

# RECRUITER

United States Army Recruiting Command July 2005

# Journal



Recruiters in  
the Spotlight

page 16



# RECRUITER Journal

U.S. Army Recruiting Command  
July 2005, Volume 57, Issue 6

**Commanding General**  
Maj. Gen. Michael D. Rochelle

**Public Affairs Officer**  
S. Douglas Smith

**Editor**  
L. Pearl Ingram

**Associate Editor**  
Walt Kloeppel

**Associate Editor**  
Mary Kate Chambers

**Cover Design**  
Joyce Knight

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCMPO-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial 502-626-0167, fax 502-626-0924. Printed circulation: 13,600.

Deadline for submission of material is the first of the month prior to publication.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.

POSTMASTER - Send address changes to:  
Cdr, U.S. Army Recruiting Command  
ATTN: RCMPO-PA (Recruiter Journal)  
1307 Third Avenue  
Fort Knox, KY 40121-2726

E-mail address:  
[RJJournal@usarec.army.mil](mailto:RJJournal@usarec.army.mil)  
Intranet address:  
<http://hq.usarec.army.mil/aparjournal.htm>



## Features

### 5 Help Wanted

Ad for Reserve led civilian to work in cyber recruiting, specializing in Middle Eastern Translator Aides.



### 6 Cell Phones Ring with Vulnerability

### 10 Former Soldier Finds Friend in Recruiter

Father trusts recruiter with enlisting his four children.

### 11 Cyber Recruiter Earns Bronze Star

Cyber recruiter Joshua L. Smith, once an NCO serving in Iraq, received the Bronze Star for actions in Iraq, including Fallujah.



### 12 PaYS Marks 100th Partnership Signing

The Louisville, Ky., Metro Police Department joined the ranks of employers interested in hiring former Soldiers.

## Departments

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

### 14 Helmets to Hardhats

Program offers a free, one-stop shop for construction-industry jobs for former soldiers.

### 15 Nemechek's Happy Birthday

Driver's third place finish is highest of the season to date on weekend of Army Birthday.



Front Cover: Gen. Richard A. Cody, vice chief of staff of the Army, pins Afghanistan and Iraq Campaign Medals to recruiters returning from combat duty. The ceremony took place in Times Square as part of the Army's 230th birthday celebration. *Photo illustration by Joyce Knight. Photos by Staff Sgt. Reeba Critser.*



### 16 Recruiters in the Spotlight on Army Birthday

In celebrating the Army's 230th birthday, recruiters were part of festivities nationwide.

### 18 AFAP Alive and Well

Delegates gathered to discuss issues and sent their top concerns on up the chain of command.



*Maj. Gen. Michael D. Rochelle*

## Army Leaders Boost Recruiting Effort

**J**une's recruiting success has jump started our motivation and provided some much needed inspiration to continue our push toward the end of the recruiting year.

Just prior to the announcement of our June success for the Army, especially good news for recruiting, the President, in his speech at Fort Bragg, N.C., June 28, thanked the Soldiers there and around the world for serving our nation. He also expressed gratitude to the families of all military members. That was especially well stated. In my travels throughout the command, I see every day the myriad support recruiting families provide their spouses as we move through a highly challenging year. They quickly take on the support role in recruiting, just as they have done in numerous other demanding assignments in their Soldier's career.

The President also thanked those servicemembers who have re-enlisted. Moreover, his strongest statement on behalf of recruiting was, "And to those watching tonight who are considering a military career, there is no higher calling than service in our armed forces." What a terrific message to bolster public support of our recruiting efforts and to inspire the young men and women to serve!

"And to those watching tonight who are considering a military career, there is no higher calling than service in our armed forces." — President George W. Bush

As we are well aware, the media has been month to month overly focused on our progress this recruiting year. They have reported on senior military leaders ranging from the Chairman of the Joint Chiefs, Gen. Richard Myers, to Army Secretary Francis Harvey, who are eagerly and astutely telling the American public about the benefits our military offers and the tradition of patriotism through military service. But we must remain focused on the final target — 80K RA and 22,175 Army Reserve.

For the remainder of the year, we must continue our push to make the total mission. The recently completed New Recruit Survey reveals that in approximately 44 percent of the time, parents are the major influencers. We will continue our efforts to convince parents, educators and community leaders that becoming a Soldier is as the Commander-in-Chief stated, the noblest of professions.

Mission Box!

## Balancing Priorities: Faith, Family and Work

No matter how hard you try to avoid them, life presents you with decisions that you have to make daily. Some decisions are easy to make but others are extremely difficult. Having clear priorities makes the process easier. One of the cornerstones of living a high-quality life is to know what you value — what is most meaningful in your life.

Maintaining balance among priorities is one of the most challenging tasks you will face in life. The challenges are the same for every Soldier: When your life is about completing millions of tasks on your “to do” list, it is easy to lose perspective. You lose your ability to discern what is important versus what is not, because everything feels equally urgent and equally critical.

You go through life on autopilot, rarely stopping long enough to consider how you spend your time and energy. Yet, without determining whether your priorities match your values, your beliefs and your reality, you will continually be out of sync with yourself. Living a priority-centered life means balancing responsibility to others with responsibility to yourself, your faith, your family and your work. It means finding a natural rhythm to your day-to-day life that will support an atmosphere of fulfillment. Given the demands of recruiting, balancing your priorities is critical to your success and your sanity.

Think of a typical day, week and month in recruiting. Think about how you spend your time in the station or in the headquarters. Ask yourself, “How much time do I devote to my family?” What about religion or spiritual practice? How about hobbies and social time? As you ponder these questions, you may discover that you need to make some

changes. How you spend your time will reveal your priorities and may lead to unintended issues such as neglecting your family, friends, health and spiritual needs. There is much truth to the old saying, “Too much of any one thing is not good for you.” If left unattended, such imbalanced priorities can manifest unwholesome and self-destructive outgrowths such as uncontrollable stress, domestic issues or substandard performance.

Mature adults understand that eventually adversity will knock at everyone’s door. Mastering a healthy and balanced life helps individuals cope with the variables of life. Affirming and exercising your faith provides the foundation for healthy living. In a chaotic world, it provides structure and hope. For the spiritually minded, practicing your faith helps you get in touch with your inner being while providing a sense of security, contentment, inner peace and fulfillment. Only you can determine your spiritual relationship and beliefs with a higher being. As with any endeavor, you must devote time and energy for maximum growth and maturity. I credit all of my success and ability to stay focused to my relationship with the Lord. A family that prays together stays together.

The family is the basic social structure that promotes and nurtures physical, emotional and spiritual development. It goes without saying that spending quality time, not necessarily a large quantity of time, strengthens the family unit. “Sustain and maintain the force” is one of USAREC’s most critical METL tasks. While there are numerous quality of life programs and time-off policies in place throughout the command, only individual Soldiers and families can exploit them to their advantage. Work is



**Command Sgt. Maj. Harold Blount**

important — crucially important — however, you must find a balance to support success with both work and quality of life. Organize family nights for movies, board games or outdoor activities. Or find a home project that everyone can work on. When at home, enjoy your family; when at work, work.

Technical, tactical, conceptual and interpersonal competence allows for optimal work performance. Just as important is reducing as many distractions as possible. Soldiers coping with financial, marital or other challenges find it hard to focus on work or anything else. If your spiritual and family matters are in order, you are focused and postured for superior performance. Coupled with the Soldier’s Creed, Warrior Ethos and NCO Creed, balancing your priorities will assist you in achieving all of life’s goals. The Army’s recruiting mission is critically important, but your family and your personal well being are equally as important.

The Soldier is the centerpiece of the Army’s formation. Senior leaders have a huge responsibility to generate actions and initiatives to preserve the force. Notwithstanding the leaders’ responsibilities, individual Soldiers have an inherent role in this process (self-preservation). While balancing competing priorities is tough for the best of us, this is one area in which everyone must try to improve if we are to remain relevant and ready.

# Keeping Cool during a *Meltdown*

By Chaplain Lt. Col. Lyndell E. Stike

Last week, my wife and I took our three granddaughters to the beach for vacation. They range in age from 7 months to 5 years. We were not totally out of our minds; we took our daughter to make it one adult per child. Mornings started early with assorted breakfast requests and endless TV programs like Barney, the Wiggles and Clifford. I think I know all the words to “We are a happy family.” When we gathered sufficient courage, we loaded up the kids, snacks and all the equipment necessary to keep everyone happy and ventured out.

We had tremendous fun on the water slides and lazy river. But then came the time to leave the pool, eat lunch and prepare for naps. Tears began slowly until our plan became more certain. These tears turned into cries, kicking and finally the dead man game. You know the game — the body goes completely limp, and the child dares you to pick them up and carry them off to their fate. No amount of bribery or manipulation works. They are in full-blown meltdown.

Nearly every family has experienced this occurrence sometime during their child’s development. In our pressure-filled culture adults and, yes, even



recruiters can have a meltdown. When the demands of our mission and our immediate and extended families push us into an overwhelming sense of hopelessness, we too, may cry out in distress.

How can we survive these “days from Hades?” First, we must remind ourselves that no matter what is happening around us, in 24 hours the day will be over. It is amazing what sunrise can do to our perspective. We live in a world of change — nothing stays the same, including our outlook.

Gripe a little. It has been said, “A complaining Soldier is a good Soldier.” Everyone needs to vent sometime and finding a caring person to unload the

burdens of the day with will help. Developing a support group enhances our ability to free ourselves of potential meltdowns. We must be proactive in forming our circle of friends. It takes energy and personal investment to maintain these resources.

The old adage, “count to 10,” is a valuable piece of advice. We need to be slow to speak. Speaking without thinking normally results in stinging situations. Words can hurt as much as a bullet. Many of our relationships are damaged because of words spoken in haste. Once verbalized, it is impossible to retract the utterance.

It is imperative that when it seems the sky is falling that we care for our physical needs. This is the time to increase, not suspend, our PT activities. Exercise enhances our ability to reduce stress and return to a normal emotional state. In the recruiting environment, you must be intentional in the planning and execution of your PT program.

Meltdowns force the cancellation of scheduled events, create conflict between spouses, and upset the entire family system. In the recruiting station, they handicap our ability to make mission, destroy the working environment and impede team development. However, we can reduce the number of meltdowns by caring for our buddies, listening to their concerns, and formulating a stress reduction game plan.

# WANTED:

## Middle Eastern Translator Aides

Story and photo by Julia Bobick,  
USAREC G5, Public Affairs Division

“Seeking individuals with Middle Eastern language skills to serve as translator aides.” The advertisement in the Lebanese newspaper was a little vague, but it piqued the interest of Florida college student Susan Makosch. Fluent in both English and Arabic, including six or so Middle Eastern dialects, Makosch was looking for a way to put her language skills to better use. She submitted a resume and waited. Little did she realize the job required an eight-year commitment in the U.S. Army Reserve.

Makosch wasn't selected for the Army Reserve job, though. There was an opening on the cyber recruiting team at Fort Knox, Ky., and her Arabic language skills and experience were just what the Army was looking for.

The single mother packed up her 12-year-old son and moved to Kentucky to become an Arabic cyber recruiter.

Still enrolled in college part time, Makosch spends her days conversing with individuals interested in becoming Middle Eastern translator aides for the U.S. Army — many of whom responded to the same advertisement that she did.

She begins a typical morning checking e-mail and responses from several online job databases. The rest of her day is spent answering and returning calls.

“People call me for information they want. I tell them everything about the program up front and make it their decision,” said Makosch who emphasized that she does not try to influence anyone, even though callers often ask for her advice. “It's not my job to make the decision for them or judge them. It's their life.”

Makosch, who was born in Lebanon but spent most of her youth in Jordan before coming to the United States after high school in 1985, talks with up to 60 people a day, switching between English and about four or five Arabic dialects. She learned English in school in Lebanon, and picked up her skills in the different Arabic dialects living and traveling around the Middle East in her

childhood. She said she primarily communicates with callers in English, though, because applicants must be able to understand English to enlist, but she often explains the program details in their native language to ensure they fully understand their Army commitment.

“I put myself in their shoes and explain it in a way to make sure they truly understand. When you're left with questions you start to have anxiety and doubt. We want people to join because they believe they should join, not because someone convinced them to join. It's not just important for the Army, it's important for them, too.”

Makosch also takes time to follow up with those individuals who do begin the enlistment process to ensure they understand the process and the information that is being provided by recruiters.

Though she doesn't have any military experience and at the time didn't realize she was applying to become a Soldier, she said the Army and Army Reserve — especially the translator aide program — offer great opportunity.

“Every day when I talk to people I think about [becoming a Soldier],” she said. “It's a neat opportunity and if I didn't have a 12-year-old son I'd consider it. I love the discipline that comes with the Army; I'd like the nine weeks of basic training and the language school.”



Susan Makosch sits at her desk in the Cyber Recruiting Center at Fort Knox.

She applied for one position, but got another — and it's a job she loves. “It was luck to get this job and I am very blessed.”

The hardest thing about accepting the job, Makosch said, was leaving her family in Florida. “It was a big decision to move away from my family.”

Since coming to the States, she, her mother and three sisters have always moved together: to Virginia, Pennsylvania and Florida.

Family is very important to her and her culture; in fact, the relaxed, family-oriented community lifestyle is one of the things she most misses about the Middle East. Though she has twice returned to Jordan and may visit again in the future, the U.S. citizen considers the United States, and Kentucky in particular, her home.

“I fell in love with Kentucky,” said Makosch, who considers her coworkers a second family. “I truly love the people I work with. I get up in the morning happy to come to work.”



# Cell Phones Ring with Vulnerability

*Defense Security Service News Release*

Be aware! Cell phones have three major vulnerabilities:

- Vulnerability to monitoring conversations while using the phone.
- Vulnerability of the phone being turned into a microphone to monitor conversations near the phone while it is inactive.
- Vulnerability to “cloning,” or using the phone’s number to make calls charged to your account.

Cell phones send radio frequency transmissions through the air on two distinct channels, one for voice communications and the other for control signals. When a cell phone is first turned on, it emits a control signal that identifies itself to a cell site by broadcasting its mobile identification number and electronic serial number, commonly known as the “pair.”

When the cell site receives the pair signal, it determines if the requester is a legitimate registered user by comparing the requestor’s pair to a cellular subscriber list. Once the cell phone’s pair has been recognized, the cell site emits a control signal to permit the subscriber to place calls at will. This process, known as anonymous registration, is carried out each time the telephone is turned on or picked up by a new cell site.

## Vulnerability to Monitoring

All cell phones are basically radio transceivers. Voices are transmitted through the air on radio waves. Radio waves are not directional — they disperse in all directions so that anyone with the right kind of radio receiver can listen in. Although the law provides penalties for the interception of cell-phone calls, interception is easy and impossible to detect. Radio hobbyists exchange cell-phone numbers of “interesting” targets on Web sites. Opportunistic hobbyists sometimes sell their best “finds.” Criminal syndicates in several major U.S. metropolitan areas maintain extensive cell-phone monitoring operations.

If the cell system uses analog technology, one can program a phone number, or a watch list of phone numbers, into a cell-monitoring device that turns on a voice-activated tape recorder whenever one of the watch-listed numbers is in use.

Computer assisted automatic monitoring allows monitoring of a specific phone 24 hours a day, as the target moves from cell to cell, without any human assistance. If the cellular system uses newer digital technology, it is possible to buy a digital

data interpreter that connects a scanner radio and a personal computer. The digital data interpreter reads all the digital data transmitted between the cellular site and the cellular phone and feeds this information into the computer.

It is simple for an eavesdropper to determine a target’s cell-phone number because transmissions are going back and forth to the cellular site whenever the cell phone has battery power and is able to receive a call. For a car phone, this generally happens as soon as the ignition is turned on. Therefore, the eavesdropper simply waits for the target to leave his or her home or office and start the car. The initial transmission to the cellular site to register the active system is picked up immediately by the scanner, and the number can be entered automatically into a file of numbers for continuous monitoring.

Several years ago, a senior government official was the victim of cell-phone monitoring. A conference call was overheard and recorded. The intercepted conversation was reported in *The New York Times* and other newspapers.

Pagers have similar vulnerabilities. In 1997, police arrested officials of a small New Jersey company, Breaking News Network, which monitored pager messages to New York City leaders, police, fire and court officials, including messages considered too sensitive to send over the police radio. They were selling the information to newspaper and television reporters. The offenses carry a penalty of up to five years in prison and fines of \$250,000 for each offense.

## Vulnerability to Being Used as a Microphone

A cell phone can be turned into a microphone and transmitter for the purpose of listening to conversations in the vicinity of the phone. This is done by transmitting to the cell phone a maintenance command on the control channel. This command places the cell phone in the “diagnostic mode.” When this is done, conversations in the immediate area of the telephone can be monitored over the voice channel. The user doesn’t know the telephone is in the diagnostic mode and that it is transmitting all nearby sounds until he or she tries to place a call. Then, before the cell phone can be used to place calls, the unit has to be cycled off and then back on again. This threat is the reason cell phones are often prohibited in areas where classified or sensitive discussions are held.



# Cell Phone Security Measures

The best defense against these three major vulnerabilities of cell phones is very simple: Do not use a cell phone.

If you must use a cell phone, you can reduce the risk by following some guidelines.

— Because a cell phone can be turned into a microphone without your knowledge, **do not carry** a cell phone into any classified area or other area where sensitive discussions are held.

— Turn your cell phone on only when you need to place a call. **Turn it off** after placing the call.

— Ask people to page you. You can **return the page** using your cell phone.

— **Do not discuss** sensitive information on a cell phone. When you call someone, consider advising him or her you are on a cell phone that is vulnerable to monitoring.

— **Do not leave the phone unattended.** If your cell phone is vehicle-mounted, turn it off before permitting valet parking attendants to take the car, even if the telephone automatically locks when the car's ignition is turned off.

— Avoid using your cell phone within several miles of an **airport, stadium, mall or other heavy traffic.** These are areas where radio hobbyists use scanners for random monitoring. If they come across an interesting conversation, your number may be marked for regular selective monitoring.

— If your cellular service company offers **personal identification numbers**, consider using one. Although cellular PIN services are cumbersome and require that you input your PIN for every call, they are an effective means of thwarting cloning.



## Vulnerability to Cloning

Cell-phone thieves don't steal cell phones in the usual sense of breaking into a car and taking the telephone hardware. Instead, they monitor the radio frequency spectrum and steal the cell phone pair as it is being anonymously registered with a cell site.

Cloning is the process whereby a thief intercepts the electronic serial number and mobile identification number and programs those numbers into another telephone to make it identical to yours. Once cloned, the thief can place calls on the reprogrammed telephone as though he were the legitimate subscriber.

Cloning resulted in approximately \$650 million worth of fraudulent phone calls in 1996. Police made 800 arrests that year for this offense.

Each day cell phone thieves are victimizing more unsuspect-

ing people. In one case, more than 1,500 telephone calls were placed in a single day using an unsuspecting owner's number. The ESN and MIN can be obtained easily by an ESN reader, which is like a cell-phone receiver designed to monitor the control channel. The ESN reader captures the pair as it is being broadcast from a cell phone to a cell site and stores the information into its memory. What makes this possible is the fact that each time your cell phone is turned on or used, it transmits the pair to the local cellular site and establishes a talk channel. It also transmits the pair when it is relocated from one cell site to another.

Cloning occurs most frequently in areas of high cell phone usage — valet parking lots, airports, shopping malls, concert halls, sports stadiums and high-congestion traffic areas in cities.

*Article compiled from various references.*

# IRR to TPU Transfers



## —mission back at USAREC

By Master Sgt. Elizabeth Green, G3

**USAREC handed off the Individual Ready Reserve to Troop Program Unit mission to the Army Reserve Command more than four years ago. Until then, an IRR to TPU transfer, known to recruiters as a paper transfer, was a relatively simple process and usually came toward the end of the recruiting month to volume, box or even overproduce a recruiter or station. Those were the good old days.**

USAREC was again given approval to transfer Soldiers from the IRR into TPUs on May 11. Recruiting efforts for IRR to TPU transfers are passive, which means recruiters should not be actively prospecting for these Soldiers. USAREC is not providing additional prior service lead sources. Also, only on production Active Guard Reserve recruiters are authorized to process this category, unless there is no OPAGR recruiter in the station. In this case, the station commander has the authority to assign a recruiter to process IRR Soldiers. In the case of the contract recruiting stations, the civilian in charge will assign a recruiter in the station to process IRR Soldiers.

As with the passing of time, things change and people come and go. Within the past four years, the Army Reserve, in conjunction with Human Resources Command in St. Louis, had the responsibility of transferring qualified Soldiers of the IRR

and placing them in Army Reserve units. Although some of the processing procedures and Soldier qualifications have remained the same since the mission was last ours, systems and some procedures have changed. As we look even further at the passing of time, we find that USAREC has lost its subject matter experts to retirement or Army Reserve units. Although we don't know how long we will be allowed to transfer Soldiers from the IRR to TPUs, our success is contingent upon the fact that the field, to include recruiters and personnel in staff positions, be well educated on this subject.

IRR to TPU transfers start with the recruiter. If a recruiter encounters a Soldier who wishes to transfer into a TPU, the first thing the recruiter needs to confirm is that the Soldier is not already processing through a representative from Office of the Chief, Army Reserve RTD or HRC. If the Soldier is not processing with either one, the recruiter is authorized to process the Soldier.

The next course of action is to find out if the Soldier is qualified to transfer. The recruiter will verify this asking for a status check from the battalion operations NCO. If the status check reflects that the Soldier is qualified to transfer, the recruiter will build the Soldier's record in ARISS, initiate a MEPCOM 680AE, and fill out USAREC OP5 (DA Form 4187) with the Soldier. USAREC OP5 can be downloaded from Form Flow. The Soldier will provide a copy of his/her DD Form 214/ NGB 22/transfer orders (whichever applies), and a photo ID with a signature to the recruiter.

## “Our success is contingent upon the fact that the field, to include recruiters and personnel in staff positions, be well educated on this subject.”

If the Soldier does not have a photo ID with a signature, the recruiter is authorized to use two of the following for verification:

- state issued ID without a photo
- Social Security card
- birth certificate
- IRS Form W2
- LES or a pay stub with Social Security number.

Once the recruiter has established eligibility, built the Soldier in ARISS and verified the necessary documents, the recruiter will process the record through ARISS to “Initial Appointment and Conduct” and change the individual from “Prospect” to “Applicant.” The recruiter will then proceed to project the Soldier to guidance counselor redesign for “Enlist and Ship” and “Enlistment Type – TRR.”

The next step involves the operations NCO. The operations NCO first becomes involved during the IRR transfer process when the recruiter requests a status check. For this reason, all operations NCOs should have access to both RDMS (known as PERNET) for status checks and DMDC for REDD reports to check for ASVAB scores. A quick reference for eligibility of IRR to TPU transfers using RDMS is available in USAREC Message 05-172. Operations NCOs should refer to this message when trying to determine eligibility status via a status check on a Soldier.

If while doing a status check, the Soldier is found to be unqualified to transfer by AR 140-10, the operations NCO will identify the disqualification and notify the recruiter. This scenario is where the operations NCO’s expertise comes into play. It is the operations NCO’s responsibility to provide direction for their recruiters and train them to identify disqualifications and documents needed to qualify them.

Once the Soldier’s record is good to go in PERNET, the operations NCO will build the individual’s record in REQUEST via the “Process TAPDB-R Soldier” button. The operations NCO will complete the build and perform a lookup. Once the lookup is performed, the operations NCO will provide available vacancies to the recruiter. The recruiter will then make contact

with the Soldier, review the results of the lookup, and complete the USAREC OP5 once the Soldier chooses an MOS and unit. The recruiter will then forward the completed USAREC OP5 to the operations NCO. The operations NCO has the option of pulling the reservation or having a guidance counselor at the MEPS pull it.

Within 72 hours of pulling a reservation, the operations NCO will pull the Soldier’s order from PERNET/AORS and distribute a copy to the recruiter. The operations NCO is also responsible for maintaining USAREC Form 1078, Transfer Log.

It is important that the operations NCO/guidance counselor scan in all documents that pertained to the Soldier’s transfer into GCR, to include the RDMS screens. Not only does USAREC policy state that all documents pertaining to an enlistment must be scanned into the individual’s enlisted records, but we owe it to the Soldier to keep a complete and accurate record of the transfer.

Although we don’t know how long we will be authorized to recruit for and enlist IRR to TPU transfers, we should prepare and educate our recruiters to be successful during this time.

### Disqualifications

There are several reasons a Soldier’s status check may reveal ineligibility to transfer.

- physical fitness test failure
- overweight
- discharged and transferred to the IRR for hardship
- record reflects individual is still on active duty
- less than six months, 10 days left in the IRR.

In each of these cases, additional documents are necessary in order for HRC-St. Louis personnel to clear the disqualification. USAREC Message 05-186 gives detailed information on what documents are necessary to qualify a Soldier to transfer for the various reasons cited above.

# Former Soldier Finds Friend in Recruiter

## Family's Four Children Enlist

*Story and photo by Len Butler, New Orleans Battalion*

**W**hen Sgt. A. Jason Riggs spotted an 82nd Airborne sticker on Steve Hinton's pickup truck at Wal-Mart more than three years ago, he immediately felt they had a connection.

Hinton is a former parachutist from D Troop, 1st Battalion, 17th Cavalry of the famed "All American Division." Sgt. Riggs was an 82nd trooper before his recruiting stint.

That connection soon became a family affair, as one by one, Hinton's children enlisted in the Army — courtesy of Sgt. Riggs.

Hinton said it was more about timing than anything. After their chance meeting in the Wal-Mart parking lot, Sgt. Riggs was invited to the Hinton house for a barbecue and to share Army stories.

It wasn't long before Hinton's eldest son Gary became part of the conversation.

"At the time, Gary was ready to graduate from high school," Hinton said. "I called Riggs because I felt that my son could use some direction in his life."

Hinton said that while his wife, Linda, wasn't as thrilled as he was about Gary entering the Army, both of them knew that Army life and the service to country would be good for their son.

"It's always something I've believed in," Hinton said. "The values that the military instills in a young person are there for them for the rest of their lives."

Not long after Gary left for the Army, Hinton's second oldest son, Colt, decided to join. Colt went on to serve combat duty in



**Steve Hinton, left, trusted Sgt. Jason Riggs of Monroe, La., station to enlist his four children in the Army.**

Iraq. However, a motorcycle accident near Fort Bragg, N.C., cut Colt's Army career short. He was medically discharged.

When Hinton's son Ryan decided it was his turn, Hinton said that's when he realized the house was getting empty. But he said, like Gary, Ryan needed something he couldn't provide.

"He needed direction and discipline from someone other than his dad," Hinton said. "The difference I see in him now is just amazing."

When Colt returned from the Army, Hinton's daughter, Amber, wanted to know about Colt's experience and began to think it was time that she did something. Steve said Colt's stories of his experience in Iraq only heightened Amber's conviction that she should do something positive in her life.

"I've heard Colt tell her stories, and all it did was solidify in her mind that she wanted to go over there and do her part," Hinton said. "Iraq being a war zone or the dangers Soldiers faced there didn't seem to faze her. She felt she was doing her patriotic duty."

Hinton said he wasn't initially as thrilled for Amber's enlistment as for his three sons' enlistments.

"That one tugged at me because it was my daughter, but she was adamant about doing this," he said. "I knew she needed to go and she's loving it."

He said that although the kids are now gone, their relationship as a family is stronger than ever. No matter where the kids may be, there will always be an e-mail on the computer or a letter in the mail.

"It's exciting to find out who is writing from where and who's going where," he said. "I've always been proud of the kids, but now the pride I have for them is through the roof."

# Cyber Recruiter Earns Bronze Star



Left to right: Sgt. Joshua L. Smith, Bronze Star recipient, stands in front of his Abrams M1A2 in Iraq, next to his driver, Sgt. Christopher Burt and loader, Spc. Todd Clovis.

By Walt Kloeppe, RJ Associate Editor

Joshua L. Smith was destined to be a Soldier. His father, Keith Smith, was a first sergeant and served with the 1st Cavalry Division in the Gulf War in 1991. Little did he know that his son would be back in Iraq 12 years later, fighting the last remnants of Sadaam's army once again.

When Sgt. Smith deployed with Fox Troop, 2d Squadron, 3d Armored Cavalry Regiment on April 20, 2003, to Kuwait as a tank commander from Fort Carson, Colo., he spent three days at Camp Wolf and then transferred to Camp Victory, Kuwait, to start prepping vehicles to enter Iraq. By April 30, his troop pushed up to the outskirts of Fallujah.

In four separate actions in a four-month period, Sgt. Smith performed his duties in an exemplary manner in Iraq, to include action in Fallujah. For his actions, he was awarded the Bronze Star May 26 by Deputy Commanding General West, Col. Donald M. Campbell Jr., at headquarters USAREC, Fort Knox.

"It feels good to be recognized, but in a way, I feel that I'm not — this makes my day totally — but I believe that Soldiers that were over there with me should also be recognized. It's kind of hard to explain. You got the guys next to you and they're your brothers for seven months. They're the closest thing you have to home. It's just family. I really can't explain it in words," said Smith.

He returned home from Iraq Sept. 10, 2003, and ETS'd Dec. 31, 2003.

"I'm proud of him," said Joshua's father. "I know when he came back, he told me he was put in for a Bronze Star. It was nice to see that he finally got what he deserved."

Smith was born in Nuremberg, Germany, growing up with military surroundings. He joined the Army National Guard as a tanker in 1997 and went RA in 2000. His younger brother and sister also enlisted in the service, both as members of the Air Force. Sgt. Smith finished his enlistment and started working for Cyber Recruiting and is currently working for the Future Soldier Center.

## *Dateline actions*

On 30 April 2003, the Troop pushed up to the outskirts of Fallujah and relieved a company of the 82nd Airborne in the city. Fox Troop secured an abandoned police station and turned it into the forward operations base to provide a safe environment for the citizens of Fallujah. Sgt. Smith played an intricate role in the security force while posted at Forward Operation Base Laurie. During a grenade attack on the Forward Operation Base Laurie, Sgt. Smith's quick and decisive leadership played a crucial role in counter actions against the attackers and evacuation of the casualties.

On 27 May 2003, Eagle Troop was ambushed at a tactical checkpoint on the main highway leading into Fallujah. Sgt. Smith showed great courage and determination while rendering aid to Eagle Troop. Sgt. Smith volunteered to take his tank and crew and escort two field litter ambulances to the ambush site, while receiving sporadic hostile fire. He then escorted the field litter ambulances with six wounded Soldiers from Eagle Troop to the Jordanian Hospital, the closest treatment facility to the ambush site.

On 26 June 2003, Sgt. Smith participated in a raid on the residence of Ahmed Al Zayabee, a former general in the Republican Guard. During this raid Sgt. Smith, Fox 6, and Fox 5 were the first three people on the ground. Facing the unknown dangers that come with a raid, Sgt. Smith immediately started gathering up detainees around the target house. Just meters from the house being raided, Sgt. Smith quickly processed all detained individuals and provided additional security for the rest of the detainee team.

On 27 July 2003, Sgt. Smith assisted during an explosive ordnance disposal mission when 39 mortar rounds were daisy chained together. While securing the site, a motorcycle with three individuals engaged Sgt. Smith's platoon with small arms fire, breaking through the roadblock that was set to protect the Navy explosive ordnance disposal personnel; Sgt. Smith took quick and incisive actions and eliminated the hostile threat protecting the explosive ordnance disposal personnel from any harm and enabled them to dispose of the improvised explosive device.

# USAREC Celebrates 100th PaYS Partner

*By Christopher Dunne, 3d Brigade,  
photos by Gena Hasty, PaYS*

The Louisville Metro Police Department was recognized as the 100th employer partner in the Army's Partnership for Youth Success program during a ceremony May 27 in Louisville, Ky.

USAREC Commanding General Maj. Gen. Michael D. Rochelle, Louisville Mayor Jerry Abramson, Louisville Metro Police Chief Robert White and Indianapolis Recruiting Battalion Commander Lt. Col. Jeffrey P. Lee signed a ceremonial memorandum of agreement to mark the milestone.

"PaYS is a unique program designed to assist our Soldiers as they transition back into civilian life while providing our nation's employers with a pool of very highly skilled, motivated and responsible candidates from which they may fill their own personnel needs," Lt. Col. Lee said in announcing the partnership.

There are many parallels between the Louisville Metro Police Department and the United States Army, he said.

"Both protect and serve the people of our communities for the nation."

In his remarks, Abramson said most managers like to hire people with a military background.

"The reason is pretty simple," he explained. "Soldiers are expertly trained to follow orders and to complete missions." He added that former Soldiers follow through until the work is complete, and they exhibit the leadership skills that make other employees better workers.

"In fact," he said, "73 of our employees have recently served tours of duty in Iraq."

"The partnership program," Maj. Gen. Rochelle said, "provides strategic opportunities for any PaYS partner to reach out and touch magnificent young men and women who have all the values that our Soldiers emulate and represent."

Since the PaYS program started in 1999, more than 200,000



**Left: Louisville Police Chief Robert White and Louisville Mayor Jerry Abramson. Below: Maj. Gen. Michael D. Rochelle, White, and Lt. Col. Jeffrey P. Lee, Indianapolis Battalion commander, at the PaYS partnership signing.**



jobs have been made available for regular Army Soldiers, and 23,000 jobs for Reservists. The program is expanding, according to PaYS Program Manager Robert Qualls.

“The number and variety of partners continues to grow, as well as the number of Soldiers including PaYS as part of their enlistment incentive package,” he said.

“PaYS is another tool in the recruiters’ toolbox to discuss ways Soldiers can take advantage of Army enlistment opportunities to create their own future,” Qualls said. “Some jobs are open only to specific military occupational specialties,” he noted, “but a number of PaYS partners have all types of jobs open to Soldiers regardless of training.”

The list of PaYS employer partners includes law enforcement agencies and major corporations from around the country such as Harley Davidson, Dell and Goodyear. The state of Wisconsin recently became the first state government to become a PaYS partner.

White was excited about the police department’s involvement in the partnership.

“We really feel very proud to be part of this opportunity,” he said. “The service that these men and women have provided our country will be duplicated in service to our community.”



**“The partnership program,” Maj. Gen. Rochelle said, “provides strategic opportunities for any PaYS partner to reach out and touch magnificent young men and women who have all the values that our Soldiers emulate and represent.”**

## Talking PaYS to Your Reserve Applicants

*By Robert Qualls,  
PaYS program manager*

More than 2,000 Army Reserve Soldiers have selected the Partnership for Youth Success program at enlistment. Unlike the regular Army PaYS program, there is no cap for the Army Reserve. Every enlisting Army Reservist who qualifies should be offered PaYS.

The Army PaYS program matches the Army Reserve applicant with a PaYS partner, located up to a 100-mile radius from the applicant’s Home of Record ZIP code, with jobs that match the selected MOS at enlistment. The Army Reserve guidance counselors know the MOSs associated with area PaYS partners.

The incoming Reserve Soldier receives a Statement of Understanding partnering them with the company who has requested the skill set the enlisting MOS will provide. It is important to note that the SOU is not a guarantee of employment but the guarantee that the PaYS partner company will interview the Soldier. This is contingent upon the Soldier getting MOS qualified and

obtaining an honorable discharge from active duty for training.

The PaYS Web site is open to the public but for a more comprehensive understanding of which PaYS partners have jobs loaded in your battalion area consult the PaYS Partner Regional Activity Map. By accessing the USAREC Portal PaYS Reports Page, you will find the PRAM. This data reflects actual openings. This will provide a starting point for the recruiter and applicant to discuss the program, local partners and their future.

It is important to remember that positions loaded for Army Reserve Soldiers are associated with the MOS selected and the PaYS partner location (the partner must be within a 50 to 100 mile radius from the applicant’s HOR ZIP code).

The PaYS Information Exchange allows Soldiers and partners to exchange messages using their Army Knowledge Online account. The PaYS Marketing Team and Help Desk assist in keeping

the partnership companies and their Soldiers contact data up to date. After release from active duty, the Reservist contacts their partner company point of contact (whose information is located on the SOU) and schedules an interview.

More than ever, influencers are impacting upon applicants’ decisions to join the Army. The Army PaYS program reinforces to applicants and their influencers that an Army enlistment will provide career benefits beyond their active duty commitments.

The PaYS program also offers validation that America’s corporations and government agencies are waiting for the experience and training an enlistment in the U.S. Army Reserve provides. An employed Army Reserve Soldier will positively affect TPU retention and a satisfied Army Reserve Soldier can help influence those applicants considering an enlistment in the Army Reserve. A hired PaYS veteran working and attending unit drills is the ultimate center of influence.

By Nancy Marquardt, Denver Battalion

Many employers seek applicants with military experience. Some offer preferential programs aimed at recruiting people with the training and discipline the Army teaches.

The Center for Military Recruitment, Assessment and Veterans Employment administers the Helmets to Hardhats program, a free one-stop shop for construction industry job nationwide.

“America’s best employers and trade organizations come to the Center looking for America’s best workers,” said Daniel Lozano, Helmets to Hardhats field representative.

“The Center accepts active military, members of the National Guard and Reserves and veterans who have a sincere desire to join the building and construction trades. Helmets to Hardhats provides a personalized and logical way to access the best that America’s building and construction industries have to offer.”

Matthew P. Caulfield, a retired major general who is the Helmets to Hardhats executive director, said, “What cannot be measured is the camaraderie and the friendships of the people fighting for a common cause: the building of America’s future. That’s what military life is all about, and it’s the reason these jobs feel just like coming home.”

When counseling young people about Army careers and education options, recruiters should be sure to mention the value veterans bring to the American workplace. After serving an enlistment, an honorably discharged Soldier returns to the civilian world with skills, dedication, training and character employers are looking for.

“If you are looking for a career, Helmets to Hardhats is the right place. The program helps place quality men and women from the Armed Forces into promising building and construction careers,” Lozano said. “Acceptance into the building and construction trades is your first step to a great future.”

Helmets to Hardhats recommends to candidates high quality, well-resourced training centers and projects. “With many apprenticeship programs, candidates can use the Montgomery G.I. Bill or other military education benefits,” Lozano said.

“Most candidates enter an apprenticeship program lasting about four years. During that time, they are paid to become an expert in a chosen trade, taking classes and going to work at job sites. Apprentices receive a great benefits plan and an average wage about half of a journeyman’s wage, along with regular increases.”

Lozano promises that Helmets to Hardhats works only with trade organizations and industry contractors who provide the best benefits in the marketplace.

“If you stick with it, you will be entitled to a future with high pay, great medical insurance and rewarding pension plans,” he said.

“Careers in these trades enable you to earn while you learn, and get rewarded for hard work. Membership in the building and construction trades entitles you to competitive salaries with consistent raises, pension plans, excellent medical benefits and flexibility,” he added.

For more information, call Lozano at (619) 247-5509, or e-mail [daniel@helmetstohardhats.org](mailto:daniel@helmetstohardhats.org).



# ***Experienced Soldiers in Demand for Choice Careers***

**“Acceptance into  
the building and  
construction  
trades is your first  
step to a great  
future.”**

**— Daniel Lozano**



**“A Soldier-type effort by all.”**

# Speedy Finish at Pocono, Army Birthday are Reasons to Party for NASCAR’s Nemechek

*By David Ferroni,  
Army Racing Team Public Relations*

Joe Nemechek knew exactly what the U.S. Army would relish for its major birthday celebration at Pocono Raceway.

“This is the weekend the Army celebrates its birthday and the present I have in mind is a big bow on the roof of the 01 car while it’s parked in Victory Lane on Sunday afternoon,” said Nemechek. “Luckily, I do have something in mind — it’s never easy to shop for someone who is turning 230 years old.”

And so, on the weekend the U.S. Army celebrated its 230th birthday, Nemechek produced his best finish of the season to date, claiming a third-place result in the Pocono 500 June 12.

“The goal today was to win one for all of our Soldiers, but finishing third after the way we started was a pretty good day’s work,” said Nemechek, driver of the 01 U.S. Army Chevrolet. “We let some wins get away from us earlier, but today’s finish showed the character and potential of this U.S. Army team.”

As part of the Army’s birthday celebration, Nemechek’s 01 Chevrolet carried a special paint scheme in the race.

The paint scheme resembled the look of the new Army Combat Uniform that features a new digital camouflage pattern,

a mix of green, tan and gray that is designed to help Soldiers blend into the woodland, desert and urban environment more effectively. The new uniform was fielded to deploying units starting in April.

The hood of the 01 Army car highlighted the birthday theme, “Call to Duty: 230 Years.”

Nemechek started the Pocono 500 18th and when the first caution flag waved on Lap 29 of 200, he was back in 31st place on the 2.5-mile track.

The driver attributed his finish to adjustments made during pit stops.

“At every pit stop we kept on making adjustments and when it started to click the Army Chevy was fast.

“The pit stops by the Army of One crew were exceptional. We passed a lot of cars today because of the great pit stops — a Soldier-type effort by all.”

To enhance the Army’s birthday, 7,500 small American flags were given to Pocono fans to celebrate not only the Army’s birthday but Flag Day, which also fell on June 14.

“If you stop to reflect — 230 years of protecting freedom is pretty awesome,” said Nemechek. “I am deeply honored to drive the Army car.”

**Maj. Gen. Alan Thrasher, commander, U.S. Army Cadet Command, center, team general manager Jay Frye, left, and NASCAR driver Joe Nemechek celebrate the Army Birthday in a cake-cutting ceremony June 12 prior to the Pocono 500 Nextel Cup race in Long Pond, Pa. Members of the U.S. Army Chorus sang a stirring rendition of Happy Birthday U.S. Army. Photo by Cameras In Action**



# Spotlight for Army



**Sgt. Thomas Richardson, Lincoln Center station, New York, hands out flags to passersby and crowd in Times Square during Army Birthday festivities June 14. Photo by Christine Cuttita**

*By Staff Sgt. Reeba Critser Army News Service*

America's call to duty, and those who sound the call, were spotlighted by the Army's second-ranking general June 14 in New York City during the Army's birthday festivities.

Talking to more than 100 recruiters from the New York Recruiting Battalion in Times Square, Gen. Richard A. Cody, vice chief of staff of the Army, said he is proud of the work they do.

"You've earned the respect of your fellow Soldiers and more importantly, your fellow Americans," he said. "You've sworn an oath to our nation. Day in and day out, you accept that challenging mission — and with your fellow Soldiers beside you and the American people behind you — accomplish that mission and make a difference in this world."

Before the cake-cutting ceremony, Gen. Cody pinned Afghanistan and Iraq campaign medals on the recruiters who served in Operations Enduring and Iraqi Freedom. After that he re-enlisted eight Soldiers and re-affirmed the Oath of Enlistment to the remaining recruiters.

"Coming back from Afghanistan and Iraq you look at everything the Army accomplished in the past few years, and it is something to be proud of," said Sgt. Joshua Grant, New York Battalion.

After the Army Birthday cake was cut, Keni Thomas, rising country music star and former Ranger, performed songs from his CD "Flags of Our Fathers: a Soldier's Story" for those who attended.

"Anybody who's ever worn a uniform — your grandfather

in Normandy, your dad in Korea, the guys in Iraq and Afghanistan — for them it's always the same thing — tremendous pride for people you work with," Thomas said.

Later in the afternoon, Gen. Cody attended a dedication ceremony for the Freedom Circle in Staten Island with New York City Mayor Michael Bloomberg. The circle exists to honor military service members. It features a ring of seven American flags honoring different moments in history from the 1775 "Grand Union Flag" to the present "Stars and Stripes."

"These flags here today and the sacrifices of Soldiers remind us that freedom isn't free," Bloomberg said.

To help maintain that freedom, Gen. Cody said Americans need to be more involved.

Sgt. Zachary Quick, New York Battalion, said he's honest with the people they're trying to recruit. As a combat veteran he said recruiting is the most rewarding job out there.

"It's intangible," Sgt. Quick said. "All you have to do is look at it (the military) and ask yourself 'Do I want to be a part of something greater than myself or coast through?'"

Gen. Cody said retention numbers within the Army are over 100 percent, and acknowledged that the recruiting mission is one of the toughest and most important missions in the Army today. "What you do, who you are and how you accomplish the mission is critical because you aren't peddling a product or signing folks up for a job," Gen. Cody said. "Being a Soldier is something different. Our Army Flag says it, 'This we will defend.' That's a special mission that takes special people — like you — to accomplish it. Never forget that."

"Your Army trusts you," Gen. Cody told the recruiters. "Go out there and do a great job and America will answer our call."

# ght on Recruiters ny Birthday



Future Soldiers and members of Indianapolis Battalion inspect flags designated for retirement at the battalion's Fort Ben Harrison headquarters June 14. *Photo by Steven J. Lawson*



Lt. Col. Patrick Healy, Chicago Battalion commander, swears in 24 Future Soldiers at the Chicago White Sox US Cellular Field. *Photo by Justin Ward*

Staff Sgt. Michael Fowler, Hopkins, Minn., station, greets the Giants team manager at home plate during an Army Birthday celebration at the Twin Cities Metrodome, Minneapolis. *Photo by Kenneth Plant*



Lt. Col Daniel Hirsch, Minneapolis Battalion commander, directs the Oath of Enlistment for 60 Future Soldiers at the Twin Cities Metrodome June 14. *Photo by Kenneth Plant*

# Army Family Action Plan —*alive and well*

By Lige Richardson, 2d Brigade  
and Laurence Hunter, 5th Brigade

For 21 years, the Army Family Action Plan process has been instrumental in changing or instituting 95 pieces of legislation, revising or developing 137 DA or DoD policies and regulations, and improving or establishing 153 programs and services.

5th Brigade conducted its annual Army Family Action Plan in San Antonio, Texas, April 11-15. It brought together nearly 30 delegates from nine battalions to discuss, assess and prioritize issues encompassing the areas of force support, medical and dental, benefits and entitlements, and family support.

2d Brigade hosted an AFAP conference in Atlanta, Ga., Feb. 8-11. More than 20 delegates evaluated 35 issues and prioritized eight for adoption, touching areas from Solider to civilian, retirees to family members.

The list included 20 family support issues and 15 medical and dental issues.

“The Army Family Action Plan is input from the people of the Army to Army leadership,” according to Army Community Service. “It’s a process that lets Soldiers and families say what’s working and what isn’t — and what they think will fix it. It alerts commanders and Army leaders to areas of concern that need their attention, and it gives them the opportunity to quickly put plans into place to work toward resolving the issues.”



Future Soldiers gather for Army Family Team Building training. *Photo by Capt. Byron Elliott, Wheat Ridge company commander*

Delegate surveys collected after 5th Brigade’s AFAP indicated that not only was this a great opportunity to lend their voice to Army leadership but that they had gained useful information from guest speakers.

Janet Geller, the senior Army point of contact from the Military Medical Support Office in Great Lakes, Ill., spoke on TRICARE Prime Remote issues and provided a wealth of answers for recruiting families stationed away from installations.

Chere Harper, of Army Community Service at Fort Sam Houston, Texas, gave the delegates a briefing on Family Readiness Groups.

Martin Skulas, chief of the Soldier and Family Assistance branch at USAREC, spoke on the value of the AFAP process. Karen Pasveer, of 5th Brigade Family Advocacy, gave a presentation on child abuse awareness.

At 2d Brigade’s event, Ken Rimestad and Ginnean Quisenberry, representatives from TRICARE North, gave presentations and answered many questions.

Elinda Almedia, Army Family Team Building instructor of the year, presented a well-received class on personality traits.

Sharon Gonzalez, Raleigh Battalion Soldier and Family Assistance Program manager received the civilian achievement award for outstanding support and special recognition for support during the untimely loss of a member of the command.

In Denver Battalion, Chastity Aguilar, an Army Family Team Building trainer, conducted an exercise with the Future Soldiers assigned to the Wheat Ridge Recruiting Company. They were trained on reviewing Leave and Earnings Statements, Army acronyms, the Thrift Savings Plan and benefits and programs for spouses.



Marsha Jones presents an issue in San Antonio. *Photo by Laurence Hunter, 5th Brigade*

There were 27 Future Soldiers in attendance. Aguilar capped off the training in Lakewood, Colo., with a question and answer session. She awarded prizes for correct answers.

“The turnout was outstanding,” Aguilar said. “It was a privilege to share my experiences with them.”

5th Brigade delegates commented on the aspects of the AFAP symposium that they liked:

- “Hearing from others who are living the same experiences.”
- “I liked the wide range of experts that presented their knowledge to our group.”
- “Wonderful information passed out to take back to our company.”
- “This [AFAP] is a very good vehicle to bring important topics up for review and select areas that need more attention to improve benefits which improve quality of life and retention of our service members.”
- “First of all, I never thought that the Army had this type of symposium. This is the first time that I had participated in an AFAP. I’m very grateful that I was offered the opportunity.”

The AFAP process is alive and well. It is important that commanders continue to support this event with delegates and to encourage every member of their unit to submit ideas that would help make the Army a better place to work and live.

More information may be found in AR 608-47 or through your battalion or brigade Soldier and Family Assistance Program manager.

### Top Issues From 2d Brigade

- Equal benefit for prescriptions
- Transfer of military medical records
- Soldier and family health-care benefits in Puerto Rico
- Annual eye exams for retirees
- No-fault comprehensive insurance coverage for Soldiers in GOVs
- BAH does not reflect the rapidly rising cost of utilities
- Unknown duty station upon inprocessing
- Allowing the wear of alternate uniform/clothing in Recruiting Command

## One-Year Deadline to File TRICARE Claims

*TRICARE Management Activity  
News Release*

TRICARE beneficiaries who file their own claims should remember that, with few exceptions, claims must be filed within one year of the date of medical service or from the date of discharge from an inpatient facility. Beneficiaries also have one year from the date they receive medication to file for reimbursement of pharmacy claims. Additionally, the one-year filing deadline applies to those who file on behalf of individuals with other health insurance.

The deadline applies to TRICARE Standard beneficiaries as well as to TRICARE Prime enrollees who obtain emergency or urgent care outside of the TRICARE region in which they are enrolled. TRICARE Prime and Extra providers are required to file claims on a beneficiary’s behalf and must also meet the one-year requirement.

TRICARE beneficiaries who use non-network pharmacies to obtain their prescription drugs pay full price at the pharmacy and then must file a claim to obtain reimbursement. Beneficiaries have many options for obtaining a claim form, DD 2642: from a TRICARE Service Center, Beneficiary Counseling and

Assistance Coordinator or Health Benefits Advisor at their military treatment facility; by mail from the TRICARE Management Activity, 16401 E. Centretch Parkway, Aurora, CO 80011-9043; or at [www.tricare.osd.mil/claims](http://www.tricare.osd.mil/claims).

By law, other health insurance held by TRICARE beneficiaries must be the first payer for covered benefits, including covered pharmacy services. TRICARE pays first, however, when prescriptions not covered by other health insurance are covered by TRICARE or when other health insurance coverage is exhausted. In either case, beneficiaries must obtain an Explanation of Benefits from the OHI indicating their OHI does not cover the medication or that the benefit limits of the OHI have been reached. Beneficiaries must submit a DD 2642 form with the EOB, a copy of the itemized bill and, if a drug claim, a copy of the prescription to the appropriate TRICARE contractor for reimbursement.

Exceptions to the one-year timely claims filing deadline apply if one or more of the following situations occur:

- The beneficiary was TRICARE-eligible at the time of service, but eligibility was not reflected on the

Defense Enrollment and Eligibility Reporting System until after the timely filing limit;

- Retroactive preauthorization was received after the timely filing limit expired;
- TRICARE Management Activity or the regional contractor made an administrative error;
- A legal guardian responsible for managing the affairs of a mentally incompetent patient or a patient who is unable to communicate, was appointed after the timely filing date was reached;
- The provider submits the claim as a TRICARE-participating provider after changing from a non-participating provider;
- The patient submitted a claim to their OHI in a timely fashion and the insurance plan was responsible for a delay beyond the one-year filing date; or
- Medicare accepts TRICARE for Life claims as timely.

For more information on exceptions to the one-year timely claims filing deadline and for claims requirements, beneficiaries may visit [www.tricare.osd.mil/claims](http://www.tricare.osd.mil/claims). For additional information on where to file claims, go to [www.tricare.osd.mil](http://www.tricare.osd.mil).

# Smooth Sailing

## Keep precautions in mind for water sports

USAREC Safety Office  
Photos by Walt Kloeppel

Many of us seek relief from the summer heat by water skiing, sailing, boating, swimming and participating in other water sports.

Fun is often a major factor for involvement in water activities, but these activities all have an accompanying need for safety.

By knowing and implementing safe practices associated with your fun, you will help ensure continued pleasure.

While most of these activities have specific skill requirements relating to equipment, there is one safety skill that you will need for almost all — *swimming*. It can reduce your risk of serious injury or death.

The following items are just some of the activities that are water oriented. The safety precautions are by no means all-inclusive but are basic building blocks that hopefully will prompt you to learn how to more fully and safely enjoy these summer pastimes.

### Swimming

Swimming is the most basic of water sports and perhaps the most popular. In terms of equipment, preparation and time involved to prepare, swimming is the easiest water activity in which to participate.

These tips cover swimming pools, lakes, rivers, oceans or swimming holes in a small stream. They are good tips for all water sports.

- Obey all posted signs and rules.
- Be aware of the “too” rule — too tired, too cold, too far from safety, too much sun, too much strenuous activity while swimming. If you are experiencing these events, it’s time to come out of the water.
- Do not drink alcoholic beverages because they will impair balance and coordination, and its effects may help lead to hypothermia. Do stay hydrated with other drinks.
- Keep an eye on the weather. At the approach of bad weather, come out of the water.
- If outdoors, protect yourself from overexposure to the sun by using sunscreen, wearing a hat and protective eyewear.



**Along with personal floatation devices (PDFs) boat safety equipment should include a compass for navigation in unfamiliar waters. Better yet, would be a hand-held GPS as shown above, to give an exact location in an emergency.**

### Boating

Boats are a means of escape from the shore and a chance to get in some fishing, skiing or quality time with family and friends.

Operating a boat, whether a dinghy with oars on a pond, or a large boat that qualifies as a second home, requires you to be familiar with the equipment and your ability to master the craft. The safety precautions mentioned with swimming also apply.

- Follow all local and state rules and regulations regarding safety, necessary survival equipment (such as personal flotation devices), signals and alcohol use.
- Prepare a float plan and leave it with family or friends in the event of delays or emergencies. A float plan should include boat registration number, names of those in your outing, estimated route, time of departure and estimated return, and perhaps a cell phone number.
  - Inspect your boat and equipment before leaving the ramp or dock.
  - Accept the fact that as “captain” of your boat, you are responsible for ensuring that all aboard are safe. Do not endanger your passengers.
  - Most fish and game departments and volunteer agencies such as the Coast Guard Auxiliary offer low cost (and sometimes free) courses on boating safety and navigation. If you are new to the sport, or just want to broaden your knowledge base, they will help you locate courses in your area. Many courses are also available online.

## Water skiing

Safe water skiing depends a great deal on the condition of the boat, the equipment and the skill of the operator. Wearing a life jacket or vest is crucial in the event of an accident.

- Make sure that a lookout is watching the skier at all times.
- Know and use proper hand signals.
- Do not ski at night or in restricted areas.
- When approaching a down skier, cut the boat's motor off.
- Inspect skis, fittings and tow ropes before going on the water.

It is increasingly common for people to attempt to body surf by hanging on to the swim platform of power boats. There is a hidden, colorless, odorless danger in this activity: carbon monoxide from the exhaust, as well as a deadly propeller. Do not surf from the swim platform.

## Diving and snorkeling

A fascinating world awaits visitors beneath the surface of the water, and diving is becoming very popular.

Snorkeling does not require the formal training and equipment of diving, but allows you to enjoy the underwater world. Both sports require a basic knowledge of the equipment (diving requires training from qualified instructors as well).

- Never snorkel or dive alone.
- Never go out on rough water or into dangerous areas for which you are not trained, such as caves.
- Be aware of the water currents and temperatures.



• Know what the day's weather forecast is; leave the water if bad weather threatens.

- Inspect your equipment before going aboard the boat.
- Ensure diving flag is hoisted before you enter the water.

## Personal watercraft

This relatively new addition to the waterways is a joy to many, and a bane to others (due to reckless operation by a proportion of personal watercraft operators). These craft are evolving into larger, more capable vessels from the earlier models.

Offering a great deal more freedom and speed than traditional boats, they also require the operator to be skilled. Most states have regulations for training of operators, licensing, safety equipment and age usage.

- Know and observe state and local regulations.
- Be respectful of other boats and craft in the area.
- Life jackets for use with personal watercraft are built to different standards than those for other water sports; this helps you withstand the impact of a fall at high speed. Wear an appropriate jacket.
- Ride your craft with others, never alone.
- Avoid alcohol consumption before and during riding.

## Tubing and rafting

For those who would rather not worry about running out of fuel for a boat or personal watercraft, tubes and rafts are good alternatives. Floating downstream in a tube is a good way to pass a couple of hours. Rafting can be exhilarating, but until you are skilled, always use a guide service. The need for swimming skills, use of sunscreen and weather awareness should be reinforced for tubing and rafting.

- Do not overload a raft. This will help prevent you from getting swamped.
- Do not go rafting or tubing after a heavy rain. Water levels will rise, currents will become faster and dangers such as fallen trees and rocks can be hidden by muddy waters.
- Plan to get wet. Provide a change of clothes and store them in a waterproof stuff sack.

By following basic safety precautions, getting training as recommended and slowing down a little, your summer outings on the water will be more enjoyable and help ensure future good times.

## Stepfather's career an inspiration for enlistment

By John C. Heil III, Sacramento Battalion

Steven Bowman was unsure of what to do with his life until recently. He knew that he wanted a career in computers but wasn't sure which direction to take. When he looked at his stepfather, Sgt. 1st Class George Moore, he saw a man who had everything he wanted.

That's why it was a simple decision for him to enlist in the Army at the Sacramento Military Entrance Processing Station March 17.

"My stepfather has this house, a car, a family he supports, and money in the bank," said Bowman 17. "He is set. I want to be able to some day support a family of my own and joining the Army looked like a very good way to do it."

"I talked with him about it a year ago, and about a month ago (March) he came to me and said 'when are you going to put me in the Army?'" said Sgt. 1st Class Moore. "I wanted to make sure he was serious, so I waited a couple of weeks before I brought him information about the Army.

"He sees what kind of person I am and what the Army has done for me."

After chatting with his friends through the Internet, some who tried to talk him out of his decision and some who encouraged him, Bowman took the ASVAB test, passing with an impressive score of 84. This allowed him to sign up for the job he really wanted, which was satellite communication systems operator/maintainer.

While Bowman initially was interested in strictly a computer programming job, he realized that satellite communications would be an even better fit for his future.

"Satellite communications people will be in even bigger demand in the future," said Bowman, who plans to attend



Steven Bowman, left, swears in with his stepfather, Sgt. 1st Class George Moore. Photo by Master Sgt. Steven Graves

college while serving. This is a good way to start off my life. "This will help me whether I get a job straight out of the Army or make it a career."

Bowman who will leave for basic training on July 22, said that Moore has been a guiding influence in his life.

"He has talked to me about everything related to coming in the Army," said Bowman. "He has helped me develop as a person. I am very glad my stepfather was there to help me through this process, taking me step by step through it. He said that basic training is where you really feel like a Soldier and learn respect.

"He has been there for me a lot. Even though I still see my real father every other weekend, I see him every day. I see him as a father figure. I really appreciate him."

Steven's mother Shawna is proud of her son and especially the fact that he made the decision to join the Army on his own. She believes that every boy and girl should serve at least two years in the military to give something back to the country.

## In the Show-Me-State

Lt. Col. Gary R. Nicoson, St. Louis battalion commander, far right, briefed Rep. Rodney Schad in April on March 2 Success and PaYS and was his guest on the floor of the Missouri House of Representatives. Schad, second from right, agreed to be the PaYS sponsor for the state of Missouri and said, he "will take March 2 Success to all of his schools." Lt. Col. Nicoson also met Rep. Jim Avery, center, of the Missouri National Guard who recently returned from duty in Iraq.

Also pictured are Dave Palmer, battalion APA chief, and Sergio Barrientos, battalion education services specialist. Photo by Tim Bommel, Missouri House photographer





## Son follows in Dad's recruiting footsteps

By Nancy Marquardt, Denver Battalion

Father's Day was especially memorable for Sgt. 1st Class John Hammill of Citadel station in Colorado Springs, Colo. His son graduated from Recruiting and Retention School in Fort Jackson, S.C., June 5.

Sgt. John P. Hammill followed in his dad's footsteps April 18 when he began training for a recruiting assignment. Sgt. Hammill served a year in Korea, a year in Iraq and six months in Afghanistan. He was a member of the 82nd Airborne Division and spent three and a half years at Fort Bragg, N.C., where he earned the Senior Paratrooper Badge.



**Sgt. John Hammill works his phone skills. Photo by Fort Jackson Public Affairs**

he was young, we had fun fishing, hunting, snowboarding and skiing," Sgt. 1st Class Hammill said. "He was always into adventure and challenge. My military background may have been a factor in his enlistment, but the decision to join the Army was all his."

Sgt. Hammill is a single Soldier who feels his personal Army experience will

Sgt. Hammill, 23, was born in Frankfurt, Germany, and was raised in Colorado Springs, Colo. He enlisted in the Delayed Entry Program in August 1998 and shipped to basic training in June 1999.

"He wanted to serve his country and experience adventure. When

help him effectively recruit quality Soldiers.

"When I first joined, I was 18, young, and simply wanted excitement and a chance to jump out of airplanes. I think my airborne background will appeal to young potential recruits because it was hard, and jump master school was even harder. But the satisfaction comes when you set a goal and know you have the support to achieve it."

Sgt. Hammill plans to make the Army his career and hopes to find time for college classes along the way. When he completes his current six-year enlistment, he will be 10 years away from retiring at age 37.

"The Army has given me many opportunities to succeed. I plan to retire after 20 years. How many people can say they have a retirement check coming every month for the rest of their life when they're 37?"

## Future Soldiers take Oath of Enlistment at rodeo

By Connie E. Dickey, 5th Brigade

The focus in the center ring during one night of the San Antonio Stock Show and Rodeo was not the expected cowboys, horses and bulls.

About 50 Future Soldiers raised their hands and took the oath of enlistment in front of several thousand spectators Feb. 16.

Recruiters from San Antonio Battalion marched the Future Soldiers into the spotlight where they received the oath from Gen. Peter Schoomaker, Army chief of staff.

Gen. Schoomaker, along with country music legend George Strait rode into the arena before the Soldiers and waited for them mounted on horseback. They were accompanied by Soldiers from the 1st Cavalry Division at Fort Hood, Texas.

The oath was the highlight of Army Appreciation Day, coordinated with Stock Show officials, 5th Brigade and Fifth U.S. Army.

Prior to the ceremony, Gen. Schoomaker and Strait spent time at a reception for the Future Soldiers. Gen. Schoomaker told the Future Soldiers he and the nation were proud of them.

"This is something that will help you and help the nation. You'll be a better citizen as a result of this, because you understand how absolutely blessed we are in this country for the things we have and not take them for granted," he said.

"It's an honor to be enlisted by such a high figure in the Army," Jason Taylor of San Antonio said. He departed for basic training at Fort Jackson, S.C., one week following his oath.

Gen. Schoomaker and Strait also visited with a contingency of wounded Soldiers attending the rodeo. The wounded troops are recuperating at Brooke Army Medical Center at Fort Sam Houston, Texas.

## Racing for leads

One year ago, RJ featured Sgt. 1st Class Don O'Neal's IHRA dragster, which he uses as a recruiting asset. An Army Reserve recruiter from Raleigh Battalion, Sgt. 1st Class O'Neal recently gave his new dragster an Army of One graphic face-lift for this year's racing season. The branding is already showing positive results in his recruiting mission thus far. "We were glad to say that we wrote three Alphas for the first month using our race team as an asset — 1 GA and 2 SA's." — Sgt. 1st Class Don O'Neal



## Texas doctor scrubs in for the Army

Story and photos by

John L. Thompson III, Houston Battalion

The rotunda of the George Bush Library in College Station, Texas, was an appropriate setting for a local doctor to raise his right hand and join the U.S. Army Reserve.

"I don't know if you are familiar with this but years ago many physicians served their country in some capacity with the military," Dr. Lawrence M. Roberman said. "Prior to when I became a physician I always wanted to do that (serve). I felt that was consistent with what a person should do.

"I am fortunate, as are you, to be in a country like this where people can do or achieve most of the things they want to do. And that is because of the freedoms we were given and actually those freedoms were not given but earned and that process was aided by the military. And it has been something always in my heart."

Roberman, 34, is part of a Reserve Hospital unit in San Antonio that is designed to assist mobilizing and demobilizing Soldiers make the transition to and from active duty.

That also means his skills as a family practitioner could also be used in other countries. In some areas, doctors and nurses not only take care of U.S. and coalition forces, but also cater to injured civilians.

Family, friends, fellow health-care professionals and representatives of the College Station municipal government showed their support for Roberman's decision to enter military service. His wife, Susan, also is his colleague and a doctor. Roberman's two daughters doggedly pinned his rank on his new beret during the ceremony.

Roberman said there were many reasons why he chose to "vote with his feet."

"I searched my feelings," he said. "I thought of what is going on with the world and the negative, unjustified barbs that are being thrown at the military. I felt



**Sgt. 1st Class Wilfredo Santiago, right, Houston Army Medical Department recruiter, renders the symbolic first salute to Maj. Lawrence M. Roberman, left and below. In tradition, the enlisted Soldier was presented with a silver dollar.**

there are good people there, and it saddened me to see the way they were portrayed."

After speaking to Maj. Christopher Fowler, an Army health care recruiter, Roberman said it felt like the perfect time to enlist as a way to remind others that serving one's country, one's fellowman, is an honorable thing to do.

College Station Mayor Ron Silvia, a U.S. Air Force retiree, recruited individuals with health-care skills during the 1960s.

"I have met so many people like Dr. Roberman in my time," Silvia said, "especially during the Vietnam crisis, which was my war unfortunately. They were my heroes. And today, people like Dr. Roberman still are my heroes.

"He is doing something very extraordinary that some people may not understand. He has committed himself to God, country and to family. That is so important in today's world, especially in this country."

Maj. Fowler said individuals with medical skills, a wide variety of doctors, nurses and medical specialists are highly sought after.

He also said it is more unusual to find older, established medical arts specialists entering service, but he says the Army has much to offer someone wishing to begin medical skills training and for those



who are already skilled.

"Our student programs typically involve our programs that allow students to complete their educational goals, often with financial assistance," Maj. Fowler said.

"These programs are as vast as fully-funded medical school scholarships, specialty internship programs and educational stipends.

"Opportunities for fully qualified professionals involve placement of medical professionals who have completed all of the necessary training for their profession. Opportunities in this category exist for physicians who have completed medical school and residency to nurses who have completed nursing school."

## Law-school graduate goes Special Forces

Story and photo by Debbie Cannon, Denver Battalion

He could be setting up a law practice or getting his doctorate degree or teaching, but Mandeev “Deev” Brar, a University of Denver law school graduate and current doctorate student, has instead chosen to join the Army.

Brar, a graduate student in the Department of Political Science at the University of Colorado at Boulder, was scheduled to receive his master’s in May.

To serve his country and to challenge himself mentally and physically, Brar enlisted in the Army to be trained in Special Forces. Based on his advanced education, he could have taken an officer position. However, Brar chose to waive his officer status.

“I want to serve my country and say thank you, because this country has been good to my family,” said Brar, whose parents immigrated to America and are now citizens. “My mom is from Canada and my dad from India.” Brar’s mother raised four children and his father maintains a medical practice as a plastic surgeon of more than 30 years.

“I have challenged myself mentally and met success and now I want to challenge myself both mentally and physically by being in Special Forces,” said Brar. “I am well aware of the risks associated with enlisting in the Army and going in as Special Forces, especially considering the climate of today’s world.

However, I am honored to do so and consider such risks inconsequential when weighed against the virtues of liberty and freedom.”

His decision satisfies personal goals and to top it off, the Army will pay off \$51,000 of his student loans from law school and graduate school and give him a \$20,000 bonus for choosing Special Forces. The \$20,000 bonus is the maximum possible. Bonus and college loan repayment amounts are based on education level and Army training selected.

Based on his education, Brar, 27, will begin his five-year Army enlistment with specialist rank. He will attend basic training at Fort Benning, Ga. Brar will spend up to two years in Special Forces training at Fort Bragg, N.C.

Brar knew time was running out for him to join the Army Special Forces, because these enlistments must be before a person reaches his 30th birthday.

“I’ve always wanted to serve my country and do something unselfish,” explained Brar. “I want something I can look back on with pride.

“I truly believe in this country and feel compelled to serve it. I have the rest of my life to acquire money and make my mark in this world, as I intend to do both. But poor kids who have no other means to pay for school or sustain a consistent income should not be the only people making sacrifices in defense of all Americans.”

Having traveled several times to Southeast Asia, India and other countries, Brar said he knows how lucky he is to be an American.

Brar’s parents live in Vancouver, Wash. He has one older brother and two sisters.

He said his parents are just as excited about his Army enlistment as they were his decision to attend law school.

**Mandeev Brar, left, decided to temporarily forgo a law career to enlist for Special Forces training. Staff Sgt. Andrew Trujillo has been at the Boulder Recruiting Station more than two years.**



## Metairie coach seeks challenge

By Len Butler, New Orleans Battalion

A former player and Archbishop Rummel High School assistant football coach, Patrick Lamy, has decided to turn in his clipboard and put on a different uniform when he ships off to basic training and ultimately, to become a member of the Special Forces.

Lamy, 23, finished his college football career at the University of Louisiana at Lafayette then returned to his old high school as a defensive back coach. All the while, however, he harbored a desire that maybe he could put his job on hold to take on what he considered an ultimate challenge.

Lamy said he had been thinking about the military for about eight or nine months and began researching the Special Forces.

“I think the Army is the best fit for me,” Lamy said. “If I’m going to do this, I wanted it to be Special Forces. I want to prove to myself that I can do it.”

Lamy’s recruiter, Staff Sgt. Michael S. Croft, said if anyone has a shot at becoming a “quiet professional,” it’s Lamy.

“You can tell that he is so focused on being the best and he has a burning desire to succeed,” Staff Sgt. Croft said. “The sky’s the limit for him.”

Lamy said currently the timing is right for a change and if he was going to do it, it might as well be now.

“I’m 23 and single, so there isn’t anything to hold me back,” he said.

Lamy said his students and his family were surprised at his decision, but they’ve been very supportive.

“They were all asking, ‘Are you really gonna do it?’” Lamy said.

“But everyone has supported me all the way.”

While the Army has an 18X contract on Lamy, he knew he’s not just going to don the green beret immediately.

“I realize there is no guarantee and what the Army is giving is only a track to SF,” he said. “I realize that it is up to me to fulfill that track, and I’m confident in my ability to get there.”

## Military tops public confidence list in new Gallup poll

By Donna Miles, American Forces Press Service

The American public has more confidence in the military than in any other institution, according to a Gallup poll.

Seventy-four percent of those surveyed in Gallup's 2005 confidence poll said they have "a great deal" or "quite a lot" of confidence in the military — more than in a full range of other government, religious, economic, medical, business and news organizations.

The poll, conducted May 23-26, involved telephone interviews with a randomly selected sample of 1,004 people 18 and older, Gallup officials said. Those surveyed expressed strong confidence in the military, with 42 percent expressing "a great deal" of confidence in the military and 32 percent, "quite a lot" of confidence. Eighteen percent said they have "some" confidence, 7 percent, "very little," and 1 percent, "none."

Public confidence in the military jumped following the terrorist attacks of Sept. 11, 2001, and has remained consistently high, Gallup officials noted. The 2002 survey reflected a 13 percent increase in confidence in the military over the previous year's poll. The public expressed a 79 percent high-confidence rate in the military in 2002, an 82 percent rate in 2003, and a 75 percent rate in 2004.

This year's 74 percent confidence level exceeded that of all 15 institutions included in the 2005 survey. Police ranked second, with 63 percent of responders expressing "a great deal" or "quite a lot" of confidence in them. Organized religion rated

third, with 53 percent of responders expressing high confidence, and banks rated a 49 percent high-confidence rate.

Health maintenance organizations bottomed out the list, with just 17 percent of responders expressing high confidence in them. Big business and Congress tied for the second- and third-lowest rankings, with 22 percent of responders expressing "a great deal" or "quite a lot" of confidence in them.

The Gallup organization noted that public trust in television news and newspapers reached an all-time low this year, with 28 percent of responders expressing high confidence in them.

## DoD changes report date for recruiting data

By Gerry J. Gilmore, American Forces Press Service

New armed services recruiting information, including that of the reserve components, will now be made available to the public on the 10th day of each month, a Pentagon spokeswoman announced.

The change was made to ensure a more consistent release of recruiting information, Air Force Lt. Col. Ellen Krenke said. That wasn't necessarily the case under the previous policy, she said.

In the past, recruiting information usually was made available to the public on the first day of each month, Krenke explained. However, reserve component data sometimes wasn't available until the middle of the month, she said.

"The service personnel chiefs have said that they can have their numbers ready by the 10th of each month, and

that's what we're going to do," Krenke said.

She noted the change also provides DoD leaders more time to review recruiting data before it is released.

"Military recruiting is instrumental to our readiness and merits the earliest release of data," Krenke said. However, she noted, "this information must be reasonably scrutinized" by DoD leaders before it's released for public consumption.



## Army announces design for new Combat Action Badge

Army News Service

The Army announced the design for the Combat Action Badge.

Gen. Peter J. Schoomaker, Army chief of staff, approved the design.

The CAB, featuring a bayonet and grenade, may be awarded to any Soldier performing assigned duties in an area where hostile fire pay or imminent danger pay is authorized, who is personally present and actively engaging or being engaged by the enemy, and performing satisfactorily in accordance with the prescribed rules of engagement, according to its authorizing language.

The award is not restricted to a certain branch or military occupational specialty.

"Warfare is still a human endeavor," Schoomaker said. "Our intent is to recognize Soldiers who demonstrate and live the Warrior Ethos."

"The Global War on Terrorism and its associated opera-

tions will be the first era of conflict considered for this award," said Lt. Col. Bill Johnson, Human Resources Command chief of military awards. "Sept. 18, 2001, is the effective date for the new award. That is when President Bush signed Senate Joint Resolution 23, authorizing the use of military force against those responsible for the recent attacks launched against the United States."

The badge will go into immediate production and should be available late this summer or early fall through unit supply and military clothing sales stores.

## Soldier, 19, wins world championship

By Sara Greenlee, USA Shooting

A Soldier assigned to the Army Marksmanship Unit of Fort Benning, Ga., can now be called a world champion.

Pvt. Joshua M. Richmond of Hills Grove, Pa., won the first gold medal in May at the 2005 International Shooting Sport Federation World Shotgun Championships in junior men's double trap. Pvt. Richmond, who has been a shotgun shooter with the USAMU since Feb. 1, won his first world championship medal with a total score of 132 points. The tournament was held in Lonato, Italy.

Pvt. Richmond, 19, also led the United States to the medal stand for a second time, in the junior men's team event. Richmond, Matthew Drexler of Kearney, Mo., and Cory Sidorek of Dallas, Pa., won the team bronze medal with a 366 total team performance. Italy's junior team won the gold medal with a 368, while Russia's junior team took the silver with a 367.

A resident of Hills Grove, Pa.,

Pvt. Richmond graduated from Sullivan County High School in 2004. He joined the Army in October and was assigned to the Army Marksmanship Unit after he completed Basic and Infantry Training at Fort Benning. The infantryman is single and lives at Fort Benning.

In men's double trap, Jeff Holguin of Yorba Linda, Calif., went into the finals tied for second place, but emerged after the 50 target final in fourth. Holguin, a Colorado Springs Olympic Training Center resident athlete, missed nine targets in the finals to finish with a 182 total score. Ahmed Almaktoom of the United Arab Emirates took the gold with a 189, while China's Nan Wang clinched the silver with a 187; Jung Hwan Park of Korea got the bronze with a 185.

Holguin was able to lead the men's U.S. double trap team to the medal stand along with USAMU's Sgt. 1st Class Bret E. Erickson of Buena Vista, Ga., and Glenn Eller of Katy, Texas. The men's double trap team took the bronze medal with a 406 total team score. China took gold in the team event with a 414 and the United Arab Emirates got silver with a 411.

## New law to affect SGLI payments, premiums

By Donna Miles, American Forces Press Service

Defense and Veterans Affairs officials are ironing out details of programs that will expand benefits provided through Servicemembers' Group Life Insurance.

The \$82 billion supplemental legislation signed into law by President Bush May 11 increases maximum SGLI coverage to \$400,000 and provides payouts of up to \$100,000 for

servicemembers with traumatic injuries, explained Stephen Wurtz, the VA's deputy assistant director for insurance.

The increased SGLI coverage will take effect Sept. 1, and the so-called "traumatic SGLI" benefit, Dec. 1. Wurtz said the legislation directs that both benefits will be retroactive to Oct. 7, 2001.

Traumatic SGLI benefits will be retroactive for troops who have lost limbs, eyesight or speech or received other traumatic injuries as a direct result of injuries received during Operation Iraqi Freedom or Operation Enduring Freedom. The benefit does not apply to servicemembers suffering from disease.

The retroactive coverage increase is payable as a result of deaths in either operation, or under other conditions prescribed by the secretary of defense, Wurtz said.

Servicemembers enrolled in the SGLI program will notice an increase in their premiums when the increases take effect. The traumatic SGLI benefit will be rolled into the basic SGLI program and will likely cost about \$1 a month, Wurtz said.

Troops opting for maximum SGLI coverage—\$400,000 versus the current \$250,000—will see their monthly premiums increase from \$16.25 to \$26, Wurtz said. This is based on the rate of 6.5 cents per \$1,000 of insurance coverage.

While the expanded benefits will be provided retroactively, affected servicemembers won't be charged retroactive payments, Wurtz said. DoD will absorb that cost.

SGLI coverage is currently available in \$10,000 increments, but as of Sept. 1, the increments will increase to \$50,000.

Because the rates have not changed, servicemembers who

**Col. James M. Palermo, former USAREC Chief of Staff, takes over the position of Deputy Commander West, replacing Col.(P) Donald M. Campbell Jr. Col. Palermo's office is located at Fort Sam Houston, Texas.**

retain \$250,000 or less coverage will see no increase in their premiums, Wurtz said, except for the \$1 "traumatic SGLI" premium.

In a new twist introduced through the supplemental legislation, troops with dependents must get their spouse's approval to purchase less than the full amount of SGLI coverage. In the case of members who are not married, notice will be provided to the designated beneficiary when the member purchases less than the maximum coverage.

The new traumatic SGLI benefit is designed to provide "a quick infusion of cash" for cash-strapped families of troops recuperating from traumatic injuries received in the line of duty, Wurtz said.

Compensation will range from \$25,000 to \$100,000 and is designed to help families of severely wounded troops leave their homes and jobs to be with their loved one during recovery.

While VA staff members consult with DoD to write regulations that will put the new SGLI benefits into effect, Wurtz said, "lots and lots of details have to be worked out."

Wurtz said VA is confident Congress will resolve this issue before any lapse in coverage.

VA will continue to oversee and control the SGLI program.

## Potential recruits list critical to 'all-recruited' force

By Kathleen T. Rhem, American Forces Press Service

The term "all-volunteer force" is a misnomer, a senior Defense Department personnel official said June 23.

The U.S. military is an "all-recruited force," and its success depends on recruiters having access to potential recruits, David S. C. Chu, undersecretary for personnel and readiness, said.

Chu's comments came in response to a June 23 Washington Post article about a new DoD contract for a database of potential recruits.

However, Chu said, the new contract, with BeNow Inc. of Wakefield, Mass., is for a system to provide a centralized agency to compile, process and distribute files of individuals who meet age and minimum school requirements for military service, according to the notice in the Federal Register.

Data that's available to recruiters includes individuals' name, address and phone number. Social Security numbers are used only to purge duplicate entries and not distributed or even maintained in the list, Chu said.

To sustain recruiting efforts, recruiters need access to a source for names.

"The country does not want conscription. If we don't want conscription, you have to give the Department of Defense, the military services, an avenue to contact young people to tell them what is being offered," Chu said. "And you would be naive to believe in any enterprise that you're going to do well just by waiting for people to call you."

## Career advancement? Prestige? Sign me up!

By Sgt Tricia O. Ortiz,  
Intelligence  
and Security Command

There has never been a better time to submit your packet for the U. S. Army military intelligence warrant officer program, said Chief Warrant Officer Eddie Mallard, command chief warrant officer, U.S. Army Intelligence and Security Command.

The Army is expanding the number of warrant officer applications it's accepting in all military intelligence fields.

"This opportunity is a great way to advance your career and earn the prestige of being called a U.S. Army MI warrant officer," said Mallard. "Only two percent of U.S. Army Soldiers are in the warrant officer program. This makes the warrant program a small elite corps and the commanders' trusted advisors. The Army teaches specialized technical training to this trusted cadre and that lets them serve not just as advisors, but as mentors to junior officers and Soldiers as well as the voice of experience to the command," he said.

He also added there are other advantages on becoming a warrant officer, such as increased basic pay, faster promotions, an extended career path and challenging assignments.

"I personally decided to become a warrant officer because of the respect and leadership that professional senior warrants command; and then, there are the promotion advantages," said Mallard.

There are various trainings and job opportunities in the MI field for qualified service members who have a MI background and want to become an Army intelligence warrant officer. The

ideal candidate must have five to eight years of service, with four years of operational experience in the MI field. Additional requirements are a minimum GT score of 110 and candidates must be age 45 or younger.

Mallard takes great pleasure in knowing he made a difference to subordinates, and has professional pride in the many accomplishments he has made during his years in the Army.

Interested Soldiers should contact Mallard at (703)428-4655 or eddie.mallard@us.army.mil. For more information, go to [www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant).

## Army shifts strategy to include influencers

By Donna Miles, American Forces Press Service

The Army hopes to introduce incentives to attract recruits while working to educate parents, teachers and other

influencers about the long-term benefits of military service.

Army leaders hope to boost enlistment bonuses to help jump-start sagging recruiting rates, according to Bill Carr, acting deputy undersecretary of defense for military personnel policy.

They also hope to introduce a benefit that helps Soldiers purchase homes.

The incentives, if approved by Congress and signed by the president, would not apply to all Soldiers, but will be "selectively applied" depending on the circumstances, Carr explained.

Today's enlistment bonus of \$20,000 was introduced in 1999. The version of the fiscal 2006 Defense Authorization Bill under consideration in the House of Representatives proposes raising this figure to \$30,000. Carr said the Army is "hopeful we can do even better than that."

Also under consideration is pilot program that would pay up to \$50,000 in mortgage costs for recruits who enlist for eight years, Carr said.

He said this concept is popular among potential recruits, but resonates particularly well among influencers.

Army officials express concern that these influencers are steering young people away from the military over concerns that they'll be deployed to Iraq or elsewhere in harm's way.

In response, the Army has launched an information effort to help turn them around and demonstrate that the military is "a good foundation to build the rest of your life on," Carr said.

Ads directed to influencers emphasize educational and personal growth opportunities.

"The way we represent ourselves has shifted," Carr said. "In the past, we talked to youth about the advantages of them joining the service. But the message has changed more toward why it makes sense for your son or daughter to serve in the military today and ... what's in it for them."

Carr said it's too soon to tell how the efforts have affected recruiting.



**Soldiers stand in formation prior to reaffirming their Oath of Enlistment at USAREC headquarters, Fort Knox, Ky., May 20, Values Stand-down Day. Photo by Walt Kloeppel**

# Gold Badges

## MAY 2005

### ALBANY

SFC Daleron Hargraves  
SFC William Mabry  
SSG Kevin Clark  
SSG Jason Lentz

### ATLANTA

SGT Ronald Burgess  
SPC Louise Bankston

### BALTIMORE

SFC Orlando Gordon  
SSG Che Cason  
SSG Johnnie Chamberlain

SSG Gerald Green

SSG Melissa Rico

SGT George White

### CHICAGO

SFC Chad Hall  
SSG Djuane Arnold  
SSG David Haire

SSG Jermaine Williams

### CLEVELAND

SSG Jeremy Demarb  
SSG Kenneth Person  
SSG Robert Whitehill

### DENVER

SFC Jamie R. Perry  
SGT Richard P. Halstead

### GREAT LAKES

SFC Walter Woolley  
SSG Dawn Adams  
SGT Tyrone Hayes

### HARRISBURG

SFC Randall Blunk  
SFC Les Clifton  
SFC Daniel Moyer  
SFC Melvin Reese

SSG Russell Burnham

SSG Mikel Jazul

SSG Stephanie Pinkney

SGT David Brown

### HOUSTON

SSG Enio Rivera

SSG Byran Smith

### INDIANAPOLIS

SGT Dremayne Doyle

SGT Steven Kelley

### JACKSON

SSG Anthony Cummings

SSG William McNabb

SGT Reginald Cooper

SGT Mario Peete

### KANSAS CITY

SGT Jaime Key

### MIAMI

SSG Eliud Reyes

SSG Jose Rodriguez

### MID-ATLANTIC

SFC Jason Greene  
SFC David Johnson  
SSG Raymondo Ogoy  
SSG Leroy Waters

### MILWAUKEE

SSG Bryan Foster

SGT Andrew Brott

### MINNEAPOLIS

SFC Marvin Tobin

SFC David Tunison

### MONTGOMERY

SFC Ervin Fantroy

SFC Mark Mendiola

SSG Frederick Brust

### NASHVILLE

SFC Jason Curry

SFC Billy Rowe

SSG Jerrid Monceaux

SSG Gary Byard

SSG Christopher Lindquist

SGT Jamie Montgomery

SGT William Yapp

### NEW YORK CITY

SFC Juan Carlos Martinez

SFC Arnaldo Muniznegron

SGT Marcia Ramode

### PHOENIX

SFC Brien Aldridge

SFC Henry Danache

SFC Eulogio Garcia Flores

SFC Linda Turner



SSG Samuel Franco

SSG Sharena Murphy

SSG Joseph Tucker

SGT Joseph Berry

### PITTSBURGH

SSG William Roberts

### RALEIGH

SFC Michael Harris

SGT Rebecca Mazujian

SGT Lori Jackson

SGT Gregory Sabino

### SALT LAKE CITY

SSG Jared Utter

### SAN ANTONIO

SSG James Tabb

### ST. LOUIS

SSG Michael Eaton

SSG George Luttrell

SSG James Myers

SSG Marcus Williamson

### SOUTHERN

### CALIFORNIA

SFC Carlos Taitano

### SYRACUSE

SGT Robert Dillon

### TAMPA

SSG Richard Gianfrancesco

# Recruiter Rings

## MAY 2005

### 5TH AMEDD

SFC Wilfredo Santiago

### ALBANY

SFC Alfookwan Walker

SSG Robert Letts

### ATLANTA

SFC Lillie Milton

### BALTIMORE

SFC Joel Hogan

SSG Liviu Ivan

### BECKLEY

SFC Rusty Hicks

SSG Jason Church

### CHICAGO

SSG Dennis Anderson

### CLEVELAND

SFC Doug Hoffman

SSG Ryan Robrahn

### COLUMBIA

SFC Randolph Allen

SFC Robert Broadwater

SSG William Dobson

SSG Harold Williams

### COLUMBUS

SFC Shawn Lavoie

SGT Jeffrey Anthony



### DALLAS

SFC Adam Drake

### DENVER

SFC Bruce Parker

SSG John Luman

### HOUSTON

SFC Anthony Moore

### INDIANAPOLIS

SSG Robert Moebes

### MINNEAPOLIS

SFC Donald Piotrowski

SFC Gary Robinson

SSG Corey Coubal

SSG Lonnie Garrett

SSG Jeremey Haugen

### NEW ORLEANS

SSG Zachary Balancier

SSG John Luman

### NEW YORK CITY

SSG Felix Montes

### OKLAHOMA CITY

SFC Michael Long

### PHOENIX

SFC Michael Harvey

SFC Michael Jacoby

SFC Paul Reed

SSG James Minter

SSG Danielal Murphy

SFC Earl Sappington

### RALEIGH

SFC Samineo Myers

SFC Don O'Neal

SFC Jeffery Robinson

SSG Adrian Garza

*RECRUITER RINGS  
(CONTINUED)*

**SACRAMENTO**

SFC Leon Castillo  
SFC Rogelio Rodriguez  
SSG Ernesto Garcia  
SSG Timothy Lockett  
SSG Tye Mitchem  
**SOUTHERN CALIFORNIA**  
SSG Timothy Fowler  
SSG Derrek Summers  
**SYRACUSE**  
SFC Patrick Winslow  
SSG John Hadley  
SSG Raymond Kerr  
SSG Joseph Suto Jr.  
**TAMPA**  
MSG Jesse Bryson

# Morrell Awards

**MAY 2005**

**ALBANY**

SFC Willie Cross  
SSG Joseph Benn  
SFC Joseph Giordano  
SFC George Hurdle  
**ATLANTA**  
SFC Robin Stocking  
SSG Ryan Hewins  
**BALTIMORE**  
SSG Keith Saunders  
**BECKLEY**  
SFC Love Jones III  
SFC Maurice Frink  
**CHICAGO**  
SFC Eural Lowe  
SFC Anthony Wilcox  
**COLUMBIA**  
SFC Angelina Craigen

**COLUMBUS**

SFC Gerald Wyche  
**DALLAS**  
SSG Raul Rodriguez  
SSG Jevon Stubbs  
SSG Alan Wilcox  
**DES MOINES**  
SSG Michelle Flores  
**GREAT LAKES**  
SFC Steven Anderson  
**HOUSTON**  
SFC Latasha Bowens  
**JACKSONVILLE**  
SFC Willard Holland  
SFC Timothy Scott  
**MINNEAPOLIS**  
SFC Bruce Banta



**MIAMI**

SSG Edwin Perez-Lopez  
**PHOENIX**  
SFC Tommie Harden  
SFC Ruben Marquez  
SFC Volker Russ  
**SALT LAKE CITY**  
SSG Darin Thomas  
**SEATTLE**  
SFC Neil Juliette  
**SYRACUSE**  
SFC Ronnie Smith  
SFC Peter Palumb

## Top 10% of USAREC Station Commanders

**MAY 2005**

**TEXAS AMU**

SFC Lawrence Kagawa  
**SAND SPRINGS**  
SSG George Dillard  
**METRO MINNEAPOLIS**  
SSG Gary Flowers  
**GERMANTOWN**  
SFC Andrew Abram  
**FARMVILLE**  
SSG Stephen Bassett  
**BRUNSWICK**  
SSG Michael Welsh  
**WEST LEBANON**  
SSG Jason Moore  
**BROKEN ARROW**  
SFC Nayon Marrero  
**ALAMOSA**  
SFC Darrell Martinez  
**RIVERTON**  
SFC Bruce Parker  
**DULUTH**  
SFC James Buckland

**NEWMAN**

SFC Ryan Hewins  
**TALLADEGA**  
SFC Kermit Washington  
**COLUMBUS SOUTH**  
SFC Steven Holeman  
**OSU-OCR**  
SFC Douglas Hagadorn  
**BEDFORD**  
SFC Scott Kaserman  
**NILES**  
SFC Robert Holmes  
**ALPENA**  
SFC Larry Bovee  
**LUDINGTON**  
SSG Matthew Franklin  
**LIVONIA**  
SFC Steven Anderson  
**ST. CLOUD OCR**  
SFC Scott Link  
**HARBOR CITY**  
SSG Ricardo Diaz

**EASTON**

SFC Douglas Lloyd  
**NEW CASTLE**  
SFC Steven Eakin  
**PAMPA**  
SSG Shawn Miller  
**CLEVELAND**  
SSG Marshall Gilbert  
**SEDALIA**  
SSG Erick Kuerst  
**INDEPENDENCE**  
SFC Michael Greenlee  
**SHREVEPORT NORTH**  
SFC Gary Mitchell  
**CARTERSVILLE**  
SFC Joseph Giordano  
**MAYAGUEZ**  
SSG Bienvenido Colon-Banchis  
**EDEN**  
SFC Linda Perry

**BOLINGBROOK**

SSG Andres Villa-hurtado  
**CANTON**  
SFC Eric Hunter  
**BURNSVILLE**  
SFC Donald Piotrowski  
**POTTSTOWN**  
SSG Jeffery Weaver  
**MORRISTOWN**  
SFC Christopher Craig  
**WISE**  
SSG Matthew Bentley  
**TOWANDA**  
SFC Maurice Greer  
**BLOOMSBURG**  
SFC John Copeland  
**WARRENSBURG**  
SFC Curtis Gowan  
**SARASOTA**  
SFC Daniel Murphy  
**DEFIANCE**  
SSG James Lacey



## Top 10% of USAREC Station Commanders, (continued)

|                        |                          |                        |                         |
|------------------------|--------------------------|------------------------|-------------------------|
| <i>GRAND FORKS</i>     | <i>NY WASH HGTS</i>      |                        |                         |
| SFC Carol Zeitvogel    | SSG Felix Montes         |                        |                         |
| <i>METRO NORTH</i>     | <i>DUBOIS</i>            | <i>HARRISON</i>        | <i>LANCASTER</i>        |
| SFC Julius Lindsey     | SFC Robert Siegel        | SSG Frederick Mierow   | SFC David Sloan         |
| <i>PATERSON</i>        | <i>DUNKIRK</i>           | <i>POTEAU</i>          | <i>USC OCR</i>          |
| SFC David Kindt        | SFC Colin Anderson       | SFC Michael Long       | SFC Kelly Greene        |
| <i>MORGANTOWN</i>      | <i>GREENVILLE</i>        | <i>MOUNTAIN HOME</i>   | <i>DILLON</i>           |
| SFC Donald Wilson      | SSG Jeffrey Little       | SFC Samuel McMaster    | SFC Willie Garris       |
| <i>STEPHENVILLE</i>    | <i>LEXINGTON</i>         | <i>PORTLAND</i>        | <i>ORANGE PARK</i>      |
| SFC Brian Rennert      | SFC Christopher Smoak    | SFC Elvin J. Nuells    | SFC Gregory Chapman     |
| <i>COPPERAS COVE</i>   | <i>STATE COLLEGE</i>     | <i>UVALDE</i>          | <i>AGUADILLO</i>        |
| SFC Norma Perez        | SFC Alfreda Morris       | SFC Candido Trillo     | SFC Jamie Vallepalma    |
| <i>PASCAGOULA</i>      | <i>BROOKLYN FLATBUSH</i> | <i>MARSHALLTOWN</i>    | <i>GADSEN</i>           |
| SFC Albert Deaugustine | SFC Auston Charles       | SSG David S. Wilson    | SFC Larry Luden         |
| <i>BISMARK</i>         | <i>CENTURY III</i>       | <i>WEST OMAHA</i>      | <i>CRESTVIEW</i>        |
| SFC Jimmy Barker       | SFC Jose Torres          | SFC Keith A. Schofer   | SFC Jerome Edmonds      |
| <i>INDIANA</i>         | <i>ERIE</i>              | <i>EFFINGHAM</i>       | <i>BARDSTOWN</i>        |
| SFC Alex Gibson        | SFC Ronald Miller        | SFC Douglas Ledbetter  | SSG James Edgerton      |
| <i>SALINA</i>          | <i>WHEELING</i>          | <i>DANVILLE</i>        | <i>MIDDLESBORO</i>      |
| SFC Shaun Keithline    | SFC Aaron Friday         | SSG Lawrence Pounds    | SSG Eric Hinkle         |
| <i>HAMMOND</i>         | <i>LYNCHBURG</i>         | <i>HUNTINGTON PARK</i> | <i>FAYETTEVILLE</i>     |
| SFC Winston Graber     | SFC Randy Gray           | SSG Omar Fonseca       | SFC Douglas Mitchell    |
| <i>VISCOUNT</i>        | <i>PIKEVILLE</i>         | <i>LAKE HAVASU</i>     | <i>TEMPLE TERRACE</i>   |
| SFC Jose Parra         | SSG Gary Harney          | SFC James Butler Jr.   | SSG Willie Gilbert      |
| <i>LOGAN/</i>          | <i>ASHLAND</i>           | <i>PARK</i>            | <i>NEW PHILADELPHIA</i> |
| <i>SALT LAKE CITY</i>  | SFC Timothy MacArthur    | SSG Rigoberto Duran    | SFC Doug Hoffman        |
| SFC Teddy DeSouza      | <i>KINGSPORT</i>         | <i>ROSEVILLE</i>       | <i>FINDLAY</i>          |
| <i>CHATTANOOGA</i>     | SFC Nathan Billips       | SFC Matthew McBride    | SSG Mark Waxler         |
| SSG Gregory Miracle    | <i>VINELAND</i>          | <i>PLACERVILLE</i>     | <i>CAMBRIDGE</i>        |
| <i>SAN MARCOS</i>      | SFC Jesse Butler         | SFC James Glenn        | SFC Thomas Mathew       |
| SSG Ronald D. Fletcher | <i>HEIDELBERG</i>        | <i>SANTEE</i>          | <i>HILLSBORO</i>        |
| <i>HANAU</i>           | SFC Steven Cramer        | SFC Michael Clark      | SFC Christopher Swantek |
| SFC Freddie Blue       | <i>SOMERVILLE</i>        | <i>EL CENTRO</i>       | <i>VINCENNES</i>        |
| <i>GLOUCESTER</i>      | SFC Philip Martir        | SFC John Lowndes       | SGT Roger Nelms         |
| SFC Roy King           | <i>HARRISONBURG</i>      | <i>STOCKTON</i>        | <i>SHIVELY</i>          |
| <i>MIDDLETOWN</i>      | SSG Jason Church         | SFC Jonas Mack         | SSG Robert Thomas       |
| SFC Geoffrey Seay      | <i>MONROE</i>            | <i>FAIRFIELD</i>       | <i>THREE RIVERS</i>     |
| <i>BEDFORD</i>         | SFC John Farris          | SFC Keith Anderson     | SSG Jamie Hollen        |
| SSG Michael Martin     | <i>LAFAYETTE</i>         | <i>ALMADEN</i>         | <i>WARREN</i>           |
|                        | SFC Andrew Dozier        | SSG Jonah Lei          | SFC Andre Borner        |

**1. What USAREC manual establishes the foundation for conducting an Army interview?**

- a. 3-01
- b. 3-01-1
- c. 3-02
- d. 3-05

**2. In order to effectively conduct the Army interview and tell the Army story, recruiters must first understand, and then master, the art of \_\_\_\_\_.**

- a. prospecting
- b. sales
- c. effective counseling
- d. cultural awareness

**3. What are some of the reasons a prospect may not state his true concerns for making a commitment?**

- a. Biases
- b. Personal values
- c. Embarrassment
- d. All of the above

**4. What type of listening skill encourages people to communicate more openly and freely?**

- a. Passive
- b. Selective
- c. Active
- d. Reflective

**5. Leading someone to join the Army rests heavily on the recruiter's ability to use what style of leadership?**

- a. Transformational
- b. Transactional
- c. Direct
- d. Organizational

**6. Recruiters who are being honest and consistent in their statements and actions in their community are helping to build and establish what?**

- a. Beliefs
- b. Trust and credibility
- c. Mentorship
- d. Values

**7. Reflective listening requires the recruiter to \_\_\_\_\_**

- a. Repeat to the prospect exactly what the recruiter heard them say, in their actual words.
- b. Repeat to the prospect what the recruiter heard him say by summarizing it and putting it into the recruiter's own words.
- c. Repeat part of what the prospect said and input some of what you said.
- d. Completely ignore what the prospect said and listen to the parents.

**8. What two things must a recruiter do to start the Army interview?**

- a. Identify or establish the prospect's goals and motives.
- b. Create a course of action that will meet the true goals of the prospect quickly and proficiently.
- c. State the purpose of the meeting and establish the role of the prospect during the interview.
- d. Determine the qualifications for the jobs the prospect is interested in.

**9. What crucial step should the recruiter take if the prospect feels overwhelmed about the choices the Army provides?**

- a. Stop the interview and set a follow-up date to finish the interview with more family members involved.
- b. Assist in dissecting, comparing and contrasting the plausible alternatives with the prospect.
- c. Start the Army interview over and allow the prospect to ask more questions about Army.
- d. Work through the obstacles as best you can and schedule a follow-up date with your station commander.

**10. In recruiting, what are some of the many pitfalls or influences the individual recruiter should avoid?**

- a. Personal bias
- b. Stereotyping
- c. Improper follow-up
- d. All of the above

**11. When telling the Army story consistently and appropriately, what is the Army's most effective advertising tool?**

- a. Internet
- b. Television ads
- c. Recruiters
- d. Posters

**12. What are the three roles recruiters will take on during the initial part of the Army interview?**

- a. Counselor, director and planner
- b. Counselor, mentor and coach
- c. Mentor, coach and director
- d. Coach, director and interrogator

**13. What is the gathering of information on a prospect from outside sources, friends, parents, school officials and Future Soldier Training Program members called?**

- a. Prospecting
- b. Counseling
- c. Discovering
- d. Blueprinting

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

# Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

## Recruiting Calendar Month May 2005

### Top Regular Army Recruiter

**SFC Laurence Colley**  
New York City

**SFC Laura Morrow**  
Raleigh

**SFC Albert Rodriguez**  
Chicago

**SSG George Dingle**  
Houston

**SGT Richard Halstead**  
Denver

### Top Army Reserve Recruiter

**SFC Joseph Rappise**  
Albany

**SFC Linda Choice**  
Atlanta

**SSG Brian Gott**  
Great Lakes

**SSG Terry Booth**  
Oklahoma City

**SSG Matthew O'Keefe**  
Seattle

### Top Large Station Commander

**SFC David Kindt**  
Patterson  
Albany

**SFC James Buckland**  
Duluth  
Atlanta

**SSG Gary Flowers**  
Metro Minneapolis  
Minneapolis

**SFC Brian Rennert**  
Stephenville  
Dallas

**SFC Jose Para**  
Viscount  
Phoenix

### Top Small Station Commander

**SSG Michael Welsh**  
Brunswick  
New England

**SFC Kermit Washington**  
Talladega  
Montgomery  
**SFC William Judge, Jr.**  
Apollo Beach  
Tampa

**SFC Douglas Hagadorn**  
OSU – OCR  
Columbus

**SSG George Dillard**  
Sand Springs  
Oklahoma City

**SFC Bruce Parker**  
Riverton  
Denver  
**SFC Darrell Martinez**  
Alamosa  
Denver

### Top AMEDD

Southeast

Mississippi/Tennessee

Ohio

San Antonio

Rocky Mountain

## Answers to the Test

1. b. UM 3-01-1, purpose
2. c. UM 3-01-1, para 4
3. d. UM 3-01-1, para 56
4. c. UM 3-01-1, para 14
5. a. UM 3-01-1, para 36
6. b. UM 3-01-1, para 8
7. a. UM 3-01-1, para 16

8. c. UM 3-01-1, para 39
9. b. UM 3-01-1, para 54
10. d. UM 3-01-1, para 19
11. c. UM 3-01-1, para 5
12. b. UM 3-01-1, para 44
13. d. UM 3-01-1, para 27



U.S. ARMY®

**230th**  
United States  
Army Birthday