

RECRUITER

United States Army Recruiting Command July 2007

Journal



Indianapolis
Motor Speedway
recognizes Military

page 16

RECRUITER Journal

U.S. Army Recruiting Command

July 2007

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This course for other service members who join the Army has moved to New Mexico. Here's what recruiters need to know.

Plan to Assist Personnel who are Coming and Going

As we move through the summer months, we'll see many personnel transitions — recruiting personnel and their families heading to their next assignment and new personnel and their families reporting to recruiting duty. I call on everyone to welcome the incoming personnel and to assist them and their families as they adapt to the unique environment, challenges and rewards of recruiting duty. And I call on everyone to make the time to thank the departing personnel and their families for what they have contributed to recruiting during their time with us. Many of our departing Soldiers will return to their previous duties to support the ongoing war on terrorism. We wish them Godspeed. Others who are departing may be entering retirement, and we owe them a special thanks for their dedicated service to recruiting, the Army and our nation.

Recruiting can be challenging for some of our new Soldiers and families. This is a much different environment than living on post. Please ensure that we're making contact with our Soldiers and their families before they arrive. Help them find places to live. Our education specialists and our units know a lot about schools that we can also share. Empower your Family Readiness Groups. They are as important in this environment as they are in all other parts of our Army.

As Soldiers join USAREC, they'll find that leveraging technology is critical to our success. They may be surprised by how laptops are our equivalent of a weapons system. Our laptops contain sensitive personal information; treat them with the same care as you would with a weapon. Don't leave them in your GOV or POV. Carry the laptops, and use the backpacks and cables that we supply.

Leveraging technology continues to challenge us in some areas, but we cannot run away from it. We should look at every opportunity to go paperless. We should not rely on the many paper notebooks that are out there in our formations. Paperwork is time consuming, and our leaders are extremely challenged to keep up with the associated requirements. Each of us should look at everything we do on a regular basis and ask ourselves if this is something that really needs to be on paper. If the answer is yes, drive on.

We're doing everything we can to accelerate our efforts to better support Soldiers in the field with technology. We will not push new programs to the field without a training plan in place and an opportunity for our Soldiers to learn that new system. I understand that there is much work remaining. Thus we meet quarterly at USAREC with key experts in the field to discuss how automation impacts every phase of the recruiting process and how we can improve it. If the automated systems are not working, let us know about the challenges, and then allow us to work the issue to get it automated and more efficient.



Maj. Gen. Thomas P. Bostick

Another challenge that all of us in recruiting must meet is how to mobilize the Army and the nation, and how to call for support. See the article on page 6 that details how Dallas Battalion, working with agency partner Weber Shandwick, set up our first Community Advisory Board. The premise is that over time, activated centers of influence can positively impact local perceptions of the Army and build an environment that is more favorable to recruiting messages. We are very excited by the results so far, which tell us that COIs are ready and willing to help the Army push its message out — they just need to be asked. As many leaders continue to transition in the summers, our Community Advisory Boards can remain intact and continue the fight across America to man our Army.

On a similar note, we have improved the Web site with information on how Soldiers, retirees, civilians and centers of influence can support recruiting. The new site, www.2k.army.mil, contains information on the Army Referral System-Sergeant Major of the Army Recruiting Team, \$2,000 Referral Bonus Pilot Program, Hometown Recruiter Assistance Program, Special Recruiter Assistance Program, Active Duty for Special Work, general officer speaking opportunities and how to volunteer to become a recruiter. See the article on page 13 to learn more.

To all the Soldiers, civilians and families departing this summer, I pass on our thanks and deepest appreciation for your hard work and enormous sacrifices. To those just arriving ... maintain the Warrior Ethos and your Army Values as you approach this challenging, yet most rewarding experience. The Army and the nation are counting on us, and I know that our team will deliver. Thank you for your service.

Army Strong!

We are in the Home Stretch for FY 07

Greetings fellow warriors! As I pen this article we are officially entering the final phase of FY 07 and have mission success firmly within our sight picture. We have three more phase lines we must cross in order to ensure we meet and exceed the mission requirements for both the Regular Army and Army Reserve. As you know, USAREC's assigned mission for FY 07 is 80,000 new Soldiers in the Regular Army and 26,500 Soldiers for the Army Reserve. Of course, as all committed warriors always strive to do, we are committed to exceeding these standards for the good of the order.

Our Army and our nation are counting on us to persevere through the challenges encountered on a daily basis when recruiting an all-volunteer Army in a time of war. They have these expectations because they know you have come through in the past and it is imperative to maintain the strength of our ranks. As you are all well aware, our Army is engaged on numerous fronts all around the globe and doing an exemplary job at defending our nation's rights and freedoms as well as those of other nations committed to similar ideals of liberty, democracy, freedom of speech and other inalienable rights. Ours is a noble cause indeed and one that is not taken lightly.

So, with slightly more than three months to go in this fiscal year, we still have quite a bit of work to accomplish to proclaim success for this year. That's OK due to the fact that diligence, commitment and perseverance are traits that are firmly embedded within our ranks. This is not unlike similar challenges you have embraced and overcome in years past.

The same qualities which resulted in those successes will most assuredly be required for the remainder of this year.

One point is absolutely clear when considering the remainder of the mission that has yet to be achieved; this will require a committed TEAM effort to ensure success is a reality for FY 07! Every individual Soldier, civilian and contractor in this command must commit themselves to doing his or her part in order to ensure USAREC successfully crosses that final phase line that denotes mission success. Whether you are actively recruiting on a daily basis or support those that do, each individual's efforts are key to the overall success of the command.

Recruiters, by now you aware that an operational mission has been fielded which states that from June 12 until the end of the fiscal year, each Regular Army recruiter has an objective of enlisting six new Soldiers with two of those being grad alphas. Additionally, four of these new Soldiers must access on to active duty by the end of the fiscal year. Army Reserve recruiters are being charged with enlisting five new Soldiers within the same time period. We are also charged with providing the strength in the Special Forces, AMEDD, chaplain and other special mission fields. Challenging? Yes. Demanding of hard work, diligence and personal sacrifice? Without a doubt. Rest assured that the same is required of our fellow comrades who are currently in harm's way in foreign lands. Many of you have served where they are serving now and you



Command Sgt. Maj. Martin Wells

survived to tell your Army story to those who would consider joining our team. Take pride in what you have accomplished thus far and remain steadfast in your determination to successfully conclude the operation.

We need to take our message to our schools, colleges and over these next few months and beyond. In conclusion, I offer these words from Maj. Gen. Thomas Bostick, USAREC commanding general, in a previous message to the field force:

"We're still in the fight. We can do this. It will take our very best effort to surge in the coming weeks and throughout the summer. We are in a tough fight. No different than our brothers and sisters in arms fighting around the world to accomplish their missions in support of the Army for this great nation. This is our fight. Those deployed are counting on us, the Army is counting on us and America is counting on us. This all starts with attitude ... we can do this! I'm proud to be a member of this team. I'll see you on the high ground."

I can't state it any better than that. Proud to serve with you and those like you.

Yeah, So?



Chaplain (Lt. Col.) Terry Whiteside

A few weeks ago I was talking with my son in planning for his upcoming wedding. He was complaining about several little things that weren't quite right in his eyes. He was really stressed out making comments like, "And the caterer didn't call me back," and "My friends said do it this way, even though it didn't work." He really was in a foul mood.

I was trying to give my son my full attention, but truthfully I was a little puzzled, as I must not have really understood the whole story that my son was trying to share. I really thought all he was doing was venting and seeking commiseration. Was I ever wrong!

So what I said to him next hit him like a ton of bricks. I simply said, "Yeah, so?" This one simple statement was a part of another lesson I had learned years earlier. Once, when I was a very young man, I was mad about something that had happened to me. One of my mentors who was with me made this same statement, "I can see why you are mad, but why so mad?" The emphasis was on the "so."

Both of these situations encouraged me to start asking some important questions. For example, there are many times during the day when I ask myself why must I become so frustrated or angry simply because an event of the day didn't meet my expectations? Why am I *so* mad?

How many times during our day do we assume, without question, that we must respond only in one certain way? This can be true not only in the recruiting environment but also at home with our loved ones. For example, is it absolutely necessary that we become defensive when someone criticizes us? Is it mandatory that we become angry when traffic doesn't move as fast as we want? Should we become angry when a loved one

disagrees with us? And if we do get angry in these instances, why do we get *so* angry? I've often wondered why we let the most minute things become times of major distress.

In looking at these examples, I am in no way suggesting that these reactions are necessarily wrong, or bad in themselves; only that sometimes the reactions surprise even ourselves and can even be seen as a normal. But in doing an after action review on these incidents, we discover that there are other reactions that may be more appropriate.

Step back from these incidents, and you will see that each of us has a choice in the way we react. If someone doesn't return your call, if the weather changes and spoils your plans or if your spouse or boss says something wrong, you have the ability and the choice in the manner in which you respond. We can also shrug it off and say, "yeah, so?" Many times we can't help but get mad, but maybe we don't have to get so mad.

As I thought about the choices we have, I realized these "little things" that my son was talking about were small things to me but very monumental and earth shattering to him. So I continued to listen to him and kept asking, "yeah, so?" After talking a little longer, he began to see the wisdom of this way of thinking and began to put the whole experience into the right perspective.

And as I predicted, the wedding was perfect and all the "problems" my son was worried about simply were not there. Many times we let situations in our work and families get us so angry that we don't see the "yeah, so?" These are the times we need to take a step back and look to see what is bothering us about the problem. This is because we can overcome any situation without anger becoming an issue.

How much REA?

Dear TWISI,

In the April 2007 issue of the Recruiter Journal, the Test, question 8, "How much REA are recruiters authorized to draw using a monthly cash advance with their government travel card at automated teller machines?"

The answer was \$70 per UR 37-16, para 5. I have UR 37-16, effective 31 July 2000, and it says the same thing that you have for an answer. I talked with our controller and they say, "No, you are not authorized draw any money from your government card."

Now my question is who has the power to override a regulation? I have always been told that you can add to a regulation but you can never take away. The regulation says I can but the unit says I can't. HELP. Someone out there has to know the answer.

Sgt. 1st Class David McClendon
Macon, Ga., station

The Chief of Staff responds

Dear Sgt. 1st Class McClendon,

Thank you for your input to The Way I See It.

In accordance with UR 37-16, paragraph 5, recruiters are authorized to draw a monthly cash advance using their government travel card from an ATM, not to exceed their authorized amount.

Normally, REA is limited to \$75 per month, but commanders may authorize more. Authority for reimbursement in excess of \$75 per month is required in advance, in writing or electronic mail. Recruiters will file their REA voucher for reimbursement through the Defense Travel System using the local voucher option. Recruiters will electronically attach copies of their expense log and receipts to their local voucher by faxing to DTS. Recruiters are required to pay their balance in full on their travel card every month.

Thank you for your question. You may want to query your chain of command on this issue. For further information contact Rick Ward at (800) 223-3735, ext. 6-0263; DSN 536-0263; (502) 626-0263; or richard.ward@usarec.army.mil.

Sincerely,
Renee T. Finnegan
Colonel, U.S. Army
Chief of Staff

TWISI

Wants RPI back

Dear TWISI,

I have just read the May 2007 issue of Recruiter Journal. In the same sense as Sgt. 1st Class Smith, is there anyway that we can get the Recruiter Store to carry something specifically for posting? My station was using the 8"x10" cardboard stand-up, RPI 291.

We would staple our cards to them and post them in our areas of responsibility. Normally, a week after posting, our walk-in and call-in business would increase significantly. We found out about a month or two ago that the store had discontinued carrying that particular RPI some time ago.

We were fortunate to have a healthy supply left over until about last summer when we ran out. Is there anyway that we could get something like that, or something more specifically focused for posting?

Thank you for your time,

Sgt. William C. Connell
U.S. Army recruiter
New London, Conn.

If you have an issue you would like to have addressed through The Way I See It, e-mail TWISI@usarec.army.mil.

The chief of staff will answer all messages and select items will appear in Recruiter Journal.

The Chief of Staff responds

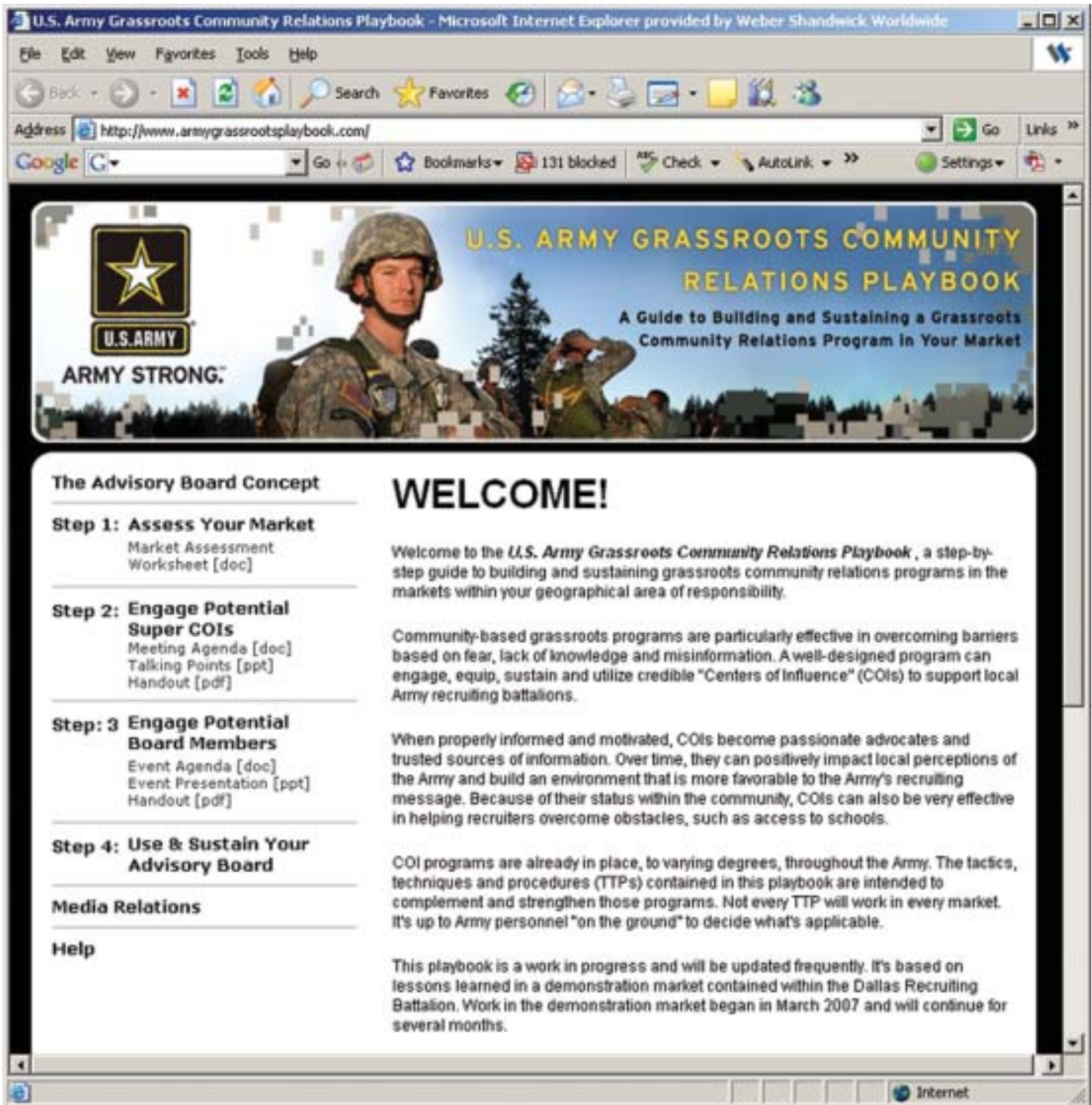
Dear Sgt. Connell,

We have checked the status of RPI 291 with Army Accessions Command to see if a replacement for the Army of One easelback poster was in the works. We appreciate your interest in this particular product because we discovered that an Army Strong version is not in the production plan.

USAREC G7/9 is working with the Army Accessions Command office responsible for printing RPIs in order to correct this shortcoming. We will work on a version suitable for area posting and containing a business card holder. This will be more professional in appearance than stapling information to the RPI. We expect the new RPIs to be available by Sept. 1.

Thank you for your help in improving marketing support for recruiters. For further information, contact John Myers at (800) 223-3735, ext. 6-0053 or e-mail at john.myers@usarec.army.mil.

Sincerely,
Renee T. Finnegan
Colonel, U.S. Army
Chief of Staff



U.S. Army Community Advisory Boards: Knocking Down Barriers and Opening Doors for Recruiters

By Jeff Bakken, Weber Shandwick Worldwide

It's an increasingly common scenario: local school district implements a policy severely limiting when and where recruiters can talk to students. Instantly, the challenge of putting Soldiers in boots just got a lot harder.

Wouldn't it be nice in situations like this if battalion and company commanders had local community members they could turn to for help — people who, because of their status and influence, could persuade a school district to rethink its policy or at least open the door for a dialogue?

There are people like this in every market across the country — strong supporters of the Army who want to help, but haven't been asked or don't know how. By empowering them with information, they have the potential to make a huge impact.

On June 13, 2007, Dallas Battalion held a luncheon for a group of these key community advocates. As a result, the first-ever local U.S. Army Community Advisory Board was formed.

The Dallas/Fort Worth U.S. Army Community Advisory

Board is the product of a demonstration project that the Army, with partner Weber Shandwick, has been working on since March. The premise is that, over time, activated centers of influence can positively impact local perceptions of the Army and build an environment that is more favorable to Army recruiting messages.

The model for the grassroots community relations program is fairly straightforward and depicted in the activating a community chart:

- One or more “Super COIs” — well-known leaders in a community who have a proven track record of making things happen — work with the local Army recruiting team to engage, equip, sustain and utilize a U.S. Army Community Advisory Board.

- The board — consisting of approximately 20 COIs who, because of their status within the community, can open doors and knock down barriers for recruiters — is created.

- Board members are asked to speak at local events, write letters, make phone calls and engage in other activities to shape public dialogue and affect how prospects and the people who influence them think about service in the Army.

The Community Advisory Board concept and Dallas demonstration project were discussed at length in May at the G7/9 Training Conference in Las Vegas.

Conference attendees heard from Lt. Col. Bob Bond, Dallas Battalion commander, and Kim Levine, advertising and public affairs chief, on how they set up their local board and how they plan to use it.

Attendees also heard from Bill Popp, a Minneapolis-based businessman and the textbook definition of a “Super COI.” Popp emphasized how powerful and respected the Army brand is among people of his stature, and how surprised recruiting professionals will be by the open arms they receive when calling upon people they never imagined would have the time to help.

A testament to Popp’s comments is the success in Dallas/Fort Worth. All four Super COIs who were asked by Bond and Levine to lead the Advisory Board enthusiastically accepted: retired Col. Marc Hildenbrand representing Ross Perot, Jr.; Coty Rodriguez-Anderson, Director of the North Texas Chapter of the League of United Latin American Citizens; Dr. Mike Moses, a leader in North Texas education; and Fort Worth Mayor Mike Moncrief.

Additionally, the acceptance rate of COIs from various communities invited to attend the June 13 luncheon and their enthusiasm for helping the Army team in Dallas/Fort Worth was outstanding.

While the Dallas project is still in the infancy stage, the lesson learned so far is that COIs are ready and willing to help the Army get its message out — they just need to be asked!

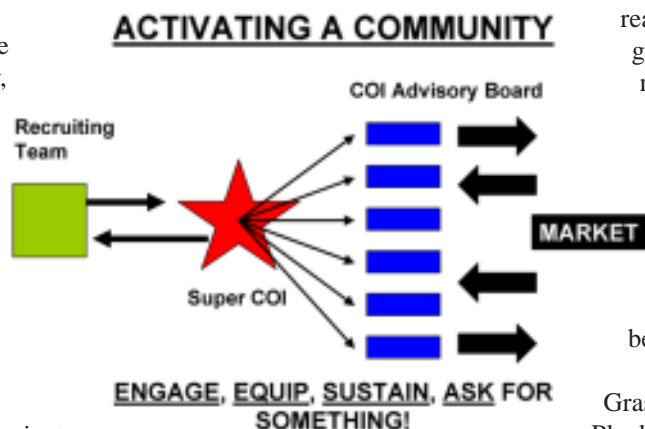
In FY ‘08, this grassroots community relations initiative will expand beyond Dallas/Fort Worth into additional markets, which have yet to be determined. However, a U.S. Army Community Advisory Board can be established in any market.

To aid in this process, a U.S. Army Grassroots Community Relations Playbook has been developed. The

playbook, available online at www.armygrassrootsplaybook.com, is a step-by-step guide that contains all the information and tools — handouts, PowerPoint presentations, sample meeting agendas and more — recruiters need to establish Community Advisory Boards in the markets within your geographical areas of responsibility.

Visit and bookmark the playbook today. It will be continuously updated as the demonstration project in Dallas progresses and lessons are learned.

If you have any questions about building and sustaining Community Advisory Boards or would like to learn more, contact John Myers at USAREC G7/9, (502) 626-0053 or Denny Shields at Weber Shandwick, (952) 346-6335.



Where Do I Get Training? Try the



RECRUITING AND RETENTION

By Don Copley, Recruiting and Retention School

The Recruiting and Retention School is growing, but its growth is outside the boundaries of traditional “institutional” training. The school house’s employees have been tasked by the commandant, Col. James Comish, to extend their limits and assist this geographically dispersed command with sustainment training packages that are ready, relevant and doctrinally sound. The RRS has accepted the mission from the commandant and has several initiatives under way.

Virtual Classroom Server

Technological advances have allowed the school to offer virtual training to the field; as a result, the school house has become a powerful resource for leaders and trainers across the command. Virtual Classroom Server software has been an excellent addition to our training resources. It allows the school to conduct synchronous training that is both doctrinally sound and up to date with current operational processes.

Currently, the RRS delivers training via the Accessions Command Learning Management System in a broadcast delivery style. The enrollment is open to anyone. The training addresses common technological issues encountered by the field force. Examples of the training offered are: Army Recruiting Compensation Advantage, Leader/Recruiter Zone and Graphical Accessions Mapping Analysis Tool. The LMS training schedule for these and other classes can be found in the public folder in Microsoft Outlook.

ING

ON SCHOOL

Mobile Training Team

The RRS has participated in Recruiting NTC and Mobile Training Team events conducted by RRS-Training. These training events can range from a company training session to a complete battalion Recruiting NTC. All skill levels are trained during these events. Recruiters, station commanders, trainers and leadership personnel are all offered current training. The training is delivered by highly qualified training cadre from the RRS and the RRS-T. Additional training offered include AMEDD training and the Master Trainer Course. All courses can be scheduled through Sgt. 1st Class Green at the RRS.

RRS Home Page

(<http://www.rrs.army.mil/>)

The RRS has undergone several Six Sigma projects that resulted in many time-saving procedures in training development. The new procedures have allowed the training development shop to develop training for the field in an expeditious manner. The lessons are now updated at the same pace the changes occur. In addition, the “library” button on the new Web site makes all RRS lessons available to the field force. Together, we can maintain the best training in the Army. All comments and concerns can be sent via the “Contact us” icon and then send an e-mail to the development cell.

USAAC LMS

There are currently more than 1,000 objects of training available through the USAAC Learning Management System. The Virtual Classroom Server sessions are conducted through this medium. In addition, the Distributed Learning packages for the station commander, health care recruiter and guidance counselor courses are all available for self enrollment or as prerequisites for attendance to the resident portion of these courses. There are many knowledge documents available for trainers. The Soldier Training Publication is one of these critical documents.

Future Initiatives

The RRS has recently joined with the Soldier Support Institute in an effort to develop courses in Black-Board. This newly acquired software will allow the command to get involved in asynchronous training. There are several initiatives under proposal to include: 1) refresher training; 2) Master Trainer Course; 3) Army interview (with ARCA) train-the-trainer; and 4) Direct Commissioning and Accessions system sustainment training.

The RRS spearheaded an initiative with the Army’s Learning Management System to develop sustainment training packages for the field force. These training packages include prospecting, the Army interview, AAR procedures, Future Soldier Training Program and Information Preparation of the Battlefield. All training is based on skill-gap analysis.

The Army’s Learning Management System is presently undergoing a technological upgrade that will result in additional capabilities for our Soldiers. All training taken on the system will populate the Soldier’s transcript and provide a complete training record for their future leaders.



More than 300 Future Soldiers and referrals gathered at the Columbus Battalion Event on April 21. Photo by Kim Martin

Columbus Battalion event focuses on team-building, physical fitness and family

By Kim Martin, Columbus Battalion

More than 300 Future Soldiers and referrals gathered for a day of fun and challenging activities at the Columbus Battalion event held at Camp Lazarus Park in Delaware, Ohio, on April 21. Parents and other family members were welcome to attend as well.

“This is a great way to get all of our Future Soldiers together and give them a little taste of what they will all soon experience when they ship to basic combat training,” said the Columbus Battalion commander, Lt. Col. Edward Gallowitz. “That’s why we had all of our recruiters who are also drill instructors wear their hats to this event. We’re getting them ready.”

After everyone signed in with their respective companies, they marched to the amphitheater for opening remarks from Gallowitz, Command Sgt. Major Carlos Camacho Colon, and battalion master trainer Master Sgt. Robert Connolly.

“We told our Soldiers to make sure everyone was ready to have fun and to get dirty,” Connolly said. That is exactly what these Future Soldiers did.

The Future Soldiers from five companies were broken into

four teams and directed to various stations for activities. The dirtiest station was the physical challenge.

“I’m having a GREAT time out here today,” said Sgt. Christopher Dyer of Columbus East station during the event. “My job is basically to kick off every round of the physical challenge and then get in their faces with a bull horn. Who wouldn’t want this job?”

With a medical team standing by, Future Soldiers made their way through the physical challenge of push-ups in a sand pit, chin-ups, bear crawls, low crawls, litter carries and sprints to the finish line. Once the entire team finished the physical challenge, they were off to the next station.

The weapons station was much more educational than it was physically demanding. Future Soldiers were taught how to assemble, disassemble and align the sights of M-16 rifles that were borrowed from a local U.S. Army Reserve Unit. No ammunition was present at the event.

“These guys are really getting a head start in their training by being here today,” said Sgt. Larry Ashley of the Florence



Photo by Mindy Legg



Photo by Kim Martin

station. “Most people have never even seen an M-16 when they ship off, but these guys already know how to put them together.”

The participants were also able to qualify with rifles in the Laser Shot tents at the event.

Throughout the day, Future Soldiers participated in land navigation exercises, team-building activities and even experienced MREs for lunch. Meanwhile, the parents and family members of Future Soldiers were welcome to attend briefings about Army benefits, basic training and personal account presentations regarding the war in Iraq.

Wendy and Willie Kocher of Harrison, Ohio, were two of the parents at the event. Both admitted to being a little worried about their son, Nicholas, joining the Army, but are very supportive of his decision.

“Nick had already been accepted into Miami (Ohio) University when he told us he has decided to go active duty and eventually become an airborne Army Ranger,” Wendy said of her 18-year-old son. “He says this is where his heart is and that he feels a patriotic obligation to serve his country. We couldn’t be more proud of him.

“We have received a lot of information about the Army’s benefits and have heard such great stories about all of the good things being done in Iraq,” Wendy continued. “It’s really a shame that the mass media doesn’t tell the general public about all of the wonderful things our Soldiers have accomplished over there.”

The Kochers appreciated the briefings, but had a better time

watching their son participate in activities like the physical challenge.

“Nick is in great shape and he’s been looking forward to this event ever since he heard about it a couple of months ago,” Willy Kocher said. “I was a little skeptical coming here today, but I’ve been very impressed with the professionalism and attitudes of all the Soldiers out here. This is a great event.”

In the months to come, a close eye will be kept on the statistics of Future Soldier losses as well as basic combat training completions. Will events like this one improve the statistics? Only time will tell.



Photo by Mindy Legg

MISSION ACCOMPLISHED

Story and photo by Bill Irwin, Harrisburg Battalion

On April 27, with six months left to go in the recruiting year, Mechanicsburg, Pa., station attained their yearly mission of 64 new Soldiers for the Army.

“This is an outstanding achievement,” said Sgt. 1st Class Troy Paisley, acting station commander. “I know the station operates as a team and everyone contributes to the mission. These Soldiers really focus on conduct and handle the objections.”

Carlisle Company’s commander, Capt. Jared Auchey, reflected the same pride.

“I am proud of Mechanicsburg station. They represent everything that is right about recruiting. They have a great team environment and strive to be No. 1.”

All of the recruiters at the station tend to agree on what it took to get to this milestone.

“Lately we have been getting a lot of leads from the Internet and the Recruiting Zone,” said Sgt. 1st Class Michael Pearson. “And CareerBuilder is just starting to grow.”

This also brings into account school visits, phone calls, walking the malls and just being in the community.

The station also uses battalion assets like the rock wall and the new H3 and, when available, national assets.

“The big items help as an eye catcher, but I have to be able to place it in the right venue,” said Pearson.

Staff Sgt. Daniel Gilke likes to see the Army name out in public as much as possible and does this by visiting community events. The station is keen on providing a good Army image, and they explain how it was important to influencers to see how much they enjoy the Army.

This opens the door to tell their individual Army story. Many times, this alleviates fears and answers questions a parent may have.

“No matter what the young person says, even if they are 18, we make it a point to sit down with the family so they can decide together,” said Gilke.

“We get the names wherever we can and the next thing to do is work the lead and call back. Just because someone doesn’t want to join today doesn’t mean their situation won’t change and they are open to an Army opportunity down the road,” said Smith.

“There is no secret to putting people in the Army,” Staff Sgt. Shawn Doland said. “It’s just plain hard work. And it doesn’t end when they sign up; we work with the Future Soldier to make sure they know what to expect at MEPS and so they are prepared for basic.”



Recruiters of Mechanicsburg station express their pride after attaining their yearly mission in six months.

To cap off their success, 1st Brigade’s commander, Col. Robert Manning, paid a surprise visit on May 8 to speak with the recruiters and to award each of them a brigade commander’s coin. When he asked them to what they attributed their success, everyone continued to reiterate the hard work and teamwork themes.

Mechanicsburg’s concept of teamwork and following through appears to be the right formula for success. The station’s recruiters all agree that morale is high and Future Soldier losses are low. According to station personnel, when losses do occur, they are made up. With the station’s recruiters looking out for each other and hitting the street with their Army story, they are a model for other stations to follow.

And Manning has posted a challenge.

“What station will be the next to follow in Mechanicsburg’s footsteps?”

Have You Heard?

USAREC Offers New Two-year Option

By U.S. Army Recruiting Command
Public Affairs

U.S. Army Recruiting Command introduced two new enlistment incentives May 30 for a two-year enlistment in more than 45 active Army military occupational specialties. Additionally, the maximum combined enlistment bonus for a three-year enlistment was raised to \$25,000 for all MOSs.

Qualified recruits who enlist for two years plus training are eligible for an enlistment bonus of up to \$15,000, which can be combined with the Montgomery GI Bill and Army College Fund of \$36,864. These incentives are available to

qualified recruits who enlist in one of more than 45 job specialties, including fire support specialist, signal support systems specialist, petroleum supply specialist, pharmacy specialist and health-care specialist.

A maximum combined bonus for a three-year enlistment was also raised to \$25,000 for MOSs. The previous maximum amount for a three-year enlistment was \$10,000, and \$20,000 for a limited number of priority MOSs.

Payment of bonuses for which recruits qualify begins after they have

completed basic combat and advanced individual training.

The two year enlistment option is popular with many of today's youth who do not wish to make a long-term commitment. The shorter term of service will make the Army a more attractive option to support the increased requirements for enlistment.

New graduate market and college stop outs should be contacted about these new short term enlistment opportunities.

Support Army Recruiting

By U.S. Army Recruiting
Command Public Affairs

A new Web site, www.2k.army.mil, has been activated to provide information on the various ways Soldiers, civilians and retirees can support Army recruiting.

It contains information on the Army Referral System-Sergeant Major of the Army Recruiting Team, \$2,000 Referral Bonus Pilot Program, Hometown Recruiter Assistance Program, Special Recruiter Assistance Program, Active Duty for Special Work, general officer speaking

opportunities and how to volunteer to become a recruiter.

Additional resources are available, such as:

- monthly talking points and key messages
- a speaker's kit
- the 2007 Pocket Recruiter Guide
- enlistment incentives and educational benefits
- links to other Army Web sites, demographics and contacts

Challenges remain in recruiting an all-volunteer force during a protracted war. This is not just a challenge for the Army; it's a challenge for the nation. However mobilizing the nation by connecting with centers of influence can help recruiters provide the strength. Retirees and civilians are willing to help; www.2k.army.mil is the place to go for information to help tell the Army story.



www.2k.army.mil

CG Nominates Three Battalions for Inactivation

**St. Louis, Pittsburgh, Des Moines battalions
must change to balance command's mission**

*By Mary Kate Chambers,
RJ associate editor*

In keeping with one of USAREC's transformation goals of regaining balance on the span of control scale, Maj. Gen. Thomas Bostick has made the decision to nominate St. Louis, Pittsburgh and Des Moines battalions for inactivation.

The inactivation of Jackson Battalion is already taking place, and the stand up of Fresno Battalion is scheduled for September. These actions will bring USAREC from 41 to 38 battalions by March 31.

"This decision was deemed necessary in order to most effectively and efficiently accomplish our recruiting mission in a dynamic environment," said Bostick, commanding general of USAREC. "Changes to certain organizations are required to more adequately balance the mission and management's span of control across the recruiting force."

Bostick will be forwarding his recommendations in the form of a command implementation plan through Accessions Command and Training and Doctrine Command to obtain Department of the Army approval. Once approval is granted, USAREC will submit an AR 5-10 "stationing package" back to the Department of the Army, and as a part of this package, the Army's Office of Congressional Legislative Liaison will conduct the appropriate Congressional notifications.

"Though the battalion headquarters are being inactivated, work at the recruiter level should stay the same," said Lt. Col. Tim Blair, USAREC's transformation officer. "These inactivations are targeted to improve the span of control for battalions and brigades. Other than automation alignments with company and station recruiter worksta-



tions these inactivation actions should not create a lot of turbulence at levels below the battalion headquarters.”

The mission and markets of St. Louis, Pittsburgh and Des Moines battalions will be absorbed by Kansas City, Harrisburg and Minneapolis battalions, respectively.

The inactivation of four battalions across the command has a net impact of 74 civilian jobs being eliminated, said Blair. A portion of this overall number will be used in the activation of Fresno Battalion, establishment of the Medical Recruiting Brigade and to add positions at the battalion level.

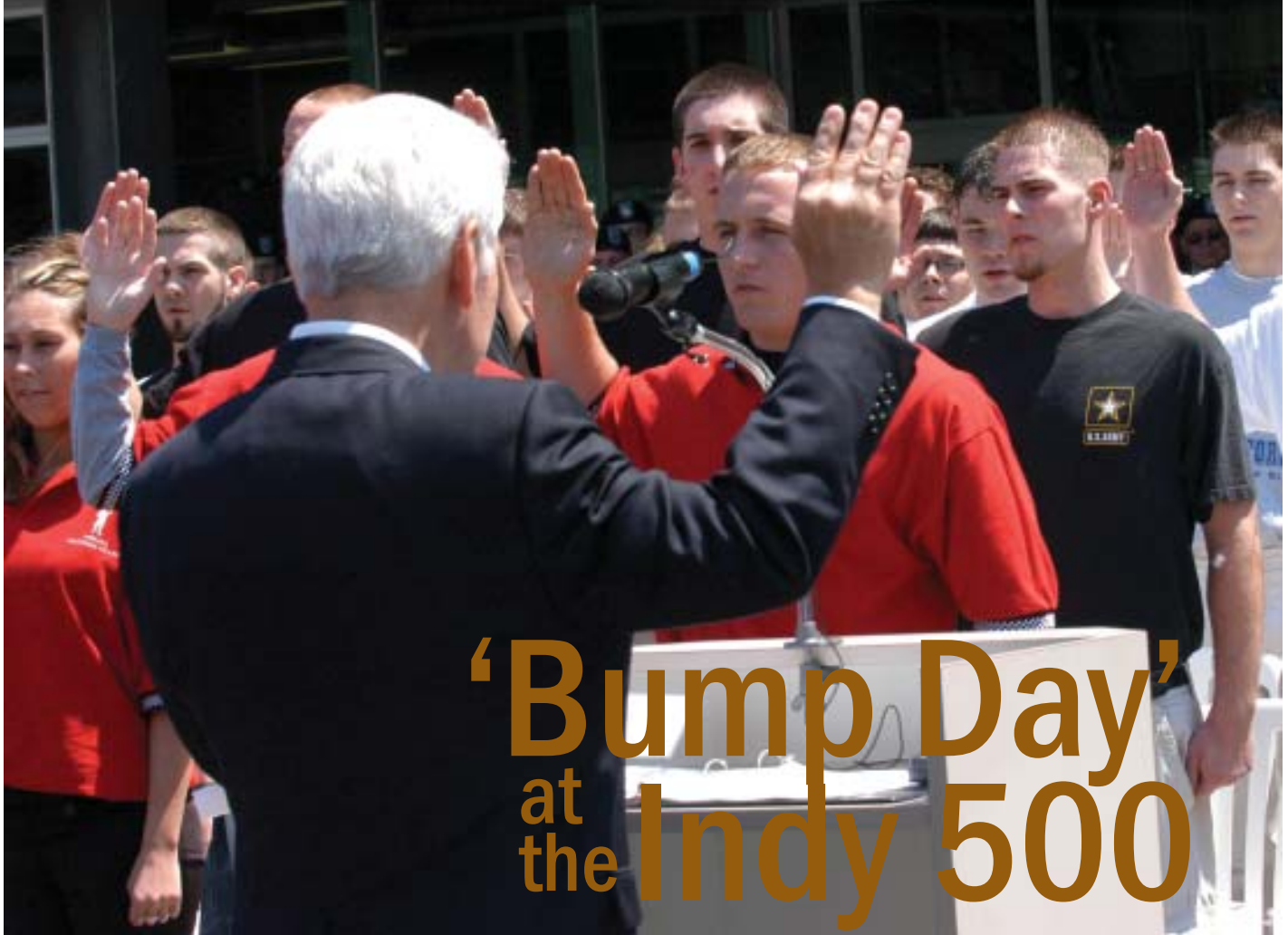
The command recognizes the potential adverse impact to the civilian workforce, and will use all applicable management tools (i.e., voluntary early retirement authority, voluntary separation incentive pay, early PPP registration, etc.) to assist, said Rebecca Parish, G1 civilian personnel officer. Additionally, wherever possible, a mandatory consideration process will be used for any internal voluntary placement requests.

Where possible, buyouts will also be used in Kansas City, Harrisburg and Minneapolis battalions to offset RIF impact to the civilian workforce and create vacancies. Retaining the employees’ knowledge of the markets being absorbed by the gaining battalions would benefit the command, said Parish.

“I can assure you that your leadership and the G1 civilian personnel office, in conjunction with the recruiting battalions’ human resources providers, will do everything possible to lessen adverse impact based on this restructuring decision,” said Bostick.

Inactivation decision criteria

- **Personnel (10 percent)** – Evaluated by: 1) the potential number (and associated costs) of displacing civilian employees at each battalion headquarters; 2) total authorized and projected assigned strengths of military and civilian personnel at each battalion headquarters; 3) senior leadership continuity.
- **Minimize Turbulence (15 percent)** – Evaluated by the number of companies and battalions realigned in the new battalion RSID.
- **Center of Gravity (20 percent)** – Evaluated by central location, proximity to public transportation hubs (airports) and major road networks.
- **MEPS Locations (10 percent)** – How close in driving distance is the headquarters to a military entrance station for support.
- **Proximity to Military Installations (10 percent)** – How close in driving distance is the headquarters to a military installation for support.
- **Cost of Living (15 percent)** – Determined from the cost of living index.
- **Facilities (20 percent)** – Evaluated by the cost of closing the battalion headquarters facility (breaking leases and annual lease costs comparisons).



‘Bump Day’ at the Indy 500

U.S. Sen. Richard G. Lugar of Indiana gives the oath of enlistment as 61 young people raise their right hands to join the Army, Navy, Marine Corps, Air Force and Coast Guard on May 20 at Indianapolis Motor Speedway. Photo by Steve Lawson

By Gerry Gilmore, American Forces Press Service

Amid the howl of revved-up racecars, the Indianapolis Motor Speedway showcased its 27th Armed Forces Day program on May 20, with a group enlistment of recruits from all services and other military-themed events.

The track held its Armed Forces Day activities in conjunction with final timed qualifications, called “Bump Day,” to fill out the 33-car field for the Indianapolis 500 race.

Near the entrance of the track’s green-tinted glass “Pagoda,” U.S. Sen. Richard G. Lugar of Indiana gave the oath of enlistment as 61 Indiana young people raised their right hands to join the Army, Navy, Marine Corps, Air Force and Coast Guard.

“The whole community wants to honor the people who’ve made the decision you’ve made to serve your country,” Lugar told the recruits before the swearing-in ceremony. “Thank you so much for being here and for your commitment.”

Lugar thanked speedway president and chief executive officer Tony George, noting this is the 27th year the track has hosted Armed Forces Day events. Lugar was among several prominent officials who participated in the Armed Forces Day program, which preceded the start of the day’s qualification runs.

Lugar presented a \$105,000 college scholarship to each of four Indiana recruits who plan to obtain ROTC-sourced commissions upon graduation.

The speedway is among the more than 250 businesses and organizations nationwide that participate in the Defense Department’s America Supports You program, which recognizes citizens’ support for military men and women and communicates that support to members of the U.S. armed forces here and abroad.

The speedway “is proud of this special tradition today honoring the men and women of the armed services, past and the present, who with great ability have defended our country,” George said, adding the speedway “is proud, also, to be the location of this enlistment ceremony and the (oath of enlistment) service provided by Senator Lugar.”

Allison Barber, deputy assistant secretary of Defense for public liaison and internal communications, hailed George and his staff for their support.

When the America Supports You program was launched three years ago, Barber said she’d approached George and his staff to see if they’d be interested in helping to support the troops.

“And, the folks at the Indianapolis Motor Speedway said, ‘Sign us up,’” Barber recalled. “Tony, thank you for your support.”

Barber said she’s impressed with the patriotism evidenced by the new military members and their families.



Indiana Army National Guardsman Staff Sgt. Patrick Shannon was on hand to take three laps around the track with three-time Indy winner Johnny Rutherford at the wheel of the 2007 Corvette pace car at Indianapolis Motor Speedway's Armed Forces Day event May 20. A member of Indiana's 38th Infantry Division, based in Indianapolis, Shannon was wounded in Ramadi, Iraq, in November. *Photo by Gerry Gilmore*

"When you see that kind of determination and tenacity and focus on mission, it gives you a great sense as an American citizen that we have young men and women in the military who say, 'We want to serve our country,'" Barber said.

Indiana Army National Guardsman Staff Sgt. Patrick Shannon was on hand to take three laps around the track with three-time Indy winner Johnny Rutherford at the wheel of the 2007 Chevrolet Corvette pace car. Shannon also waved the green flag to start the day's qualification trials. A member of Indiana's 38th Infantry Division, based in Indianapolis, Shannon was wounded in Ramadi, Iraq, in November.

Shannon said he was inspired to see the speedway and America Supports You honor the nation's servicemembers.

"Any time that a company or individuals appreciate the military is outstanding," Shannon said. "It's a great feeling to know America's behind you and that people support you."

Several teams, including Indianapolis-based Playa del Racing, sported America Supports You decals on the engine covers of their racecars during the Indy 500 race.

The troops "really do a great job of representing our country," said David Morgan, Playa del Racing's team manager. "It's important to support what they're doing."

Indy Battalion Prospers

By Steve Lawson, Indianapolis Battalion

The Army College Tour and USAREC Interactive Van drew large crowds during Armed Forces Day at the speedway. Supported by recruiters from Indianapolis Battalion, the two assets drew more than 1,200 leads including more than 600 who were age qualified. Staffed by agency and USAREC recruiters and assisted by battalion recruiters, the Army College Tour and Interactive Van were the largest assets participating in this year's weekend.

For 16 Future Soldiers from Indianapolis Battalion, it offered the opportunity to take part in the pre-qualifying activities while solidifying their commitment to the Army. Each Future Soldier met with Sen. Richard Lugar before Armed Forces Day ceremonies and spent the day following the swear-in visiting the Army assets and observing qualifying attempts.

It was the 27th year that Indianapolis Motor Speedway has honored the military during Armed Forces Weekend. Five members of Indianapolis Battalion participated in the pre-race events as the track continued to honor the military on race day providing the opportunity for over 300 Iraq veterans to march on the track before the Indianapolis 500 and 70 others to take a ride around the track.



Warrior Transition Course students from White Sands Missile Range, N.M., file out of formation to draw safety equipment before qualifying with the M-16 assault rifle at McGregor Range. The Warrior Transition Course teaches individuals with prior service how to be Soldiers in today's modern Army.

Warrior Transition Course

Going from Blue to Green

By U.S. Army Accessions Command
Photos by Drew Hamilton

Airmen, Sailors and Marines who want to join the Army and former Soldiers who want to wear the uniform again must first tackle the Warrior Transition Course, a five-week course for those military personnel who meet the requirements.

An alternative to basic combat training, WTC is designed to assist prior service Soldiers and Marines with more than three years break in service and those Airmen and Sailors who have decided to go from “blue to green.” Following four days of inprocessing at Fort Sill, Okla., the future Soldiers then train two weeks in Santa Fe, N. M., and two weeks at the White Sands Missile Range, N. M., where they graduate.

In 28 days, Soldiers get updated in current training trends to include the warrior tasks and battle drills, critical training for a Soldier's survival during a combat deployment. Because of their prior service status, many of these Soldiers become noncommissioned officers, leading Soldiers in a combat environment.

“Given that the NCOs transitioning from other services retain their rank, these fine NCOs could easily find themselves leading Soldiers who have deployment experience or have recently been schooled in the warrior tasks and battle drills at BCT,” said Col. Kevin Shwedo, director of operations, plans and training for U.S. Army Accessions Command.

While some returning Soldiers are already schooled in the Army values and the warrior ethos, the course will provide a refresher on these principles of soldiering to help shape a well-disciplined, motivated and physically fit Soldier prepared for their next duty station.

“A neat dimension to the WTC course is that many of the Soldiers attending possess a maturity and seasoning from previous military training which makes this group very motivated, ambitious and willing to learn new tasks that will enable them to succeed as Soldiers and NCOs,” said Lt. Col. Roy Brown, chief of operations, USAAC.

Prepare for the challenge

“This is not a gentleman’s course,” said Sgt. 1st Class Steven Howd, the Reserve component drill sergeant of the year. Howd recently followed a class the entire four weeks to assist instructors and leadership in assessing techniques and determine ways training may be improved.

Recruiters need to be able to assess the prior service military members and let these prospective Soldiers understand this path to wearing the Army uniform may be shorter than regular basic training, but not easier.

“You need to be physically and mentally prepared for the rigors of Army training,” Howd said. “During the course, future Soldiers need to maintain their military bearing and discipline at all times and be willing to learn and adhere to the Army values, traditions and the Army way of doing business.”

The WTC cadre recommends Soldiers begin their training before showing up at the course and to train at a higher level of physical fitness than a Soldier attending basic training. Many Blue to Green Soldiers are surprised by the emphasis the Army places on physical fitness when compared to Air Force or Navy requirements. But once over what coordinators call “PT cultural shock,” WTC Soldiers typically rise to the Army’s physical fitness challenge.

Cadre encourage Soldiers to focus on aerobic and physical training to ensure they can complete the three events of the Army Physical Fitness Test, timed push-ups, sit-ups and 2-mile run, for their age and gender.

Prior physical training will help the Soldiers prepare for carrying heavy equipment for long distances in a field environment with 15-hour or longer training days. The elevation of White Sands and Santa Fe are both over 4,000 feet, another challenge for Soldiers who may not be used to high altitudes.

Soldiers need to overcome these physical and mental challenges:

- Pass the APFT with a minimum of 60 points in each event;
- Qualify with an M16A2 rifle;
- Complete a hand grenade course and throw two live grenades;
- Complete a 3-kilometer, 5km and 8km tactical road march;
- Complete bayonet and pugil stick training;
- Complete combatives training;
- Demonstrate the willingness to live by the warrior ethos and Army core values;
- Demonstrate the capability to operate as a team member;
- Complete all tactical field training and exercises.

Training also includes map reading, land navigation, first aid, urban operations, basic tactical training and convoy operations, similar to the training experienced by basic training Soldiers.

The WTC instructor cadre is dedicated to providing a challenging and rewarding training course to the Soldiers, said Command Sgt. Maj. Matt Aragon, 1st Battalion, 515th Regiment, WTC.

“The cadre is loyal and committed to your training and they have vowed to treat you with the dignity and respect you deserve,” said Aragon to future WTC Soldiers.



Administrative preparation

Recruiters will typically find prior service military members are older than the average Soldier and may have families, financial debts or family living expenses along with family care responsibilities not usually experienced by single Soldiers shipping to basic training. Each service has a different pay system, so recruiters need to ensure service members ship with appropriate documentation so their pay will continue without interruption.

Soldiers have to provide the following documentation, where applicable, before shipping to the Fort Sill Reception Battalion:

- For the Soldier: Driver’s license; social security card; a complete Direct Deposit Form 1199; documentation of any ROTC experience; and college transcripts.
- For the Soldier’s family: Soldiers need to provide one notarized copy each of a marriage certificate, divorce decree or separation order, and notarized copies of birth certificates for all children younger than 18. Other documents required includes an affidavit of support for parents, proof of citizenship and proof of spouse’s name.
- Other administrative concerns: Court documents and direct deposit forms if ordered to pay spousal or child support; social security number if a dual-service member household; copies of lease agreement or rental contract for any dependents residing outside of government quarters.
- Soldiers may not bring family members to WTC training and recruiters should take steps to ensure the Soldiers have taken appropriate steps that families are prepared for the Soldiers’ absence.

Beyond the paperwork, those attending WTC will need to have all of the items identified in “initial entry/prior service trainee support,” AR 612-201, paragraph 2-7, “required and optional items.”

For more information about WTC, recruiters and service members can visit the frequently asked questions” section of the WTC webpage at <https://www.nm.ngb.army.mil/WTC/index.html>.

For questions not addressed at the site, Soldiers may call the 1-515th Regiment personnel section at (505) 474-1361.

Eight Days and Seven Nights — Only \$329!

By Jack Nix, Family Advocacy Program

“Yeah right! I have heard the commercial promises before — so what is the catch?”

“You cannot go to a popular vacation area and find lodging for less than \$47 per night.” Well, there is no catch to this offer that is available to all Department of Defense affiliated personnel (military, civilian or retired).

Do you need eight days and seven nights at a beachfront resort in Ormond Beach for only \$329? The resort located just a short walk north of Daytona Beach, Fla., offers modern accommodations with balconies overlooking the Atlantic Ocean. Lodging units have kitchenettes and sleeping space for four family members. You can enjoy all amenities at the resort as if you were a full member. You can walk on the beach picking up seashells, then take a refreshing dip in the resort’s pool and relax in the resort’s hot tub. For racing fans, Daytona International Speedway is only minutes away. You can drive less than two hours to Orlando with all of its excitement and attractions. Or take a 30-minute drive north for a quiet tour of historic St. Augustine. Yes, my family has ‘been there and done that’ for only \$329!

Do you enjoy walking through American history? Then choose a resort in historic Williamsburg, Va., in the heart of early America. Spend eight days and seven nights at a beautiful resort offering two bedroom condominiums with a hot tub, two bathrooms, full kitchen and more for six family members. Enjoy all of the amenities of the resort — indoor pool, two outdoor pools, hot tub, sauna, miniature golf, billiards, tennis, art classes, and much more. If you can pull your family away from the resort, you can walk through history in Old Williamsburg, Yorktown and Jamestown. After your walk through history, you can enjoy a walk along Virginia Beach or tour the Navy shipyards in Norfolk — both located about one hour east of Williamsburg. And yes, my family has ‘been there and done that’ for only \$329!

The Armed Forces Vacation Club is a Space Available program that offers the opportunity to take affordable condominium vacations at resorts around the world for only \$329 per unit per week. The club makes this possible by utilizing “excess” inventory at condominium timeshare resorts. Excess inventory consists of condominium units that resort owners do not use, which generally means off-season or short-notice travel.

The eight-day/seven-night condominium vacations are extremely popular. The condominium units typically include a full kitchen, stocked with everything from a refrigerator and stove to coffeepot and detergent for the dishwasher. Many include washers and dryers. Most resorts provide amenities you are not likely to get with a hotel room. Guests have access to on-site recreational facilities, swimming pools, fitness centers, game rooms, gift shops, restaurants and organized activities. Golf and skiing are available on-site at some resorts or nearby. Add area attractions and you have an exceptional vacation for far less than you would normally expect to pay.

While condominium units are at timeshare resorts, there is no requirement to attend a timeshare presentation. Some resorts are already sold-out and do not have active sales centers on-site. If the resort is still in sales, at some time during your stay, you will probably be given an opportunity to attend a presentation in exchange for a premium or gift (free dinner, theater/show tickets, amusement/theme park tickets, etc.). If you like the incentive gift and want to attend the presentation, you are welcome to do so. Do not feel that you have to; you are under no obligation; just say, “No, thanks.”

It is a great vacation value for your family. The money you save for lodging will pay for the extra activities that you could not afford otherwise. In addition to being a great vacation value for your family, the USAREC Moral Welfare Recreation Fund Account receives \$24.80 for each confirmed reservation. Be sure to enter ‘235’ as the ‘installation number’ so USAREC will receive these valuable funds to support soldier/family programs.

Visit www.afvclub.com and you will be on your way to a great vacation. Check out the club opportunities section for full details and other exciting opportunities available to you.

Never Give Safety a Day Off

By Lori Yerdon, U.S. Army Combat Readiness Center

The Army commenced its 101 Critical Days of Summer Safety campaign with a simple yet meaningful slogan, “Never give safety a day off.”

Memorial Day through Labor Day marks the critical days when accidents and mishaps pose a greater risk to Soldiers and their families, so this year’s theme holds great value in sustaining the force and maintaining an Army Strong, said Brig. Gen. William H. Forrester, director of Army safety.

“As we enter the 101 days of summer — think back to effective messages some of your previous leaders delivered,” said Forrester. “One in particular I vividly recall was given by then Maj. Gen. Dick Cody, our commanding general. His message, delivered to the entire 101st Airborne Division was founded on the statistical analysis that predicted the division would lose two Soldiers to fatalities over Memorial Day weekend. As we gathered shoulder to shoulder, with some 20,000 of our comrades, our division commander asked us all — ‘Who in this crowd will we let die?’”

Each week, the U.S. Army Combat Readiness Center will publish articles on their Web site containing information to help Soldiers use composite risk management in making sound judgements while on and off duty.

“My charge to you and our Army is a simple but effective goal that proclaims ‘I can save my life and that of my comrade,’” said Forrester.



Boating Safety

Recreational boating casualties are the second leading cause of transportation-related fatalities after automobile accidents. The following statistics were taken from the 2006 Safe Boating Campaign Accident Facts.

- More than 3,750 reported recreational boating casualties in 2004
- More than 3,100 injuries
- 629 deaths
- Seven out of 10 people who died in boating related accidents drowned
- Nine out of 10 reported drowning victims were not wearing a life jacket
- The vast majority of boating accidents are caused by human error and not by the boat, equipment or environmental factors

Be a safe boater

DO wear a life jacket. They float. You don't.

DO know the water and environment where you will be boating.

DO keep a good lookout while under way.

DO shut your engines off when people are in the water near your boat.

DO observe the nautical “rules-of-the-road.”

DO check the weather forecast before getting under way.

DO keep a balanced load and a trim boat.

DON'T overload your boat.

DON'T stand up in a small boat.

DON'T ride on the gunwale, bow, seat backs or any place that is not designed for sitting.

DON'T drink and boat.

Recruiting station, radio station team up during broadcast

By Cathy Pauley, Sacramento Battalion

KSFM 102.5 promotions street coordinator Status said, "It feels good," to do a remote broadcast with the Army Strong team at the Roseville station.

The remote was a chance to bring potential leads to the recruiting station as well as promote the annual Cinco de Mayo concert that was expected to draw 10,000 people May 6. Status was giving away 10 tickets to the sold-out event while bringing exposure to the recruiting station.

Future Soldier Paul Jacques, recruited by Staff Sgt. Maurizio Surdo, enlisted in March at the Roseville station. During the KSFM remote, Jacques brought his brother, Chris Jacques, to the station for a pre-ASVAB test. Paul Jacques also has two buddies lined up.



The battalion's H3 and KSFM's H3 were part of the display during the broadcast. Photo by Chris Putman

The hour-long radio event was a success. The 10 tickets to the concert were taken and two solid leads for the Army made it past the first step.



Brig. Gen. Joseph E. Orr, deputy commanding general of USAREC, right, and Colin Veitch, president and CEO of Norwegian Cruise Line, sign the agreement that makes Norwegian Cruise Line a member of the Army's Partnership for Youth Success program.

Army, cruise line partner through PaYS

Story and photo by Alisa Feldman, Miami Battalion

On May 23 the Army welcomed its first cruise line as a PaYS partner, Norwegian Cruise Line.

Brig. Gen. Joseph E. Orr, USAREC deputy commanding general, and Colin Veitch, president and CEO of Norwegian Cruise Line, sealed the deal by signing the formal contract in Miami at Norwegian Cruise Line's corporate building.

Orr said Veitch will be getting "proud, loyal employees with a high level of training that is second to none."

"Norwegian Cruise Line will provide our Army's highly motivated, dedicated and trained Soldiers great employment opportunities upon their completion of service to their county," said Orr.

Veitch agreed that this would be a "win-win situation," and that Norwegian Cruise Line has already had approximately 30 Soldiers who have expressed interest in working for the com-

pany once they finish their obligation to the Army. They have applied for a variety of on-board positions that include cook, bar manager, deck steward, etc. through this partnership with the Army.

"Our partnership in this program allows us the opportunity to develop long-term relationships with quality candidates for our NCL America ships in Hawaii," said Veitch.

Under the terms of the agreement between USAREC and Norwegian Cruise Line, Future Soldiers sign a statement of understanding signifying that they can interview for one of 50 positions that the cruise line will have available once the enlistees finish their term of service.

Norwegian Cruise Line has a new military appreciation program that offers active or retired military personnel and veterans a reduced rate, based on sailing date and itinerary.

New Soldiers the focus of Celebrate Freedom Foundation event at Fort Jackson

By Leslie Ann Sully,
Columbia Battalion

The Celebrate Freedom Foundation was founded in 1997 to promote patriotism, honor veterans and educate young people about military history. The foundation started to boost the attendance at the Veterans Day parade in Columbia, S.C. The next year, they launched Celebrate Freedom Weekend, an air and ground show which also incorporated static displays and living history field encampments to cover all the wars in which Americans have fought.

The Celebrate Freedom Foundation partnered with Fort Jackson, S.C., to present “Thunder at Fort Jackson” on May 18 and 19 as an occasion to celebrate

freedom, Armed Forces Day and host the first open house for Fort Jackson since 2001. In the past, the focus was mainly on previous wars, but this year’s focus was on the current military affairs and the young Soldiers of today’s Army.

Columbia Battalion had 201 Future Soldiers take part in a mock swearing-in ceremony to reaffirm their commitment to join the Army. Retired Maj. Gen. Richard S. Siegfried administered a moving oath of enlistment.

The Future Soldiers were the central part of the opening ceremonies. When dignitaries rose to speak to the crowd, everyone first spoke directly to the Future Soldiers. They were praised for their desire to serve and thanked in advance for what they would do for their country and its future.



Recruiters work the booth at the “Thunder at Fort Jackson” event that celebrated freedom, Armed Forces Day and an open house at Fort Jackson, S.C. *Photo by Leslie Ann Sully*

Then, under the direction of Lt. Col. Charles C. Heatherly, Jr., commander of Columbia Battalion, two battalions from Fort Jackson, the colors, band and mounted Buffalo Soldiers performed a pass in review for the crowd. The opening ceremonies concluded with the Green Beret Parachute Team jumping in with the American flag.

The Recruiting and Retention School on Fort Jackson assisted the battalion’s recruiters working in an area where recruiting assets were displayed. The crowd was able to get a good idea of what it took to be a Soldier in today’s Army by utilizing the newest battalion asset, the Future Soldier trainer (Laser Shot). People competed to see who could qualify with the weapon, including Congressman Joe Wilson. The area also included two rock walls, a football toss, the H3 Hummer and two ID tag machines. In addition, Sgt. 1st Class Eric Dawson, Pontiac station, wore the inflatable G.I. Johnny figure and entertained the masses by dancing and doing push-ups. Force Protection, Inc., a PaYS partner, was also part of the static display recruiting area since they brought a Buffalo vehicle that they manufacture and is currently in use in Iraq and Afghanistan.

The event strengthened the battalion’s relationship with Fort Jackson, the Celebrate Freedom Foundation, Force Protection Inc., and the community.



Students and teachers at A.C. Flora High School in Columbia, S.C., check out the inner workings of the AH-1F Cobra Helicopter. The Celebrate Freedom Foundation restored one former Army aircraft to be used as a static display. Columbia Company recruiters coordinated the display of the Cobra in eight area high schools throughout March and April. *Photo by Vern Garcia*

Pittsburgh HRAP blitzes prospects with e-mail, nets seven enlistments

By Janet Heyl, Pittsburgh Battalion

Second Lt. Samuel Burns received a Christmas present a few days early — his first Army Achievement Medal was awarded on Dec. 21, 2006.

Burns, who is credited with recruiting one officer and seven Soldiers, is still fielding queries seven months after serving in the Army's Hometown Recruiter Assistance Program.

The Greenville, Pa.,-native and graduate of Penn State's Behrend Campus said he initiated an e-mail campaign to help him during his recruiting detail.

"I called the career development centers at local colleges and asked them to (bulk) e-mail all of the graduating seniors," he said. "I had put together something on Officer Candidate School and had 11,000 sends."

Burns' strategy generated 10 replies. Of those 10, one person enlisted under the OCS program while another seven chose to serve in the enlisted ranks.

"As an officer, anytime you are on leave you should check with your local recruiting station and ask if there is anyone you can talk to regarding OCS," said 2d Lt. Samuel Burns.

According to Burns, if given the opportunity, he would have tweaked his original HRAP recruiting plan.

"I sent the e-mail out a week before finals and students were thinking about their finals not on jobs," he said. "I should have sent it out earlier."

Burns took his plan one step further correlating job fairs and college e-mail blitzes.

"I scheduled career fairs for the recruiters and one to two weeks out sent e-mail to college juniors and seniors," he said. "My theory was that those students can enlist under the Delayed Entrance Program for one year, and during that year they could put together their OCS packet."

Burns, who devoted a great deal of time to his HRAP stint, said he signed up for the program for two reasons: leave that is not recorded and officer courtesy.

"As an officer, anytime you are on leave you should check with your local recruiting station and ask if there is anyone you can talk to regarding OCS," he said. "This past Christmas, I talked to two people when I was home."



2d Lt. Samuel Burns, right, receives an Army Achievement Medal from Lt. Col. Robert Wade, Pittsburgh Battalion commander. Photo by Dan Jones

Burns said he's pretty comfortable talking about the Army.

"I believe in what I'm doing in the Army and want to tell people about my experience to make a better change in their lives," he said. "I was surprised my award made the front page of the local paper, but it shows that recruiting is doing a lot of great things."

Lt. Col. Robert P. Wade, Pittsburgh Battalion commander, said he met with Burns after the ceremony to listen to his ideas and to help the junior officer find ways to assist with recruiting near his permanent duty station at Fort Sill, Okla.

"I called the Oklahoma City Battalion commander and referred Burns to their unit as a center of influence," Wade said.

Patience, persistence pay off for motivated prospect

Story and photo by Sgt. Richard Wooton, Waukegan station

Moses Odeke joined the Army on June 16, 2006, after pursuing the military since April 2004. He had not been able to join then because of his immigration status, as he had not established permanent residency in the United States. Odeke immigrated from Uganda in 2001.

Odeke participated in Future Soldier functions during the two years he waited to gain permanent residency. Odeke supported the Army by donning every key chain, button, hat and dog tag we had. Even though Odeke was not officially a Future Soldier yet, he memorized the Soldier's Creed, passed the Army Physical Fitness test and completed the basic training task list.

Odeke also provided referrals. One of his referrals joined and Odeke gave weekly updates how his friend was doing.

He sometimes grew frustrated with the process because he was nearing the age of 35 and was fearful he would miss out on the opportunity to join. When he learned that the age limit was changed to age 40, he was rejuvenated with the hope that one day it would happen for him.

Odeke reached out to anyone that could help with the process of establishing residency. He made appointments with his representative and wrote

congressmen. His goal, however, was to become a U.S. citizen; residency was needed to join the Army.

Odeke once said that when he first came to the United States and experienced shopping at Jewel supermarket, he spent every penny he had. He said that he was amazed with all the food and the quality of food, and spent all of his money because he thought he must stock up before Jewel ran out of food. He learned later that the shelves at Jewel, or any grocery store in America, are always full. He told a story about having to guard a tree outside his house, because people would steal the leaves off the tree as their only means of food.

Odeke said he learned about the United States Army and the history of Soldiers and what Soldiers have to do and decided that he wanted to be a part of this team. He earned a four-year degree in his country and continued his education at Harper College in Palatine, Ill., during the time he was waiting to join the Army.

In June 2006, Odeke called with the news that he had received his permanent



Spc. Moses Odeke waited two years to get his picture on the board as a Future Soldier.

resident card in the mail. He was so excited to finally sit in the guidance counselor's chair to look at his opportunities. Before the guidance counselor could read off the job title of the first job on the screen, Odeke said, "I'll take that one!" He enlisted as a mental health specialist.

Later during Advanced Individual Training at Fort Sam Houston, Texas, Odeke called to say he gained his citizenship. He said his next goal was Officer's Candidate School.

Odeke, now stationed in Korea, wrote that he won Soldier of the month and competed for Soldier of the quarter. He is expecting his second child and is currently working on an OCS packet. He said he is enjoying his experience in the Army and wrote, "what is true is my love for the Army and the uniform I wear."



Like father, like son

Jack Elway, second from left, has been nominated for the 2008 U.S. Army All-American Bowl. He stands with his mother, Janet, his NFL hall of fame dad, John, and Arapahoe, Colo., recruiter Staff Sgt. Robert Rogers May 14 at Cherry Creek High School. Only 400 players nationwide are nominated.

Photo by Sgt. Robert Garcia

Army defends body armor quality

By Sgt. Sara Wood,
American Forces Press
Service

U.S. troops operating in Iraq and Afghanistan have the best body armor in the world, and the Army is constantly looking for ways to improve force protection, the general in charge of the program said May 21.

“Force protection is the No. 1 priority of the U.S. Army. We value our Soldiers very highly, and we do everything we can do to ensure that they have the finest in force protection as they go into the battle,” Brig. Gen. R. Mark Brown, Program Executive Officer Soldier, said at a Pentagon news conference.

In response to a May 17 NBC News report challenging the Army’s use of Interceptor body armor vs. the newer Dragon Skin armor developed by Pinnacle Armor Inc., Brown released information about the testing that ruled out Dragon Skin a year ago.

The tests were conducted May 16 to 19, 2006, at H.P. White labs near Aberdeen Proving Ground, Md. The Pinnacle armor was subjected to the same tests Interceptor body armor goes through, first being X-rayed and analyzed and then undergoing a series of live-fire tests, Brown said. The live-fire tests included room-temperature tests, harsh environment tests, and durability and drop tests.

Of the eight Pinnacle vests tested, four of them failed the tests, with 13 rounds penetrating completely on the first or second shot, Brown said. After the first complete penetration, the vests

technically failed the test, but the Army continued the testing to be fair, he said.

The Pinnacle vests also were subjected to extreme temperature variations, from minus 25 degrees to 120 degrees, which would be a realistic cycle if the equipment was loaded onto a plane and flown to the Middle East, Brown said. These temperature tests caused the adhesive holding the Dragon Skin’s protective discs together to fail, and the discs gathered at the bottom of the vest, leaving gaps in protection, he said.

Brown also noted that the Dragon Skin vests are significantly heavier and thicker than the Interceptor vests. Dragon Skin vests in size extra large are 47.5 pounds and 1.7 to 1.9 inches thick; the Interceptor vests in size large, which offer an equivalent coverage area to the extra large Dragon Skin vests, weigh 28 pounds and are 1.3 inches thick.

“Bottom line is it does not meet Army standards,” Brown said of the Pinnacle body armor.

Brown showed reporters videos of the tests, which were supervised by the chief executive officer of Pinnacle. He also displayed the actual vests that were tested, with markers showing the penetration sites.

The Army did not initially release the information about the tests because of possible security concerns, Brown said. “We are facing a very media-savvy enemy,” he said. “They’re not only media-savvy, they are Internet savvy. ... Everything that we put out into the public domain, we pretty much assume that they get. We

don’t like to discuss our vulnerabilities and our counters to the vulnerabilities in the open public.”

However, after the NBC report, Army leaders felt they needed to counter any doubts in the minds of servicemembers and their families, Brown said. “Our Soldiers and, more importantly, the families — the wives, the children, the parents — have to have confidence that our Soldiers have the best equipment in the world,” he said.

Right now, the Army’s safety-of-use message mandates that all Soldiers use Interceptor body armor, which has passed the same tests the Pinnacle armor failed, Brown said. The Army is interested in a more flexible armor, like the Pinnacle design, and if the company improves its product, it could be reconsidered, he said.

Brown stressed that the Army has more than one set of body armor for every Soldier in the combat theater, and that he has all the money and support he needs to make improvements to force protection. Also, the Army is constantly working to develop new technologies that will deliver better protection.

\$20K bonus available for some captains

By Army News Service

A new Critical Skills Retention Bonus of \$20,000 is available to more than 7,000 regular-Army captains who agree to remain on active duty beyond their initial active-duty service obligation.

The bonus is part of a “menu of incentives” target-

ing officers nearing completion of their initial active-duty service obligation who are willing to remain on active duty an additional three years. Other incentives include graduate school, military school, transfer of branch or functional area, or post of choice.

The incentives will help the Army retain company-grade officers with valuable experience, said Col. Paul Aswell, chief, Officer Division, Directorate of Military Personnel Management, Army G1. The Army is currently growing to increase capabilities and reduce stress over the long term. This has led to an increased need of nearly 6,000 captains and majors since 2004, according to Aswell.

The branches considered critical for the purposes of the bonus include: air defense, adjutant general, armor, chemical, engineer, field artillery, finance, infantry, military intelligence, military police, ordnance, quartermaster, signal corps and transportation corps. Officers originally commissioned in these branches are eligible for all incentives on the menu. Officers commissioned into the Army nurse corps or medical science corps are also eligible for the bonus.

Aviation officers are not eligible at this time due to their longer initial service obligation, but the Army is working to draft an incentive program to offer them by year’s end.

Eligible captains must have a date of rank between March 1, 2005, and Jan. 1, 2007. Similar incentives will be offered to captains in other year groups, Aswell said.

The bonus and other



Capt. Patrick Sheets, commander, Company D, 1st Battalion, 50th Infantry Regiment, coaches Pvt. Billy Boren during down-range feedback training. Photo by David Dismukes

incentives are just part of the Army's efforts at eliminating the officer shortage, Aswell said. The Army has moved up the promotion to major from 11 years to 10, and is considering moving it to the ninth year of service. Aswell noted that earlier promotion points and higher rates reflect the Army's recognition of the higher experience level among today's company grade officers, and the value of their service.

"It takes the Army 10 years to grow a major," Aswell said, "To grow the active officer force, we must keep officers who in the past have left active service." He went on to say he is confident the new incentives will improve retention of company-grade officers on active duty to well-above historic rates.

"We've done a number of studies, including a very specific study last year on the value of a bonus to active-duty officers," said Aswell, "We're confident that the incentives we're offering will make a difference to those junior officers we really want to keep on active duty."

DFAS adds security measure to 'myPay' system

By Defense Finance and Accounting Service

Another new security feature has been added to myPay to protect customers' data on the pay account system.

As part of its ongoing effort to strengthen password and account security, the Defense Finance and Accounting Service has implemented the "virtual keyboard" to assist in protecting against such malicious software as spyware, trojans and keylogging.

The virtual keyboard was available in mid-May. Each time a user arrives at myPay to log on, the virtual keyboard will appear on the screen. The user will type in his or her login ID, then click on the keys on the screen to enter a personal identification number instead of typing the actual keys. The virtual keyboard is for the user's PIN only.

To enhance security, the keyboard layout changes or

keys are displayed randomly when the page is refreshed.

"This is a significant move toward adding yet another layer of security to our myPay system," said Pat Shine, DFAS director of operations. "We want to reassure our customers that we are proactively working to secure their pay account information."

Access myPay at <https://mypay.dfas.mil>.

Army helps prepare states for hurricane season

By Fred W. Baker III, Army News Service

The Army is helping out states and territories that are in the paths of potentially deadly hurricanes by providing equipment to help fill shortages identified by National Guard commanders there, a senior Army official said June 1.

The Army is either issuing or loaning 2,600 pieces of equipment to a handful of coastal states, Hawaii, Guam, Puerto Rico and the Virgin Islands, said Brig. Gen. David Halverson, director of operations, readiness and mobilization for the deputy chief of staff for operations and plans.

The National Oceanic and Atmospheric Administration is predicting the hurricane season will be "above normal" in its hurricane activity, according to the NOAA Web site. NOAA is predicting as many as five major hurricanes that could be Category 3 or above. Hurricane Katrina was a Category 5 hurricane.

"Just like any war fight, we

are trying to be postured mentally and physically so we can have success," Halverson said.

The equipment includes relief necessities, such as generators, trucks, Humvees and radios. Some of the equipment will be permanently assigned to fill shortages at the states, Halverson said. Equipment on loan is temporarily assigned and positioned within the state and will be returned at the end of hurricane season, in November.

The Army started issuing the equipment in May and expects that all will be in place by mid-June, Halverson said. Right now, a little more than half of the equipment is in place, he said. Some equipment is in transit to Guam, Puerto Rico and the Virgin Islands.

Halverson said that Army officials asked National Guard commanders in March for equipment assessments. With the supplemental equipping, Halverson said, commanders reported back to senior Army leaders that they can manage storms up to Category 3.

Above Category 3, he said, states would use Emergency Management Assistance Compacts in place that would allow governors to borrow equipment and personnel from surrounding states. Above Category 5, states may need federal help with personnel and equipment, Halverson said.

Overall, lines of communication between state and federal agencies are now better equipped to manage disaster relief, and agencies are more focused on how to provide aid and less on establishing lines of control, he said.

“It’s just not about equipment. It’s really about how you bring the whole interagency team together to be able to provide lifesaving capabilities and to be able to stop the suffering at the local area,” he said.

In 2006, the states and territories asked the Army for 11,000 pieces of equipment, Halverson said. Last year it took until September to distribute all of the equipment.

“This year we’re much better prepared than we were last year,” he said.

The National Guard is the first military responder in the event of a hurricane, under the control of the state governors. At the request of the governor, the president can authorize use of federal forces to assist in disaster relief, he said.

Martin 7th in Pocono 500

By David Ferroni,
U.S. Army Racing

Mark Martin and the U.S. Army Team used a combination of pit strategy and speed to earn a seventh-place finish in the June 10 rain-shortened Nextel Cup race at Pocono Raceway.

In one of the stranger races of the season, Martin and the team were forced to overcome a poor starting position (35) and an early pit-road miscue.

But the end result was another strong performance for Martin, who claimed his seventh top-10 and 10th top-15 finish in the 11 races he has competed as part of his limited 2007 schedule with Ginn Racing.

Despite missing three races, Martin is 12th in the driver standings and the 01



“I just can’t say enough about this U.S. Army team,” said Mark Martin. “They just don’t give up and it’s a pleasure to ... drive the Soldiers’ car.” Photo by U.S. Army Racing

Ginn Racing team ranks fifth in owner points.

“We had a pretty good car today,” said Martin. “It handled really well, but we lacked the speed to run with the leaders. We got behind in qualifying, but passed a lot of cars early. Then we had a mix-up on pit road and had to come back from that as well.”

Martin gained five positions on the first lap and powered his Chevy to inside the top 20 by Lap 24.

Martin was running 18th when he came down pit road on Lap 50, in an attempt to take four tires and fuel under caution. A miscommunication caused Martin to miss his pit box. The veteran immediately drove through the pits and went on to lead a lap. He returned to the pits on the following lap.

The miscue did earn Martin and the team five bonus points for leading a lap, but the Army Chevy was back in 35th place when the field went green on Lap 53.

Martin fought his way back to 23rd when the race’s third and deciding caution was called on Lap 63.

With rain clouds looming Martin and a handful of cars, including eventual race

winner Jeff Gordon, opted to stay out and run on an alternate pit cycle. Martin eventually pitted for fuel and four tires on Lap 84 and returned in 36th position with only 16 laps remaining before the halfway mark.

However, the leaders were forced to pit. That recycled Martin into seventh position, where he was running when persistent rain brought out the final caution on Lap 103. Three laps later the race was red-flagged and eventually called by NASCAR.

Gates suggests Mullen to replace Pace as chairman

By Jim Garamone,
American Forces
Press Service

To avoid a contentious reconfirmation process, Defense Secretary Robert M. Gates will recommend that President Bush nominate chief of naval operations Adm. Michael G. Mullen to replace Marine Gen. Peter Pace as chairman of the Joint Chiefs of Staff.

On June 8, Gates said he also will recommend Marine Gen. James E. Cartwright for the position of vice chairman.

Cartwright is the commander of U.S. Strategic Command. Navy Adm. Edmund P. Giambastiani Jr., the current vice chairman, announced his decision to retire last week.

“I have become well acquainted with Adm. Mullen over the last six months and believe he has the strategic insight, experience and integrity to lead America’s armed forces,” Gates said.

Gates said he intended to renominate Pace and Giambastiani but after consulting with senators of both parties came to the conclusions “that because Gen. Pace has served as chairman and vice chairman of the Joint Chiefs of Staff for the last six years, the focus of his confirmation process would have been on the past rather than the future.”

He said the confirmation process would have the possibility of being quite contentious. “I am no stranger to contentious confirmations, and I do not shrink from them,” Gates said. “However, I have decided at this moment in our history, the nation, our men and women in uniform, and Gen. Pace himself would not be well-served by a divisive ordeal in selecting the next chairman of the Joint Chiefs of Staff.”

Pace will continue to serve as chairman until his term ends Sept. 30. He is the first Marine to hold the position.

“He deserves the deepest thanks of the American people for a lifetime of service to our country and for his leadership,” Gates said. “I have thoroughly enjoyed working with him, trust him completely, and value his candor and willingness to speak his mind.”

Gold Badges

MAY 2007

5TH MRB

MAJ Kevin Ervin
MAJ Christopher Fowler
CPT Stevie Jordan
CPT Tina Stone
CPT Randy Wilson

ALBANY

SSG Brian Cunningham
SSG Joseph Kelley
SSG Scott McCartney
SSG Micah Turner
SGT Jorge Klinar
SGT Jake Robson
SGT Michael Strain

BALTIMORE

SFC Glanatta
Carter-Johnson
SFC Lisa Woodrum
SSG James Bryant
SSG Sherman Johnson Jr.
SSG Mack Logan III
SSG Bryon Pettaway
SSG Kevin Richards
SSG Keith Travis
SGT Tamara Folston
SGT Anquinneta Gunn
SGT Paul Riley
SGT Sheldon Simmons
CPL Daniel Hendrix
CPL David Leavell

BECKLEY

SFC Michael Ashcraft
SFC Ricardo Robinson
SSG John Bishop Jr.
SSG Matthew Bittenbender
SSG Scott Cunningham
SSG Donald Kimbro
SSG Jason Leonard
SSG Scott Mays
SGT Stacey Baggett
SGT Sean Bell
SGT Jeremy Jones
SGT Christopher Lee
SGT Kevin Manning

CHICAGO

SFC Micah Mangrum



SSG Johnathan Giles
SGT Gabriel Ramirez
SPC Hector Maldonado

CLEVELAND

SSG Scott Harris
SGT Michael DeCaro
SGT Jason Simbeck
SGT Sean Thompson

COLUMBIA

SFC Neftali Santiago
SSG Trevor Brown
SSG Antonio Crawley
SSG Kendra Singletary

COLUMBUS

SFC Ismael Reyna
SFC Johnathon Smith
SSG Chontrelle Sturdivant
SGT Brian Baugh
SGT Frank Porter
SGT Jabari Swinton
SGT Nathaniel Tolber

DALLAS

SSG Karen Bryant
SSG Richard Jones

DENVER

SFC Ronald Quinata
SSG Raymond Craig
SSG Keith Smith
SGT Gerald Wagner

DES MOINES

SSG Richard Littlefield
SSG Michael Ott
SGT Joshua Graham
SGT Alexi Kelley
SGT Andrew Liss
SGT Michelle Phillips

GREAT LAKES

SFC Nathan Singer
SGT John Allen
SGT Henry Weaver

HOUSTON

SFC Derrick Curley
SFC Ronsoni Long
SSG Dylan Estes
SSG Claudia Estradeleon
SSG Langston Clark
SSG Christopher Lilley
SGT Juan Casiano
SGT David Riosrodriguez
SGT Kelvin Williams
CPL Jordon Pettijean

KANSAS CITY

SSG Sharon Gautier
SSG Howard Midgley
SGT Kevin Mitchell
SGT Steven Pugh
CPL Thonda Wrick

LOS ANGELES

SFC Luis Centeno
SFC Monte Kaiser III
SSG Colin Clark
SSG Anthony Cotton
SSG Mitchell Fiorino
SSG Alex Garciamartell
SSG Jose Hernandez
SSG Robert Perez Jr.
SGT Abraham Andrade
SGT Ashish Chetty
SGT Rodriquez Coleman
SGT Paul Crisostomo
SGT Carla Eme

MID-ATLANTIC

SFC Jerry Dixon
SSG Matthew Frey
SSG Gwen Horner

MILWAUKEE

SFC Adam Rose
SFC James Wilson
SSG Joseph Anderson
SSG Nathan Brown
SSG Michael Churette
SSG Johnnie Martin Jr.
SSG Kyle Williams
SGT Benjamin Battiste
SGT Timothy Clausing
SGT Cynthia Meadows
SGT Eric Mills
SGT Adam Olson
SGT Brandon Strickland
CPL Charles Cryoskie
CPL Samuel Shreffler

MINNEAPOLIS

SFC Jassen Lemmon
SSG Keith Mason
SGT Timothy Atkinson
SGT Patrick Heinonen

MONTGOMERY

SFC Anthony Bassett
SFC James Brown
SGT Christopher Richardson

NEW ENGLAND

SFC Joao Aguiar
SFC James Cobb
SFC Daniel Redman
SSG Earl Blizzard
SSG Miguel Navedo
SGT Jake Kingsbury
CPL Stacey McCall

NEW ORLEANS

SSG Domonick Stewart
SSG Patrick Weisskopf
SGT John Wilkinson

NEW YORK CITY

SFC Werner Arnold
SSG Jose Aresotero
SSG Malcolm Blair
SSG Madeline Diazrobles
SSG Milton Henry
SSG Angel Irizarry
SSG Leah Jackson
SSG Saurel Musac
SGT Stephane Lapeine

OKLAHOMA CITY

SSG Bo D. Lathrop
SGT Michael Curtis
SGT Monty Morrow
CPL Michael Mendoza

PHOENIX

SFC Franciso Hinojos
SFC Alfonso Nunez
SSG Rebecca Navarrette
SSG Gregory Macias
SSG Juan Reyes
SSG Peter Trompeter
SGT Susan Clifford
SGT Jose Jaquez
SGT Gary Freis Jr.
SGT Christian Hernandez
CPL Adrian Brealey

PITTSBURGH

SSG William Hinkle
 SSG David Kraut
 SSG Steven Rodgers
 SSG Ryan Stamos
 SGT Michael Fink
 SGT Patricia Maxie
 CPL Wesley Johns
 CPL Justin Smith

RALEIGH

SFC Michael Mitchell
 SSG Robert Bacher
 SSG Jeffrey Schultz
 SGT Jonathon Neel

SALT LAKE CITY

SSG John Amundsen
 SSG Christopher Beran
 SSG Joshua Burdick
 SSG Matthew Haley
 SGT Eric Payne

SAN ANTONIO

SSG Michael Ramirez
 SGT Paul Parker Jr.

SEATTLE

SSG Scott Yochum
 SGT William Owen
 SGT Timothy Whittington
 CPL Joseph Cox

ST. LOUIS

SFC Steven Sutterfield
 SSG Tara Heskett
 SGT Ronald Buxton
 SGT Robert Corbitt
 SGT Kenneth Epperson
 SGT Ronald Harig
 SGT Carl Mikus
 CPL Terry Terziu
 CPL Daniel Wilson

TAMPA

SFC Tracy Olson
 SSG Holland Mabes
 SSG Kenneth Magee

Recruiter Rings

MAY 2007

ALBANY

SFC Kevin Dugan

ATLANTA

SSG Ricardo Bustos
 SSG Robert Camp
 SSG Lionel Escoffery
 SSG Antoine Huff
 SSG Anthony Johnson
 SSG Andrew Maxwell
 SGT Sabrina Vaughn

BALTIMORE

SSG Leslie Bryant
 SSG Kevin Gordon

BECKLEY

SFC Anthony Coleman
 SFC Scotty Edgell
 SFC Patrick Walker
 SSG Kenneth Deaner

BECKLEY

SSG Leonard Haith

COLUMBIA

SFC Phillip Robinson
 SFC Sheldon Whitefield

COLUMBUS

SFC Douglas Ellison
 SFC Margarito Vasquez

DALLAS

SFC Carlos Lee
 SFC Gastavo Martinez
 SFC Richard Peebles
 SSG Reynaldo Contreras
 SSG Steve Nabors

SSG Endre Purnsley
 SSG Davis Smith

DES MOINES

SSG Peter Cerny
 SSG William Harris
 SSG Jonathan Martin
 SSG Ricky Rankin
 SGT Berry Jacobs

DENVER

SFC Dwayne Hutchinson
 SSG Steven McKeag

GREAT LAKES

SGT Michael Jordon
 SGT Michael Walter

HOUSTON

SSG Craig Fitzgerald
 SSG Dean Kiel
 SSG Larry Mulkey
 SSG Victor Sifuentes
 SGT Jeffrey Smith

INDIANAPOLIS

SFC Gregory Thomas
 SSG Jeffrey Nasser

KANSAS CITY

SSG Mario Harris

LOS ANGELES

SFC Keith Barnes
 SFC Frederick Marion
 SSG Ian Fritz
 SSG Arnold Nelson
 SSG Kevin Sitcer

MIAMI

SFC Pedro Garcia
 SGT Hector Ramos

MINNEAPOLIS

SSG Andrew Nelson

MONTGOMERY

SFC Harry Chambers
 SSG Gayle Gatlin
 SSG Leisa Goss
 SSG Sheila Harris
 SSG Daniel Moore
 SSG James Munford
 SSG Kemesha Richardson
 SSG Kennon Weaver
 SGT Thomas Capouch
 SGT Frank Moss
 CPL Matthew Halfaker

NEW ENGLAND

SFC Kathleen Hall
 SFC Eric Kocen
 SSG Christopher Barnes
 SSG Lawrence Hattersley
 SSG Justin Kitchen
 SGT Cory Nania

NEW ORLEANS

SFC Richard Allen
 SFC Finesha Banks
 SFC Mark Nowlin

NEW YORK CITY

SFC Laurence Colley
 SFC James Robinson



OKLAHOMA CITY

SFC Christopher Hooks
 SFC Marchantia Johnson
 SSG Ryan Hooper
 SGT John Waldrup

PHOENIX

SFC Mario Gonzaleznunez
 SFC Brian Hetrick
 SFC Federico Molinar
 SFC Michael Zock
 SSG Richard Cole
 SSG Manuel Ramirez
 SSG Gerald Tryhane

PITTSBURGH

SSG Seth Moore
 SSG William Roberts
 SSG Felix Rosario
 SSG Christopher Sommerville
 SSG Brian Toth
 SGT Joseph Hanline

RALEIGH

SFC Guillermo Litada
 SFC Rulesha McKinney
 SSG Anthony Buckmon

SACRAMENTO

SFC Luis Green
 SSG Clarence Cox
 SSG Kevin Long

Morrell Awards

MAY 2007

1ST SPECIAL FORCES

SFC Joseph Ybarra

ATLANTA

SFC Christopher Douglass

SFC Cary White

BALTIMORE

SSG Patrice Turner

SFC Brent Phillips

COLUMBIA

SFC Terry Dinkins

SSG Shedric Moody

SSG James Weeks

COLUMBUS

SFC Michael Kyle

SFC Robert Welborn

SSG Randy Tice

DALLAS

SFC Danny Potter

SFC Christopher Voldarski

SSG Derek Tassin

DENVER

SFC Kevin Mott

SFC Rocco Cooper

DES MOINES

SFC Dennis Majewski

HOUSTON

SFC Andres Villa-Hurtado

SSG Cedric Crumbley

SSG Michael Zachary

KANSAS CITY

SSG Christopher

Batchman

LOS ANGELES

SFC Tompal Cromer

MID-ATLANTIC

SFC Kenneth Porter

MINNEAPOLIS

SFC Charles Harvey

NEW ENGLAND

SFC Paul Brunelle

SFC Joseph Frechette

SFC Stephen Parello

SSG Brian Hall

NEW ORLEANS

SFC Nathaniel Barton



NEW YORK CITY

SFC John Morrison

PHOENIX

SFC Victor Ponce

SSG Larry Rowland

PITTSBURGH

SFC John Brunette

SFC David Platt

OKLAHOMA CITY

SFC Kelly Heltzel

SSG Jason Digiacomio

SSG Raymond Hodge

SSG Schon Kirkland

RALEIGH

SSG Michelle Daum

SSG Michael Dumlao

SACRAMENTO

SFC Jaime Boseman

SFC Robert Bencheck

SFC Lawrence Cole

SFC Daniel Pushor II

SALT LAKE CITY

SFC Mark Cupples

SSG Christopher

Champagne

SAN ANTONIO

SFC Rickey Buchanan

SFC Carl Mantovani

SFC Nathan Peters

SFC Dina Sharp

SSG Albert Amataga

SSG Jack Cleff

SSG Bryan Escamilla

SSG Bruce Watson

SEATTLE

SFC Ginny Thomas

SOUTHERN CALIFORNIA

SSG Matthew Leon

SPECIAL OPERATIONS

1SG Joseph Spear

ST. LOUIS

SFC Michael Todd

SSG William Standridge

SSG Richard McDaniel

SSG Brock Turner

SALT LAKE CITY

SFC Don Gargano

SSG Timothy Mutton

SSG Kathlene Porter

SSG Kenyon Roberts

SSG Kristian Sampson

SSG Shawn Stice

SSG Jonus Ware

SGT Benjamin Branson

SAN ANTONIO

SFC Esmeralda Graciano

SFC Marcus Johnson

SFC Elias Martinez

SFC Marc Pysarenko

SFC Martha Vela

SSG Jacob Brannan

SSG Peter Holderness

SSG April Marshall

SSG Shaun McNicholas

SSG Luz Oquendo

SSG Miguel Robles

SSG Alamar Sims

SSG Ricardo Zamora

SGT Samuel Lopez

ST. LOUIS

SSG Cory Coffman

SSG Darrell Hardin

SSG Larry Owens

SSG Torey Palmore

SSG Robert Riddle

SSG Terry Walker

SGT Jason Goff

SPECIAL OPERATIONS

1SG Matthew Boehme

SFC Niles Herr

TAMPA

SFC Juliana Hippolyte

SFC Joseph Tomlin

SSG Grady Parris

SSG Dara Pratt

SSG Randy Stephens

SSG Liza Zonata

SGT Lyle Allen

Conversions

MAY 2007

2D BRIGADE

SFC Colan Shiver

BALTIMORE

SFC David Jackson

SGT Nakia Riddick

DENVER

SSG Joshua Carter

HOUSTON

SSG Fernando Martinez

KANSAS CITY

SGT Rodney Thigpen

MILWAUKEE

SSG James Luevano

PITTSBURGH

SSG Ryan Covington

SEATTLE

SGT Lance Poulson

1. Who has the authority to deny enlistment of a person who meets the criteria of AR 601-210?

- a. company commander
- b. commanding general, USAREC
- c. secretarial authority
- d. no one

2. The recruiting market consists of four elements:

- a. potential market, qualified military available market, target market and penetrated market
- b. college market, vocational-tech market, high school market and trade school market
- c. alpha market, bravo market, other market, prior service market
- d. nonprior service market, prior service market, glossy nonprior service market, previously enlisted market

3. The Army's target market is defined as:

- a. high school seniors who score 50 or higher on the AFQT
- b. college students who score 50 or higher on the AFQT
- c. college graduates who score 50 or higher on the AFQT
- d. 17- to 24-year-old males who possess a high school diploma and score 50 or higher on the AFQT

4. The relationship between recruiter and prospect is similar to the relationship between

- a. parent and child
- b. teacher and student
- c. leader and Soldier
- d. all of the above

5. Strategic leaders act to influence both their organization and the external environment.

- a. true
- b. false

6. The Army is in competition for the service of America's youth. The primary competitors are:

- a. teachers, counselors and community leaders
- b. Navy, Air Force, Marines and Coast Guard
- c. parents, spouses and centers of influence
- d. postsecondary schools, industry and other military services

7. John Johnson is married and has two stepchildren (ages 2 and 4) living with him and his spouse. John pays child support on one child (age 5) from a previous marriage. Based on dependency, John is:

- a. qualified, waiver considered
- b. qualified, stepchildren do not count as dependents
- c. disqualified, waiver considered
- d. disqualified, waiver not considered

8. Applicants will not be enlisted if any doubts of their qualifications can't be _____.

- a. covered up
- b. hidden
- c. ignored
- d. resolved

9. What are the three steps of an AAR?

- a. preparation, performance and improvement
- b. preparation, conducting and improvement
- c. preparation, conducting and follow up
- d. conducting, follow up and performance

10. How many parts are involved in the IPB process?

- a. one
- b. two
- c. three
- d. four

11. In order to process an Army Reserve OCS applicant, what must that applicant have?

- a. a baccalaureate degree
- b. an associates degree
- c. 120 graded and transcript semester credit hours
- d. 90 graded and transcript semester credit hours

12. Each OCS applicant must submit a minimum of three and up to _____ letters of reference attesting to the applicant character, leadership and other traits.

- a. 5
- b. 6
- c. 7
- d. 8

13. For serious criminal misconduct for OCS applicants, who is the waiver approval authority?

- a. commanding general, USAREC
- b. brigade commander
- c. commanding general, USAAC
- d. not authorized

14. OCS candidates are not eligible for the Loan Repayment Program.

- a. true
- b. false

15. OCS candidates are administratively promoted to the grade of _____ while attending OCS.

- a. SPC/E-4
- b. CPL/E-4
- c. SGT/E-5
- d. 2LT/O-1

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

May Fiscal Year 2007

Top Regular Army Recruiter

SFC Michael Stacey
Albany

SFC Harriet Allen
Raleigh
SSG Randal Ranka
Montgomery

SSG Clinton Donnatien
Oklahoma City

SSG Christopher Brown
Sacramento

Top Army Reserve Recruiter

SFC Kenneth Golder
Albany

SFC Anthony Bassett
Montgomery

SGT Robert Corbitt
St. Louis

SSG Jeffery Bettencourt
Sacramento

Top Large Station Commander

SFC Todd Reeder
Butler
Pittsburgh

SFC Donald Littlejohn
Gastonia
Raleigh

SFC Brian Heffernan
Denton
Dallas

SFC Jason Montano
Silverdale
Seattle

Top Small Station Commander

SSG Brent Owens
Danville
Beckley

SFC Latonua Williams
Pensacola South
Montgomery

SFC Frank Mays
Broken Arrow
Oklahoma City

SFC Kim Kyong
Korea
Portland

Top Company

Carlisle

San Juan

Frisco

Guam

3d Brigade
information
not applicable

Top AMEDD

New York City

Orlando

Great Lakes

St. Louis

Northwest

Answers to the Test

- | | | |
|--------------------------------------|--|--|
| 1. c. AR 601-210, chap. 1-6b | 7. c. AR 601-210 2-10, b(7) | 12. b. USAREC Reg. 601-91, chap. 2-2(8) |
| 2. a. UM 3-0 page 3-4, para. 3-16 | 8. d. AR 601-210, para. 2-1b | 13. d. AR 601-210, 4-7(e) |
| 3. d. Um 3-0, page 3-4, para. 3-19 | 9. c. UM 3-0, para. 1-16 | 14. b. AR 601-210, chap. 9 para. 9-10 d(1) (f). See changes dated 8 May 06 |
| 4. c. UM 3-0 page 14-2, para. 14-6 | 10. d. UM 3-0, para. 8-3 | 15. c. AR 601-210, para 9-10 d (1) e |
| 5. a. FM 6-22 page 12-2, para. 12-10 | 11. d. USAREC Reg. 601-91, chap. 2, section 2-2(4) | |
| 6. d. UM 3-0 page 3-2, para. 3-8 | | |

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the U.S. Constitution, the Army,
your unit and other Soldiers.*

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— Thomas Jefferson

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