

# RECRUITER

United States Army Recruiting Command July 2002

# Journal



## THE ARMY GAME DEBUTS

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# Recruiter

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Starting this month, kids, as well as adults will have the opportunity to play a realistic, interactive computer game that will take them on a virtual tour inside the Army. "America's Army" will be distributed free of charge on the Web at [www.americasarmy.com](http://www.americasarmy.com).



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After almost 40 years, LTG Edwin P. Smith traveled from Fort Shafter, Hawaii, to his alma mater, Everett High School in Lansing, Mich., for a speaking engagement and to swear in DEP members.



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One of the most important attributes in a USAREC trainer is the ability to build and maintain solid client relationships.



**Front Cover** is a representation of play of the official U.S. Army Game. The photo enhancements are by Joyce Knight. Photo by Greg Calidonna.

## The MAP is back!

Yogi Berra is reported to have said, “The future ain’t what it used to be.” How true! Oh, how true! For us in USAREC, that is certainly the case, as we bring back a tool familiar to many of us who were around the command only a few short years ago. The Mission Accomplishment Plan (MAP) is back beginning July 2002!

The Mission Accomplishment Plan (MAP) is a tool that will help assure that the future is not what it used to be.

By this I mean we will move forward from Recruiting Ship Month July with a brand new, automated version of an old tool that will assist recruiting leaders at every level achieve consistent Mission Box success. The newly automated version of this tool will help guide station, company and battalion work ethic to consistent success in times of increasing unpredictability – unpredictability brought about by the transformation of USAREC itself, the transformation of our Army and the obvious unpredictability of world events.

I must credit CSM Leturno and the team of brigade command sergeants major with having guided the USAREC staff effort to develop the automated MAP. Not only did they guide the development of the instrument in record time, but they also ensured that it met the needs of the field in compatibility, ease of operation and overall utility. The hard part has been done, thanks to them. Now comes the rest of the task: making it work, as we know it should. For that part there is no magic bullet. There is no sleight of hand or trick of the trade. It simply boils down to training the tool at the schoolhouse and in stations, companies and battalions across the command. Finally, it comes down to enforcing the standards dictated by the station, company and battalion MAP, in order to assure consistent success.

Recently, during a station visit, a station commander asked me the following. “Sir, why are you returning to a MAP (he actually called it PMS, but for clarity I will use the proper term)?” For the benefit of RJ readers across the command, I will reiterate my response in this forum. I simply told him the existing USAREC standard or goal (4 Conducts; 1 Test per Recruiter) lacked the objective clarity required to take us through the years ahead. I went on to explain that a 4 and 1 standard assumed away far too many variables. It assumed away (as if unimportant) variables such as the wide range of individual recruiter training and sales ability. It also assumed away the important variable of market propensity that can be markedly different within and across battalion markets. Further, it assumed away the very important variable of station or company history within a given market. For example, past success is indeed an important factor in predicting future levels of success. And lastly, a 4 and 1 standard or goal assumed away the impact transformation (USAREC and Army) and world events could have on success. In short, the 4 and 1

MG Michael D. Rochelle



standard assumed, or took for granted, far too much. Since all of these are legitimate realities with which recruiting leaders at all levels must satisfactorily cope, the time for a return to an objective (scientific), predictive tool has come.

Many of you have heard me speak about the twin components of successful recruiting – the *Art* of Recruiting and the *Science* of Recruiting. The *Art* is governed by the rules each of us becomes familiar with from the earliest stages of our military training – *Leadership*. The leadership component is readily apparent every place I look. All across the command, leaders of stations and companies are applying the well-honed skills of leading soldiers to successful mission accomplishment. While we all work feverishly each day to refine our mastery in this essential dimension of successful soldiering, I can affirm that the *Art* is solidly in place across the command. This is a fine tribute to our successful NCOES and OES systems. Beginning RSM July, the other critical component of consistent recruiting success, the *Science*, will also be solidly in place.

The *Science* (MAP) will allow us to accurately direct the efforts of subordinates with a proven, objective tool. More importantly it will permit us, as responsible leaders, to predict success far more accurately than we can today. Additionally, the proven science of the MAP will permit us to work smarter, instead of harder, as we transform our Army and Recruiting Command, while responding as required to world events.

As Yogi correctly stated, “The future ain’t what it used to be.” To which I say, thank goodness! We cannot afford for it to be!

We cannot afford for the future to be what it used to be because we have a solemn commitment to America’s Army. That commitment has not changed since colonial times, and the days of the General Recruiting Service. Whether through war or transformation, we must honor that commitment. USAREC must provide the strength America’s Army requires. We will honor that commitment, taking full advantage of the twin components of consistently successful recruiting.

**The MAP is back!**

## Happy Birthday America!

*During this celebration, we need to thank our veterans who defended liberty and built our nation.*

America turns 226 years old in a matter of days. I hope soldiers and their families everywhere are making plans to celebrate our nation's birthday. Since September 11, I've found myself reading more books on our country's military history than ever before. I feel an increased sense of gratitude to the veterans who defended liberty and built this nation we call home. My reflections make me very proud to be part of an Army that represents the values and character that were instrumental in the creation of our great country.

Please help me thank our veterans and remind soldiers of our legacy. Ask them to remember yesterday's fallen comrades, as well as soldiers today who are serving closer to the front in places like Afghanistan. We've said for a long time that the Army — as a service — doesn't brag enough and stand up so average citizens can recognize our significant sacrifices and contributions for our American way of life. America's birthday is a good opportunity to take pride in our accomplishments and accept the respect of our fellow American.

So many things have changed since last year that I nearly forgot it's been a year since we donned our black berets. Today more than ever, I am convinced the beret decision was the right one at the right time in our ongoing transformation. As I began thinking about America's and the Army's birthday and our berets, I've also made it a point to *really* pay attention to how soldiers are wearing them.

For the most part we did a great job fitting and preparing our berets and in helping each other wear them properly. The exceptions, however, are remarkable and easy to spot if we only look around. At a couple of battalions I visited in recent weeks, I saw commissioned and noncommissioned officers of all ranks who either didn't know how to wear their berets or couldn't be troubled to apply what they'd been taught. As I walked away after making several on-the-spot corrections, I found myself wondering how long these soldiers had been wearing their headgear improperly and how many people had overlooked it, unconsciously creating a new standard.

This reminded me of leaders who walk by mistakes and a few other central themes I've tried to hammer home both now and long before I became the USAREC Command Sergeant Major. Everywhere I travel and before nearly each group of leaders I address, I talk about the importance of daily inspections, discipline, physical training, height and weight standards, personal appearance, honest counseling, and the need for us to ratchet up on the basics. Taking care of these things is NCO business and the need to better enforce standards applies to every corner of USAREC, from Headquarters USAREC to the smallest recruiting stations.

Sometimes I wonder if people back away from making corrections or doing what's right because they are afraid of being unpopular. If that is the case, I'd tell you that it's better to be an unpopular leader than one whose soldiers die in



*CSM Roger Leturno*

combat or in accidents because the leader was reluctant or unwilling to instill discipline and enforce Army standards that could have saved their lives.

Don't misunderstand me, our command is a great one. But, it works best when we stay in our lanes and concentrate on making our piece great! I understand as we read the news of our world, sit in professional development forums, or gather socially with our peers that we often think and talk about things way above our pay grades. That's fine, it's both natural and productive. What I'm talking about is the small handful of leaders who worry more about punching tickets and what their bosses are doing than about the soldiers our country pays them to lead, train, and care for. And, I would add, personal appearance and the other tangible NCO related issues I've mentioned here are squarely in the lane of every noncommissioned officer in our Army.

I was also briefed in June by the Center for Army Leadership on initiatives to improve counseling across the Army. Our new leadership manual, FM 22-100, is full of constructive, easy-to-understand methods and suggestions to improve counseling. I ask leaders at all levels to look at it and perhaps incorporate it into their NCO professional development programs. Additionally, they have some excellent counseling resources available right now on the Internet ([www.Counseling.Army.mil](http://www.Counseling.Army.mil) and [www.Leadership.Army.mil](http://www.Leadership.Army.mil)). Anyone seeking to improve their own or unit's counseling programs will find helpful resources on these sites.

This past June made four years on the job for me. I can't say enough about all the support I've received from soldiers and civilians everywhere. Many of you have provided advice and counsel that is greatly appreciated. I have always felt welcomed by you wherever I've traveled. Whatever good I've done since coming to this position is a direct reflection on your support and input.

As I frequently do, I'd like to leave you with a brief reminder on safety and complacency. The war on terror is going to cost us lives. It's sadly inevitable, but I'd hope the entire NCO Corps has committed itself to accident prevention and guarding against the complacency that can add to the casualty lists.

Happy Birthday America! To the soldiers, civilians, and families, thanks for all you do for USAREC, your Army and for our country.

Good Recruiting.



# Chaplain's Motivational Notes



by Chaplain (LTC) Jim Stephen  
HQs USAREC

## The Moment We Call Today

*Clouds adrift in the summer sky  
Resemble life as they wander by...  
Whence they come and whither they go  
We often wonder, but never know.*

These words by an unknown author may have been written so that we would stop for a moment, reflect on our busy lives, and realize that all too often, the days come and go without notice. Children who yesterday were babies are suddenly graduating from school and getting married. They bring their little ones home to visit, and we ask: "Where did the years go?" We often wonder, but never know.

As we wander along the path of life — through storms as well as sunlight — do we take the time to discover the moments of joy that can be found in each day? Or do we hurry on by and spend most of our time worrying about what tomorrow might bring?

An anonymous saying reminds us that *today is the tomorrow you worried about yesterday*. It suggests

that we've survived the concerns of the past 24 hours and have been given a new day — even a new life. We can make of this new day what we will. The possibilities are unlimited.

*"If we are ever to enjoy life, now is the time – not tomorrow, nor next year, nor in some future life after we have died. The best preparation for a better life next year is a full, complete, harmonious, joyous life this year. Our beliefs in a rich future life are of little importance unless we coin them into a rich present life. Today should always be our most wonderful day."*

*by Thomas Dreier, author and lecturer*

A young mother, faced with a terminal illness, chose to live her life this way. She knew the joy of the moment we call today. Now that she's gone, she's left her family a legacy of encouragement and optimism. With faith in the future, she lived a rich present life in joyous ways.

*Clouds adrift in the summer sky  
Resemble life as they wander by.  
Part of the infinite, shall we say,  
Part of the moment we call today.*

Please send your comments to James.Stephen@usarec.army.mil

# The Army Game debuts in Los Angeles

By Jayson Sawyer, USAREC APA

*“America’s Army” PC game was announced to an eager crowd, the media, and the public at the Electronic Entertainment Exposition in Los Angeles.*

Soldiers in full battle gear and camouflage paint. Rapellers shooting down ropes face first from the rafters of the huge convention center. A Bradley Linebacker armored vehicle and a HMMWV Avenger Air Defense System skirting the city sidewalks of downtown Los Angeles, Calif. A huge gas plasma video display showing game scenes and portions of An Army of One recruiting TV commercials. A mix of authentic Light Infantry, Airborne, Air Assault, Ranger, Special Forces, and Air Defense Artillery soldiers representing the Army and explaining their role in the defense of the nation. BDUs, Class B, and Class A uniforms mixed in with the civilian attire of over 60,000 show exhibitors and attendees. Game industry representatives and enthusiasts waiting their turn to play a networked multiplayer pre-release version of the game. A crowd of people straining to see soldiers in action and asking how and when they could get the Army’s new PC game, “America’s Army.”

Such were the scenes of the launch of The Official U.S. Army Game on May 22 at the 2002 Electronic Entertainment



The Army booth attracts visitors at the 2002 Electronic Entertainment Exposition in Los Angeles on May 22.



Exposition, or “E3,” held at the Los Angeles Convention Center. E3, the interactive gaming industry’s annual worldwide convention, is the largest annual show of its type in the world, and the largest of any type to take place in the largest city on the nation’s West Coast.

The unveiling of the game at E3 provided the Army with an excellent opportunity to receive widespread favorable exposure in the form of television network coverage, newspaper and magazine articles, and Web E-Zine pieces about the Army and its new public gaming initiative.

“I think the game is taking the media by storm,” commented Bob Strahler, Marketing Director with the Army Brand Group, present at the debut. “We’re getting a lot of PR and publicity — we’ve already seen coverage in the Los Angeles Times, the Chicago Tribune, the Washington Post, CNBC, and so forth. It’s very positive.”

The Army Game is designed to be a strategic communications tool to portray the Army to the public in an entertaining, informative, and engrossing fashion. Tailored to a computer- and Internet-savvy target audience, it was conceived as a way to create awareness of and intrigue about the Army, its soldiers, training, environment, culture, values, and combat operations.

“A lot of people are real excited about the game,” said CPT Toy Flores, assistant operations officer of the Los Angeles Recruiting Battalion, one of 11 officers and NCOs of the local USAREC unit that supported the launch at the three-day event.

“They’re surprised that the Army can develop such a neat item to give out to the public for free. Obviously, all the people here are gamers, so they are interested to see the realism and how this compares to the other games on the market.” As evidence of the Army’s efforts to be taken seriously as a



Attendee plays The Army Game during the interactive gaming industry’s annual worldwide convention.



developer of a world-class PC game, the Army's tradeshow booth at E3 was within a stone's throw of gaming industry giants Sony, Sega, and Nintendo, to name just a few.

The game consists of two major game modules: "Soldiers," a single-player, two-dimensional role-playing and career-building piece, and "Operations," a three-dimensional first-person action training and combat simulation that features both single-player and Internet-connected multi-player scenarios.

MAJ Jay Shiffler of the Events and Promotions cell of USAREC was one of several soldiers and civilians representing the headquarters of Army and Army Reserve recruiting at the exposition, a group which included the USAREC commander, MG Michael Rochelle, the senior uniformed Army representative at the show.

"I think it's been a tremendous success," Shiffler remarked. "In talking to the recruiters that have been involved, they're excited about the launch of the game. One of the recruiters has told me that he's received five good, hard, genuine leads that he's going to be able to follow up on just from the convention. The game has generated those leads. He's told me that he's had a number of people walk into his recruiting station to ask for the game. This is just a great opportunity for recruiters to sit down and talk to someone who has an interest in gaming, but more importantly, *a prospect*. We expect it to impact positively on recruiting."

"This is going to be a tremendous asset to the recruiting force," added Flores of the LA Recruiting Battalion. "As most people know, our target audience — high school graduates, college students — are always on the Internet, always talking



The Army Game — obstacle course

online, playing video games. Definitely they're going to see this and get interested in the Army, see the actual process of going to basic training, learning a particular skill, and doing those neat wartime scenarios. And hopefully that will trigger some mechanism in their brains to check out one of the recruiting stations here or anywhere in the United States."

"The game goes a long way to helping kids understand what the military, and quite specifically, the Army is all about," remarked Barry Lipsy, chief marketing officer of the Army Brand Group. "It's extremely real. They get to learn about it, experience it, and build up some of that information base that they might have gotten a generation before by sitting down and talking to people."

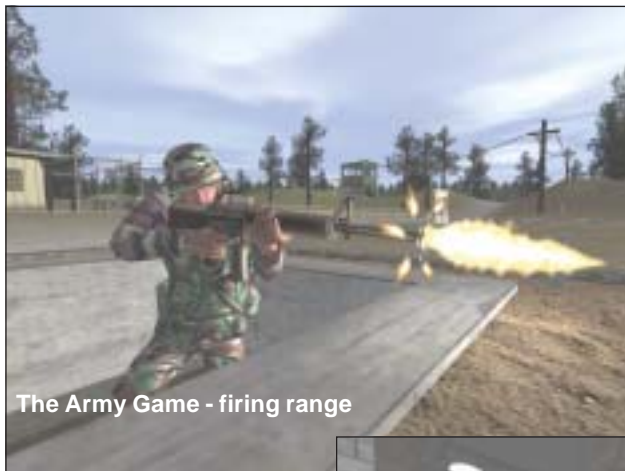
"The game is an educational tool," noted SSG Marisol Torres, a software analyst with the Office of Economic and Manpower Analysis assisting with the explanation of the game to the public. "It lets the community know and understand what

the Army is like. You get to build the soldier from the ground up, instilling the Army values that are important: leadership, duty, respect, selfless service, honor, integrity, and personal courage. You get to go through basic training. You get to go to Airborne School. You follow your career path as you see fit within the game. It gives a more realistic view than all the other games that are out there as far as what the Army has to offer."

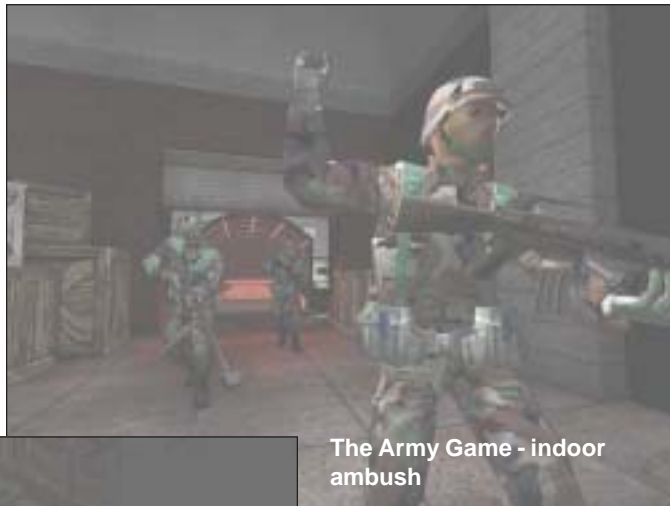
A game support Web







The Army Game - firing range



The Army Game - indoor ambush



The Army Game - indoor firefight

site, americasarmy.com, was opened to the public the first day of the exposition in conjunction with the game debut. Interested persons can learn more about the game on the Web site and visitors can also submit an online pre-order for the game for delivery by mail once development is complete and the first release of the game is available for replication.

“We had 100,000 hits to the Web site on americasarmy.com this morning between 9 and 10,” said MAJ Keith Hattes, an officer with the Army G-1 Staff at the Pentagon helping with the game’s launch. The game support Web site is a joint effort between the game project managers, the game developers at the Naval Postgraduate School, and information technology contractors at USAREC headquarters.

Also, as a result of the positive publicity the Army’s attendance at E3 generated and as further proof of the potential widespread popularity of the game, the public submitted over 100,000 online requests for game CD-ROM packs via the Internet on the americasarmy.com online form during just the first two weeks after announcement of the game to the public.

Though not intended to be tied tightly to the nation’s recruiting efforts for the Army and Army Reserve, nonetheless the game will serve as an “experiential” information vehicle that is predicted to have positive benefits for USAREC and its recruiters. In addition to creating awareness and intrigue about the Army, it is also planned to serve as a potential new source for leads.

The Army Brand Group, Accessions Command, and USAREC have all been involved with marketing planning to best leverage the attractiveness of the game to our target audience and possibly produce quality leads from the game project.

The game will be available for download from the Internet beginning on July 4 and should be ready for free CD-ROM distribution beginning some time in August. Plans are also being made to bundle the game with popular game magazines, as well as provide the game to recruiting stations and personnel

manning special events, once disks are available in sufficient quantities. Because of the “Teen” rating by the Entertainment Standards Rating Board, the Army will only consciously distribute the game packages to persons aged 13 or older.

“Be excited about this game,” advised Shiffler of the USAREC staff.

“I was surprised at the overwhelmingly positive response that we have received from the general public about the game and our target audiences for the game. I would tell you as I stood out in the interactive area, people came up to me and asked, ‘where can I find a recruiter, where can I get this game?’ So, I think this is just going to be a great tool for recruiters and USAREC. I think some great things are in store to come.”

Comments about The Army Game may be sent to Jayson.Sawyer@usarec.army.mil.

***The game becomes available for download from the Internet beginning July 4 and will be ready for free CD-ROM distribution some time in August. A recruiter training packet will be posted to Recruiting Central late August.***



The Army Game - outside town search

# Get your training questions answered

— make a call to the Recruiter Training Assistance Center



Wednesday, April 17, 2002

*“Good morning, Training Assistance Center. This is Richard Downey. How can I help you?”*

*“Yeah, Rick. This is MSG Ima Cruiter in Truth or Consequences, N.M. Listen, I’ve got a training conference kickin’ off next week, gonna have some station commanders in the a/o and I was hoping you could help me out.”*

*“Sure, Top. Tell me about the training you want to conduct.”*

*“Well, the truth of the matter is well, I’m not really sure what I want to train. Sergeant Major says I’d better talk about DEP sustainment. Says he wants to hit hard on DEP/DTP follow-up. I’d also like to target some training on motivating recruiters.”*

*“No problem MSG Cruiter. I’ve got a couple of ideas. I’m going to be sending you some training materials to review. Once you’ve received them, review the packet and let me know if we’re getting close to what you need. While I’m doing that, tell me about your recruiters. How’s morale.”*

by Richard T. Downey, USAREC TAC Manager

Launched in November of 2001, the Training Assistance Center, TAC, help desk operation is beginning to pick up momentum. Across the command, trainers, leaders, and civilian members of USAREC are awakening to this resource for training materials, presentations, and advice. The TAC represents several clear advantages to the soldiers of USAREC and, as we have discovered of late, many questions still exist regarding the TAC’s *modus operandi*:

- What does the TAC do?
- What can the TAC do for me?
- What has the TAC done for others?
- How do I contact the TAC?
- How does the TAC operate?
- What advantages does the TAC offer for me and my soldiers and for USAREC?

Of course, other questions still exist, and we will attempt to answer some in this article. For those questions you may have that are not addressed, please call the TAC directly at 1-800-223-3735, extension 6-5075 or 6-5076.

## The Training Assistance Center

Modeled after a cross between a typical help desk and a customer service center, the TAC maintains a collection of lesson plans, training support packages, presentations and a

large variety of reference materials. When a request is initiated, callers are issued a “trouble ticket” and are regularly notified of their request’s status.

Many calls are handled on the spot. In the scenario presented above, the TAC operator discusses the caller’s needs, offers appropriate advice, guidance, etc., and then generates a temporary Web folder with the caller’s name (i.e., [www.armyrtac.com/imacruiter/](http://www.armyrtac.com/imacruiter/)). This allows for instant delivery of the requested materials via the World Wide Web. The beauty of this is that the requester can download his/her documents while still talking to the operator or whenever operational tempo allows.

In many instances, callers request training support that must be tailored to a specific need. In those cases where available materials aren’t a perfect match, the caller will receive customized training development. This has resulted in a number of newly developed training packages that are being certified by the USAREC Training Division for use by other trainers and leaders across USAREC.

## What happens when new material must be developed?

In all cases, the TAC works directly with the requester to develop a needs-based product. As lesson plans, practical exercises, presentations, etc., are produced, the caller is asked to review progress to help guide the TAC toward a satisfactory solution. In addition to the TAC’s available staff of veteran recruiters, the TAC boasts an impressive bench strength of professionally trained instructional design specialists, training development specialists with subject matter expertise, courseware programmers, and corporate sales consultants to tie in best business practice. Together, with the requester’s input, the TAC is able to produce an end product that is a *just-in-time, just-enough, just-right* training solution!

## The networking paradigm

One of the most exciting benefits from the TAC’s activity has been the establishment of relationships across the command. Trainers, station commanders, NRP mentors, waivers clerks, first sergeants, and commanders have become the TAC’s most valuable players. These customers have become extended training resources for the TAC. A training request submitted by a trainer on one end of the country may prompt the TAC to call a trainer on the other end for input, advice or even materials. Connecting trainers not only supports the individual training requirement, it also helps the Training

Division establish training standardization across USAREC. The Training Support Packages (TSP) produced as part of the solution to a customer's call are programmed into the Army's Automated System Approach to Training (ASAT) and soon will be available for recall at battalion level and above.

## Training support to date

In its first five months of operation, the TAC has provided solutions to training requests from approximately 60 callers. Requesters have ranged from brigade sergeants major to field recruiters. While this call volume may seem less than overwhelming, consider the fact that training support requests, most of which are from battalion and brigade trainers, impact a considerable number of soldiers. For example, a recent case involved the "train up" of five first sergeants who were tasked with conducting sustainment training (P1 Prospecting and Preparation of the Mission Accomplishment Plan) with 40 station commanders. A support request *by one individual* impacted more than 45 soldiers! Then consider that each of these 40 station commanders would in turn directly impact each of their respective recruiters. Sixty TAC calls represent a much broader range of support than what the call numbers may at first appear to indicate. This is an exciting opportunity to make a positive training impact on the whole of USAREC. And we've only just begun!

Were you wondering what was provided in the case above? In addition to verbal guidance provided by the TAC mentor, this one assistance request netted the following support material:

- 762.xls
- analyze a recruiting zone.pdf
- analyze conversion mission accomplishment plan.pdf
- assignment of processing responsibility.ppt
- conduct a production meeting.doc
- establish standards.ppt
- establish and enforce standards.doc
- lead source analysis.doc
- lesson learned individual prospecting requirements.xls
- lead generation and prospecting.doc
- preparation of the mission accomplishment plan.ppt
- mission accomplishment plan.doc
- market analysis.ppt
- mission breakdown.ppt
- missioning.ppt
- missioning training support package.doc
- P1 P2 P3 student handout.ppt
- phone reluctance.ppt
- prepare recruiting station mission accomplishment plan .pdf
- conduct a production meeting.doc
- prospect by telephone.pdf
- prospecting.ppt
- prospecting techniques.ppt
- TAC solution P1 P2 P3 prospecting 3 Apr 02 ver 1.ppt
- telephone prospecting.doc
- troubleshooting prospecting.ppt

The design of this TAC solution was to provide presentation, reference, and demonstration materials that would *prepare* the trainers and support the execution of training.

## Innovative sales training support

Once again the Army Recruiting Command is leading the sales industry in innovation and foresight. Sales organizations around the globe have well-established help desks. However, a help desk, in these terms, is a team of technicians and operators supporting computer and other technical needs. USAREC's training help desk is one-of-a-kind. One trainer may call and ask for a fully-involved production effort requiring many hours of development and quality control while another may simply be looking for a different angle, a different approach, improving morale, increasing test pass to floor conversion ratios or decreasing "no-go packet" rates. Whatever your support needs may be, the TAC is ready and eager to support your training mission.

Remember, the TAC is available 24 hours a day, seven days a week. Have a question about the Training Assistance Center? Call 1-866-GET RTAC (we can also be reached at 1-800-223-3735 extension 6-5075 / 76) or visit our Web site at [www.armyrtac.com](http://www.armyrtac.com) (a link is available through Recruiting Central). The TAC is staffed by a crew of seasoned, recently-retired recruiters with varying backgrounds - from veteran recruiters, station commanders, operations NCOs, USAREC trainers, first sergeants, sergeants major, guidance counselors and AMEDD recruiters to former battalion/brigade commanders, a former USAREC chief of staff and access to a former USAREC commanding general. The TAC boasts an impressive array of skill sets, but even more importantly, the TAC is recruiters helping recruiters. We actually *have* been in your boots. Call!

## What others are saying from the field

"Thanks for all your help with the classes."

*SFC Michael J. Wasnuk, Cleveland Battalion*

"(MSG) Jack Peters speaks greatly of you! Thanks for supporting the front lines ... Airborne!"

*ISG Rafael Rivera, Las Vegas Company*

"This is a great package of support material to review, then distribute to all attendees ... great stuff! Looks Great!"

*MSG Jack Peters, 6<sup>th</sup> Brigade*

"Once again you are outstanding in your assistance to the field."

*MSG Brian L. Mullican, Pittsburgh Battalion*

"Thanks, have been looking over the class, looks good so far. I appreciate the help."

*ISG Kelly Clark, Albuquerque Company*

"If at all possible, could I also get some info on UR 350-7, specifically Lead Source Analysis. Thanks again for your help."

*Karen Williams, St. Louis Battalion*

**Call the TAC at 1-800-223-3735, ext. 6-5075 or 5076.**



# The Army Aviation Adventure Van debuts amid rave reviews

Story by Maggie Browne, Recruiting Support Battalion

**T**he Army Aviation Adventure Van made its debut May 13, at the American Association of Army Aviators Convention held in Nashville, Tenn. Dedicated with a ribbon-cutting ceremony, the van was met with raves by retired and active-duty Army aviators and Army and civilian onlookers alike. A look inside the van makes one cease to wonder why.

The van, the second only MOS-specific vehicle in the Army inventory, has many devices that mimic the Army aviation experience. It immerses the visitor in real-life experiences through simulators such as the RAH-66 Comanche, an OH-58D Kiowa Warrior and the Hunter Unmanned Aerial Vehicle. There are also static displays such as Air Warrior uniform and equipment, aviation ammunition, aviation heritage DVD, and Army aircraft engines.

The Aviation Van joins the fleet of Adventure Vans, Cinema Vans, Multiple Exhibit Vehicles, National Science Center Vans and Rock Walls that travel around the country to middle schools, high schools, colleges, and special events to generate interest in the Army and to promote the Chief of Staff's goal of reconnecting with America.

The van, almost two years from conceptualization to reality, is the culmination of effort from the Recruiting Support Brigade, the Recruiting Support Battalion and its contractor, Bionetics, Inc., and the U.S. Army Aviation Center, Fort Rucker, Ala., who provided some equipment and technical support.

The project manager in the RSB, Nikki Angus, started the project from scratch, and through POCs, gathered all of the materials needed to make the van a great virtual experience.

"Building these vans is a lot of work, but they are great fun and so rewarding," Angus said. "Watching an empty box become a showpiece is quite a thrill," she added.

Sometimes the process is long and tedious and it's hard to keep momentum, so it's good to keep a certain mindset, according to Angus.

"You have to maintain a positive attitude and sense of humor, tempered with bulldog perseverance," she said. "But the craftsmen and the graphic designers here at the RSB are the best."

Angus also credits the RSB chain of command and her staff with the timely completion of this project. "It helps when you

always have 100 percent support from your chain of command and great professionals in your division who carry the weight while you are off chasing down 'blue thingies' or holding the millionth meeting trying to make sure you don't have any surprises at the end."

But in spite of all the hard work and headaches, "I love it," she said.

So far, the van has met with success. SFC Dean Beeman, exhibitor, Recruiting Support Battalion, has high hopes for the van. At an Armed Forces walkthrough at Andrews Air Force Base, the commentary implied that the Aviation Van was the "premier" exhibit of all the forces, according to Beeman.

"The Aviation van will do very well in attracting target age leads due to the technological aspect of the van," he said. At one weekend event, 936 leads were produced, proving that this exhibit is not just for youth interested in aviation. "It will serve as an ice-breaker to talk about other Army fields as well," he added.

Beeman gives this piece of advice to any recruiter scheduled to receive the van: "Be familiar with the entire aviation field, including the Warrant Officer Flight Training program."

The RSB is currently building another generic Army Adventure Van and the second Action Shooting Adventure Package van for the Army Marksmanship Unit due to be fielded in the Fall 2003 touring season. Other vans and recruiting/awareness tools are in various stages of development.



A view of the inside of the Army Aviation Adventure Van.

# Nix Army and recruiting acronyms from conversations

by Gary L. Bloomfield, Kansas City Recruiting Battalion

*“Podunk Herald, may I help you?”*

*“Good morning miss. This is SGT Jones from the local Army recruiting station in town. We’re having a DEP function here next Saturday at 1400 involving about 15 DEPers and HRAPs. Our A&PA shop recommends we invite some local COIs such as from your newspaper to come and take photos of our DEPers and maybe ask them what MOSs they’ve enlisted for, etc. We’ll have some MREs for them to try and we’ll do a little D&C, maybe hand out some PPIs to our top DEPers who’ve been promoted to E-2. Do you think someone from your staff can come out to our DEP function?”*

Speak English please!

“Uh, well, I’m not sure I understand what it is you’re doing?”

Already rushed for time, the recruiter becomes sarcastic: “We ... are ... having ... a ... DEP ... function ... next ... Saturday ....”

“Excuse me sergeant, I’m not dumb,” the receptionist interrupts him, “but you used some terms I’ve never heard of, such as DEP, and A&PA and COIs. Could you maybe explain those better so I can pass your message on to the editor?”

“Just forget it!” SGT Jones snaps back and hangs up, missing out on a great opportunity for some free publicity. It probably also ruined his chances for any future cooperation from the paper.

It wouldn’t matter how slowly SGT Jones repeated his message to that receptionist. In fact speaking more slowly only implied that she was stupid, and that’s hardly the case. I’m just as lost when I’m watching ER on Thursday nights. All that medical mumbo jumbo makes for exciting drama, but I don’t have a clue what it means.

Similarly, the military is littered with acronyms and phrases only those on the inside understand. Army recruiting adds its own language to the mix, which can be baffling to anyone not immersed in this unique environment.

In dealing with outsiders (which is anyone not involved with recruiting, including “real world” Army personnel), it is important to speak in terms that leave no room for misunderstanding. In order to do that, recruiters must avoid such terms as DEP function, DEPers, COIs, A&PA, HRAPs and the like, which are little more than gibberish to outsiders. Even Army acronyms such as MOS and MREs are not well-known.

To ensure that his message was fully understood SGT Jones would have to take a little more time and explain things a little better, but the intended response — a commitment from the local newspaper to show up at his DEP function — would have a better chance of coming to fruition.

Here’s an example:

“Good morning. This is SGT Jones from the local Army recruiting station here in town. We’re having a get together next Saturday at 2 o’clock for about 15 high school students who’ve made a commitment to join the Army after graduation. To make their transition into the Army a little smoother, we’re going to teach them how to march, how to salute, and other drill and ceremony commands, such as standing at attention, about face, etc.

“For some of our top students who attend monthly training sessions and recommend some of their classmates to consider a career in the Army, we’ll be giving them Army T-shirts and certificates.

“Afterward for lunch, we’re planning to have them try the modern-day version of C-rations, which is a lot like the packaged foods astronauts eat. They’re officially called MREs, which stands for Meals Ready to Eat. I won’t tell you what we call them! We’ll show them how to eat them cold, how to heat them up and how to make them a little more edible, with a little Tabasco sauce. Actually we smother them with a lot of Tabasco sauce! Anyway, there might be some interesting photos or maybe even a story for you. Certainly someone from your staff is more than welcome to stop by, take some photos, talk with our high school applicants and maybe even sample some of our delicious MREs!”

Now that she understands exactly what is going on, the receptionist can relay the message to one of the paper’s reporters, and maybe someone will show up for next week’s DEP function. Before though, SGT Jones’ call would have been ignored, simply because he didn’t make his message clear.

# New England nursing students get firsthand look at Army hospitals

Story and photos by CPT Eric H. Watson, 1st AMEDD, 1st Recruiting Brigade

Since New England Battalion has no major Army hospitals in the battalion area, the best way to assist students in choosing an Army career is to bring them to these facilities. Using the Total Army In Recruiting (TAIR) program, the students traveled to the Washington, D.C., area where they experienced firsthand Army nursing. Twenty-six nursing students and ROTC cadets from various New England schools (University of Massachusetts Amherst, University of New Hampshire, Northeastern University and University of Maine) and upstate New York participated on the tour. Professor Laura Kasey, a retired Army Nurse Corps officer, escorted her students from Binghamton University. Tours generate a lot of excitement for students and this one was no exception. It gave them an opportunity not only to visit our nation's capital but also to be exposed to state-of-the-art military medical facilities. This direct exposure enabled students to recognize Army nursing as an outstanding career choice and a new exciting lifestyle. The students found this unique experience informative. This two-day tour had a full itinerary designed to meet three objectives.

The first objective was to show the students a military community (Fort George G. Meade, Md.) and to introduce them to the amenities available to Army personnel and their families. This helped them imagine what their future would be if they became a part of this family oriented community. They toured the post exchange, commissary, family housing neighborhood and other facilities to include the bowling center, library, and the golf club.

The second objective was to educate them about women in the military. One way this was achieved was through a guided tour of the Women's Memorial. Prior service Army Nurse officer, Joan Eldridge, walked them through the museum explaining the important roles women have played from the Revolutionary War, Spanish American War to Desert Storm. Military nurses have always been leaders caring for our soldiers and their families in the U.S. and overseas.

The third objective was to tour a mobile field hospital, a fixed facility and meet face-to-face with active duty nurses. The 48th



MAJ Winthrop, OR nurse, talks with students inside the 48th CSH operating room.

Combat Support Hospital was set up in the parking lot of Walter Reed Hospital. Students got the chance to see how modern technology and medicine can be made available to soldiers anywhere in the world. At Walter Reed Army Medical Center they toured various specialty units and outpatient clinics. During an evening dinner social they talked with nurses who either worked in the clinical setting or were enrolled in graduate school.

The success of this tour is strongly linked to personal contact. For example, MAJ Lenny Icyan, head nurse of the Ambulatory Care Clinic at Kimbrough Hospital shared her story on how she entered military service as a licensed practical nurse, 91C, and enrolled in the Green to Gold program to become an officer. The students were impressed with how accessible advancement is for women in the military and how it grooms nurses for leadership. MAJ Cathy Walter and CPT Carolyn Gale recently graduated from the University of Maryland with their master's degree in nursing informatics. Like any knowledge-intensive field these days, nursing is greatly impacted by the explosive growth of computers. They explained how Nursing Informatics is a broad field that combines nursing skills with computer technology. In the information age, nurses learn to bridge the gap in technology and nursing in order to make a difference in nursing practice. Some jobs include working with companies to build and maintain electronic health records and assist nurses with patient data collection. They also assist with training nursing staff with new clinical based systems. In the clinical setting, they may be a systems analyst or a liaison between the department of nursing and the information systems department. Walter and Gale shared how they were able to focus on their studies without worrying about financial needs because they both received a full Army scholarship as well as full salary and housing allowances during two years of graduate studies. This emphasized the Army Nurse Corps support for personal growth and the enhancement of professional skills and education. Many are considering joining the Army Nurse Corps and several have already started the application process. This tour is truly an eye opener for students and definitely assists with our student nurse mission.



The 48th Combat Support Hospital

# 3-star general returns to Everett High School

By John C. Heil III, Great Lakes Battalion

After almost 40 years, LTG Edwin P. Smith returned for a speaking engagement at his alma mater, Everett High School in Lansing, Mich., May 28. Smith came all the way from Fort Shafter, Hawaii, arriving in the Great Lakes area on May 23.

First up for Smith was the opportunity to swear in eight new Delayed Entry Program soldiers at the Lansing Military Entrance Processing Station, May 23.

“However long they serve their country in uniform, if they apply themselves they will become better because of that,” said Smith of the new soldiers.

“LTG Smith obviously enjoyed this wonderful opportunity, as did the new soldiers, as he gave them an outstanding motivational speech,” said LTC Gary D. Pease, Great Lakes battalion commander.

Following the Lansing MEPS visit, Smith went to the Great Lakes Recruiting Battalion headquarters for a briefing about recruiting.

“The briefing went well, and I feel LTG Smith gained a whole new insight into the recruiting process,” said Pease.

Next up, was the opportunity to speak in front of over 200



LTG Edwin P. Smith, commanding general, U.S. Army Pacific, speaks in front of over 200 juniors and seniors at Everett High School, May 28.

juniors and seniors at Everett High School, May 28. This included the opportunity for a question and answer session with the students.

“This is an exciting generation,” said Smith. “This is a super group of kids that are coming up. They’re full of excitement. There’s a lot of opportunity out there for them to contribute to their country and I’m excited to be a small part of that.”

“LTG Smith smoothly answered

LTG Edwin P. Smith shakes the hand of a Delayed Entry Program soldier after signing her contract at the Lansing Military Entrance Processing Station.



a variety of questions from the audience and ran the full gamut from describing his personal experiences in Vietnam to political discussions about defense versus humanitarian spending,” said Pease. “LTG Smith enjoyed the opportunity to debate certain issues.”

Following the speaking engagement, an annual luncheon was held, followed by entertainment provided by the students at Everett. Smith also received a plaque commemorating his election into the Everett High School Hall of Fame. Principal Dale Glynn said that there would be six alumni entries for the hall of fame each year with the first inductee being Smith.

Following the luncheon, Smith was provided a tour of the school he called home from 1960-1963.

“It’s always good to come back where you had a good life experience and Lansing was one of those places,” said Smith. “I was lucky enough to have some wise mentors in the form of the teachers I had at Everett, so I have a very good memory of growing up here.”

Smith told the students that he has no regrets about his 35-year career in the Army.

“I really do feel very fortunate and lucky to have served in uniform particularly in the Army at the time that I’ve been able to serve,” said Smith. “It hasn’t always been easy, but it has always been meaningful, and if I did have it to do all over again, I would do it for free.”

Smith, who attended West Point – The United States Military Academy, had the opportunity to talk with one of its newest appointees from Everett, Jayana Gross.

“I’m excited about being able to go back to Everett and see the kids, and maybe share with them some ideas that may be helpful to them that certainly were helpful to me,” said Smith prior to his speaking engagement.

“We were extremely pleased that LTG Smith could come,” said Pease. “He has expressed an interest in returning soon to help work with the school board and any other local agencies that could assist in the recruiting mission.”

Smith was interviewed on the *Chris Holman Show - 1240 AM Radio, WLNS Channel 6, Fox 47* and by the *Lansing State Journal* during his visit to the Lansing area. Lansing Central station recruiter SSG Reginald White obtained two solid leads from Smith’s visit.

School officials, in particular Juanita Kennedy, received recognition at the luncheon for support of Smith’s visit. Battalion officials, including CPT Ceasar Bergonia, 1SG Marita Jones, White and APA staff members received a Three star general coin with their names engraved for their efforts with the project.

# Community Partnership Summit

## EL PASO HISPANIC CONFERENCE

By Julia Bobick, USAREC Public Affairs  
Photo courtesy Arnal Studio, El Paso

*“Today is not about recruiting. Today is about investment — investment in our youth, investment in this community and investment in our nation,” said LTG Dennis D. Cavin, summing up the goal of the Community Partnership Summit May 13 in El Paso.*

The U.S. Army Recruiting Command hosted the conference — the first of its kind in El Paso — to discuss with community and local Army leaders the future of the Hispanic community and the ways they could partner to improve education and career opportunities for youth.

Cavin, commander of the U.S. Army Accessions Command, opened the conference by sharing information about the Army and its future through transformation and the continued recruitment of high quality young men and women.

“The quality of your Army has never been better,” Cavin said. “We invest in our soldiers to become leaders. Enhanced education and leadership skills are the core building blocks that young adults bring back home and use to contribute to their communities after they complete their military service.

“By working together at the local level, the U.S. Army and community leaders can reduce the financial barriers to education, make a college education a reality for more students, enhance employment opportunities, and create a more skilled workforce for the future. We want to return to you an absolutely outstanding citizen.”

Fort Bliss commander, MG Stanley E. Green, echoed those sentiments during the panel discussion and reinforced that both the Army and the community benefit not only from the partnerships, but also from the quality training the Army offers.

He said that all too often community leaders and influencers don’t talk about the Army as the viable option that it is.

“I get excited about our youth,” Green said. “They want to know ‘where do I fit in this society?’ The issue is getting the word out [about their options] . . . building the future. We want educated youth in our society.”

“We are very committed to this. Together we can invent the



**MG Michael D. Rochelle signs the partnership with the El Paso Community College, witnessed by U.S. Rep. Silvestre Reyes of Texas and El Paso CC President Richard M. Rhodes, during the El Paso Community Partnership Summit May 13.**

future instead of trying to redesign the past,” said Cindy Ramos-Davidson, the El Paso Hispanic Chamber of Commerce president who led the panel discussion. She was joined by MG Michael D. Rochelle, USAREC commander; Jerry Venable, administrative director of human resources for Las Palmas Medical Center (an HCA institution and Army Partnership for Youth Success partner); and Tom Bostick, vice president of workforce development and lifelong learning at El Paso Community College.

The morning conference was not the end of the discussion, however. It served as a vehicle to jumpstart dialogue between community and Army leaders on ways to increase access to college education and improve high school completion rates and youth employment opportunities.

During the luncheon, Rochelle signed the first community partnership with El Paso Community College President, Richard M. Rhodes, designed to provide young men and women more access to information about opportunities to further their education, such as the Army’s College First program.

“Today we have started something that shows we can benefit El Paso by working together,” said U.S. Rep. Silvestre Reyes of Texas, a decorated Vietnam veteran from just outside El Paso and the keynote speaker for the partnership luncheon. “From this partnership summit we will develop further programs to provide our youth education and employment opportunities. In the end, this will benefit the entire El Paso community.”

The Army has already received tremendous feedback and some great partnership ideas from participants following the conference, said MAJ Kate Johnson, who spearheads USAREC’s Hispanic community outreach efforts. The El Paso Community College and the Phoenix Recruiting Battalion are developing some of those ideas to see how both can mutually benefit.

The Army hosted similar partnership summits in San Antonio, Los Angeles, Miami and Chicago.

“Any time we get a feeling that a community wants to work with us that closely, we welcome them, and we want to promote that,” Johnson said. “We look forward to developing the next conference opportunity,” Johnson said.



## USAREC's safety numbers are going down the right way

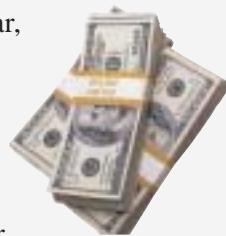
By Mickey Gattis, USAREC Safety Office

Never before in the history of the U.S. Army Recruiting Command (USAREC) has safe driving been more prudent than now. With increasing numbers of vehicles on America's highways and a more mobile society than ever before, a recruiter's chance of having an accident is greater than for any previous era of recruiters. The needs of USAREC require the recruiter to spend a significant amount of time behind the wheel. Last year, recruiters drove 8,700 government-owned vehicles, GOV, (some of you may refer to these as GSA vehicles) more than 169 million miles. Every seven hours, a USAREC soldier or civilian is involved in a GOV related accident.

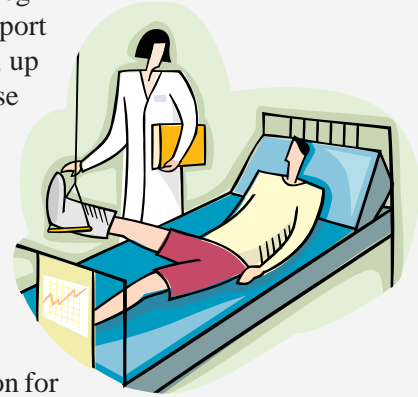
Every day, as recruiters respond to our nation's needs to provide the strength, they are exposed to hazards in uncertain and complex environments, our nation's roadways. This is done with the full knowledge that there are inherent risks associated with any military operation and recruiting is no exception. The nature of our profession will not allow for either complacency or a cavalier acceptance of risk.

In FY 01 USAREC had 1,268 GOV accidents when compared to 1,775 GOV accidents in FY 00. That is a decrease of 29 percent (507 accidents) compared to the previous fiscal year. This reduction is a direct result of command emphasis and the integration of risk management into training and field mission execution. The significance of this decline is heightened by the fact that USAREC benefited from a 12-year low in reported GOV injuries (38). The Recruiting Command decreased fatalities, experiencing two fatalities during the year compared to three the previous year. The accident summaries that cite speed, fatigue, and alcohol over and over again are vivid testaments to the fact that there are no new causes, just new victims — year after year.

Consequently, monetary losses also decreased. GOV damages cost this command \$2.6 million in FY 01 as compared to 2.9 million in FY 00. That's a decrease of \$231,000 from the previous year, and from early indications, FY 02 GOV damage costs will be lower than FY 01 totals. These losses do not account for medical expenses, administrative costs, and victims' claims against the government. Fortunately, we are able to recover



some funds from private insurance companies when the other driver causes the accident. However, if the recruiter is found negligent during the Report of Survey process, up to one month's base pay may be charged to him/her in an attempt to recover lost funds.



Congratulations to the Jackson Recruiting Battalion for an exceptional year in GOV safety.

Last year, while our recruiting battalions averaged 31 accidents at a cost of more than \$51,611 per battalion, Jackson Battalion spent \$35,290 for GOV accident repairs. The battalion experienced a total of 10 GOV accidents during the entire fiscal year, with five of those being recordable (over \$2,000) and two being hit while unattended in parking areas. The amazing statistic is that the Jackson Battalion had zero GOV accidents during the fourth quarter of FY 01. Outstanding!

The above statistic shows that all commanders, leaders, and recruiters must continue to relate the potential for accidental loss and its impact on their mission success. Personal injuries contribute to lost recruiting man-hours. Vehicle shortages due to accidents hamper face-to-face prospecting, interviewing, and other mission operations. Damage costs can lead to increased budget constraints.

The unit safety program is an essential element in preventing accidents that can result in deaths, injuries, damaged or destroyed equipment, and loss of mission capability. To ensure the force is protected, commanders and unit safety personnel and other unit leaders must implement the safety program at the unit level.

A safety culture can be a valuable mission multiplier because safety conserves critical mission resources — people, time, money. We all must develop a higher degree of awareness regarding accidents and their impact on successful recruiting operations.

Comments can be sent to [Mickey.Gattis@usarec.army.mil](mailto:Mickey.Gattis@usarec.army.mil).

## A recruiter writes:

I have had a lot of recruiters and myself look for a sales presentation for our special missions. I am currently building a sales book for OCS, WOFT, band, and linguist to have in each station in the event this is a program someone wants or qualifies for. My question or idea is to have a sales CD-ROM for each special mission to be used in conjunction with the computer sales presentation. Is there a sales presentation for each special mission that draws the applicant in emotionally and provides evidence of that Army opportunity - not an RPI?

## The Chief of Staff responds:

Your suggestion to create sales presentation CDs for special missions is valid. In fact, several products have already been created and are in the process of being sent to GPO for reproduction and mailing to the field to support this need.

Two Army Band CDs will be sent to each station commander for their recruiters to show to band prospects. Projected delivery of the CD to stations is by the end of July. An in-service warrant officer CD was created and will be sent to Army retention/reenlistment offices and to all active duty senior warrant officers. Its projected delivery is also by the end of July. The out of service WOFT CD is being developed and its projected delivery is by the end of August. Two of these CDs will be sent to each station commander for their recruiters to show WOFT prospects.

Creating a sales presentation for OCS and linguists is not being worked at the moment, but will be considered strongly for fiscal year 2003.

For further information contact MAJ Gay Cochran at 1-800-223-3735, ext. 6-0152 or e-mail at [Gay.Cochran@usarec.army.mil](mailto:Gay.Cochran@usarec.army.mil).

## A recruiter writes:

I would like to know what is the current status of money that was supposed to be helping out LPSC. USAREC has been promising to take care of parking issues for LPSC and nothing has been done. I am one such NCO in this position that in an average week I have paid up to \$55 in parking fees alone. USAREC has the money and has promised us help, but I see nothing in the form of aid yet. I don't know about other NCOs in my shoes (LPSC that are not authorized a GOV) but I am in many cases paying to come to work for the Army and U.S. Army Recruiting Command. I must say that it is because I care for my soldiers, their families, and for all of my future soldiers. I am wondering if there is help in sight.

## The Chief of Staff responds:

Thank you for your submission to our "The Way I See It" (TWISI) program on the issue of parking support.

I understand that parking is a habitual problem in the New York City Recruiting Battalion area. In recent years, the battalion facilities specialist has enjoyed little success in obtaining parking leases to take care of recruiting personnel. Apparently, this is because of the high density of commercial activities in the area and an overall lack of parking lots or garages. Additionally, for those spaces that do exist, customers tend to enter long-term leases with a low turnover rate. Given this information, it is no surprise that you are frustrated with the parking situation.

Rest assured, the Recruiting Command does have a program (Recruiter Parking Support) to lease parking spaces for recruiting



personnel, regardless of their position. For FY 02, this money was provided to your brigade and battalion as recruiter support dollars. Based on the information discussed above, the problem doesn't appear to be a lack of funding, but rather a lack of parking space in your area.

I strongly recommend you seek relief through your battalion facilities specialist and your company and battalion chains of command. If you have identified space available to lease, please provide the information immediately so appropriate steps may be taken to remedy this problem. At a minimum, raise the issue with the appropriate personnel in your chain so they may work to find a solution as soon as possible.

If you have additional questions or concerns regarding this information, please contact John Tobakos at 1-800-223-3735, ext. 6-0284; DSN 536-0284; commercial (502) 626-0284; or email at [John.Tobakos@usarec.army.mil](mailto:John.Tobakos@usarec.army.mil); or MAJ John Davis at 1-800-223-3735, ext. 6-1894; DSN 536-1894; commercial (502) 626-0284; or email at [John.Davis@usarec.army.mil](mailto:John.Davis@usarec.army.mil).

## A recruiter writes:

Just a brief letter that probably seems insignificant to you, but when parents get it, it turns into a big issue that a recruiter should not have to contend with. We have an "Approved Recruiting Command Packing List" for shippers dated July 2001, downloaded by Recruiting Central Web site. On H, H states to bring items such as a toothbrush case, soap case, shower shoes, and washcloth and bath towel. No one has a problem bringing these items; however, when the soldiers arrive at Fort Jackson, they are told they need to repurchase these items and buy a clear toothbrush case and soap dish, brown towel and washcloth and all black shower shoes. Now these are relatively inexpensive items, but that is not the point! If the command is providing us with a list, then it should be accurate and reflective of what the drill sergeants are requiring or have TRADOC honor the list which we provide our shippers.

## The Chief of Staff responds:

Thank you for your response to "The Way I See It" program regarding the packing list that we provide to our DEP/DTP soldiers.

The packing list is an important document we use to prepare our young DEP/DTP soldiers for training. The packing list has been an item of interest for leaders at every level of the Army. In the past, each installation had specific items that they required a trainee to purchase. In a joint effort, USAREC and TRADOC established a packing list that was reviewed and approved by both commands. This packing list is reviewed regularly and staffed to ensure it contains items generic enough for use at all training installations. The packing list we included in the guide for new soldiers, posted on Recruiting Central, and the one you will find on Fort Jackson's Web site are identical.

I appreciate your concern for soldiers, and I thank you for your comments. I wish you the best in your continued efforts to provide the strength for our Army. If you would like more information, please contact SFC Erick Hoversholm at DSN 536-1582 or commercial (502) 626-1582, or e-mail, [Erick.Hoversholm@usarec.army.mil](mailto:Erick.Hoversholm@usarec.army.mil).



Fold here second and secure with tape

DEPARTMENT OF THE ARMY  
HEADQUARTERS  
U.S. ARMY RECRUITING COMMAND  
FORT KNOX, KY 40121-2726

OFFICIAL BUSINESS

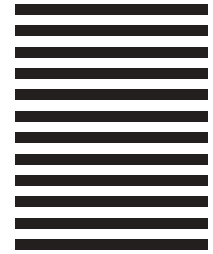


NO POSTAGE  
NECESSARY  
IF MAILED  
IN THE  
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# Maintaining positive mental balance



*By Lawrence Lichtenfeld, Recruiting and Retention School, Center One*

Without a positive stress relieving activity, the accumulation of negative energy can be devastating. Even with mild stress added to your life, your work performance can suffer. How you handle the influences of stress can improve your mental balance and overall sense of well-being.

Participating in stress relieving activities is often not done due to the perception that recreation or relaxation is not a valuable use of time, but nothing could be further from the truth. According to the National Center for Complementary and Alternative Medicine (NCCAM), within the National Institutes of Health, the simple act of taking a 15-minute break from stressful activities has been proven to improve effectiveness and lessen the likelihood of errors.

Summer is the perfect time of year to renew yourself and refresh your mind. Outdoor physical activity is an extremely effective way to relieve stress and has obvious health benefits as well. SGM Leo Barrington, formerly RRS Director of Training explains, "If you're an outstanding recruiter doing outstanding things for recruiting, you need to take time off for yourself to do outstanding things for yourself." Mountain



climbing, horseback riding, hiking or any rigorous physical activity will renew the body and spirit. As Barrington states, "The best thing to keep a recruiter from burning out is to do something out of your regular environment." Take advantage of your quarterly leave and maintain your quality of life.

The general consensus among USAREC recruiters seems to be that refocusing attention to relieve workplace stress is valuable. According to SFC Don McKinley, by volunteering his time with community groups like the volunteer fire department and local Emergency Medical Service (EMS) as a paramedic, he has developed relationships beyond the office and can engage in conversations and activities beyond the scope of recruiting. That break from the normal day-to-day activities help him stay fresh and focused while on the job.

Family becomes an important tool in stress relief. And by involving your family in your own stress relief activities, you ensure their health and well-being, too. Dedicate days off to family activities. Whether it's the simple pleasures, like spending a Sunday attending church, then lunch out or something a little more adventurous, like a spontaneous day trip to a nearby city, spending quality family time will reduce the negative effects of stress.

Communication is another invaluable stress relieving tool. Maintaining effective lines of communication with your superior officers will help bypass potential stress inducing situations. Your commanding officer is keenly interested in your ability to stay focused and work effectively. Communicating with him any issues before they affect your work will afford him the possibility to help you proactively, rather than react negatively.

Communication with your family is equally important. The more your spouse understands the nature of your work, the less likely he or she are to apply pressures at home. Spouses should be familiar with your workplace and those you interact with on a day-to-day basis.

SFC Brian Adams says that when he was a field recruiter, he encouraged his wife to visit the office. Furthermore, he felt it was important for the CLT to encourage a level of camaraderie outside of the workplace. "We would go to a restaurant on a regular basis, as a group of families and not talk about work." Explains Adams, "It was an opportunity for the families to get to know one another and know their surroundings. I feel it really helped all of us to have that kind of support."

It is not important what you do to relieve stress. What is important is that you do something. A clear mind and refreshed attitude only serves to make the work at hand easier. So do what it takes to take the weight off your shoulders.

- Take a run
- Spend quality family time
- Engage in nonwork related social activities
- Get active in the commu-

It is only when we feel good about ourselves that we can present ourselves and the Army in the most positive terms possible.

# Market Research Highlight: College student debt



By Al Liang, USAREC PAE

**T**he increased emphasis on penetrating the college market requires a better understanding of this market to meet mission. This article will focus on college student debt to enable recruiters to better target the students who stop out for financial reasons.

## Background

More than 63 percent of high school graduates attend college in the fall semester immediately after graduation.

Tuition costs are the predominant barrier to college enrollment. Students' ability to fund college is becoming more difficult as tuition costs rise and state and federal funding programs decrease. More students and families will seek out loans to attend college and consequently acquire debt.

Roughly three-quarters of four-year college students today work and about one-quarter of them hold down full-time jobs.

## College student work patterns

One in five full-time working students work 35 or more hours per week.

Forty-six percent of all full-time working students work 25 or more hours per week.

Sixty-three percent of all full-time working students who work 25 or more hours per week reported that they would not be able to afford college if they did not work.

## Federal Pell Grant Program

This program covered only 57 percent of tuition at public four-year colleges in 1999, compared with 98 percent in 1986.

Lower and middle income families have had to use a larger portion of their income to attend the nation's public universities over the last two decades. On average, lower income families spent 25 percent of their annual income for their children to attend public four-year colleges in 2000, compared with 13 percent in 1980. For middle-income families, the percentage of annual income required to attend public colleges nearly doubled as well, to about seven percent from four percent.

## Widening gap in affordability

This gap has increased in the past 10 years and there are regional and state trends that must be considered at the brigade and battalion level to better understand this

phenomenon in order to better target students who stop out of college. Three examples are listed below:

— Alabama raised tuition at public four-year colleges by 41 percent, while decreasing financial aid by 45 percent.

— Arizona raised tuition by 24 percent, while decreasing financial aid by 50 percent.

— Hawaii increased tuition 79 percent, while decreasing financial aid grants to students by 44 percent.

## Result — college debt

By 2000, 64 percent of students relied on loans to help finance their education. Debt among students doubled between 1992 and 2000, when the average graduate left college owing nearly \$17,000 in educational loans.

Two out of three students must now borrow money to attend college, and four out of 10 face unmanageable debts as they finish college and enter the job market. Thirty-nine percent of student borrowers graduate with unmanageable levels of federal student loan debt.

Seventy-one percent of low-income students graduate with debt, compared to 44 percent of wealthy students. Fifty-five percent of African-American and 58 percent of Hispanic student borrowers graduate with unmanageable levels of debt.

Nearly half of all student borrowers graduate with credit card debt that averages \$3,176.

## Summary

This article mentioned several student characteristics recruiters should use to better identify potential college stop outs. The Army College Fund and Loan Repayment Program should be very attractive for these students to enable them to complete their college goal. Direct questions or feedback to [Alban.Liang@usarec.army.mil](mailto:Alban.Liang@usarec.army.mil).

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# Trainers should look at training mission as a client relationship

By Todd Hodgins, Portland Battalion Master Trainer and Fred B. Pugh, Portland Battalion Education Specialist

One of the most important attributes in a USAREC trainer is the ability to build and maintain solid *client* relationships. Unfortunately, current trends in the workplace make these relationships more difficult to build and far more difficult to maintain. Perhaps the commanders in the field should view the trainer and master trainer as a consultant with the attendant requirements of a consultant in-house. Consultants are sometimes looked upon as outsiders who have been brought in because maybe management doesn't trust its employees or is in trouble in some way. Trainers can be eyed as the target of those attendees who feel they would be better off back at their desk or as far away from this "forced to be here" training session as possible. This is especially true when the trainer visits the recruiting station or performs CLT training.

These feelings and training events make it challenging to perform at the recruiter trainer's highest level. Those who learn to move beyond the stereotypes and ill feelings and focus their efforts on building and maintaining a lasting relationship with *clients* find the true definition of success as a service provider — the trainer role in a battalion.

A focus on integrity, action-orientation, quality client-service, positive attitude and recognition is the best way to build lasting relationships. When you think of your best working relationships, you probably don't have to think that hard to see where each of these values played a major role in establishing and maintaining that relationship. The converse of this is also true. In negative client experiences, you will likely find, upon reflection, a lack of attention to one or more of these areas.

Reflect on personal experiences and the recruiters you have met in the various recruiting stations, the schoolhouse, and the various headquarters you have been assigned to over your climb to the position of recruiter trainer. Review the following attributes, and see how they apply to those relationships. Keep in mind relationships are ever changing and ever growing, but a solid foundation of values will help kick start any client relationship. Remember, *client* in this case is the command you work for as a trainer.

**Integrity:** There is no value more important to any type of relationship than integrity. If you operate with integrity, you will always do what is right, and/or stand accountable for mistakes. Integrity equals trust and without trust no relation-

ship will survive. Ask yourself what integrity means to you and focus on this value in each of your client interfaces.

**Action-orientation:** Take the initiative to make your battalion *clients* happy and keep them informed. Show them you are focused on getting the job done as quickly and thoroughly as possible. Showing drive will eliminate any up-front hesitations your client may have about you and what you are capable of doing for the recruiters in the field. You must really know and understand your client for this value to be effective and this is where your experience in the field both as a recruiter and as a station manager comes into the situation. Be cautious about how you show your action-orientation to different clients. Action-orientation to one may be finishing early and merely passing the training portion of the CIP, whereas action-orientation to another may be using all the time and resources available to ensure you are creating the best solution for the battalion.

**Quality client service:** Always strive to exceed expectations. When you exceed expectations, trust deepens and with the deeper trust comes a more solid relationship with the BLT. Make a clear attempt early in any client relationship to understand what would be necessary for you to exceed those expectations. Be cautious that you do not focus on exceeding quality to the point that you put timelines and budgets in danger.

**Positive attitude:** Everyone knows that a positive attitude is contagious. Think of what a positive attitude toward a client does for him or her? A happy training *consultant* will ease the worries and stresses of the BLT. Merely the presence of a knowledgeable and happy trainer can bring outstanding qualities to a training dilemma. Remember that attitude can make or break business relationships in the civilian business communities, and first impressions set the stage. It is no different in Recruiting Command.

**Recognition:** Each of us likes to be recognized in our own way, a big celebration perhaps, or a pat on the back. As much as trainers like this, your battalion clients do as well. Find out what your clients like and use the right opportunities to show your appreciation.

The relationships and friendships developed over the years can be one of the most rewarding aspects of being a training *consultant*. Trainers have the opportunity to help recruiters succeed in their careers whether they are detailed or have converted to the 79R specialty. We recommend finding what it is you like about training and the clients you interact with will be a piece of that formula.

Your clients provide you the opportunity to work where they work and provide the type of service only good trainers can provide. It is important to keep this in mind and do the best you possibly can to maintain positive relationships with each member of the recruiting team. When you focus on them, you are constantly reminded that clients are people underneath that uniform, just like you and me, and if we treat them as such, we may build a solid business relationship.



## Recruiter makes a difference

Story and photos by Mark DeFrances, Phoenix Recruiting Battalion

“He made a difference. He responded when others didn’t or wouldn’t.”

With those words, Officer Curtis Whitener of the El Paso Police Department summed up the actions of U.S. Army recruiter SSG Ray Jimenez in this Texas border town on a sunny April day.

Whitener was responding to an emergency call that afternoon in West El Paso. Twenty-one cell phone users had called 911 to report a man sitting on a ledge of an elevated ramp overlooking busy Interstate 10. An ambulance and fire truck had also responded. When the officer rolled to a stop on the ramp, he noticed a soldier in uniform talking to a young man.

Jimenez and the young man were standing together, away from the ledge and Officer Whitener’s instincts told him that the immediate crisis was over. He handcuffed the young man and, in talking to the recruiter, pieced together what had happened.

Jimenez of the Phoenix Recruiting Battalion was on his way home from El Paso’s Coronado recruiting station and saw the man sitting on the ledge of the ramp with both feet hanging over the side. He pulled close to the ramp wall but not close enough to panic the man. Jimenez stopped his car, put on his four-way emergency flashing signals and rolled down the window to speak. There was not a lot of room on the side of the ramp and other cars were passing close by — some shouting “JUMP!”

Jimenez said, “What are you doing?” The man responded, “What’s up, staff sergeant?” “When he noticed my rank and mentioned it, I felt that we connected somehow,” Jimenez said. “I asked if he realized what he was doing and we talked a bit. I had a strong feeling that he wanted someone to listen to him — to stop him.”

Jimenez stayed in his car while trying to dial 911 from his cell phone on the car seat next to him, and continued to listen to the young man. Within a few minutes, the man swung his legs back around from his dangerous perch on the ramp ledge and stepped down. That’s when Officer Whitener stepped in and took the man into protective custody.

Given the time of day and the amount of traffic on the interstate, a tragedy was averted, according to Whitener. The young man would have been killed had he fallen into traffic and innocent motorists on the highway would have been in danger.

Later, when Whitener and Jimenez had a chance to reflect on the incident, the officer mentioned that he was impressed with how the recruiter handled the situation. In fact, he said that staying in the car and talking to the man through the window was “a very unique approach.” As a training officer, Whitener said he would recommend such an approach be added to his department’s training manual when officers face a similar situation. “If that man wanted to jump and possibly take someone with him, the car was the safest place to be.”

“Jimenez showed great compassion and respect for humanity when he did what he did,” Whitener said. “Even that young man was impressed at the recruiter’s actions when he talked to

me later.” The man had served in the Army National Guard, which is how he recognized the rank insignia. He had some personal problems that seriously affected his mood. According to him, many people passed by but no one stopped. Whitener took the young man in for a psychiatric evaluation. “In 10 years of patrol duty in El Paso, I’ve only seen this sort of citizen involvement three other times,” the officer said.

A 17-year Army veteran, Jimenez has been a recruiter for 18 months. “If anyone is well equipped to talk someone into something, it’s a recruiter,” he said with a smile. “We talk for a living.”

When asked if he would get involved again, he didn’t hesitate. “That was a real person out there. At least you need to stop and ask.”

*(Editor’s note: In the photo below, the uniform of the day for the Coronado Recruiting Station was BDU. SSG Jimenez and Officer Witener are not wearing headgear due to high winds blowing across the interstate ramp.)*



**Army Recruiter SSG Ray Jimenez, El Paso Company, Phoenix Recruiting Battalion, stopped on this elevated ramp overlooking Interstate 10 in El Paso in an effort to convince a young man not to hurt himself and others by jumping to the road below. The 19-year old man was sitting on the ramp edge just above the yellow sign in full view of on coming traffic and with both legs dangling over the side.**



**Army SSG Ray Jimenez, El Paso Company recruiter, and Officer Curtis Whitener, El Paso Police Department, discuss the events from the ramp above Interstate 10. Jimenez had talked a 19 year old out of jumping from the bridge.**



## Take your kids to work day

Story and photo by Mike Murk, Syracuse Recruiting Battalion

“Take Your Kids To Work Day” is a family event. For Joshua Bloom, it was even more so. The 13-year-old from Geneva Middle School, Geneva, N.Y., not only shadowed his Dad, Syracuse Battalion Recruiting Trainer MSG Scott D. Bloom, throughout his workday, but work included a stop across the street at the Syracuse Military Entrance Processing Station. There he and his dad watched older brother Scott J. Bloom take the oath of enlistment. Joshua’s brother was recently accepted into the Army’s Warrant Officer Flight Training Program to become an Army aviator. Scott will first attend nine weeks of Basic Combat Training at Fort Sill, Okla., followed by the Warrant Officer Candidate School and Flight Training at Fort Rucker, Ala. Scott J. Bloom is a 1999 graduate of Geneva High School and has most recently attended classes at State University of New York at Cortland.



(Left to Right) MSG Scott D. Bloom, and sons, Scott J. Bloom and Joshua Bloom, after Scott took the oath of enlistment.

## Spotlight on new recruit and St. Andrews recruiters

Story and photo by Vernetta Garcia, Columbia Recruiting Battalion

Local high school senior Taylor Hinson received 15 minutes of fame for enlisting into the U.S. Army. Local NBC affiliate, WIS-TV, tracked Hinson as he went through the enlistment process. A camera recorded him at school while he completed his enlistment packet with his recruiter, SSG Robert Ezzell. The camera was there while he selected his job with the guidance counselor at the Military Entrance Processing Station at Fort Jackson, S.C. And it was there when he raised his right hand to take the oath of enlistment.

“He’s a great kid and he’s going to make a great soldier,” said Ezzell. “I like to see people excited about their future.”



Taylor Hinson is interviewed by news reporter, Judi Gatson, after taking the oath of enlistment.



As the camera rolls, Taylor Hinson signs his contract after taking the oath of enlistment.

Hinson’s story appeared on a Monday during a segment called Job Market Monday. JMM reports available jobs and allows viewers to call in and ask about them. On this particular Monday, recruiters answered phones as viewers called in to ask questions about the Army. They were shown answering phones on the 5:00, 6:00, and 7:00 p.m. news broadcasts.

JMM news reporter, Judi Gatson, who is also the wife of the incoming San Antonio Recruiting Battalion Commander, LTC Dwayne Gatson, was excited about spotlighting recruiters after attending the Precommand Course at Fort Knox, Ky. “With graduation season just around the corner, I thought it would be an ideal time to highlight opportunities in the Army,” said Judi Gatson.

Recruiters received numerous calls and had a great time. After the broadcast Judi Gatson took the recruiters on a tour of the television station. “That was fun a new experience,” said SSG Neysa Williams.

## USAMU soldiers shoot their way onto 2002 World Championship Team

By Paula J. Randall Pagán, U.S. Army Marksmanship Unit

Fourteen soldiers with the U.S. Army Marksmanship Unit have been selected to represent the United States at the World Championships. Hundreds of shooters from around the country competed at the 2002 World Championship Team Selection Matches, which were conducted May 5 to 17. Only the top 32 male, 23 female, and 49 junior shooters in the country were selected to the USA Shooting Team, which will compete at the 48th International Shooting Sport Federation World Championships, to be held in Lahti, Finland, July 1-16. USAMU soldiers won 27 slots on the team.

In the Skeet World Championship Team Selection Match, 2000 Olympic Bronze Medalist SFC James T. Graves won the Gold Medal and 2001 World Skeet Champion SFC Shawn C. Duloherly took the Silver Medal; both soldiers won slots on the World Championship Team.

In the Trap Championships, two-time Olympian SFC Brett E. Erickson won the Trap Match and was named to the World Championship Team. Erickson beat 50 of the country's best trap shooters including 2000 Olympians Josh Lakatos and Lance Bade, who won the Silver and Bronze Medals in Trap at the 1996 Olympics.

"It's always nice to make the team and beat the youngsters who have been dominating the sport," Erickson said. "I won the Silver Medal at the last World Championships and I won Gold in 1990 in Russia; it would be nice to do it again. The competition at the World Championships is tough; it's at least three times bigger than the Olympics in participation."

SFC Theresa E. DeWitt, a 1996 Olympian, received the Silver Medal in the Women's Trap Match and was selected for the World Championship Women's World Championship Trap Team.

PFC Matthew T. Wallace took second place in the Junior Trap Match and made the World Championship Junior Team. "I'm really excited about competing in the World Championships," Wallace, 19, said. "I only had one week after I finished Basic and Infantry training to train for the match, so I'm happy I made it."

After finishing in a two-way tie for first place in the Double Trap Matches, DeWitt took the Silver Medal after the shoot-off and was named to the Women's Double Trap World Championship Team.

"I was very happy with my performance," DeWitt said. "I'm excited that I'll get to shoot two events in the World Championships; this will be the first time I've gotten to do that."

SSG Joetta R. Dement who got the Bronze Medal in the Women's Double Trap Match, was named to the Women's World Championship Double Trap Team.

SGT William H. Keever, a 2000 Olympian, received the Silver Medal in the Men's Double Trap Match and made the Men's World Championship Double Trap Team.

SSG Jason A. Parker, a 2000 Olympian, took Gold Medals in the Air Rifle and 300-Meter Standard Rifle Matches and a Bronze Medal in the Free Rifle Three Position Match and won three slots on the World Championship Team.

SPC Mary K. Elsass won Gold Medals in the Sport Rifle Prone Match and the 300-Meter Sport Rifle Three Position Matches, as

well as taking the Bronze Medal in the 300-Meter Prone Rifle Match and garnered three slots on the Women's World Championship Rifle Team.

"This will be my first time competing at the World Championships and it will be a really big honor to represent the Army and the country," Elsass said. "I've been training hard and I've gotten great equipment and ammunition; the USAMU gunsmiths helped a lot working on my rifles."

SFC Thomas A. Tamas, another 2000 Olympian, won the Gold Medal in the Free Rifle Prone Match, the Silver Medal in the 300-Meter Prone Rifle Match and took fifth place in

the 300-Meter Standard Rifle Match to win him those three slots on the World Championship Team.

MAJ Michael E. Anti, a 2000 Olympian, received the Bronze Medal in the 300-Meter Three Position Match and a slot on the World Championship Team.

"The only time I've ever competed at the World Championships was in 1982. I was 17 years old and was the youngest shooter to ever make the Men's Open Team," Anti said. "I always look forward to competing in the major matches and the World Championships are second only to the Olympics in importance."

SFC Daryl L. Szarenski, also a 2000 Olympian, won the Gold Medal in the Air Pistol Match, Silver Medals in the Center Fire and Standard Pistol matches and a Bronze Medal in the Free Pistol Match made the World Championship Team in all four disciplines. SPC Grant E. Saylor got the Bronze Medal in the Center Fire Pistol Match and was named to the World Championship Team.

SGT Armando R. Ayala received the Silver Medal in the 10-Meter Running Target 30+30 Match took the Bronze Medal in the 50-Meter Running Target 30+30 Match. He will shoot both those events plus the 10- and 50-Meter Mixed Matches at the World Championships.



SFC Theresa E. DeWitt



SPC Mary K. Elsass



SFC Daryl Szarenski



SGT Armando R. Ayala

## NFL player enlists in the Army

Former National Football League player, Pat Tillman, 25, (right) of the Arizona Cardinals and his brother, Kevin, 23, (left) take the oath of enlistment May 31 at the Phoenix Military Entrance Processing Station. The brothers, from Chandler, Ariz., were recruited by SGT Elmer Brewer of the Phoenix Recruiting Battalion's, Tempe Company, Chandler Recruiting Station. The Tillmans will attend basic training and Advanced Infantry Training at Fort Benning, Ga., reporting in July. Pat and Kevin enlisted for three years and hope to qualify for the Army Rangers. Pat Tillman, who converted from linebacker to safety was drafted by the Cardinals out of Arizona State University in 1998 and started 28 games the past two seasons. (U.S. Army photo by CPT Andrew Wright, Phoenix Battalion, S-3 Marketing Officer).



## Two down, one to go ...

*Story by Anna Buonagura, Albany Recruiting Battalion*

It all began when Albany, N. Y. recruiter, SSG Patrick Papia II, received a phone call from Donna Costa, wife of Albany Battalion Commander LTC Christopher Costa. Donna had a lead and called the local recruiting station for followup.

With the lead in hand, Papia contacted and contracted Emily Schecher, who enlisted as a linguist. He wasted little time in contracting her sister, Charlotte, as well.

Emily, happy with her \$20,000 bonus and the opportunity to use her linguist skills, spoke to her sister, Charlotte, who was reviewing her options. Papia took the opportunity and made an appointment with Charlotte to let her know what Army benefits were available to her.

Charlotte is a 19-year-old with a lot of energy. Charlotte took a high school technical course in welding and enjoyed the experience. With welding in mind, she fortunately made the last Military Entrance Processing Station reservation for metal workers on that day. The sisters were able to ship together to basic training at Fort Jackson, S.C. Very anxious to begin her career, Charlotte is scheduled for 14 weeks at Aberdeen Proving Ground, Md., upon completion of basic training.

Two for one ... does it get any better? Maybe ... Papia's initiative to seize the moment gave him two contracts instead of one. He may have a possible third since there is one sister left in the Schecher household. Time will tell if this recruiter is up to the challenge.



Recruiter SSG Patrick Papia II, Emily Schecher (left) and Donna Costa (right) prior to Emily's enlistment. (Photo by Anna Buonagura.)



Recruiter SSG Patrick Papia II (center) congratulates Emily Schecher (left) and her sister, Charlotte Schecher (right), after swearing in ceremony at Albany, N.Y., Military Entrance Processing Station. (Photo by Judy Poland.)

## eMILPO to replace SIDPERS3

### Army News Service

The Army's new electronic military personnel office, eMILPO, will greatly improve basic personnel actions and save soldiers' time, officials said, when it goes online later this year.

Current plans call for eMILPO to be implemented in December as the next major step for Army personnel transformation.

It's part of an ongoing effort by the Army personnel community to consistently seek ways to improve basic accounting and business practices for soldiers worldwide, said a Personnel Command official.

First there were morning reports prepared by first sergeants. Soldiers in line to get paid were common practice in the Army in the 1980s.

Then came several versions of the Standard Installation Division Personnel System, known as SIDPERS. Permanent change-of-station departure and arrival transactions are examples how SIDPERS "tracks" soldiers today.

"The problem with SIDPERS however, is that it has slipped behind and is no longer an efficient way to manage soldiers," said COL Howard Olsen, a career Adjutant General officer and commander of the Enlisted Records and Evaluation Center in Indianapolis.

eMILPO is a Web-based system and will require little training. It is an interim step however, toward a much larger, multiservice, integrated personnel and pay management system called DIMHRS. The Defense Integrated Military Human Resources System will be driven primarily by PeopleSoft8, a pure Internet commercial-off-the-shelf software.

Paula Davis, director of the Army DIMHRS Office, said the Army will be the first service to implement the DoD program in the third quarter of 2004.

"It will revolutionize how the Army does personnel and pay business," she said. "Soldiers will get online for both personnel and pay services instead of getting in-line at separate offices."

DIMHRS builds upon eMILPO with an integrated personnel and pay system that creates a common database for all military services, Davis said.

Some of the key personnel functions eMILPO will improve are updates to the Department of Defense Form 93, reassignments, promotion transactions, manning reports, DEERS and personnel accountability, according to Doug Ruggiero, U.S. Army Personnel Command.

"The eMILPO learning curve is expected to be only 30 minutes," Ruggiero said. "It's going to really improve the personnel business for everyone."

*(Editor's note: Information provided by LTC Stan Heath, U.S. Army Personnel Command public affairs officer.)*



**SFC Roy E. Handy, Jr., New Orleans Recruiting Battalion**

## Army Times Soldier of the Year

### Army Times News Release

SFC Roy E. Handy, Jr., New Orleans Recruiting Battalion, was selected as the Army Times Soldier of the Year May 15.

Handy was born and raised in the lower ninth ward of New Orleans, the most depressed and crime-ridden area of the city. Handy dedicated himself to transcending that environment and now helps others to do the same.

With a successful career in the Army, Handy volunteered for recruiting duty in his old neighborhood, dedicating himself to helping local youth make the most of their potential. Despite having the financial wherewithal to live in a more affluent section of town, Handy opted to reside in Ward Nine, offering a constant and positive role model to young people.

He is always there to offer guidance, counsel and mentor youth. He is highly engaged in local community activities, volunteering for a myriad of local youth mentoring and community improvement programs. He visits elementary schools to plant the seeds for success in life. And he cares about youth beyond

simply those he can recruit into the Army.

One example of this is the Joint Community Services Group, where Handy takes the extra effort to get local businesses to provide skill training and permanent jobs for those who cannot qualify for the Army. Another example is his involvement with the Prison Outreach Ministry, where he took off-duty time to help troubled youth.

"His intervention into the life of a child, at an early age, coupled with his positive values, has provided a true role model for others to emulate," says one community leader, adding, "he's an inspiration and a great ambassador for the Army."

"He has an extraordinary concern, compassion and commitment to helping others," says another colleague.

The quality of the personnel in today's Army is directly dependent upon having outstanding recruiters like SFC Handy. Handy's activism in the community translates into positive success for the U.S. Army.

"SFC Handy is a superb recruiter, easily surpassing his goals," says his commanding officer. "He is the ideal soldier, a fantastic leader, motivator and recruiter," said another superior officer. For the last two years Handy has exceeded his goal by 125 percent with a 95 percent retention rate.

"I love what I do," says Handy. "The hardest job is being a recruiter, both for the Army and for being successful in life."

## Army Tuition Assistance (TA) guidance for Fiscal Year 03

Effective Fiscal Year 03, the Army will pay all or a portion of the charges of an educational institution for the tuition and expenses of its soldiers for post-secondary education during off-duty periods, up to the newly established semester hour cap of \$250 and annual ceiling of \$4,500. Allowable expenses are fees charged by the institution related to instruction such as laboratory and computer fees, or other required fees such as for security, health, or library access. TA will not be used for the purchase of textbooks unless included in the academic institution's published tuition rates. In the case of parking fees,

when a parking fee is charged to all students for maintenance of lots, etc., and is a requirement for enrollment, it should be paid.

When an institution's tuition fees are \$250 or less per semester hour (or equivalent), the Army will pay 100 percent of the amount charged by an institution. When an institution's fees exceed \$250 per semester hour, the Army will pay \$250 per semester hour (or equivalent) of credit.

This rate will be applied uniformly whether instruction is delivered traditionally or through distance education. For courses over six months in length from class start to end dates, TA will be paid after successful course completion. Rates of tuition assistance other than identified in paragraphs 1 and 2 will not be authorized.

## **New Army program helps soldiers gain certification for civilian jobs**

The Army has added a new component to its GI to Jobs Program that will assist soldiers in understanding and obtaining certification for civilian jobs when they leave the service.

"Some 67 percent of Army enlisted soldiers serve in military specialties related to civilian occupational areas that are subject to certification and licensure," said MG Kathryn Frost, The Adjutant General of the Army.

Those soldiers now have a Web site, called Army Credentialing Opportunities On-line (Army COOL), where they can learn what civilian certifications relate to their Military Occupational Specialty career field and how to obtain them.

"This new Web site explains differences between military and civilian training and certification requirements, and it does so in easy-to-understand language," SMA Jack Tilley said. "The program and the Web site tell soldiers exactly what they need to do to begin and complete the certification process in their MOS."

Under this initiative, soldiers will know what is necessary to complete certification or licensure requirements for jobs related to approximately 100 Military Occupational Specialties. All MOS-applicable credentialing

examinations are clearly identified and articulated, by MOS, to ensure success.

Some occupations have certain professional and technical standards. The process of meeting these standards and earning official recognition in the form of credentials (licenses or certificates) is called credentialing. Private and government organizations set credentialing standards to ensure that individuals meet the standards for their profession. There are two primary types of credentialing, licensure and certification; licenses are granted by government agencies (federal, state and local) and certification is granted by nongovernment agencies (professional, industry, proprietary, and apprenticeship).

"This is good news for soldiers, but great news for the nation as well," said Frost. "The Army offers the best training in the world, and when you add extraordinary experience, additional study and leader development, the country will benefit from GI to Jobs with exceptionally qualified veterans for the 21st century workforce.

"In addition to giving soldiers an opportunity for professional growth and a head start on transition to civilian life after Army," said Frost, "the GI to Jobs initiative also benefits retention and recruiting. Potential recruits want assurance that they will receive the same opportunities in the military that their peers have in civilian careers. The GI to Jobs program, when combined with military training, offers them that advantage and more." She added, however, that the extensive requirements for some licenses and certification might require soldiers to serve more than one term in order to get the credentials they seek.

The GI to Jobs initiative will be integrated, to the extent possible, with the Army's Partnership for Youth Success, PaYS, programs at <http://www.armypays.com>. PaYS is a recruiting initiative that was initially developed by the U. S. Army Recruiting Command to appeal to young people who are interested in having a quality civilian job after serving in the Army. It has also been coordinated closely with Army skill options available to applicants. The recruiter will have access to information that crosswalks MOSs to industry skills

and also depicts long-term job forecasts from participating companies.

Army agreements with some companies may provide the soldier with credit for service in the Army or advanced placement based on skill certification. The certification gap analysis and DANTES (Defense Activity for Non-Traditional Education Support) certification examination program will help assist in the PaYS effort for skills certification with industry.

GI to Jobs and its Web site proponent, Army COOL, are the latest in a series of dynamic changes to the Army's recruiting and marketing efforts to enhance and communicate the wide range of opportunities and skills the Army offers potential recruits. The Army also is continuing its efforts to better train and deploy its recruiting force.

The Army COOL Web site address is <http://www.ArmyEducation.army.mil/COOL>.

## **Special forces recruiters are needed for duty in Korea**

The special operations recruiting company is now accepting recruiter applications, 79R, from soldiers who wish to conduct in-service recruiting for future green berets.

- Duty location: Yongsan, Korea
- Time on station in Korea: 18-36 months
- Type of assignment: Command sponsored
- Pre-requisites:
  - Airborne qualified or volunteer for airborne school
  - Two-year station command time
  - No history of disciplinary actions
  - Meet height and weight standards
  - Be able to pass an APFT
  - 17 years time in service or less
  - 24 months since last cost move

If interested contact 1SG William Bouyoucas, at (910) 432-1641/1643 or DSN 239.

E-mail: [william.bouyoucas@usarec.army.mil](mailto:william.bouyoucas@usarec.army.mil)

## New Web site spotlights war on terror

By Linda D. Kozaryn, American Forces Press Service

The U.S. Defense Department's unconventional war against terrorism has spawned an unconventional Web site to report news about that war: [DefendAmerica.mil](http://DefendAmerica.mil).

The new site, which can also be found at [DefendAmerica.gov](http://DefendAmerica.gov), offers the latest news, photographs, transcripts and other information about the U.S.-led global effort against terrorism. As *Defend America's* editor, David Jackson, put it: "If it has anything to do with the war, we're interested."

The Defense Department launched the site before Operation Enduring Freedom began last October. The goal was to inform the public, both in the U.S. and abroad, of what the U.S. was doing to combat global terrorism, according to Victoria Clarke, assistant secretary of defense for public affairs.

"We wanted people to know what our service members were doing at home and overseas," the Pentagon spokeswoman said.

"Our goal is to help the public understand and appreciate how dedicated and committed our men and women in uniform really are."

The site captured attention quickly. Shortly after *DefendAmerica's* debut on the Internet, *USA Today* named it a "Hot Site" and *Time Magazine* reported, "If you want the official war news, that's easy — go to the Pentagon's comprehensive site, [www.DefendAmerica.mil](http://www.DefendAmerica.mil)."

Although *DefendAmerica* has been available to the public for only seven months, it already boasts readers in more than 70 countries, and links to it can be found on Web sites all over the Internet, according to Jackson, a veteran newspaper and magazine journalist who was brought on board to edit *DefendAmerica*.

Content on the site changes daily, Jackson said, and includes coverage of every Pentagon briefing by Defense Secretary Donald H. Rumsfeld and other top military officials.

A feature called "Americans Working Together" reports on the myriad ways Americans are working together to

combat terrorism, while "Profile" spotlights individuals and the roles they play in the war effort. Archives of both features can be accessed on the site.

*DefendAmerica* is also the home of "America's Thank You Note," an online form where supporters are invited to sign a virtual thank-you note to U.S. service members.

A daily feature titled, "We Remember Their Sacrifice," pays tribute to each victim who died in last year's Sept. 11 attack on the Pentagon.



Military buffs have found the site to be a rich source of information on military aircraft and equipment. A section called "Database" offers technical information about a wide range of military systems and equipment, from the perennial M-16 rifle to the newest Predator aerial vehicle. Another section, "Backgrounder," offers information on subjects from Afghanistan to weather and its influence on warfare.

The site also contains links to other U.S. government and military Web sites along with streaming audio and video news stories.

*DefendAmerica* reports on all branches of the military, including the Army, Navy, Marine Corps, Air Force and Coast Guard, both active duty and reserve components.

Probably the most popular feature, according to Jackson, has been *DefendAmerica's* Photo Gallery archive, which offers photo essays by Joint Combat Camera and other military photographers that chronicle the progress of the war, from the Sept. 11 terrorists' attacks to the current campaign to help Afghanistan rebuild after years of civil war and unrest.

"There are a lot of stories to tell about this war effort," Jackson said, "and there's an enormous demand out there from both Americans and our international readers to learn more. We're glad that they're finding us an authoritative place to see what's going on."

Send thanks to service members by

signing the "world's largest virtual greeting card," accessible at [www.defendamerica.gov/](http://www.defendamerica.gov/).

## Leased family housing

The Department of the Army has established and implemented a Government Leased Family Housing Program.

Recruiting personnel are often assigned to locations where housing costs are not documented and not fully supported by Basic Allowance Housing (BAH), and where military housing is not available within a reasonable commuting distance. To improve the quality of life for independent duty Army Recruiting Command personnel and their families, the Department of the Army has established a Government Leased Family Housing Program. The U.S. Army Corps of Engineers, in conjunction with USAREC Headquarters, will procure leased housing.

### Eligibility:

- All personnel in the grades of E-7 and below are eligible for BAH at the 'with dependent rate' and accompanied by dependents. In cases of joint custody of dependents, only the military member who has custody for more than six months per year is eligible.

- Actual or anticipated out-of-pocket (OOP) expenses, including utilities, must be greater than BAH plus 11.3 percent for FY 02, 7.5 percent for FY 03, and 3.5 percent for FY 04.

- Permanent duty personnel located in a location that is greater than one rush-hour commute from a military installation.

- Members are required to have at least 12 months remaining at their current duty station at the estimated date of lease consummation.

- If adequate suitable housing is identified by the Corps but declined by the service member, they will be dropped from the program. They cannot reapply for the program until they have orders for a permanent change of duty station.

### Procedures:

- Service member fills out application and turns it in to their respective Battalion Facility Manager.

- Service member must also submit a Statement of Understanding for

Acceptance of Government Family Leased Housing. The service member's signature indicates that he/she understands the provisions of the lease.

- Service member must have a copy of his/her orders.
- The total application process will take approximately 45-60 days.
- All necessary documentation and information may be obtained from the Battalion Facility Manager.

## WWW.Huh?: New online VA benefits guide available

*By Sgt. 1st Class Kathleen T. Rhem, American Forces Press Service*

The Department of Veterans Affairs has made its comprehensive benefits guide available for free on the Internet.

Federal Benefits for Veterans and Dependents [[www.va.gov/pubaff/fedben/Fedben.pdf](http://www.va.gov/pubaff/fedben/Fedben.pdf)] is a 100-page handbook describing benefits provided by the VA and an overview of programs and services for veterans provided by other federal agencies.

VA officials estimate most of America's 25 million veterans qualify for at least some VA benefits, but many are unaware of their entitlements. This handbook includes a listing of toll-free numbers, World Wide Web information resources, and VA facilities.

Most veterans are eligible for healthcare and burial benefits. Many are also eligible for home loan guarantees, educational assistance, vocational rehabilitation, life insurance, and compensation for service-connected disabilities.

This guide explains how to access many of these benefits online. For instance, it provides a Web address and instructions for enrolling via the Internet into the VA healthcare system. The book describes in detail the priority for care and services available. Separate sections describe specialized services available to Gulf War veterans and those exposed to Agent Orange or radiation.

The Montgomery GI Bill and other education benefits are explained in depth. Burial benefits and employment service are also covered, as are rate charts for the various forms of compensation VA provides.

The book can be purchased through

the Government Printing Office for \$5 for U.S.-based customers and \$6.25 for those overseas by calling toll-free (866) 512-1800. By providing it online at [www.va.gov/opa/feature/](http://www.va.gov/opa/feature/), the VA hopes to make the information available to more veterans.



## TRICARE SMART site offers easy access to products

The TRICARE SMART Site stands ready to help you find and obtain the TRICARE materials you need.

SMART - for Standardized Materials and Research Technology - is an online collection of the latest and most relevant TRICARE marketing materials, including publications to inform beneficiaries about TRICARE's full range of health care programs and services.

The TRICARE SMART Site provides users with an online processing center connected to the TRICARE Warehouse.

Once you place an order, you will receive a confirmation screen that you can print out for your records.

Even materials no longer available for order may be read and printed from the SMART Site.

The TRICARE SMART Site is designed to provide TRICARE beneficiaries with quick and easy access to the TRICARE publications and other informational materials they need.

For more information, visit the TRICARE SMART Site at [www.tricare.osd.mil/smart/index.cfm](http://www.tricare.osd.mil/smart/index.cfm) or call (703) 681-1770.

## Tax change means more service members qualify for Earned Income Credit

*By Jim Garamone, American Forces Press Service*

Tax changes affecting reportable income for this year will mean more service members qualify for the earned income tax credit, said Defense Department officials.

Congress has changed the way

income is figured and the way the credit is paid. Uniformed military members will be the chief beneficiaries, according to Army LTC Tom Emswiler, executive director of the Armed Forces Tax Council.

In the past, he said, the basic allowances for housing and subsistence and pay excluded from income due to combat zone service was included in calculating whether a person qualified for the earned income tax credit. The credit was "paid" with the filing of one's annual income tax return.

"This year Congress is only going to make you include the money in your taxable income," Emswiler said. The allowances and tax exclusion won't count as earned income when computing the credit, he noted. In addition, Thrift Savings Program contributions also will be excluded.

"What this means is that more members are going to qualify for earned income credit this year than ever did previously," he said.

Refundable credits, like the earned income tax credit, are worth more than deductions because they reduce income taxes dollar for dollar and the government pays the taxpayer any credit remaining after the tax due falls to zero. For most persons claiming the credit, deductions would reduce taxes by 28 cents or less on the dollar and then only to zero.

Instead of waiting for a lump-sum annual credit payment, taxpayers can request advance monthly installments now if they expect both their annual earned income and adjusted gross income to be less than \$29,201 (\$30,201 if married filing jointly); they have or expect to have at least one qualifying child; and they expect to qualify for the credit in tax year 2002.

Service members with questions about the credit should visit their installation Defense Finance and Accounting Service office or legal assistance office. The Internal Revenue Service Web site, [www.irs.gov](http://www.irs.gov), can provide full details, forms and guidance.

Members who believe they qualify for advance monthly credit payments this year should fill out IRS Form W-5, available at installation DFAS offices or on the IRS Web site, Emswiler said.

# Gold Badges

**RSM MAY 2002**



## **ALBANY**

SFC David Garrant

## **ATLANTA**

SFC Darrell Cloud

SSG Joseph Giordano

SSG Charles Canupp

SSG Randall Fletcher

SSG Mike Ingle

## **CHICAGO**

SSG Michael Ray

SSG Jessie McGaughy

SSG Chandar Washington

SSG Toris Knight

SGT John Dunleave

SGT Thomas Lindemann

## **CLEVELAND**

SSG John Brandenburg

## **COLUMBIA**

SFC Paul Holmes

## **COLUMBUS**

SSG Anthony Sigmund

SSG Anita Richards

SSG David Lee

SGT Victor S. Sells

SGT Mark Waxler

## **DALLAS**

SFC Jorge Villalobos

SFC James Garcia

SSG Darrell Baker

SSG William Bowers

SSG Kevin Anderson

SSG Alen Jensen

SGT James Penick

SGT Kris Williams

## **DES MOINES**

SSG Joshua Fleck

SSG Damian Santiago

SSG Frank Abalos

SSG Stephen Harvey

SGT Travis Wagner

## **GREAT LAKES**

SFC Robbie Rohren

SSG Deleon McClure

## **HARRISBURG**

SFC Edward Webb

SFC Eric Eichner

SFC Joseph Logue

## **HOUSTON**

SFC Abdul Mustafaa

SFC Richard Loya

SSG Juan Vasquez

SSG Efrain Acevedo

SSG Fredrick Clayton

SSG Keith Harnage

SSG Rodney Young

SSG Daryl Mumford

## **INDIANAPOLIS**

SFC Terrance Noel

SFC Lawrence MacDonald

SSG Anthony Clark

SSG Mario Benson

SSG Stephen Larocque

SGT Alonzo Sanders

SGT Dustin Mullins

## **JACKSONVILLE**

SFC Phillip Logan

SSG Jesus Rodriguez

SSG Antoinette Green

SSG Charles Argumaniz

SGT Jennifer Lattea

CPL David Needleman

## **MIAMI**

SFC Edgardo Legrand

SFC Nazario Claudio-Colon

## **MID-ATLANTIC**

SFC Aaron Helton

## **MILWAUKEE**

SSG Jeffrey Rabold

## **MINNEAPOLIS**

SSG Andy Berg

SSG Christian Wolter

SGT Stephen Stockert

SGT Roland Ward

SGT John White

## **MONTGOMERY**

SFC Alice Melton

SSG Mitchell Walker

SSG Charles Beasley

SSG Mardecial Hale

SSG Felicia Lecque

SGT Timothy Gunther

## **NEW ENGLAND**

SSG Herman King

SGT Roderick Boone

SGT Thomas Francis

## **NEW YORK CITY**

SFC Victor Rodriguez

SGT Richard Guzman

## **OKLAHOMA CITY**

SSG William Rhodd

SSG Carlos Ayala-Pagan

## **PHOENIX**

SFC Christopher Hull

SSG Volker Russ

## **SACRAMENTO**

SSG Ricardo Herrera

SGT Michael Haskins

SGT Darrell Cabaluna Jr.

## **SAN ANTONIO**

SFC Michael Earnest

SSG Christopher Skeistaitis

SGT Sterling Long

SGT Danny Neve

## **SOUTHERN CALIFORNIA**

SSG Robert Maxwell

## **SYRACUSE**

SSG Joseph Baker

## **TAMPA**

SFC Dennis Howard

SSG Ismael Lopez

SSG Cyndi Murphy

SGT Crystal Nedik

SGT William Harting



# Morrell Awards

RSM MAY 2002



**CLEVELAND**

SFC James Mauer

**INDIANAPOLIS**

SFC Nicholas Naumoff

**JACKSONVILLE**

1SG Kelly Hermining

SFC Rodney Lewis

**MILWAUKEE**

1SG Eric Gordan

SFC Jeffrey Murphy

SSG Garry Holding

**NEW ENGLAND**

SFC Billie Griffith

**NEW YORK CITY**

SFC Celena Major

**PHOENIX**

SFC David Adcox

SSG Nicholas McInain

SSG Ryan Barr

**PITTSBURGH**

SFC Andrew Sprowel

**RALEIGH**

SFC Cornelius Mack

SFC Curtis Lawrence

**SACRAMENTO**

SFC Lawrence Kagawa

**SALT LAKE CITY**

1SG Theodore Wiechman

SFC Edward Vitacolonna

**SPECIAL MISSIONS**

**RECRUITING TEAM**

SFC Manuel Velez-Toledo

# Recruiter Rings

RSM MAY 2002



**ALANTA**

SFC Earl Anderson

SFC David Parham

SFC Michael Hudson

SFC William Clemons

**ALBANY**

SFC Thomas Surber

SFC Ronald Smith

**CHICAGO**

SFC John Coughlin

SSG Mark Lewis

SSG Kenneth Thomas

**COLUMBUS**

SSG Jerome Thibaut

SSG Kenneth Pryor

SSG Michael Fitch

SSG Shawn Guillereault

SSG Anthony Marinaro

**COLUMBIA**

SSG Paul Glover

SSG Edwin Butler

**DALLAS**

SFC William Sewell

SFC Richard Torres

SFC Mark Moore

SSG Esther Fitch

SSG Shon Skinner

**DENVER**

SFC TJ Holloway

SFC Daniel Simon

**DES MOINES**

SFC Russell Wise

SFC Robert Avis

SFC John Riley

**GREAT LAKES**

SFC Chris Biederman

SFC Randy Olson

SFC Jeffrey Marinuzzi

SFC Jeffrey Fayette

SSG Jason Gallimore

SSG Derrick Gordon

SSG Nakia Nelson

SSG Stephen McCartney

SSG Todd Easterday

**HOUSTON**

SFC Melissa Newbell

SFC Daniel Baker

SSG Robert Gallagher

**INDIANAPOLIS**

SFC Orlando Hollingshed

SSG Valmore LeClerc

SSG Michael Posz

SSG Prentice Williams

SSG Joe Howard

SSG Leanna Wise

**JACKSONVILLE**

SFC Christopher Johnson

SSG Jason Cvikich

SSG Eric Hughes

**MIAMI**

SSG Rafael Arroyo

**MID-ATLANTIC**

SFC Isaac Baumer

SFC Scott Lewis

**MILWAUKEE**

SFC Mitchell Waters

SSG Paul Wagner

**MINNEAPOLIS**

SFC Buel Needs

**MONTGOMERY**

SFC Gwendolyn Pratt

SSG Edna Anderson

SSG Thomas Speegle

SSG Wallace Bias

**NASHVILLE**

SFC Robert Phelps

SSG Paul Matthews

**NEW ENGLAND**

SFC James McGrath

SSG Richard Williams

SSG Mark Ashley

SSG Christopher Lewis

**NEW YORK CITY**

SFC Harold Bailey

**OKLAHOMA CITY**

SFC Brian Jensen

SSG Gregory Smiling

SSG Andrea Deramus

SSG Dennis Goodman

SSG James Kizziar

**PITTSBURGH**

SFC Mark Rice

SSG Michael Hayes

**RALEIGH**

SFC John Curran

SFC Freddie Stokes

SSG Wilbert Sneed

SSG Jonathan Douglas

**SACRAMENTO**

SSG Thomas Simpson

**SALT LAKE CITY**

SFC Dean Bjerke

SFC Michael McGee

SSG Anthony Hill

SSG Steven Fife

**SAN ANTONIO**

SFC Agapito Gallardo

SFC Charles Hance

SSG John Lopez

**SPECIAL MISSIONS**

**RECRUITING TEAM**

SFC Michael Thayer

**SYRACUSE**

SFC Shawn Law

SSG Amedeo Trotta

SSG Brence Jackson

**TAMPA**

SFC John Burchfield

SSG Jeffrey Bradshaw

1. NCOER non-rated time under the New Recruiter Program will not exceed \_\_\_\_\_.
  - a. 9 months
  - b. 12 months
  - c. 15 months
2. For other than medical waivers, who may disapprove a waiver request?
  - a. Only the approving authority
  - b. Company commanders or higher
  - c. Battalion commanders or higher
  - d. Recruiters can disapprove waivers
3. What USAREC form must be completed and approved for DEP extension?
  - a. Form 1035
  - b. Form 1036
  - c. Form 1034
  - d. Form 998
4. DEP extension will not exceed \_\_\_\_\_ in the Delayed Entry Program.
  - a. 2 months
  - b. 6 months
  - c. 270 days
  - d. 365 days
5. The inner, red ring of numbers and tick marks on a Lensatic Compass are used for \_\_\_\_\_.
  - a. Finding direction in mils
  - b. Determining the direction in which you are pointing your compass
  - c. Finding direction in degrees
  - d. Determining the direction in which you plan to go
6. The \_\_\_\_\_ will establish DEP and DTP management procedures to ensure accountability, minimize accession loss, and emphasize the Referral Program for members of the DEP and DTP.
  - a. Company commander
  - b. Battalion commander
  - c. Commanding general, USAREC
  - d. Recruiter
7. The \_\_\_\_\_ will process USAREC Form 512 (Regular Army and Reserve Component Referral Sheet).
  - a. Station commander
  - b. Battalion commander
  - c. Guidance counselor
  - d. School principal
8. What regulation covers the requirement to make required follow-up contact with DEP and DTP enlistees?
  - a. USAREC Reg 350-6
  - b. USAREC Reg 601-81
  - c. USAREC Reg 601-89
  - d. None of the above
9. The standards for receiving a Go on the Army Physical Fitness Test (APFT) portion of the USAREC Form 1137 are:
  - a. 40 points per event, 120 overall
  - b. 50 points per event 150 overall
  - c. 60 points per event 180 overall
  - d. Does not matter, as long as all events are completed
10. The Range Card provides which of the following functions?
  - a. Shows the gunner where to place fires on designated target during limited visibility
  - b. Provides the gunner conducting a relief in place all the information needed to respond immediately to enemy action
  - c. Provides the platoon leader and company commander information for their fire plan
  - d. All of the above
11. When searching the terrain in overlapping strips, which of the following is true?
  - a. Search in 90 degree arc, 100 meters in depth in front of your position
  - b. Search in 180 degree arc, 50 meters in depth in front of your position
  - c. Search in 180 degree arc, 150 meters in depth in front of your position
  - d. None of the above
12. Using the trimester system of senior contacts, what time frame should you make the first contact?
  - a. Sometime during the first quarter of senior year
  - b. Early spring during the junior year
  - c. During the summer between junior and senior year
13. What are some basic preparations, which should be completed prior to the beginning of the school year?
  - a. Review school plan for the upcoming year
  - b. Initiate school folders for assigned high schools and colleges
  - c. Schedule a faculty COI breakfast
  - d. Receive training on ASVAB promotion and interpretations
  - e. a and b only
  - f. All of the above
14. What month should your school program officially begin?
  - a. July
  - b. August
  - c. September
  - d. May
15. Who is responsible for initiating the actions to establish an ongoing college recruiting program?
  - a. Station commander
  - b. Company commander
  - c. Company first sergeant
  - d. Recruiter

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

# Mission Box

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



### RSM May 2002

#### Top RA Recruiter

SSG Barton Owen  
(Albany)

SFC Christopher Johnson  
(Jacksonville)

SSG Victor Morales  
(Great Lakes)

SFC Daniel Jones  
(Dallas)

SSG Jason Orahood  
(Seattle)  
SSG Peter Jenning  
(Salt Lake City)  
SSG Ernest Babbs Jr.  
(Portland)

#### Top USAR Recruiter

SSG David Blackman  
(New York City)

SFC Lisa Rose  
(Raleigh)

SGT Michael Lahaye  
(Milwaukee)

SFC Jerry Casey  
(Oklahoma City)  
RSM April Correction  
SSG Michelle Flores  
(Des Moines)

SSG Terry Gore  
(Seattle)

#### Top LPSC

Cumberland  
(Pittsburgh)  
(SFC James White)

Orangeburg  
(Columbia)  
(SFC Vondel Davis)

Chillicothe  
(Columbus)  
(SFC Richard M.  
Henson)

Claremore  
(Oklahoma City)  
(SFC Stephen Badley)

Nellis  
(Salt Lake City)  
(SSG Adam Potter)

#### Top OPSC

Lincoln Center  
(New York City)  
(SFC Maria Green)

Tampa South  
(Tampa)  
(SFC Neftali  
Perez-Acevedo)

Eastpointe  
(Cleveland)  
(SFC Gregory  
O'Bryant)

McKinney  
(Dallas)  
(SFC Lila Wilder-  
Brantley)

Bountiful  
(Salt Lake City)  
(SSG Charles Perry)

#### Top Company

Rochester  
(Syracuse)

Jacksonville  
(Jacksonville)

Appleton  
(Milwaukee)

Tulsa  
(Oklahoma City)

Tempe  
(Phoenix)

#### Top Battalion

None

None

None

None

None

#### Top AMEDD

Southeast

Morrow

Minnesota

San Antonio

Rocky Mountain

### Answers to the Test

1. c. AR 601-1, para 2-11, d (3)
2. b. AR 601-210 4-28 A
3. c. USAREC Reg 601-95, para 3-4 b
4. d. USAREC Reg 601-95 chap 3, para 3-4 a
5. c. STP 21-1 SMCT, page 46
6. c. USAREC Reg 601-95, para 1-4 a
7. c. USAREC Reg 601-95 para, 1-4, k (3)
8. a. USAREC Reg 601-95 para, 1-4 n (2)
9. c. USAREC MSG 00-003 dated 00, para 6
10. d. STP 21-1 SMCT, page 134
11. b. STP 21-1 SMCT, page 76
12. c. USAREC Pam 350-13, para 2-6 a (1)
13. f. USAREC Pam 350-13, para 2-7 a
14. a. USAREC Pam 350-13, para 5-1 a
15. b. USAREC Pam 350-13, para 11

# ARMY GAME



U.S. ARMY

