence Ellison Beckley Battalion | MSG James Brown Montgomery Battalion | SSG Brandon Sapikowski Great Lakes Battalion | SSG Christopher Holder Dallas Battalion | SFC Brandon Mattern Portland Battalion | CPT Rodney Hankins 2d Medical Battalion |
| | SSG Alex Burgos-Rodriguez Miami Battalion | SSG Matthew Skidmore Great Lakes Battalion | | | |

**Team Recruiting Concept*

Top Army Reserve Recruiter

| | | | | |
|---|--|--|--|---|
| SGT Shawn Bateman Baltimore Battalion | SGT Darron Williams Jacksonville Battalion | SGT Leif Johnson Houston Battalion | SFC Jeffrey Bettencourt Sacramento Battalion | SFC David Dormann 1st Medical Battalion |
|---|--|--|--|---|

Top Large Station Commander

| | | | | | |
|--|---|---|---|---|---|
| SFC Ryan Razon Fall River New England Battalion | SFC Jamaine Velus Pembroke Miami Battalion | SFC Jason Fellows Louisville Preston Nashville Battalion | SFC Bryan Reynolds San Mateo Phoenix Battalion | SFC Paul Bulathsinghala Roy Salt Lake City Battalion | SFC Troy Hall Boston Metro 1st Medical Battalion |
|--|---|---|---|---|---|

Top Small Station Commander

| | | | | | |
|---|---|---|--|--|---|
| SFC Michael Therrian Glen Falls Albany Battalion | SSG Jeremy Parker Lakeland Baton Rouge Battalion | SFC Douglas Schmidt Danville Nashville Battalion | SFC Raul Narvaez Jasper Houston Battalion | SSG Daniel Bonis Lewiston Seattle Battalion | SFC Gigi Theocharides Salt Lake City 6th Medical Battalion |
|---|---|---|--|--|---|

Top Company

| | | | | | |
|-------------------------------------|---------------------------------|---------------------------------|---------------------------|--------------------------------|--|
| Norfolk Beckley Battalion | Huntsville Montgomery | Clarksville Nashville | Cheyenne Denver | Ogden Salt Lake City | Boston 1st Medical Battalion |
|-------------------------------------|---------------------------------|---------------------------------|---------------------------|--------------------------------|--|

Top Battalion

| | | | | |
|----------------|------------------|----------------|-------------------|-----------------------------|
| Beckley | Nashville | Phoenix | Sacramento | 2d Medical Battalion |
|----------------|------------------|----------------|-------------------|-----------------------------|

Answers to the Test

- | | | |
|-------------------------------|------------------------------|-------------------------------|
| 1. b. page 4, RZ User Guide | 6. c. page 12, RZ User Guide | 10. a. page 21, RZ User Guide |
| 2. c. page 5-6, RZ User Guide | 7. d. page 14, RZ User Guide | 11. c. page 21, RZ User Guide |
| 3. d. page 6, RZ User Guide | 8. a. page 18, RZ User Guide | 12. c. page 22, RZ User Guide |
| 4. b. page 7, RZ User Guide | 9. b. page 17, RZ User Guide | 13. d. page 22, RZ User Guide |
| 5. a. page 8, RZ User Guide | | |

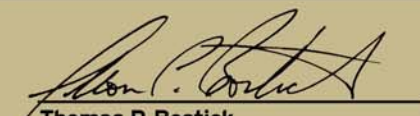


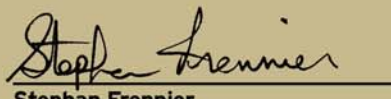
USAREC Army Family Covenant What It Means To You

- ★ Military Family Life Consultants at each Brigade and HQ USAREC
- ★ Personal Financial Counselors at each Brigade and HQ USAREC
- ★ Subsidized Child Care
- ★ Government Leased Housing Option
- ★ Gym Membership for Soldiers residing in Remote Locations

Future Goals:

- ★ Expand Family Readiness Support Assistants to all Battalions
- ★ Partnership with Army Family and Morale, Welfare and Recreation to provide Community Service Coordinators in USAREC
- ★ Increase Child Care subsidy for Family Readiness Groups
- ★ Gym Memberships for Families residing in Remote Locations


Thomas P. Bostick
 Major General,
 United States Army
 Recruiting Command


Stephan Frennier
 Command Sergeant Major,
 United States Army
 Recruiting Command



SOLDIERS ★ FAMILIES ★ ARMY CIVILIANS

ARMY STRONG.