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RECRUITER INCENTIVE PAY (RIP)

page 16

RIP

RECRUITER Journal

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Recruiter Incentive Pay, introduced June 13, has seven levels. Recruiters can earn extra pay for overproduction.

The 4th-Quarter Push

Incredible performance ... again! I am extremely proud of each and every member of our team for the outstanding contributions you've made toward accomplishing the 80,000 Active mission and 25,500 Reserve mission for FY 06. Your efforts have been remarkable. Your professionalism, dedication to duty and Warrior Ethos have led to the Army's year-to-date success through May, and June looks extremely good.

We are now into the fourth quarter of recruiting an all-volunteer Army during a time while our nation is at war — a challenging recruiting year to say the least. The fourth-quarter accession mission for the Active Army is 30,300. The mission for the Army Reserve is at 8,547. I'm very confident that we can do this. However, meeting this final quarter's mission will require everyone on this team to continue living the Warrior Ethos and the Army Values that make this such a professional organization.

We'll maintain the momentum during this month and through the months of August and September by ensuring that we leave no Soldier behind. Every member of the team counts. Just as a platoon sergeant needs every Soldier fit to fight on the battlefield, every member of our team can make a difference in reaching our goal. Each of you can have an impact on this national mission. New recruiters are stepping up, and those more experienced Soldiers are providing the full support and training they need. It's exciting to see our team performing across the nation and making us all very proud.

The Army enjoys a competitive advantage over others with our bonuses and incentives. Additionally, new lead sources such as the \$1K Referral Bonus for Army retirees will expand your market; U.S. Army-wrapped H3s at every battalion are an added asset; and there is much more. The Army is asking us to attack a difficult mission. We can do so by telling our Army story every day. I assure you, it will make a difference.

During June, we were pleased to announce the pilot program for Recruiter Incentive Pay. It gives each of you the opportunity to earn cash rewards for going above and beyond.

We will need your extra push for the end of the year build. Keep up the great work with the Future Soldier Training Program. By keeping our Future Soldiers motivated and engaged, we will end the year prepared for success in FY 07. The Web site, FutureSoldiers.com, improves on a regular basis with new links and should be used to encourage Future Soldiers' continued involvement in the Future Soldier Training Program as well as prepare them for Basic Training.

Re-enlistments are making a huge difference for our Army.



Maj. Gen. Thomas P. Bostick

The 3d Infantry Division returned from Iraq with a 130 percent re-enlistment rate. The two deployed divisions, the 101st Airborne and the 4th Infantry Division, have re-enlistment rates of 148 percent! For every 10 Soldiers they try to re-enlist, nearly 15 are raising their hands ... even in the face of combat. These Soldiers are proud of their service, and each of you who recruited them should be equally proud. As you talk to apprehensive applicants and influencers concerned about Iraq, you can let them know that despite the dangers, our Soldiers there feel well trained, well equipped, well led and very proud of their service. My thanks to each of you for recruiting these great young men and women into our Army.

As we celebrate the birth of our nation this month, I want to thank the many generations of Soldiers who have gone before us. We live in a free country because we are blessed with great men and women who believe in serving for a cause bigger than themselves, and they are willing to sacrifice everything to protect our freedom. The nation will always need an Army, and the Army will always need great Soldiers to recruit young men and women who will answer the call to duty. Some of our own outstanding Soldiers, NCOs and officers will depart USAREC over the summer months. Along with those who are moving from the battalions and brigades, two key headquarters leaders, Deputy Commanding General (East) Brig. Gen. John Shortal, and Deputy Commander (West) Col. Jim Palermo will depart with nearly 60 years of service between the two of them. We are deeply indebted to them for their dedicated service.

We have an important mission for the nation, and I am confident that we will succeed. I am proud of you. Thank you for your service. Always, recruit with integrity.

Passionate Pursuit of Professional Excellence

“The great thing in the world is not so much where we stand as in what direction we are going.” — Oliver Wendell Holmes.

The interminable winds of change are always blowing season by season in our personal and professional lives. In life, the only constant is change. We’re all in a perpetual state of transition and evolution — our relationships, vocations, spiritual endeavors, etc.

Despite the goodness and inevitability of change, most people spend inordinate amounts of energy resisting wholesome progress that comes with change. Most tend to staunchly hold fast to stale and antiquated processes and methodologies (status quo) versus accepting the fullness of change. The fear of “newness” for some can be down-right paralyzing.

Organizational change comes in many forms — restructuring, expansion, business process reengineering and technological advances, to name a few. Though necessary for the success and survival of an organization, change puts tremendous stress on the people upon whose performance the organization depends on. Change can also conjure up negative feelings of fear, confusion, powerlessness and mistrust — all productivity impediments. Nonetheless, change is good for all the obvious reasons, especially, if one desires to achieve professional excellence.

Change can be an opportunity and a source of empowerment. With the right training, information, tools and support, change can enliven and energize the workforce. Conditioning change causes employees to become a part of continuous improvement instead of an agent of resistance. The process of change requires one to be mentally, emotionally and physically prepared for the transition.

Professional excellence is a journey that requires a continuous modification of the way we think about achieving the mission, adhering to standards and improving the organization. One should ponder such questions as: What does this change mean for me as an individual and what are the implications for team success? When new doctrine, systems, and concepts are introduced, how do I take personal ownership for applying and getting solid results early on during the fielding process? How do I condition myself or my team to sustain growth in the areas of change and resist backsliding into “old-school” methodologies? Poignant questions all, but the answer to each lies inside the heart and mind of the individual — the will.

“All glory comes from daring to begin.” — William Shakespeare.

While there are many other critical steps in the change process towards the pursuit of professional excellence, investing in the cultural and values aspect of the organization perhaps is the “glue” that sets the conditions for success and that binds and sustains change initiatives. Culture change is difficult and time consuming because culture is rooted in the collective history of the organization, and because so much of it is below the surface of awareness. A purposeful culture change should start with a hard assessment of core values, beliefs and behavior. What are those attitudes and trends that add value to the organizational health and of course, those that are less than wholesome — bring shame? Everyone in the organization is responsible for a healthy command climate and the organization’s culture.

A tree is known by the fruit that it bears, thus is the same for professional organizations. A full-spectrum organization strives to do everything right, not



Command Sgt. Maj. Harold Blount

just one or two at the expense of its reputation. Production is power, but much more powerful are counseling, coaching and training — crucial activities that sustain production, as well as professional excellence. From an efficiency standpoint, well-oiled corporations leverage technology, systems and doctrine, as well as heed environmental/market change indicators to keep ahead of the competition. They are acutely aware of the status of key performance indicators and influence change and organizational growth.

We will make the entire accession mission this fiscal year — no doubt about it! The conditions have been set and I truly believe that every member of the command wants to win and will step up to the plate and do his or her part. I know that making the mission will be all consuming; however, I am asking every NCO (while achieving recruiting excellence) to maintain soldierly and leader excellence. Of course, this will require all to train, sustain and abstain while violently prosecuting the mission. I leave you with a thought to ponder: It is just as important to know where you going than to get there too quickly!

See you on “mission box” and “accessions” hill!

Meet the New Headquarters Chaplain

Greetings! I'm excited about being in this position and about meeting and working with each of you. My prior assignment was with 1st Brigade as chaplain for two years. I come with a knowledge and experience of the recruiting world.

I'm often asked, "What can the chaplain do for me or for my family?" The short answer is a lot of things. Allow me to share a few ways. Each brigade in USAREC has a Unit Ministry Team assigned. The UMT consists of a chaplain and chaplain assistant. They are always ready and able to assist in any way they can.

One way they provide assistance is through marriage enrichment training events. Each brigade UMT provides a marriage enrichment-training event for Soldiers and their spouses in each battalion. They also provide two family wellness training events for Soldiers, their spouses and their children. We recognize the stresses of the recruiting world, the stresses of family life and of parenting challenges. These events offer opportunities for both spouse time and family time. Topics covered include:

- Improving communication
- Enhancing relationships
- How to fight fair
- Exploring expectations
- Rediscovering the fun in your relationship
- General problem solving tips

Each event is interactive, enjoyable and informative. Contact your brigade UMT or chain of command for information about when the next event is scheduled for your battalion.



Chaplain (Lt. Col.) Terry Whiteside

If you have been recently deployed to a hostile area and you are having reactions that you do not understand or cannot control, you can call your chaplain for help.

Another opportunity for service is the single Soldier training event. This event covers materials from the "How Not To Marry a Jerk(ette)" program. The Soldiers discover what they are looking for in a relationship, how family influences decisions in a relationship and other topics to help single Soldiers have more lasting and meaningful relationships.

Chaplains are also available to help when you are facing serious personal problems. Many of us are experiencing excessive anxiety and nervousness, frustrated feelings and even trapped feelings. It is during these times that there is a temptation to use mood-altering substances, such as alcohol and drugs. While there is no easy way to overcome the temptation, your chaplain understands and can help you help yourself. Your chaplain also knows the resources available to help you.

Also, if you have been recently deployed to a hostile area and you are having reactions that you do not understand or cannot control, you can call your chaplain for help. Each brigade chaplain has served on a deployment and can provide a listening ear, care, concern, assistance or resources for you.

There are many other ways that a chaplain or UMT can provide assistance or resources for you or your family in times of need. In future articles, we will explore some of them.

Misinterpret 'Rule of 50'

Dear Chief of Staff,

The way I see it, throughout USAREC, there seems to be a gross misinterpretation of the "Rule of 50" as it applies to recruiters. The reason I say this is because I have been in USAREC for just over five years and have made several friends who are positioned in various battalions, companies and stations. All of them state they are in the same situation that I am about to refer to and in which I also find myself.

USAREC Manual 3-0, Chapter 7, paragraph 7-35 discusses the "Rule of 50" and how it is supposed to work. Nowhere in this paragraph or anywhere else that I can gain definition or intent on the Rule of 50 does it deal with any level below the station commander. Battalion command sergeants major use nightly conference calls to train, assist and inform station commanders on their stations' short-falls, improvements and adherence to the battalion commander's intent on mission accomplishment. I have sat in on some of these calls and they are educational for recruiters, as well as informative to those of us who are intent to learn the business and become better recruiters. I suppose I should mention that in most instances, at least in my battalion, most of the station commanders agree that it is a useful tool.

However, there are first sergeants who are taking this to the extreme and who are using the Rule of 50 in the same regards as the command sergeants major, only using their conference calls to demean and demoralize recruiters. Nowhere in USAREC Manual 3-0, Chapter 7, paragraph 7-35 does it mention that the company first sergeant will "monitor recruiters' focus on mission accomplishment and create conditions for future success."

The way I see it is that, by the Rule of 50, if I have to "DPR" with my first sergeant on a nightly basis via a conference call ... then why am I in need of a station commander? Why don't I just report to the first sergeant every morning for work, have him approve of my daily plan, report to him every two hours to make sure I'm staying focused and within compliance and then evaluate my plan at the end of the day? Isn't this what the duty of the station commander is? Because, if I'm going to DPR with the first sergeant on a daily basis, then USAREC could save a tremendous amount of money by doing away with the station commander. There are way too many chiefs and nowhere near enough Indians in regards to the fact that there are way too many people in the business of what recruiters are doing that get in the way of allowing recruiters to do what it is we're supposed to be doing. Granted, some need that particular guidance, but not everyone.

USAREC keeps using the euphemism of "Remember in the mainstream Army? This is the same principle." Well, the best I remember from mainstream Army, I never saw my first sergeant or higher chain of command for anything other than UCMJ or for Soldier of the month boards. Why do I have to speak with my first sergeant on a daily basis in recruiting if I'm not a station commander?

So, the way I see it is that either we need to modify the Rule of 50, get back to the proper intent of the Rule of 50 by allowing recruiters to DPR with their station commanders and not the first sergeants, or save the Army a tremendous amount of money and get rid of a bunch of station commander and first sergeant 79Rs who are apparently useless within the command and who keep demoralizing the recruiting force.

That's the way I see it. Thank you.

E-mail TWISl@usarec.army.mil.
The USAREC chief of staff will
answer all messages and selected
messages will appear on this page.

Chief of Staff Responds

We do have some first sergeants who unfortunately revert to being station commanders because that is their comfort zone, or even worse, because they distrust their station commanders and rather than train and develop them, they usurp their duties. This is wrong because it breaks down the chain of command rather than reinforce it. The Recruiting and Retention School will address these issues in the future when devising training for our first sergeants at the schoolhouse.

The first sergeant in this scenario is misusing the "Rule of 50" for the AAR process. The "Rule of 50" grew out of mission assignment and mission adjudication procedures, where USAREC would assign the mission two levels down.

The "Rule of 50" was also intended as a check and balance or means for a leader two levels higher to sample, check or "dip stick" two levels below him or her. In this case, it is perfectly acceptable for a first sergeant to occasionally check and AAR with an individual recruiter (we do not DPR in USAREC) but normally this would not be necessary on a routine basis. The "Rule of 50" is intended, in this case, for the first sergeant to evaluate the effectiveness of the station commander, one level down by conducting some sampling with individual recruiters, two levels down. Has the station commander passed on guidance, mission strategy and other pertinent information to his or her recruiters? One way to check is AAR with some of those recruiters for the purpose of finding out.

In no sense was the Rule of 50 ever intended to take away the responsibility and authority of the immediate leader, in this case the station commander. This is much like a senior rater on an NCOER checking two levels down to see if the immediate subordinate is doing his or her job properly.



Future Leaders

More than 1,200 Florida cadets participate in the Miami Dade County Public School JROTC pass and review.

Story and photo by Jamie L. Carson, Fort Lee, Va.

There is one thing that everyone has that's exactly the same.

Everyone has exactly 24 hours in a day. The amount of time doesn't change between time zones or from the Northern Hemisphere to the Southern.

What sets people apart from the crowd is how they use those 24 hours to their advantage.

For the Miami Jackson High School Junior Reserve Officers Training Corps cadets and economic students, listening to the quartermaster general and quartermaster regimental command sergeant major talk about time management and their personal experiences was time well spent. Brig. Gen. Mark A. Bellini and Command Sgt. Maj. José Silva took a break during their schedules in Miami for the Philip A. Connelly Awards to visit the high school April 6.

After asking how many students spoke Spanish and seeing the library full of raised hands, Silva proceeded to speak in his native tongue during his presentation.

Silva talked with students about the benefits and options the Army provides its Soldiers.

While talking about opportunities in the Army, Silva showed the students pictures of his personal experience as a Soldier. After talking with the students, Silva played a video of an Airborne jump to which the students applauded.

Then the high school's principal introduced Bellini. The quartermaster general talked with students about the importance of obtaining an education and using that knowledge to their advantage in life. He talked about his entrance into the military and how he worked his way up to become the 49th quartermaster general.

"I am so impressed that they took time out of their business

schedules to talk with us," said 16-year-old Cadet Lt. Col. Kliber Robert Salinas. "It was great to talk with them after yesterday's pass and review."

The day prior to the visit Bellini was the guest speaker at the Miami Dade County Public Schools JROTC annual pass and review ceremony. Both Bellini and Silva stood in front of the field as more than 1,200 high school students representing 26 high schools passed for review.

Salinas, the ceremony's commander of troops, admitted he was nervous prior to the event because Bellini and Silva were watching.

"This event is very important for the cadets," Salinas said. "It's like the big finale for the school year, and having the quartermaster general and Command Sgt. Maj. Silva here is a great honor."

Salinas, who is a senior at Miami Jackson High School, said he started JROTC in the ninth grade because of the program's opportunities. The only child of a single working mother, Salinas said that JROTC provided him the motivation and discipline he needed during his adolescent years.

"I do my best every day to live the creed," he said. "This ceremony is an outlet for everyone to see all of us cadets who are doing the right thing."

"Having the general and the command sergeant major here gives everyone out of the field a living example of what we can achieve," Salinas.

After the ceremony, Bellini gave Salinas the quartermaster general's coin.

For Salinas, this was evidence of a job well done. "I can't wait to show my mom this," he said. "This will most likely be my last day wearing this uniform. But, I will never forget this experience."

Local Internet Job Postings — Working for Recruiters

By Jack Bailey, G3 Special Missions

USAREC does an incredible job of using the Internet, both actively and passively, at the macro (national) level. The Cyber Recruiting Center, for example, manages chat, job postings and direct e-mail campaigns for the goarmy.com Web site and close to 700 contracts were directly attributed to the CRC in FY 05. However, much more can be done to exploit the Internet at the micro (local) level, where recruiters are monitoring market shifts in “real time.”

There are local or regionalized Web sites that recruiters in the field can use for P-4 prospecting, and some recruiters have been exceptionally successful using them. In the California area, 6th Brigade recruiters have been successful using a Web-based classified advertising site called Craig’s List for monitoring local employment trends, posting Army job vacancies and communicating with prospects. The site, found at www.craigslist.org, is compartmentalized into areas that include

resume postings, job boards and discussion forums and on the face of it, seems more like a community shopping and tourism Web site. However, one San Francisco area recruiter claims to have written more than 10 contracts within one six-month period using Craig’s List and estimates his station had written close to 30 contracts during his tenure as station commander.

Recruiters are encouraged to be as creative as possible and using similar Web sites for P-4 prospecting is an excellent way to recruit within your community. However, when researching a possible site for exploitation, remember to explore it thoroughly and consult with the advertising and public affairs experts as needed. One suggestion is always to check the “terms and conditions” for every site to be sure an Army posting is allowed.

If you look around the site, you can judge whether an Army posting will work within the environment. Craig’s List, as community-oriented as it may seem, does contain some areas that the U.S. government would deem inappropriate. Recruiters have a responsibility to ensure that the U.S. government is represented positively at all times. If you are unsure as to whether or not you should use a local Web site, contact your battalion public affairs officer.

There are some Web sites that recruiters are prohibited from using at the local level, simply because Army messages are posted there already. To avoid duplication, check with the APA office or the list of sites where the Army advertises posted at the SOD Resource Center. Careerbuilder.com and Monster.com, for example, are both used for national job postings, so you already receive leads from them.

Check the local job sites. Many welcome job postings without charge, as they provide the job site as a community service. Other local sites to explore include local government sites, local online communities and chat rooms, local news and events sites, school and education resource sites, and local recreation and sports sites.

Any sites requiring payment will have to be referred to your battalion APA shop for consideration, but many local opportunities exist without charge. If you look for them and post information, you might find they can help you make mission.



Web-based classified advertising sites, such as Craig’s List, are a great way to monitor local employment trends.

Photo by Walt Kloeppel

USAREC AID Team

By Master Sgt. John H. Provost Jr., USAREC G3

In October 2004, the USAREC commanding general authorized the deployment of the Assistance, Instruction and Development, AID, team. It is a 12-Soldier team designed to assist leaders at all levels in the improvement of performance of the critical tasks of recruiting. The team collects trend data in order to improve the institutional, organizational and individual training programs throughout the command. Further, need-based hands-on performance-oriented training is conducted at the recruiter-, station commander- and first sergeant-level.

The results of visits are collected and brought back to USAREC for use in the quarterly Training Assessment Board. This process provides valuable input to the commanding general in developing need-based training guidance for subsequent quarters, developing changes to Recruiting and Retention School programs of instruction, or changes to recruiting doctrine.

Identifying Units

Headquarters USAREC staff will identify battalions by means of the Recruiting Market Strategic Targeting Matrix or by request of the brigade or battalion leadership. Using StarMat, USAREC will identify battalions from each market segment. The intent is to get good representation from across the command. Upon identification, the AID team will negotiate dates for the visit with the battalion. Battalion leadership will determine which companies would benefit from the AID visit. Fifteen days prior to the visit, the AID NCOIC will contact the battalion leadership to lock-in specific companies.

Pre-Deployment Assessment

Upon unit identification, the AID NCOIC will immediately appoint an AID NCO to each station within the company. The AID NCO will conduct an extensive pre-deployment assessment of the company using reports collected from the top of the system. The AID NCO will contact the identified station commander and request any additional reports necessary to complete his assessment. Additionally, the AID NCOIC will conduct a like assessment of the company using top of the system reports and will maintain contact with the company leadership. AID team members will hand carry pre-deployment assessments to the field and brief them upon arrival. The NCOIC and first sergeant will work out the priority of visits prior to the deployment of the team.

What Can It Do for You?

Each member of the team will use a checklist produced by G7-Training to document the results of the pre-deployment assessment. The NCOIC will review these assessments and provide feedback to the AID NCO as to courses of action for the field assessment.

Field Assessment

Each visit will begin with an in-brief on Tuesday and end with an out-brief to the company leadership on Friday. Upon arrival, each AID NCO will deploy to stations, observe leaders and train as necessary to improve the overall recruiting process. The focus of the observation will be on leader planning and efficiency of the systems being used. Each member of the team will provide on-the-spot training that satisfies an observed training need. The primary method of instruction is performance-oriented training conducted by the AID NCOs. Secondary to training, each team member will collect non-unit specific trends. These trends will be used during the quarterly USAREC level training assessment board.

The NCOIC will contact the battalion master trainer upon his arrival. The master trainer will accompany the NCOIC throughout the visit to assist with the training and assessment. Additionally, the company operations/training NCO will be available to assist whenever necessary. It is crucial to have the trainers available in order for them to collect tactics, techniques and procedures which can be used to train other companies.

Results of the field assessments will be documented on a checklist produced by G7-Training. Every evening during the visit, the NCOIC will conduct an after action review with each AID NCO to highlight strengths and weaknesses and to recommend suitable intervention for improvement or sustainment.

The field assessment culminates with an informal AAR being conducted with the company leadership. All members of the company are welcome, but as a minimum, the commander, first sergeant, company operations/training officer and battalion master trainer will be present. A written synopsis of the visit, along with recommended training, will be provided to the leadership for use in future training events.

Redeployment

Upon return to headquarters USAREC, the NCOIC will collect all pre-deployment and field assessments from the AID NCOs. He/she will consolidate trend data along with recommendations to the unit for inclusion in the final AAR. The final AAR will be provided to both the battalion and company leadership within two weeks of the conclusion of the field assessment.

The final AAR will be a non-unit specific document that will be used during the training assessment board. There will be no reference to names or RSID anywhere on the document. The intent is to conduct an unbiased evaluation that neither rewards nor punishes any member of the unit. The purpose of the visit is simply to improve processes and sustain strengths within the company and stations and collect command trend data. An electronic copy of the AAR will be maintained on USAREC's common drive.

90-Day Assessment

In order to measure the effectiveness of the program, a 90-day assessment will be conducted. The focus of this assessment is to gauge improvement in the operational efficiencies and results. Each AID NCO will evaluate the company and station MAPS, LSA, MPA 005, APL and TNE to determine where improvements have been made. The NCOIC will review each assessment and provide feedback as to any necessary changes with the AID process. A copy of the 90-day assessment will be provided to both the company and battalion leadership.

The Way Ahead

The AID Team has provided support for 22 companies since its inception. The success of the program has given birth to several new initiatives that are either functional or are currently being fielded. Two of these initiatives are USAREC's NTC-like Training and Assessment Event and the Mobile Training Teams.

USAREC NTC

This event is conducted under the same premise as the Army's National Training Center. The intent is to use Observer/Controller and Observer/Trainer personnel to provide recommendations and training across the spectrum of the battalion. The team is made up of recruiters and staff that represent all functional areas within a battalion.

These observer/trainer positions may include battalion commander, battalion command sergeant major, executive officer, S3 officer and NCO, APA, ESS, master trainer, company commander, first sergeant and station commanders. Team members accompany the local counterpart and provide training and recommendations. Formal and informal AARs are conducted throughout the rotation to assist the leadership in discovering ways to improve the unit. A 90-day follow-up assessment is conducted to determine effectiveness of the systems that were put into place.

Mobile Training Teams

The MTT is designed to provide training to those units designated by the USAREC commanding general or a brigade commander. This concept focuses on providing training at the operational level (first sergeant, station commander, S3 NCO and senior guidance counselor). It is similar in design to the AID team, but with less emphasis on collecting trend data. Trainers will accompany recruiters, station commanders and first sergeants as they conduct their daily operations and provide training to address identified weaknesses. Formal collective training can also be accomplished when requested.

The commanding general has invested significant resources in efforts to improve units through training. The assessment phase of the training management cycle is critical to developing needs based training to improve our force. The command's initiatives are focused on collecting trends throughout the command so that the training and guidance is truly need-based. The training provided and recommendations given are designed to improve the internal operational efficiencies within our units. The end state is that the command will be better trained and positioned for mission success.

Nurses Answer 'Call to Duty'

By Chris Dunne, 3d Brigade

Passion and compassion are two words that go a long way to describe the Army Reserve Nurse Corps' newest officers.

The Ohio nurses, 49-year-old medical surgical nurse Jean Burton from Conneaut and 50-year-old critical care nurse Roberta "Bobbi" Widlits from Geneva, were commissioned first lieutenants in an April 29 ceremony at the Ashtabula County Medical Center, Ashtabula, Ohio.

It was an exciting — and nearly tragic — day for Widlits, who was involved in a car accident a few hours before the commissioning ceremony. Her car was crushed when a large dump truck blew a tire and tipped over onto her vehicle, running her into a wall. Only the driver's seat was spared from the effects of the accident, narrowly averting a tragedy.

Burton, whose husband James is a Vietnam veteran, had tried to enlist in both the Navy and the Air Force when she was younger, but said the timing wasn't right. When she began to pursue a commission in the Army Nurse Corps she said, "Everything just fit. Everything that was supposed to be ... was."

A self-described "type A personality," Burton is proud and excited to finally be allowed to serve.

"Instead of just saying I support my country, I wanted to support my country," she said. "It's a wonderful opportunity. You've got two choices in life," she said. "You can look for the negative and just exist, or you can find the positive in everything you do. The Army is a perfect example of that."

Even the possibility of being activated and deployed doesn't faze Burton.

"Sometimes you have to put things in God's hands," she said. "If it happens, it's meant to be. It's going to be OK."

Widlits had also looked into joining the service on more than one occasion at a younger age. When she finally had an opportunity to become a commissioned Army officer, she was ready.

"It was the perfect time to do this," she said. "With the kids grown, I could go ahead without shirking any responsibilities."

Not even a car accident was going to keep Widlits from her commissioning ceremony. When the paramedics arrived at the scene of the accident, they wanted to strap her into a backboard and neckbrace and send her to the hospital.

"I said, 'No, No, No! Something really important is happening today!'" she recalled.

Despite her active schedule, when Burton made it clear to colleagues at the Ashtabula County Medical Center that she was meeting with an Army recruiter, Widlits jumped.

"What? How old are you? Can I go?" she asked.

"Jean brought her in and I conducted them together," said Capt. Mark Seufer, a medical recruiter with Cleveland Medical Recruiting Company. "They were attached at the hip from day one. They wanted to do everything together."

"Bobbi and I just click," Burton said. "We always have. You have friends that it seems like you've known for years — Bobbi and I are like that."

Seufer was able to steer the two busy nurses into the Individual Mobilized Augmentee program, which is designed to allow Army Reserve nurses to backfill for active duty nurses in their medical specialties. He explained how the IMA program works: "If an intensive care nurse gets deployed, Bobbi will backfill in the ICU position," he said. "If a medical surgical nurse gets deployed, Jean will backfill in that area."

Both nurses have been assigned to Madigan Army Medical Center at Fort Lewis, Wash.

Burton was eligible for a \$30,000 signing bonus and \$50,000 in student loan repayments because she has a bachelor's degree in nursing. Widlits, who has an associate degree in nursing and a bachelor's degree in education, was eligible for a \$15,000 signing bonus, in addition to the \$50,000 in loan repayments.

With Officer Basic Training on the horizon, Burton and Widlits are working together to prepare.

"We're trying to really, really get ourselves in shape," said Burton. "We don't only want to do what's required, we want to surpass the requirements."

Burton's message to medical professionals is simple: "America's sons and daughters are in need and deserve the best health care that only we can provide. The only way this can be accomplished is by our health care professionals, you and me, digging deep and giving back a little something to the Soldiers that we take for granted."



Jean Burton and Roberta 'Bobbi' Widlits were commissioned as first lieutenants on April 29.



Staff Sgt. Consuelo Spears receives the Army's first \$1,000 recruiting referral bonus at Fort Huachuca, Ariz.

Army Writes Soldier Check for Recruiting Referral

Story and photo by Rob Martinez,
Fort Huachuca Scout

Staff Sgt. Consuelo Spears received the Army's first \$1,000 recruiting referral bonus June 8 in a ceremony at Fort Huachuca, Ariz.

The check is the first one issued under the Army's referral bonus program that began Jan. 18. Command Sgt. Maj. Frank Norris, Phoenix Battalion, presented the award.

Spears referred family friend Bartolomeij Rdes. As Spears received her bonus check, Rdes graduated from Advanced Individual Training at Fort Sill, Okla. His MOS is cannon crew member.

Rdes is the first referral candidate to graduate from basic training and complete the formal training for his MOS. Referring Soldiers or Army retirees cannot receive the bonus until the referral candidate enlists in the Army, completes basic training and graduates from AIT.

Spears has been in the Army for 13 years.

"The Army's been good to me," she said. "I've been afforded a lot of oppor-

tunities. If I had stayed at home, I wouldn't be as far in my life as I am now."

Spears said she learned that staying aware of what is going on in the Army is key to her success.

"I'm always reading any type of info the Army puts out, so I'd read about this \$1,000 referral bonus," she said.

After talking with Rdes about opportunities available in the Army, Spears researched the program and referred him through the SMART program Web site. Rdes then visited a recruiter and enlisted.

During basic training and advanced individual training, Rdes kept in touch with Spears and her husband.

"He's been writing my husband back and forth, calling on the phone ... to make sure everything was going good," Spears said.

Rdes met Spears' husband in 2004 in Chicago while each worked as stockers at a plumbing equipment company.

Once Rdes realized Spears' wife was in the Army, he started asking questions.

HOT!

The program has been expanded to allow Army retirees to refer personnel and be eligible for the \$1,000 bonus.

For more information about the referral bonus program, call (800) 223-3735, ext. 6-0473, or visit www.usarec.army.mil/smart.

"I told him the truth. I said, 'It's what you make of it. What you do with it is how it will go for you,'" she said.

Spears' impact on Rdes, 24, was significant.

"He was going to college, but it was costing him too much, and ... the whole package of the Army and my selling it to him was, 'Hey, you go in the Army, the Army will pay for you to go to college.'"

Spears also said that her family broke Rdes' image of the "typical military family," based on movies and stereotypes.

"We acted like a normal family. It's as if we were civilians, but he was really impressed at how the military works on behalf of my husband because my husband is the one who was really more in contact with him," she said. "We didn't know we had that much of an impact. We were just being ourselves."



PaYS partners, such as the Phoenix Police Department, have reserved jobs for Soldiers, but those Soldiers have a responsibility also.

Guaranteed Interview Doesn't Mean Getting the Job

Story and photo by Maj. Jill Mackin, Phoenix Central Company

For every veteran hired through the PaYS program, there are at least three who do not prepare for the interview. The partnership links enlisting Soldiers with their post-Army interview company or agency.

“PaYS gets the Soldier the interview, but it’s up to the Soldier to get the job,” said Cindy Misner, PaYS operations manager. “We see Soldiers making the same interview and resume mistakes over and over. We need to do a better job of preparing our Future Soldiers for their PaYS interview,” said Misner.

What are these mistakes? According to many of the PaYS partners contacted, it was lack of preparation that topped the list followed closely by not showing up for scheduled meetings. Calling to schedule the interview without a resume is a waste of time. Employers like to review the resume prior to sitting down for the formal interview process. Soldiers should expect to fax or e-mail their resume to the partner point of contact after the initial telephone contact.

Many people find preparing a resume intimidating. Resumes provide an opportunity for an individual to shine. Soldiers have amazing Army experiences with above average training. Presenting the best image of these experiences and accomplishments is the resume’s real task. Recruiters with PaYS Future Soldiers should spend time impressing upon them the impor-

tance of being prepared for their PaYS interview even though it may be years away.

The Army Career and Alumni Program works with exiting Regular Army Soldiers to develop a resume that can be modified and personalized. Army Reservists can use the PaYS Web site or other Web-based resume preparation sites. We were surprised to hear from many of our PaYS partners of Soldiers who schedule an interview and then fail to show. Worse yet, they did not call to cancel. When some of these Soldiers attempted to reschedule another interview, they found their PaYS partners were no longer interested in them as candidates. A telephone conversation and especially e-mail transactions are all considered part of the evaluation and interview. Recruiters should plant a seed in their Future Soldiers’ mind to prepare and take each step of the process seriously. Preparing PaYS Future Soldiers for their eventual interview will someday provide a grateful center of influence.

The PaYS Information Exchange is a Web-based portal to facilitate communication between the partner and Soldier. The cornerstone module of PIX is the message center. Here the partner and Soldier are able to send and receive messages via the Soldier’s AKO account. PIX is accessible through the PaYS public site at www.armypays.com. Communication between partner and Soldier is essential in a seamless transition from the Army and throughout the entire interview process.

CNN Features 6th Brigade Iraq War Veteran

By Michael Goldstein, 6th Brigade

How do you get CNN to visit your brigade headquarters to do a good news story? It's easy if you have an Operation Iraqi Freedom war hero working in your operations division.

"I almost hung up on them," Michelle Van Kirk said about the call she received at her home on Feb. 14. "When I realized it was the real thing — they were calling to do a profile about my husband — my voice reached a high pitch, and I thought they could hear me without the phone."

The call was real enough. The producer of "Lou Dobbs Tonight" was calling because they wanted to profile Capt. Daniel Van Kirk. Almost every Friday, Dobbs pays tribute to a war hero in a fast paced two-minute profile. They had chosen Van Kirk for his heroic actions in Iraq at the start of the war.

Van Kirk distinguished himself at different points during the invasion. The platoon he led was the first to enter Iraqi territory on the night of March 19, 2003.

"This was an important honor," Van Kirk told Tim Hart, the CNN interviewer sent to 6th Brigade headquarters in Las

Vegas to meet with Van Kirk and later with his wife at their home.

Van Kirk received the Bronze Star with 'Valor' and Combat Action Badge for the heroism he showed in leading his troops in significant engagements with the enemy.

"My platoon was responsible for the destruction of 19 enemy armor tanks in a single encounter just after we crossed the Euphrates River on April 5th," Van Kirk recounts. "My tank crew destroyed the first four enemy tanks within 20 seconds of the engagement. This was one of the largest — maybe the largest — armored fights of the war."

So, how do you get CNN to call your home? This part of the story has an interesting twist.

In January, Van Kirk was about to receive the Combat Action Badge at a ceremony at 6th Brigade headquarters. A Las Vegas Review-Journal military affairs reporter was also interested that Van Kirk had recently become a sailor — at least in a bronze statue.

Roy Butler, a sculptor living near Las Vegas, was looking for models for a monument that an American Legion post in Arkansas had commissioned him to

design. There would be a Soldier on one side of a stone pillar inscribed with names and a sailor on the other side. Butler was determined to make this monument as accurate as possible — he wanted the models to be in the military.

He asked a friend who worked at the brigade headquarters for help. Butler interviewed Sgt. 1st Class Christopher Tovar and Capt. Daniel Van Kirk and agreed they would be perfect subjects. Tovar was smaller and would be the sailor and Van Kirk would be the Soldier.

Tovar and Van Kirk went through a challenging process of mold making — at times having to breathe only through small holes in the mold. He started to put the statues together and realized although Van Kirk was the taller of the two Soldiers, he had the smaller head. The monument just didn't look right. Butler, with some reservation, asked his two subjects if they would mind if he switched the heads. They were both proud to have been selected to pose for the monument and readily agreed to change roles.

The Review-Journal reporter wrote about Van Kirk's awards and the monument switch for his paper. It was this story that led the CNN producer to the call to the Van Kirk home.

And how has all this attention affected the brigade assistant operations officer? In sincere humility, he explains, "None of this would have happened without the bravery of all the men in my platoon. They all deserve the Bronze Star. I was lucky — and I've received recognition for what we did — and I want this opportunity to make sure everyone knows that they're the heroes of the first days of this war."



Tim Hart of CNN interviews Capt. Daniel Van Kirk at 6th Brigade headquarters in Las Vegas, Nev. Photo by Roy Butler

Soldiers Get the Blues

By Army News Service

Army service uniforms will be streamlined to one blue Army Service Uniform, the Army announced June 5.

“World-class Soldiers deserve a simplified, quality uniform. The blue Army Service Uniform is a traditional uniform that is consistent with the Army’s most honored traditions,” said Sgt. Maj. Of the Army Kenneth O. Preston.

“We have all of these variations of uniforms — green, blue and white,” said Army chief of staff Gen. Peter J. Schoomaker. “It makes sense for us to go to one traditional uniform that is really sharp and high quality and which Soldiers will be very proud to wear. And that’s what we’ve done by adopting this blue Army Service Uniform that reflects simplicity, quality, utility and tradition.”

Many Soldiers already own an Army blue uniform (now to be called the Army Service Uniform) and may continue to wear it. Improvements will be made to the fabric and fit. Reduction of the number of uniforms will reduce the burden on Soldiers for purchases and alteration cost.

Introduction in the Army Military Clothing Sales Stores should begin in fourth quarter of fiscal year 2007. Introduction in the Clothing Bag should begin first quarter 2009. The Mandatory Possession Date is expected to be fourth quarter fiscal year 2011.



The Army blue uniform, now worn by Soldiers at formal events and ceremonies, will become the primary dress wear in an effort to simplify uniforms. *Photos by U.S. Army Recruiting Command*



A wear-out date for the Army Green Class A and White dress uniforms will be determined at a later date.

The consolidation of Army service uniforms is part of a streamlining process. In 2004, the Army reduced the number of battle dress uniforms from three to one when it adopted the Army Combat Uniform in place of the Woodland Green Battle Dress Uniform (winter and summer versions) and the Desert Combat Uniform. That uniform consolidation has been a resounding success in terms of Soldier acceptance and reducing the variety of combat uniforms with which they must deal.

Army Blue as a uniform color traces its origins back to the National Blue and was first worn by Soldiers in the Continental Army of 1779.

Besides tradition, the Army Service Uniform reflects utility, simplicity and quality:

- In utility, the blue Army Service Uniform provides a basic set of components that allow Soldiers to dress from

the lowest end to the highest end of service uniforms with little variation required.

- In simplicity, the blue Army Service Uniform eliminates the need for numerous sets of green Class A uniforms, service blue uniforms and, for some, Army white mess uniforms (and tunics, for women). Streamlining various service uniforms into one Army Service Uniform reduces the burden on Soldiers in the same manner that the Army Combat Uniform (ACU) did for the field utility uniform.

- In quality, the blue Army Service Uniform is made of a durable material that is suitable for daily use without special care.

Information about the blue Army Service Uniform and its composition is available at www.army.mil/symbols/uniforms.

Recruiter Incentive Pay

NASCAR jackets are nice, but now USAREC will pay cash for overproduction

By Pearl Ingram, Recruiter Journal editor
Graphic by Joyce Knight

It may have been startling news to some last month when the USAREC commander, Maj. Gen. Thomas Bostick, announced that Recruiter Incentive Pay would be effective immediately. Over the years, various incentives have been offered to reward recruiter success. Items such as NASCAR jackets, coffee mugs, T-shirts and other apparel have been made available.

However, leadership has listened during events such as the Commanding General's Advisory Board and Best of the Best Conference. The field force offered up ideas such as monetary awards, and recently passed legislation allowed the commanding general to obtain authority from Department of the Army to provide such a program.

"I have been in USAREC for a lot of years, and they have never offered this type of incentive," said Master Sgt. Gregory Smith, USAREC G3. "Now, recruiters are going to be able to pick up an additional \$100 for writing just two contracts."

It gives recruiters extra pay, above the monthly professional pay of \$450 per month for assignment to recruiting duty as a 79R recruiter. The bonus dollars will appear on the recruiter's LES at the end of each quarter, except for chaplain and AMEDD recruiters who will be paid annually. All recruiters must be uniformed service members to qualify for this program. Medical recruiters must have a mission of at least five to qualify for the incentive.

"Recruiters can earn \$100 per month and can kick that amount up an additional \$600 for consecutively writing two net contracts each month, one being GSA," said Erick Hoversholm, G3 Programs branch chief and former station commander. "It will take six net contracts, with three being GSA over a three-month period to get the additional RIP level on the third month."

These are just the base RIP amounts. Overproduction, once a recruiter reaches RIP Level 1, is \$100 per contract. No limit is set on overproduction and the amount a recruiter can earn. If a recruiter meets RIP Level 1, writing two contracts with one being a GSA, and then writes two additional contracts in any category, they have earned an additional \$200. The total for the month would be RIP Level 1 equals \$100, and then \$200 for overproduction — a total for the month of \$300.

This program will certainly help out the Army, since USAREC can provide a consistent number of applicants to arrive for basic training each month, but it is also somewhat of a windfall for dedicated recruiters who put in the extra effort to achieve.

“It’s a way of encouraging increased volume and quality production and will bolster sustained overproduction” said Hoversholm.

The cycle begins when a recruiter, station commander or first sergeant goes on production. It is based on a rolling 12-month cycle, not on the usual fiscal year cycle.

“Their 12-month cycle will start in July if the recruiter is on production in a role described in the guidance (first sergeant, station commander or recruiter). If they are newly assigned the 12-month cycle will begin when the Soldier goes on production,” said Hoversholm.

The program is based on a required write rate according to Hoversholm. The Regular Army and Army Reserve combined RWR is 1.7. But for the monthly RIP levels the recruiter would have to write two contracts with one being GSA. All three- and 12-month cycles will be computed on the RWR of 1.7, and specific requirements are detailed in UM 06-153.

“If they do that every month, they will qualify for RIP every single month,” said Hoversholm. There are additional incentives at the end of the third month, sixth month, ninth month and 12th month for consecutive or cumulative performance. A recruiter may exceed \$5,000 in bonus money annually, if he or she meets the requirement of consecutive or cumulative production.

First sergeants and large on-production station commanders have three levels of incentives — \$100 for meeting each month of the RWR, \$600 for meeting the requirement for each month over the three-month cycle and \$5,000 for meeting the RWR for each month over a 12-month cycle.

Recruiters will have a seven-level RIP cycle. They also receive \$100 for meeting each month’s RWR. When they cumulatively achieve the RWR over a three-month cycle, they receive \$300, plus an additional \$600 if their success is consecutive. If they cumulatively double the RWR over the three-month cycle, they receive \$1,000.

Level 5 of the recruiter seven-level cycle allows recruiters who cumulatively exceed the RWR for a 12-month cycle to receive \$2,000 and for exceeding each month in the 12-month cycle \$2,500. For cumulatively doubling the monthly RWR for a 12-month cycle, the recruiter earns \$5,000.

However, Hoversholm said, if someone is not able to consecutively produce, there is always the bonus for cumulatively producing.

“You figure recruiters are working some real long hours, so it’s nice for the recruiter, recruiter’s spouse and their family to see this new incentive pay for hard work and dedication.”

Staff Sgt. Vonley Stanley, Escanaba (Mich.) station, who spent 15 months in Iraq, says he was surprised to learn of the bonus, but he and other recruiters had talked about monetary awards for recruiters.

“I didn’t think I would see it,” said Stanley. He usually makes mission but added, “Let me knock on wood.” When he broke the news to his spouse, Nicole, her response was ‘show me the money.’ He expects to do just that.

Level 1
\$100

Exceed component’s monthly RWR; additional \$100 for each additional contract

Level 2
\$300

Cumulatively exceed component’s monthly RWR for designated three-month cycle

Level 3
\$600

Consecutively exceed component’s monthly RWR for each month for a designated three-month cycle

Level 4
\$1,000

Cumulatively double component’s monthly RWR for designated three-month cycle

Level 5
\$2,000

Cumulatively exceed component’s monthly RWR for designated 12-month cycle

Level 6
\$2,500

Consecutively exceed component’s monthly RWR for each month for a designated 12-month cycle

Level 7
\$5,000

Cumulatively double component’s monthly RWR for designated 12-month cycle



One Fast Recruiter

Story and photos by Mike Perry, International Hot Rod Association Communications

When Sgt. 1st Class Don O’Neal arrives at the racetrack, he has many things going on. While his primary responsibility is getting his ACCEL Quick Rod car ready for competition, his role as a recruiter for the Army frequently carries him in many different directions. He often arranges for the color guard and national anthem singer for the pre-race ceremony. Many times he makes local appearances in the community to discuss what the Army has to offer. He also spends time walking around the stands talking to race fans, doing his job as an Army recruiter.

It is a unique situation, one that came about in 2003 when O’Neal left his aviation position in the Army and joined the recruiting ranks. He had a marketing degree and racing experience and figured those two assets could be combined to help bring new recruits to the Army.

“Three years ago, when I became a recruiter, one of my officers found out I was a racer,” said O’Neal, assigned to 2d Brigade Mobile Recruiting Team. “My wife and I had been racing quite a while and my officer and I started talking. He suggested I call my recruiting command to see if we could do some branding, some marketing, through racing.”

Last season was the first full year of the racing/recruiting program. He has seen what Tony Schumacher, Angelle Sampey and Antron Brown have done in the NHRA spreading the

Army’s message, and O’Neal is learning more every time he takes to the track.

“It has worked out really well,” he said. “Last year was our first year doing this and it took us a little while to get going, but now we’re in our second year and everything is working out well. We’re moving forward and learning every time we go out ... being on the IHRA side of the house. On the NHRA side, Tony, Antron and Angelle do a great job over there. We have a little different demographic group as far as income and things of that nature. We’re trying to figure out over here exactly what works in every different place we go, but it’s working and we’re trying to figure out small things to do to improve things in every different market.”

One of the things O’Neal likes most about his program is the chance to interact with racing fans, who he believes are very supportive.

“In general I believe all motor sports fans are truly patriotic and support the military regardless of their political party ... especially here in the IHRA,” said O’Neal. “I grew up in the IHRA and that has never changed; everyone has always been very patriotic and supportive of those who serve their country. Rockingham Dragway has had a ‘Support our Troops’ banner up over the tower for a number of years now. Evan Knoll has a ‘Support our Troops’ deal with Tommy D’Aprile and his Pro

Mod car. There has always been that support there, and for me to be over here and able to do what I do is great. Eventually I will meet the right person and put together the right program to increase the marketing and exposure for the U.S. Army.”

He thinks what he does is important because there could be a misconception about the military. This is why he always tries to set something up in the community when he travels to a race.

“The races we attend, 90 percent of the time I try to take care of all the military arrangements ... from the national anthem singer to the color guard. A lot of the time we also do community appearances in conjunction with the race, whether with IHRA or with the recruiting stations in the area of the race,” he said. “We’ve been to a number of high schools and colleges to show you can be in the Army and still have some sort of normal life. Some people think once you go into the military there is nothing else you can do. That’s just not true. I enjoy being able to expose this to the 16-22 year olds. I like showing them you can have an exciting life; you can be a bodybuilder, you can be a race car driver, you can go jump off

cliffs if that’s what you want to do. You don’t have to worry about not being able to do these things if you join the U.S. Army.”

At Rockingham, one of the stops on IHRA’s eMax Drag Racing Series, O’Neal took the time to visit with Vonette Smith and her family. Smith, who won tickets to the race through a radio contest, has a husband overseas in the Special Forces. She was attending her first drag race with her kids. O’Neal concentrated on making the kids feel welcome.

“Any time I can meet someone who has someone overseas, supporting our country, or someone in the military regardless of what branch it is, that truly means a lot,” he said. “It makes what I do, when I get to go down the racetrack, mean so much more. Her husband is in his fourth tour in Afghanistan, his fourth trip, and she has three young kids. For her to be able to come out here and for me to be able to spend a little bit of time with them means a lot. We gave them some T-shirts and took some pictures with the kids and the mom with the car, that kind of thing really means a lot. For those kids it was a big deal, but for me it was even a bigger deal.”



Sgt. 1st Class Don O’Neal visits with Vonette Smith and her family, who were attending their first drag race.

2d Brigade AFAP Delegates Adopt Six Issues at Conference

By Florine King, 2d Brigade Soldier and Family Assistance

The Army Family Action Plan is a program that directly impacts the well-being of all Soldiers and their families. Issues that concern Soldiers and their families are solicited from the community members, presented to their leaders and the team works to find a solution to the issues. AFAP is the most powerful tool Soldiers and families have, because it gives them a voice into the leadership chain.

2d Brigade held their Army Family Action Planning Conference at Myrtle Beach, S. C., March 28-31. More than 30 delegates attended and evaluated more than 20 issues. Six were prioritized and adopted.

This conference and the process allow families and Soldiers to get their concerns on the table to the chain of command and further up the chain. This type of conference gives leadership an idea of what is working and what concerns Soldiers and families, and it also gives the commander the opportunity to focus his attention on issues that concerns his Soldiers and their families, to include the civilians and retirees.

There were several speakers on hand to present information that proved to make life easier for Soldiers and families. The AFAP conference operates at every level on an annual basis and, the Soldiers and family members who participate are the backbone which makes this program a success.

Surveys collected after the conference indicated that this was a great conference and an opportunity to meet the families who are making a difference in their lives.

Isaiah Edward, United Concordia, spoke on the active duty military dental program. Updates were given on how much can be spent yearly under the United Concordia program. Policies

and procedures were discussed about where the dental plan for active duty will be taken in the future. This was useful information for those families located at remote sites away from military installations.

Mandy Lockwood and Laura Walker, Family Readiness Group leaders in Jacksonville Battalion, presented the Family Readiness Group briefing and its function to the military families. Discussions covered the functions of a Family Readiness Group and the objectives, to include who can participate.

Erlinda Almeida, a volunteer in 2d Brigade, presented the delegates/attendees a briefing on Financial Management and the overall Army Family Team Building Program.

Martin Skulas, chief of Soldier and Family Programs, USAREC, spoke on the AFAP process and why this is a valuable asset to the military members and their families.

The highlight of the Army Family Action Planning Conference was the appearance of the brigade commander, Col. David M. Gill. Gill spoke with delegates about the focus of the Army, the families, and the Recruiting Command's mission. At the close of his speech, Gill greeted each individual delegate.

The issues that were presented at the Army Family Action Plan Conference were presented to the 2d Brigade chief of staff, Lt. Col. Jeffrey K. Young. Young accepted the issues on behalf of the brigade commander. The top six issues that were adopted are:

- Soldier and Family Assistance program managers position in Puerto Rico
- TRICARE medical contractors need to maintain updated database
- Lack of financial support to family members for Soldiers' special events
- Stabilization with Permanent Change of Station moves
- Sponsorship of Schools in the North Puerto Rico area
- Geographically Separated Unit Fitness Club Membership

Shannon Maxwell, of Atlanta Battalion, stated that she had "such a great time at the AFAP conference because it was such a wonderful experience for all of us." This is the type of insight we wanted to gain from this conference. The Army Family Action Planning Conference contributes to the overall readiness and retention of the Soldier and also gives families the opportunity to actively participate in the planning for the well-being of the Army. The 2d Brigade Army Family Action Plan Team made a difference.



Col. David M. Gill, 2d Brigade commander, greeted delegates at the AFAP conference in March. Photo by Marty Skulas

Summer Sun, Boating Fun

— if you're accident free

By USAREC Safety Office

Photos by Walt Kloeppe, RJ associate editor

In a society where drinking and driving is socially unacceptable, it is ironic that setting sail with a boatload of booze is still considered appropriate by many people.

According to the National Transportation Safety Board, recreational boating is second only to highway transportation in the number of fatalities that occur every year, and it is estimated alcohol is involved in at least half of all boating accidents.

The 70 million plus people who enjoy recreational boating each year often forget alcohol has the same effect on them whether they are operating a car or a boat. When a person is drinking, the brain's ability to process information slows. Reaction times are longer in situations that demand immediate response.

On land people often designate a driver who does not drink for the evening. Everyone who consumes alcohol on a boat is at risk, because when the boat's motion is coupled with reduced coordination, people can fall overboard.

Three functions are impaired when a person is drinking and boating:

Judgment. The ability to make decisions quickly, particularly in high risk situations, is one of the first things to go. For decisions such as avoiding swimmers or objects in the water, the wrong choice can be fatal.

Balance. An attack of dizziness or a misstep can lead to disaster. Most boating deaths occur when people fall out of boats or land in the water when the boat capsizes.

Hypothermia. Alcohol gives a false sense of warmth. In reality it can help the body lose heat, fatally.



The National Safety Council recommends that recreational boaters follow these rules:

- Don't drink and boat.
- Wear a U.S. Coast Guard-approved personal flotation device, or life jacket, as protection if you do slip overboard.
- Check the weather and water forecasts before leaving shore.
- Limit the number of passengers in a small boat. There might be seating for four, but the capacity might be two or three. Check the capacity plate.
- Have visual distress devices approved by the Coast Guard.
- Use the "one-third rule" of fuel management; one-third of the fuel to go, one-third to get back, and one-third for reserve.
- Tell someone where you are going and when you will be back.



6th Brigade's top new recruiter prefers faces to phone in California hometown

By Kevin Downey, Sacramento Battalion

Sgt. William Buck doesn't really like to talk on the phone to potential Army applicants at his office at the Grass Valley station, which is a part of Sacramento Battalion's Sacramento Valley Company.

"I just don't like it," he said, when asked why he has a problem with it. "In fact, as soon as I got out of (Recruiting School) and to my recruiting station, I made it a point not to talk on the phone."

Sgt. Buck is 6th Brigade's top new recruiter for 2005, and he prefers to meet young candidates face-to-face in their environment — schools, shopping malls, sporting events, etc.

"This is my hometown," Buck, 25, said. "I know exactly how these kids think, I was just like them not too long ago.

"It's a close-knit, small town. I find showing up around town in my uniform and meeting with these kids gives them a more positive and real view of the Army. I'm one of them and I wear this uniform; I think it makes it easier for them to see themselves in this same uniform."

Some of the people Buck went to school with are now police officers and teachers. He said they play an important part in his continued success.

"I rely on the community a lot, I find more success through that avenue than most any other," Buck said.

This recruiting style Buck has formed just one year into his recruiting career is a large part of why Buck was selected as the top new recruiter in the brigade, according to Command Sgt. Maj. Roscoe Hall of Sacramento Battalion.

"He hit the ground running in a number of ways when he got here in September 2004," Hall said. "Not only is he a consistent top performer month after month for us, he is an outstanding Soldier and young leader. He sets a good day-to-day example for all of us."



Buck has kept busy in his personal life as well, such as taking college courses online to finish his bachelor's degree in criminal justice.

He also speaks fluent Thai and can understand the similar language of Cambodian from when he was a foreign exchange student at age 17. He said that experience plays a role in his life to this day, as it taught him to better understand another perspective or a difference in opinion.

"I think that's relevant to being a recruiter because I've learned to relate to someone who may be completely different than me or want completely different things out of life. I can give them a better understanding of what the Army can offer them if I have an understanding of them."

"I rely on the community a lot, I find more success through that avenue than most any other."
Sgt. William Buck

The numbers don't lie.

The number of recruits he enlists in the Army lends credence to the effectiveness of his bold hand-shake style of recruiting 19 total contracts.

So what's the next step for Buck?

Despite achieving success on a grand scale early on as a recruiter, he's non-committal when asked if he plans to make recruiting a career.

"Bpai medt," Buck said, using his favorite Thai expression. It's all good.

Sgt. William Buck poses with cheerleaders from the Washington Redskins in Iraq.
Courtesy photo

Recruiter's medical training helps save lives in Jacksonville Battalion

Story and photo by Cynthia Womack,
Jacksonville Battalion

On Nov. 19, Donald E. Jones was doing his job as a customer service representative for Publix Supermarket, gathering shopping carts and speaking to customers. Waving good morning to an acquaintance was his last thought for the next five days.

The 71-year-old Jones collapsed on the sidewalk in front of the store and apparently wasn't showing signs of life. Coincidentally, Staff Sgt. Ladell Holmes was standing outside the Army recruiting office in the same shopping center when two women frantically drove through the parking lot looking for someone who could help.

Holmes hustled to the site.

"When I arrived he had already turned dark, very dark," said Holmes.

Without hesitation he began administering CPR. It was in this critical period of three to five minutes that paramedics say saved Jones' life.

"I always carry my face mask with me. I didn't think about who it was I just responded to the call for help," said Holmes.

Paramedics used a defibrillator on Jones and rushed him to the hospital where he underwent triple bypass surgery. Jones is now on the road to recovery but felt compelled to visit the recruiting station and Staff Sgt. Holmes.

A letter of gratitude from the Publix customer service manager stated that according to the doctors, Jones would not be alive had it not been for Holmes administering CPR.

Holmes has a friend for life, said Jones, with unabated emotion. Although he always thanked Soldiers when he saw them at the local sandwich shop, he's found one Soldier particularly special to him.

"Staff Sgt. Holmes' commander needs to know what type of person is working for him," said Jones. "He's an example and inspiration for young people to do the things they dream. More people should be willing to give like him," said Jones.



Jones is familiar with all the station's recruiters, a friend of Army recruiting and shares the station's hometown hero status along with Holmes.

Holmes is a trained Army medic and CPR instructor and received his Emergency Technician Certificate while training at Fort Sam Houston, Texas. Before recruiting, Holmes was stationed in Iraq where he helped save more than 740 lives, assisting with chest tube insertions and other forms of resuscitation.

Saving Jones would only be the first in a trio of life-saving acts in a two-month period for Holmes.

On Dec. 22, Holmes was on a routine visit to the Military Entrance Processing Station when he witnessed a vehicle spin out of control, slam into a palm tree and ignite into flames. Again, his Emergency Medical Technician training took over. Holmes rescued a family of four from the burning vehicle. His EMT skills came to the forefront as he made sure one of the victims, a boy with head wounds, according to Holmes, was kept conscious until Jacksonville Fire and Rescue arrived.

The following day, Jerry Bryans, customer service manager of the nearby

"I didn't think about who it was I just responded to the call for help," said Staff Sgt. Ladell Holmes.

Publix supermarket, called him on the phone in a panic. A woman and man had been discovered non-responsive in a car in the parking lot. Holmes rushed to the scene, taking Staff Sgt. Marvin D. Jones along.

Jones is also a medic who served in Iraq and recruits at the Jacksonville North station. When they arrived, the woman was coming around but was incoherent; the man was still unconscious.

"I worked on the man (giving CPR), while Staff Sgt. Jones kept the woman conscious until paramedics arrived," said Holmes.

Ivan Mote, fire chief of Jacksonville Fire and Rescue, is recommending Holmes to the City of Jacksonville Fire Department for recognition of his life-saving efforts in all of these incidents.

Holmes joined the Army in 1992. He served in Iraq from December 2003 to May 2004 and says he chose to become a medic because he wanted to give something back to his community. He has been a recruiter since August 2005.

Jones came on recruiting duty in June 2005. He has worked in the emergency rooms of Eisenhower Medical Center at Fort Gordon, Ga., and the hospital at Fort Leonard Wood, Mo.

"I always wanted to be a Soldier and in the medical field," said Jones. "I'm glad I had the training and was able to use my skills in this circumstance," he said.

Student nurses get tour in 5th Brigade

By Mina Mullins, 5th Brigade

About 30 student nurses from across the country took part in the first USAREC-sponsored student nurse tour in support of the Army Medical recruiting mission. The focus of the tour, in April in San Antonio, was centered on those students interested in joining the Army Nurse Corps.

The students were given a “windshield tour” of Fort Sam Houston, Texas, and transported in and around the historic post to include the museum, AMEDD Center and School, Brooke Army Medical Burn Center and the Rocco Dining Facility.

The tour gave the students exposure to some of the Army’s finest medical trainers and allowed time for several nurse panels for the student nurses to interact with nursing professionals at

various career levels. Alicia Prosser, nursing student and prospective Army Nurse from St. Louis, indicated that she was surprised and impressed that the Army Medical Department, far from being behind the times in comparison to civilian health care organizations, is in fact at the cutting edge of medical technology and care.

On a bus trip to Camp Bullis, the students saw the Combat Support Hospital, a deployable medical system which is a fully operational, temperature controlled facility housing its own lab, pharmacy, dental clinic and operating rooms. This further dispelled the old “MASH” concept of makeshift field operations.

Nursing students visited the AMEDD Officer Basic Course Forward Operating Base to observe actual hands-on training. They were given numerous opportunities to ask questions and interact with the OBC students.

The week’s activities culminated with a keynote address by Col. Lark Ford, deputy commander for nursing at Brooke Army Medical Center and chief nurse, Great Plains Regional Medical Command. Ford was greeted with a resounding Army “Hooah” by the participants in the student nursing tour, something the students had been taught earlier the previous day.

Ford stated that she was encouraged by the level of motivation and enthusiasm displayed by the group of prospective Army Nurses and related some significant changes that may be occurring as a result of BRAC and Army transformation to a more deployable and responsive force, but indicated that this is a great time to become a member of the Army Nurse Corps, as the opportunities are boundless.



Nursing students participate in a mock code with patient simulators at the Brooke Army Medical Center simulations center. Photo by Staff Sgt. David Meditz

AMEDD on the move

The Morrow Health Care Recruiting Station submitted three packets to the January Board and all three were selected. This board is very competitive; 29 packets were reviewed and only 10 students were selected from the five brigades. Capt. Jacquelin Coleman-Adams, left, commissioned three clinical psychology health professional scholarship recipients into the Medical Service Corps: 2d Lt. Kai-Wei Hsiao, 2d Lt. Avital Herbin and 2d Lt. Joshua Breitstein. Photo by Ronald E. Witherspoon





Sgt. Ryan Scott (standing) and Sgt. Frederick Kemfort practice before the competition.

Weight carries the day

Story and photo by Vernetta E. Garcia, Columbia Battalion

The crowd roared as the light-heavy winner bench pressed 425 lbs, out-lifting the super-heavy winner by 100 lbs.

“Wow” was all most people could say. The event was the Orangeburg Festival of Roses Weight Lifting Competition held April 29 at the Prince of Orange Mall in Orangeburg, S.C. The 15 participants included two Orangeburg Army recruiters.

“I had a great time,” said Sgt. Ryan Scott. “The community really came out and supported it.” Scott placed first in the lightweight category. Third place in the middleweight category went to Sgt. Frederick Kemfort.

Besides participating in the event, recruiters helped secure the venue at the mall, promoted the event with flyers and helped award the trophies.

“We really enjoyed working with the Army,” said Tia Hill, Orangeburg Athletic Club’s manager. “They helped make the event a success.” She was especially pleased that the Orangeburg newspaper printed all the competition results.

Organizers are planning to make next year’s competition even better.

“This is a great turnout; I’m so glad we were able to do this in the mall,” said Jessica Jenkins, marketing director for the Prince of Orange Mall. “These Soldiers did an outstanding job.”

Civilians take on Army Physical Fitness Test in Columbia Battalion

Story and photo by Vernetta E. Garcia, Columbia Battalion

Recruiting and Retention School students, along with their instructor and Columbia Battalion recruiters supported Colonial Life Supplemental Insurance’s 4th Annual Army Physical Fitness Challenge on April 25.

More than 30 people made up five teams from local organizations: Palmetto Health Systems, Richland County Sheriff’s Office, Providence Hospital, Blue Cross Blue Shield and Colonial Life. They challenged themselves to complete the Army’s Physical Fitness Test doing push-ups, sit-ups and the 2-mile run.

Sgt. First Class Darren Joseph,

recruiting instructor, read instructions on proper form, and his students acted as the timekeeper, demonstrators and graders.

Before the event, Soldiers who had returned from Iraq in the past year were recognized and received thunderous applause from Colonial Life employees.

Participants pushed themselves, and 15 passed the PT test. Two achieved a perfect score of 300.

“This is has been the best year ever; it’s the smoothest it’s ever gone,” said Jeanne Reynolds, the event coordinator from Colonial. “These Soldiers did an outstanding job; we couldn’t have done it without them.”

Sgt. First Class Sharlene Gilmore, Dentsville station commander, agreed.

“This was a great community event,” she said. “We wouldn’t have been able to pull it off without help from the Recruiting School.”



Sgt. Jafar Leacraft counts sit-ups during the event.

Evaluations to be prepared online via AKO forms

By Jan Swicord, Human Resources Command

The U.S. Army Human Resources Command Evaluation Systems Office is about to announce an effective date for a new regulation and pamphlet covering Military Evaluation Systems: Army Regulation 623-3 and Pamphlet 623-3.

These references update policy, procedure and specific forms used in officer, noncommissioned officer and academic evaluation reporting systems. MILPER message 06-119 laid out an implementation timeline for revised forms and highlighted specific policy changes within each system.

As a major change, the revised regulation allows individuals to electronically prepare evaluation forms using an AKO My Forms site and route them between rating officials with digital signatures, then forward to Headquarters, Department of Army for final processing.

The site and forms were expected to be available mid-June. Features and functions of the site will change administrative processes at the lowest unit levels.

"Soldiers love that routing individual forms is easy and does not require special packaging or e-mail," said Lt. Col. Joseph Byers, officer evaluation reporting system policy.

Users will be able to route individual or multiple forms in a specifically named folder with just a few steps. The AKO site will also offer easy tracking of forms, the option to add administrative comments

to a form or folder of forms, and the history of any form or folder of forms with data on who has seen or acted on it.

More information and training slides are available by calling (703) 325-9660, DSN 221 or e-mail tapcmse@hoffman.army.mil.

Remember: Do not endorse commercial service

By USAREC G3

Under the Joint Ethics Regulation (DOD 5500.7-R), USAREC may not endorse any particular commercial institution or service. This means that our command teams and recruiters cannot encourage applicants or Future Soldiers to select any particular bank, credit union, barber, fitness facility or weight-loss program.

In response to a specific recent complaint, this means that recruiters may not order "recruit packages" for their Future Soldiers from particular financial institutions and suggest that their applicants use that institution.

USAREC encourages the presentation of practical financial information to Future Soldiers before they ship to the training base so that they are ready for direct deposit. However, recruiters must preserve the standard that Future Soldiers are responsible for individually choosing the most appropriate financial institution for their personal situations.

Foreign Language Pay increased

By Sgt. Sara Wood, American Forces Press Service

The Defense Department announced May 10 an increase in foreign language proficiency pay for qualified military personnel, effective June 1.

The maximum monthly pay for active-duty servicemembers who are proficient in another language will be increased from \$300 to \$1,000. For National Guard and reserve members, a \$6,000 per-year bonus is offered.

This increase is focused on languages that are strategically important to DoD, such as Middle Eastern languages and Chinese Mandarin, said Air Force Lt. Col. Ellen Krenke, a Pentagon spokeswoman.

The goal of this increase is not necessarily to boost recruiting and retention, but to identify already qualified servicemembers whose skills are untapped, Krenke said.

"This will encourage them to self-identify so we can get a better handle on what we have," she said. The increase is also meant to motivate servicemembers to study languages, so the military can develop a strong corps of language professionals, Krenke said.

According to Pentagon figures, about 247,000 servicemembers have some language proficiency, but only about 20,000 have had their skill certified and receive proficiency pay. About 7,249 servicemembers are listed as proficient in Arabic.

Stultz confirmed as commander of Army Reserve

By Army Public Affairs

The Senate confirmed May 19

Army Reserve Maj. Gen.

Jack C. Stultz for appointment to the grade of lieutenant general with assignment as chief, Army Reserve/Commanding General, U.S. Army Reserve Command, Washington, D.C.



Stultz

Stultz previously served as deputy commanding general of the U.S. Army Reserve Command for operations, readiness, training and mobilization.

He is taking the reins from Lt. Gen. James R. "Ron" Helmly, who assumed command of the Army Reserve in May 2002. Helmly's next assignment will be the chief of Central Command's Office of Defense Representative in Pakistan. Before being placed on active duty and assigned to the U.S. Army Reserve Command Headquarters at Fort McPherson, Ga., early this year, Stultz served as the commander of the 143rd Transportation Command, headquartered in Orlando, Fla.

His service in the Army dates to an initial active duty tour from 1974 to 1979. Stultz joined the Army Reserve when he decided to leave active service to pursue a civilian career. Through the years he has served in numerous assignments and positions in various Army Reserve units, including the 108th Division, the 32d

Transportation Group and the 257th Transportation Battalion. He is a veteran of Desert Shield/Desert Storm and was deployed to Kuwait with the 143rd Transportation Command for nearly two years from 2002 and 2004 in support of Operation Iraqi Freedom.



prospects quickly navigate the site, while simultaneously answering questions based on interaction with the prospect. Sgt. STAR is user-friendly and provides fast and accurate text and auditory responses to very specific questions about the benefits of an Army career and service.

He recently graduated from basic training, at Fort Knox, Ky. The training he received regarding his ability to answer prospects' questions correctly was provided by "Top Notch Soldiers" assigned to Recruiting Command. However, any question that he feels that he cannot answer will be forwarded to the Cyber Recruiting Team for a one-on-one chat.

Using this virtual recruiter at high schools and community colleges will enhance your recruiting efforts.

Sgt. STAR has orders to appear on goarmy.com July 12.

Introducing Sgt. STAR

By Master Sgt. Raymonde' E. Hall, USAREC G3

How would you feel about having a high-speed, strong, trained and ready recruiter assist you in your recruiting efforts? With the help of today's advanced technology, just such a recruiter is available for you.

Meet Sgt. STAR, an artificial intelligence agent, trained to provide leads to the recruiting force. This dynamic virtual recruiter will appear on goarmy.com. Sgt. STAR will assist goarmy.com and Army Career Explorer prospects by answering questions about the Army without them having to search the Web site or wait until a cyber recruiter is available.

Sgt. STAR will help

Army restructures commands

Army News Service

The Army is reorganizing its commands and specified headquarters to accelerate transformation efforts and increase the Army's responsiveness at home and abroad.

The new structure identifies three types of headquarters: Army Commands, Army Service Component Commands and Direct Reporting Units.

"Breaking the major Army commands out into three entities recognizes the roles and scopes of units' authorities and responsibilities," said Col. John Phelan of the Office of Institutional Army Adaptation. "This restructuring defines, aligns and assigns. It also gives functional experts the responsibility and authority to provide seamless support."

The three Army Commands are: U.S. Army Forces Command (designated by the secretary of the Army as both an Army Command under the direction of Headquarters, Department of the Army and the Army Service Component

Command to U.S. Joint Forces Command), U.S. Army Training and Doctrine Command and U.S. Army Materiel Command.

The nine Army Service Component Commands are comprised primarily of operational organizations serving as the Army component for a combatant commander. They are:

- U.S. Army Europe
- U.S. Army Central
- U.S. Army North
- U.S. Army South
- U.S. Army Pacific
- U.S. Army Special Operations Command
- Military Surface Deployment and Distribution Command
- U.S. Army Space and Missile Defense Command/Army Strategic Command

Each of the 11 Direct Reporting Units are comprised of one or more units with institutional or operating functions, providing broad general support to the Army in a normally single, unique discipline not available elsewhere in the Army. They are:

- U.S. Army Network Enterprise Technology Command/9th Signal Command (Army) (NETCOM/9th SC (A))
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
- U.S. Army Criminal Investigation Command
- U.S. Army Corps of Engineers
- U.S. Army Military District of Washington
- U.S. Army Test and Evaluation Command
- U.S. Military Academy

Online

www.myonegoodreason.com

The site features testimonial videos from Soldiers candidly answering questions about why they chose to serve and continue to take pride in being Soldiers. It is intended to capitalize on word of mouth.

Recruiters can forward the link to Future Soldiers, prospects and influencers. This site is a unique resource for recruiters to re-energize public support for the American Soldier and to show prospects what it means to be a Soldier. The individual video links can be e-mailed to anyone. The goal is to have people visit the site, view videos and e-mail the video links to their friends and family.

- U.S. Army Reserve Command
- U.S. Army Acquisition Support Command
- U.S. Army Installation Management Agency

Realignment changes were necessitated by the Army's changing missions, said Lt. Col. Darrell Wilson, functional team leader for the realignment.

"In the global-basing strategy that's been put out, we're going to become, for the most part, a CONUS-based force that projects capability out to where it needs to be projected," Wilson said. "We're becoming modular so we can quickly form up and tailor the right tools for the right job, making us a more agile, adaptable and flexible service."

The restructuring accomplishes four objectives:

- It recognizes the global role and multi-disciplined functions of the Army Commands;
- It establishes the Army Service Component Commands as reporting directly to the department while serving as the Army's single point of contact for a combatant command;
- It acknowledges Direct Reporting Units as functional proponents at the Department of the Army level; and
- It enables the Army to set the foundation for gaining better effectiveness and efficiencies by transforming its business processes, while operationally focusing the theater Armies to combatant commands.

Lineage and heraldic honors will be preserved in the command names and their insignia.

"The chief of staff and the

secretary of the Army said, 'We want to keep alive and link these folks to a patch that keeps the history of the field Army moving,'" Wilson said. "So, the Third Army will become U.S. Army Central; it will be the same organization; they won't change their patch but officially they become U.S. Army Central."

DoD working to further reduce military suicides

By Donna Miles, American Forces Press Service

Suicide rates within the military are about half those in the general military-aged population, but the Defense Department is reaching out to its members to help further reduce the incidence of suicide within the ranks, a top military doctor said.

The suicide rate for military members during 2005 was 11 per 100,000, said Dr. David Tornberg, deputy assistant secretary of defense for clinical and program policy. That compares to about 19.5 per 100,000, the national average for Americans in the 20- to 44-year age group. And experts say this rate may actually be 40 or 50 percent higher than reported, Tornberg said.

"We have substantially fewer suicides in the services," he said. Yet in-depth investigations into every military death and extensive publicity associated with military suicides often give the American public the opposite impression, he acknowledged.

In fact, the suicide rate within the military has remained "remarkably steady" over the past decade, through

Military OneSource is available 24/7.

Call (800) 342-9647

peacetime and war, Tornberg said.

And while there's no indication that combat deployments increase the likelihood of suicide, Tornberg said it's clear that they add yet another stressor to the troops.

"There's a precipitating reason for every suicide. And in general, it is a response to some life event that has dire consequences to the individual at the time," Tornberg said. "During high-stress situations such as deployments, relationship, financial and other problems may worsen."

Another contributing factor may be the ready availability of weapons.

DoD has long recognized military service as a high-stress occupation, and offers a full array of programs to help servicemembers cope with that stress.

"Ours is high-stress work, and we recognize that and have really robust programs in place for addressing this issue," Tornberg said. "The way we see it, one single loss of life is a problem."

The key is making mental health services more available, removing the stigma often associated with seeking care, and teaching troops to recognize when they or a fellow servicemember may need help.

Servicemembers often form the first line of defense, looking out for each other.

When they're concerned that a buddy's in trouble, Tornberg advises the direct approach.

"If you see someone undergoing difficulties in this area, ask them if they are considering taking their life and encourage them to seek counseling and assistance," he said.

If that doesn't work, Tornberg urges people to go to their unit leaders, chaplains or mental health professionals with their concerns.

"If there's a concern about suicide, we encourage them not to keep that confidential until after the fact," he said.

Much of DoD's suicide-prevention effort is directed at educating servicemembers to recognize when they need help and where to go to get it. "We strive to train our servicemembers about risk factors for suicide and the warning signs and to encourage them to seek help if they're in a stressful situation," Tornberg said.

With the wide availability of mental health services, one of DoD's big challenges is getting people to take advantage of them.

Although there's less resistance now than in the past to seeking help, "we can't ignore the fact that broadly in society there's still a stigma associated with mental health concerns and seeking help," Tornberg said. "And we are working actively through our leadership to try to break those barriers down."

VA beefs up data security procedures

By Steven Donald Smith,
American Forces
Press Service

The Department of Veterans Affairs is revamping its data security procedures following May's theft of a VA laptop that contained personal information of veterans and servicemembers, the secretary of the VA said June 8.

"We will stay focused on these problems until they are fixed," said R. James Nicholson during hearings before the House Committee on Government Reform. "We will take direct and immediate action to address and alleviate affected people's concerns. We are accountable to our nation's veterans and servicemembers."

On May 3, the Montgomery County, Md., home of a 34-year VA employee was burglarized and a laptop and hard drive containing personal data of 26.5 million veterans and more than 2 million active-duty, Guard and Reserve members, was stolen. The laptop also contained some spousal and dependent information. The data included birth dates and Social Security numbers, VA officials said.

The stolen laptop did not contain any health records, Nicholson said.

The area where the robbery occurred has witnessed a recent spate of home burglaries and officials do not think the data on the laptop was the target.

The VA employee was not authorized to bring the information home.

"I am totally outraged at

the loss of this data and the fact that an employee would put so many people at risk by taking it home in violation of existing VA policies," Nicholson said.

Nicholson outlined various ways the VA is working to prevent such an incident from happening again.

"On May 24, we launched the data security, assessment and strengthening program, a high-priority focus plan to strengthen our data privacy and security procedures."

Also, all VA employees must have completed privacy and cyber security training by June 30. A task force of senior VA leadership was put together to review all aspects of information security and assess which employees need access to certain data, and the agency has suspended the practice of allowing veterans benefits employees from removing claimant files from agency work areas.

During the week of June 26, VA facilities were to take part in security awareness training. "Every hospital, clinic, regional office, national cemetery, field office, and our central office will stand down for security awareness week," Nicholson said.

The VA is also going through a security review to make sure its anti-virus software is updated and current, and will remove all unauthorized programs and software from computers.

"This has been a painful lesson for us as the VA," Nicholson said. "Ultimately our success in changing this is going to depend on changing the culture. And that depends on our ability to change the attitudes of our people. It's our duty to do this."

What to do

Be alert for suspicious activity, including:

- Inquiries from companies you haven't contacted or done business with
- Purchases or charges on your accounts you didn't make
- New accounts you didn't open or changes to existing accounts you didn't make
- Bills that don't arrive as expected
- Unexpected credit cards or account statements
- Denials of credit for no apparent reason
- Calls or letters about purchases you didn't make

What should I do if I detect a problem with any of my accounts?

The Federal Trade Commission recommends the following four steps if you detect suspicious activity:

- **Step 1** – Contact the fraud department of one of the three major credit bureaus:
Equifax: 1-800-525-6285; www.equifax.com; P.O. Box 740241, Atlanta, GA 30374-0241
Experian: 1-888-EXPERIAN (397-3742); www.experian.com; P.O. Box 9532, Allen, Texas 75013
TransUnion: 1-800-680-7289; www.transunion.com;
Fraud Victim Assistance Division, P.O. Box 6790, Fullerton, CA 92834-6790
- **Step 2** – Close any accounts that have been tampered with or opened fraudulently.
- **Step 3** – File a police report with your local police or the police in the community where the identity theft took place.
- **Step 4** – File a complaint with the Federal Trade Commission by using the FTC's Identity Theft Hotline: 1-877-438-4338, online at www.consumer.gov/idtheft or by mail at Identity Theft Clearinghouse, Federal Trade Commission, 600 Pennsylvania Avenue NW, Washington DC 20580.

Information relating to the defeat of identify theft also is available at militaryonesource.com

For more information:
<http://www.firstgov.gov>
(800) 333-4636

Gold Badges

MAY 2006

ALBANY

SSG Richard Climer

ATLANTA

SSG Matthew Montoya

SGT Thomas Walker

SGT James Wills

BALTIMORE

SFC Anita English

SSG Matthew Jones

SSG Melroy Mercer

SSG Michael Ortega

BECKLEY

SSG Darrack Wilson

SSG Edwin Taylor

DALLAS

SFC Kenneth Dixon

SFC Carlos Lee

SFC Becky Weaver

SSG Tomas Barrios

SSG James Garrett

SSG Mark Hammons

SSG Marcus Holloway

SSG Terry Wood

SGT Bobby Head

SGT Kevin McDonald

SGT Timothy Ratley

CPL Catherine McFadden

CPL Ninomelvic Giron

DENVER

SFC Christine Howland

SFC Kevin McConologue

SSG Chris Hubbard

SSG Michael Schmidt

SSG Kristina Thoman

DES MOINES

SFC Rodney Jones

SFC Timothy Jung

SFC William Paul

SSG Michael Crow

SSG Chad Jochum

HARRISBURG

SSG William Parks Jr.

SSG Michael Pearson

SSG Trevor Sellers

SGT Amie Smith

SGT Melonie Cyr

HOUSTON

SSG Alteric Battle

SSG Albert Jones

SSG Daniel Fortune

SSG Dean Kiel

SSG Christopher Powell

SGT Otis Cobb

SGT Terrance Johnson

INDIANAPOLIS

SFC Charles Cook

SFC William Moore

SSG Brant Parker

SGT Andrew Lange

CPL Michael Miller

JACKSONVILLE

SSG Pierre Brudnicki

SSG Ronald Hicks

SSG Louis Perez

SSG Fredrick Rich

LOS ANGELES

SFC Richard Rosado

SSG Christopher Bell

SSG Rafael Feliciano

SSG Armando Guevara

SSG John Jenkins

SSG Rosy Lopez

SSG Angela Miller

SSG Arnold Nelson

SSG Dale Sandman

SGT David Boreliz

SGT Ian Fritz

SPC Higinio Nunez

MIAMI

SFC Tito Olivencia

SSG Juan Alexander

SSG Amanda Bryan

SSG Pedro Garcia



MID-ATLANTIC

SSG John Bryant

SSG Vance Gum

SSG Justin Harper

SSG Rodney Logan

MINNEAPOLIS

SGT Shawn Moyer

MONTGOMERY

SSG David Boone

SSG John Firth

SSG Toinette Habersham

SGT Jabari Harding

NEW ENGLAND

SFC Eric Kocen

SSG Christopher Holmes

SSG Drew Koch

SSG William Walker

CPL Peter Tremblay

NEW ORLEANS

SFC Nathaniel Barton

SSG Richard Allen

SSG Rene Baudouin

SSG Mark Nowlin

SSG Justin Strickland

NEW YORK CITY

SFC Carlos Alvelo

SFC Zeena Simmons

SSG Arlette Belgrave

PORTLAND

SFC Angel Leon

SSG Richard Dreher

SGT James Wardle

SALT LAKE CITY

SSG John Barker

SSG John Beasley

SSG Kathlene Porter

SGT Carl Selby

SAN ANTONIO

SFC Marcus Johnson

SSG Christopher Blakenship

SSG Brian Jones

SSG Dustin Maricle

SSG Jonathan Miles

SGT Keith Spraggins

SGT Jesus Torres-Alvarez

SGT Ruben Valles Jr.

SEATTLE

SSG Gilbert Hose

SSG Gabriel Martin

SSG Roderick Paredes

SSG Chad Sandstede

SGT Aimee Howard

SGT Andrew Katzenberger

SGT Robert Ryman

SGT Gregory Ramge

SGT Joseph Williams

SORC

1SG Matthew Boehme

MSG Ernesto Vazquez

SYRACUSE

SGT Hugo Olveraleija

SSG Neil Ashley

SSG Joshua Allen

SSG Mark Scott

SSG Mark Zajonczkoski

SGT Kevin Douglas

SGT Ian Jones

TAMPA

SSG Jaime Ocasio

SSG Javier Pagan

SGT Sean Bargar

SGT James Grein

SGT Amayris Olivencia

SGT Dwayne Sellers

SGT William Stratton

CPL Shawn Bender

Recruiter Rings

MAY 2006

ALBANY

1SG Donald Jones
SSG Warren Steele

ATLANTA

SSG Gary White

BALTIMORE

SFC Orlando Gordon

SSG Cary Harvey

BECKLEY

SFC Jeremy Athy

SSG Leonard Haith

CHICAGO

SSG Nathan Edwards

COLUMBUS

SSG Michael Kyle

DALLAS

SFC Grant Potter

SFC Eric Schmidt

SSG Wayne Lovell

SGT Travis Hinkley

DENVER

SFC Jaime Perry

SSG Mark Eckstrom

GREAT LAKES

SSG Brock Ickes

SSG Gregory Noble

SGT Paul Deglopper

HARRISBURG

SFC Eric Fletcher

SSG Gregory Koskey

HOUSTON

SSG Steve Kelley

INDIANAPOLIS

SFC Scott Ledermann

SSG Trevor Shaw

JACKSONVILLE

SSG Kelly O'Connor

LOS ANGELES

SFC Fernando Hernandez

SSG James Guevarra

SSG Pedro Loreda

SSG Giovanni Miranda



MIAMI

SFC Sean Barker

SPC Jose Rodriguez-Rios

SFC Aubrey Simon

SSG Carlos Bermudez

SSG Dacia Peck

SSG Eliud Reyes

SSG Jose Rodriguez

MONTGOMERY

SFC Patrick James

SSG John Godbey

NEW ENGLAND

SFC Ronald Lizotte

NEW ORLEANS

SFC Lamar Chancellor

PORTLAND

SSG Michael Belocura

SSG Christopher Francis

SACRAMENTO

SFC Paul Oquendo

SALT LAKE CITY

SFC Thomas Jefferson

SSG Montie Long

SAN ANTONIO

SFC Francisco Miranda

SGT Quinton Mikell

SEATTLE

SFC Darrel Borek

SFC John Ranger

SSG Sean Harris

SSG Enrique Rosario-Gonzalez

SORC

SFC Matthew SlussTiller

SYRACUSE

SFC Christine Martino

SSG Barbara Almeida

Morrell Awards

MAY 2006

ALBANY

SFC Corliss Stanton

BALTIMORE

1SG William Powell III

CHICAGO

SFC Thomas Evans

DALLAS

SFC Adam Drake

SFC Gary Smith

SFC Michael Veal

DENVER

SFC Raymond Hunt

GREAT LAKES

SFC Andre Borner

SSG Daniel Sotoamaya

HARRISBURG

SFC Barry Wagner

HOUSTON

SFC Robert Burns

SFC James Rhodes

LOS ANGELES

SFC Richard Oliver

MIAMI

SFC Jose Rodriguez-Rios

SFC Mark Schoeppner

MID-ATLANTIC

SFC Gerald Killingsworth

NEW ENGLAND

SFC Harry Buttery Jr.

SSG Herbert Robles

NEW ORLEANS

SFC Clay Usie

SSG David Porter



PORTLAND

SFC Frank Strupith

SFC Voltaire Visitacion

SSG Ryan Lukoszyk

SACRAMENTO

MSG Kirk Schultz

SFC Leonard Bru

SALT LAKE CITY

SFC Jeffrey Moncrief

SFC Troy Rodriguez

SSG Matt Alexander

SSG Patrick King

SOUTHERN CALIFORNIA

SFC Michael Bester

SORC

SFC Paul Deihl

SYRACUSE

1SG David Owens

SFC Kelvin Cooper

SFC Bill Orlando

SFC Scott Ruff

- 1. What NBC gear is worn in MOPP 2?**
 - a. Gloves, boots and mask
 - b. Trousers, jacket and boots
 - c. Trousers, jacket and gloves
 - d. Mask, boots and gloves
- 2. Which of the following forms is required to be filled out after capturing an Enemy Prisoner of War?**
 - a. DA 1594
 - b. DA 5517-R
 - c. DD 1074
 - d. DD 2745
- 3. When preparing an operations overlay, what color is used to depict man-made obstacles?**
 - a. Black
 - b. Green
 - c. Red
 - d. Yellow
- 4. When performing “self-extraction from a minefield,” what is the acronym used to remember the sequence of events that should be followed?**
 - a. SALUTE
 - b. SPOTREP
 - c. SANDI
 - d. PATS
- 5. When informing headquarters of the presence of a minefield, what report would you send?**
 - a. Green Two Report
 - b. Salute Report
 - c. UXO Spot Report
 - d. None of the above
- 6. What USAREC regulation covers police record checks?**
 - a. UR 601-59
 - b. UR 601-94
 - c. UR 600-22
 - d. UR 140-3
- 7. What form is required for a processing a waiver when the applicant is detained for a period in excess of 24 hours?**
 - a. FL-41
 - b. DA 1058-R
 - c. UR 979
 - d. UR 1253
- 8. Which of the following is considered a prohibited activity?**
 - a. Conducting lead generation activity outside your assigned recruiting station boundary when directed to do so by the commander
 - b. Prospecting on a college campus outside your individual area of operation that is within the recruiting station territory
 - c. Prospecting and recruiting activities by recruiters outside their assigned recruiting station boundaries
 - d. All of the above
- 9. High school seniors are protected until 90 days after graduation within the recruiting station boundaries.**
 - a. True
 - b. False
- 10. Which of the following is unauthorized for TAIR activities?**
 - a. Band Clinics
 - b. Sports Clinics
 - c. Orientation tours of military installations for prospective enlistees
 - d. OPFOR demonstrations
- 11. What form is required to request a TAIR event?**
 - a. UF 979
 - b. UF 1058-R
 - c. UF 1220
 - d. UF 551
- 12. How often are on-site visits to non-regionally accredited non-public schools and public and non-public adult education schools and/or programs conducted?**
 - a. Not required
 - b. Once a year
 - c. Every three years
 - d. Every other year
- 13. All on-site visits are recorded on which form?**
 - a. UF 1015
 - b. UF 1059
 - c. UF 713-1
 - d. none of the above
- 14. According to USAREC Pam 350-13, which month does the school program officially begin?**
 - a. August
 - b. September
 - c. June
 - d. July
- 15. What two amendments cover the release of student recruiting information?**
 - a. Roosevelt and Dole Amendments
 - b. White and Limbaugh Amendments
 - c. Hutchinson and Dempsey Amendments
 - d. Hutchinson and Solomon Amendments

Answers to The Test can be found at the bottom of the 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

RCM May Fiscal Year 2006

Top Regular Army Recruiter

SFC Edward Tucker
Baltimore

SSG David Still
Nashville

SSG Kevin Dakin
Columbus

SSG Daniel Wilhite
St. Louis

SGT Manuel Isbell
Seattle

Top Army Reserve Recruiter

SFC Shane Zelker
Albany

SSG Jeffrey Slaughter
Montgomery

SSG Mary Goodnite
Great Lakes

SSG Jack Donaldson
Dallas

SFC Michael McAllister
Portland
SGT Willie Jones
Portland

Top Large Station Commander

SFC April Habib
Cheasapeake
Baltimore

SFC Michael McGee
Hattiesburg
Jackson

SFC Jorge Villalobos
Clybourn
Chicago

SFC Stephen McCourt
Killeen
Dallas

SFC John Gilfillan
Spokane North
Seattle

Top Small Station Commander

SFC Todd Reeder
Warren
Pittsburgh

SFC Albert Deaugustine
Pascagoula
Jacksonville

SGT Matthew Martie
Ashland
Cleveland

SFC Tasha Hernandez
Leavenworth
Kansas City

SFC Robert Wood
Park
Phoenix

Top Company

Europe

Hattiesburg

Marion

Waco

Albuquerque

Top Battalion

Harrisburg

Jackson

Oklahoma City

Top AMEDD

Southeast

Georgia/Alabama

Minneapolis

Houston

Rocky Mountain

Answers to the Test

1. b. STP 21-1-SMTC,
Task 031-503-1015

2. d. STP 21-1-SMTC,
Task 191-377-4254

3. a. STP 21-1-SMTC,
Task 071-329-1000

4. c. STP 21-1-SMTC,
Task 052-192-1042

5. c. STP 21-1-SMTC,
Task 093-401-5040

6. b. UR 601-94, p. 2,
para m

7. a. UR 601-94, p. 1 para m

8. c. UR 600-22, p. 1, para d

9. a. UR 600-22, p. 1, para c

10. d. UR 601-85, p. 2, para 1-7

11. d. UR 601-85, p. 3, para a

12. c. UR 601-101, p. 2, para 1-9

13. a. UR 601-101, p. 2,
para 1-9

14. d. UP 350-13, p. 5,
para 5-1

15. d. UP 350-13, p. 9
ch. 11

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