

# RECRUITER

United States Army Recruiting Command June 2006

# Journal



**ORANGE  
COUNTY  
CHOPPERS**



**GOES GREEN**

page 16

# RECRUITER Journal

U.S. Army Recruiting Command

June 2006

Volume 58, Issue 6

**Commanding General**

Maj. Gen. Thomas P. Bostick

**Public Affairs Officer**

S. Douglas Smith

**Editor**

L. Pearl Ingram

**Associate Editor**

Walt Kloepfel

**Associate Editor**

Mary Kate Chambers

**Cover Design**

Joyce Knight

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

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

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

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

E-mail address:

[RJJournal@usarec.army.mil](mailto:RJJournal@usarec.army.mil)

Intranet address:

<http://hq.usarec.army.mil/aparjournal.htm>



# Contents

## Features

### 6 Start Counting

Detailed recruiters can curtail their tours under a new program designed to promote rapid production.

### 10 Total Lead Refinement Process

USAREC launches the first of three automated solutions to provide a total lead refinement process for the entire command.

### 11 Military Service Comparison Chart

The comparison chart shows the difference in benefits among the four major services.

### 12 Mental Toughness

From world-class athlete to Army recruiter, mental toughness remains the key to superior performance for Staff Sgt. Casey McEuin.

### 14 Letters from Home

Country singer John Michael Montgomery made a surprise guest appearance at this year's 6th Medical Recruiting Battalion ATC.



### 15 6th Brigade Quarterly Training Brief

When USAREC commander Maj. Gen. Thomas Bostick asked how recruiters and leaders share lessons learned, it didn't take long for 6th Brigade's leadership to step up.

## Departments

- 2 Commanding General
- 4 Chaplain
- 5 The Way I See It
- 8 Pro-Talk
- 21 Safety
- 22 Field File
- 26 News Briefs
- 30 Salutes
- 32 The Test



Cover: Mission Support Battalion 1st Sgt. Frank Gainer and Sgt. 1st Class Charles McLellan (kneeling) look over the new Army Chopper. Orange County Choppers created an Army-themed motorcycle that will be a recruiting asset.

### 16 Orange County Choppers Goes Green

Mission Support Battalion hits the road with an eye-catching Orange County Choppers custom motorcycle.



### 18 Skydiving from Three Feet Up

The Golden Knights are testing a vertical wind tunnel which will allow people to experience the feel of skydiving without jumping out of a plane at 14,000 feet.

### 19 ARMS Testing Expanded

The Army is implementing the ARMS test at 35 more MEPS nationwide.

# A Six-Month Assessment

Using this month's article to take a look back at the past six months and to check our focus for the remainder of this year. We've come a long way, made some great strides, yet much work remains. My thanks to each of you for your hard work, your many sacrifices and for your outstanding professionalism.

Over the past six months we developed a strategic campaign plan to guide us through this year and the years ahead. Our lines of operations in this campaign plan are as follows: recruiting operations, marketing, training, resources, Mobilizing the Army and the Nation and well-being.

We've worked our strategy and our priorities through the staff, with commanders, and down to the individual recruiter. Some of the highlights of your accomplishments include:

- **Recruiting operations:** new doctrine, Army Interview, three conducts and one test standard, command-wide expansion of Assessment of Recruit Motivation and Strength (ARMS) test and the Future Soldier Remote Reservation System (FSR2S), \$1K referral program for Soldiers, Future Soldiers and, coming soon, retirees.
- **Marketing:** approval for battalion marketing dollars and standardized battalion packages (rock walls, H3 Hummers to be delivered this summer, dog tag machines), more money for local events and a successful partnership with Accessions Command on better linking of national and local level marketing.
- **Training:** virtual classroom, NTC-like training at battalion level, revamped commanders courses, certification programs.
- **Resources:** more than 1,200 new recruiters added to the force along with increased funding in critical areas that support marketing and operations.
- **Mobilizing the Army and the Nation:** \$1K referral, HRAP, SRAP, CASAs and PaYS partners are among the many initiatives that are helping to get everyone into the fight.
- **Well-being:** request to operational commanders for support on installations for our recruiters, approval of Recruiter Incentive Pay (RIP), upgrading of recruiting facilities.

Congress, Department of Defense, Department of the Army and our higher headquarters pushed to give us the flexibility that we need. You now have a wide range of tools to help accomplish our mission, including increased enlistment bonuses, revised tattoo policies, commandwide expansion of the ARMS test for those with weight challenges, expansion of the Leads Refinement Center to save time for recruiters, accelerated fielding of the FSR2S and many more. We now have senior ship bonus and soon will see Recruiter Incentive Pay to reward your overproduction efforts.

Our priorities for successfully closing out FY 06 and positioning ourselves for success in FY 07:

- **Recruit a quality force.** We have an obligation to find the best qualified applicants to fill our ranks.

- **Maintain strong Future Soldier programs.** To mitigate the risk of losses to our high schools, the Future Soldier Training Program in every unit is important. Improving our Future Soldier retention is critical to success in fourth quarter and your involvement with your Future Soldiers can and will make the difference!

- **Continue to Mobilize the Army and the Nation.** There are many people out there who want to help, but just don't know how, when or where. Our nation and our Army are counting on their support. I learned a good lesson many years ago. If you ask a group of people for help with a bake sale or any similar function, you may not get much assistance because no one feels that you're talking to them specifically. However, when you ask Bob or Sue, for example, if they can bake some chocolate chip cookies for the function next week, they almost never say no. Be specific in your needs and your requests. Everyone wants to help, and we need them in the fight.

- **Train to standard.** Training is a fundamental element of our recruiting success. Ensure your recruiters know the current incentives and understand our recruiting doctrine and processes.

- **Maintain Army Values.** While we have a mission to accomplish, we must always uphold the Army Values and recruit with integrity each and every day. Never compromise your integrity and violate the sacred trust we have with the American people!

- **Focus on the well-being of our Soldiers and their families.** Let's ensure our Soldiers have some amount of predictability for themselves and their families. While we're all working hard, let's work smart and take care of our Soldiers and their families.

Despite the great progress with initiatives and bonuses, our Soldiers and civilians on the front lines will make the difference in this campaign. I want to thank each and every one of you for your hard work. With each of you giving your best effort every day, we'll accomplish our FY 06 mission and position ourselves for success in FY 07. This is a winning team. We can do this.

Provide the strength!



Maj. Gen. Thomas P. Bostick

# Cultivating Conceptual Skills – Potential Unleashed

The capacity of the human mind to imagine and create is unfathomable. The conceptual thinking and work of great minds like Franklin, Edison and King illustrate the power of creative thinking, critical reasoning and intelligent risk taking. Setbacks and failure were commonplace through each of these great individuals' quest for success, yet all persevered by lifting their thinking beyond their current situation. Thomas Edison's search for the perfect filament for the incandescent lamp was tried over 1,800 times. After 1,000 attempts, someone asked if he was frustrated at his lack of success, he said something like this, "I gained knowledge — I know a thousand things that don't work!" Myths abound suggesting that only the intellectually gifted can reason critically and conceptualize something from nothing. Army leadership doctrine requires all levels of leadership to have varying degrees of conceptual skills competence.

The Army expects all Soldiers to perform an array of functions under ever-changing and complex conditions. As such, all Soldiers are required to be competent in technical, tactical, conceptual and interpersonal skill sets as it pertains to basic soldiering and job-related functions. Conceptual skills have to do with managing ideas and abstractions, viewing the organization as a whole, as well as planning and problem solving. Strong conceptual skills support a culture of creativity and intelligent risk taking to foster more proactive and less reactive decision making. Conceptual competence requires patience and a willingness to think before acting.

Conceptual competence is fundamental to developing self-aware and adaptive leaders and is essential to individual and organizational growth. It can be said that to realize technical, tactical and interpersonal competence, one must first be rooted and grounded in conceptual competence.

One of the qualities of superior men and women is that they are extremely self-reliant. They accept complete responsibility for themselves (thoughts, actions and success) and everything that happens to them. They look to themselves as the source of their successes and the main cause of their problems and difficulties. They guard how they think and keep their attitudes consistent with their goals. High achievers say, "If it's to be, it's up to me." When things are not moving along as fast as they want, they ask themselves, "What is it that's causing the problem?" They refuse to make excuses or to blame others for their failures in misfortunes. Instead, they look for ways to overcome obstacles and to make progress — in other words: they conduct self-after action reviews (AAR). They reason critically, seek ways to improve performance and learn from experience.

USAREC doctrine presents a "common operating picture" as to "how to think" about conducting decisive, shaping and sustaining operations. As per USAREC Manual 3.0, the doctrine provides "the conceptual basis for designing, executing and training for recruiting operations." The doctrine clearly emphasizes the use of conceptual skills to accomplish the mission.



**Command Sgt. Maj. Harold Blount**

Developing conceptual competence is not a complicated process. Contrary to myths surrounding creativity and critical reasoning, few ingenious works of excellence are produced with a single stroke of brilliance or in a frenzy of rapid activity. Creative people work hard and continually to improve ideas and solutions by making gradual alterations and refinements to their work. FM 22-100, Appendix B, covers performance indicators and requires leaders to conduct a self-assessment against the elements of Be, Know, Do. It lays out several skills to be assessed for leaders to achieve conceptual competence. Appendix D of the same regulation describes the procedures for developing a plan of action to meet goals derived from self-assessments.

All improvements in life begin with an improvement in how you think. "You can overcome any obstacle, solve any problem or achieve any goal by tapping into the powers of your mind and trusting your intuition in everything you do. Success is not an accident. It is a deliberate, systematic process of deciding where you want to go and what it would look like when you get there, and then take steps, day by day, to turn dreams into realities." — Brian Tracey



# Be Productive Without Being Abusive

“All the assignments I have had in the past in which someone was abusive with me taught me very little.”

— Sgt. 1st Class Todd Clayman

*By Sgt. 1st Class Todd Clayman, Chaplain Assistant*

I imagine just about everyone has heard about or watched the television show “The Apprentice.” I have only watched two episodes. The big idea, however, is for several outstanding young men and women to compete against one another to see who can do the best job for Donald Trump.

The interesting dynamic of this reality show is the fact that someone gets fired. The commercials that are used to promote the show always include a clip of Trump saying, “You’re fired!”

You cannot build an organization by getting rid of people. You can only learn to build a great organization by mentoring and developing people to their potential. If someone is not measuring up to expectations, that person can be mentored and coached until they do better. I realize that people will not achieve high success at first. We all are competent in different ways. Even when someone does make a mistake, there is no real reason to be abusive or degrading to him or her. It is important to take him or her away from others and point out what could

have been done better by attacking the problem rather than attacking the person in front of others.

Throughout my tenure as a chaplain assistant, I have heard several times that when a person makes a mistake, they are far more likely to grow through the process if someone encourages them and works with them rather than attack them.

All the assignments I have had in which someone was abusive with me taught me very little. However, all the assignments I have had where someone helped me to learn and grow when I made a mistake have helped me to be a better person.

Learn to look for ways to be more productive with people all around you, especially your family, children and co-workers. It is easy to “fuss” at others when they do not do what you want them to do. It may make you feel better, but it does them very little good. By being helpful and kind and not abusive, you will see everyone around you become more productive.

### A 'Thank You' for Educator Tour

Dear Maj. Gen. Bostick,

I would like to personally thank you for providing the Army educator tour for the guidance counselors of the Scott County School System.

The opportunity to go on this tour has enabled me to obtain information about the United States Army that I was unaware of. The number of resources that are available to those who enlist is quite impressive.

I will be certain to share this information with our students. Thank you again for your kindness in including us in this tour. The accommodations were outstanding! I felt as though I was on vacation!

*Sincerely,  
Jennie Gardner  
Guidance Counselor,  
Gate City High School, Va.*

### Mother Praises Recruiters

*This was e-mailed to the White House by Patricia Curry-Chaney. She provided Recruiter Journal permission to reprint.*

Dear Sir,

My name is Patricia Curry-Chaney from Grand O'Lake Cherokees in Oklahoma. My two sons have completed basic training. The Soldier from Miami, Okla., helped recruit my youngest son. What a great person to help be the best we can be. Keep in mind, my only two sons are headed into the Army.

The reason I am writing is to tell you our story. It begins with Sgt. Rob Maine. He is a rock, a smart individual and represents the Army well. He made a great impression on us many times as he began a journey to recruit our oldest son, Cole. He succeeded, left to continue his adventure in the Army, now in Iraq, and we continued.

Sgt. (Timothy) Briggs has been everything in getting my youngest ready to go. He is extremely helpful and answers every question we have as parents. It was a wonderful sight to see him at my son's beck and call as he prepared for his journey.

Both have been there for Cole and Cale, our youngest son. We also have Sgt. 1st Class (Shawn) Summers, who is over the office in Claremore, Okla. He is a person who follows through for every question or matter that concerns me as a mother. If the need arises and I call, I have received the right answers.

The reason I am writing is to inform you that these guys are out here, up and down the highways, in and out of small schools, trying. I understand the reasons the recruiters are having a tough time.

Every time I tell someone my sons are headed to become Soldiers, they respond with a negative comment. I beg you to take time and give these young men a handshake or acknowledgment.

Every day I see doors closed more than open for them.

Our Soldiers have made me feel comfortable as a mother knowing where my sons are headed. The Soldiers who have led my two boys deserve a hand.

*Thank you and yours,  
Patricia Curry-Chaney  
Vinita, Okla.*

### A Letter to Military Children from the Chairman of the Joint Chiefs of Staff

I want to take this opportunity to recognize the extraordinary contributions of our nation's military families, who have faced many challenges — from family separations to frequent moves — with great courage.

I would especially like to acknowledge a special source of inspiration: children of military families. You are patient and understanding when duty calls and your Mom or Dad cannot attend a soccer game, music recital, birthday party or other important family or school activity.

You are heroes in a quiet, thoughtful way, and I am grateful for the unconditional love you give your Mom and Dad. Many of you have experienced the sad and sometimes frightening experience of having your Mom or Dad far from home, serving around the globe in places like Iraq and Afghanistan. Through your personal courage and support, you serve this nation too — and I am proud of you!

Frequent moves are a way of life for

the military child. It is never easy to say goodbye to friends and familiar routines, to begin again in a new school, a new neighborhood — and sometimes a new country! But your resilience and self-confidence are strengths that others admire, including your parents. Growing up in a military family offers some challenges, but it also provides some special rewards.

You can be proud of your Mom and Dad for their brave defense of this great country. Your love and support sustains them. So thank you for being there for Mom and Dad. You are American patriots and role models for us all.

*Peter Pace  
General, United States Marine Corps  
Chairman of the Joint Chiefs of Staff*



Do you have a recruiting idea or topic that you would like to see printed in The Way I See It? If so, e-mail [TWISI@usarec.army.mil](mailto:TWISI@usarec.army.mil). The USAREC chief of staff will answer all e-mail sent to the TWISI inbox. Selected messages will be printed in this space.



# Start Co

## Plan lets rapid producers shorten detailed recruiting tour

By Mary Kate Chambers,  
RJ associate editor

**E**arly in fiscal year 2005, when USAREC and Human Resources Command saw the need to involuntarily extend detailed recruiters, an idea was developed to let those who could produce recruits quickly get back to the operational Army.

The result was a two-year recruiting tour concept that was approved by Army G1 in November.

“A lot of detailed recruiters have expressed concern about getting back to their MOS,” said Brian Damron, chief of personnel progency in USAREC G7. “They feel being out here ... means they won’t progress when they do get back to their MOS.”

The program that was developed allows detailed recruiters to curtail the third year of their tour if they achieve 50 accessions in 24 months. This pilot program is approved for detailed active and Reserve recruiters assigned to USAREC in fiscal years ’06 and ’07.

“The purpose is to provide an incentive to spur production,” said Maj. Kristin Frazer, chief of strength management in USAREC G1. “We also believe that recruiters who achieve this type of phenomenal success and understand the benefits of converting to PMOS 79R, will convert.”

Frazer says those benefits include stabilization, being stateside with family, Special Duty Assignment Pay, a 91 percent promotion rate to sergeant first class and leadership opportunities.

Rick Welling, chief of doctrine in USAREC G7, said the 50 accessions requirement means the recruiter must go beyond the standard expectation of writing two contracts per month.

“They have to write two contracts per month, plus two more,” he said. Of those, there cannot be any losses.

And since 9.2 percent of those who contract don’t access, having “the best Future Soldier program in the command” could be an important key, Damron said.

Staff Sgt. Julien Dixon, of Lawton East station in Oklahoma, said it was hard work, but he achieved his 50th accession about 19 months into his tour. Though he arrived in USAREC prior to fiscal year ’06, he could have sought the curtailment as an exception to policy. But he didn’t.

“I did it because it’s my job,” Dixon said. “I want to be the best no matter what, even if I don’t like the job” as much as being a combat engineer, his primary MOS.

He chose to fulfill his three-year assignment primarily because of the stabilization it allows. His wife is in nursing school, so leaving early would have disrupted her plans.

“That stabilization right now is more important than anything,” Dixon said.

But he doesn’t plan to convert to 79R, despite those perks.

“As of now I just don’t see it,” he said, adding that there are many things to consider about both curtailing the assignment and converting.

Staff Sgt. Joseph Salas, of the recruiting station in Guam, does plan to convert to 79R. Originally a signal support system specialist, Salas achieved his 50th accession after just one year in USAREC.

“My motivation is that the U.S. Army gave me a mission of providing the force with qualified and quality Soldiers, so I do my best to achieve the mission at hand,” said Salas.

**“It’s a good opportunity to compete for meritorious promotion to sergeant first class.”**

**-- Brian Damron,  
USAREC G7**

He acknowledged the challenges all recruiters face but said he never considered working toward leaving recruiting early.

“I am like every NCO in the U.S. Army; I will always give 110 percent in any mission the Army wants me to accomplish,” he said.

But for those who are eager to return to the operational Army, the two-year incentive may turn out to be just what they need.

“I think it’s a good incentive for recruiters who want to get back to the field. A lot of recruiters out here will welcome the opportunity to get out of here early,” Dixon said.

Whether recruiters choose to curtail or convert after two years, USAREC gets what it needs: rapid production and possibly a career recruiter.

“It’s a great goal for any recruiter,” said Welling.



# Counting

## Meritorious promotions may await some top recruiters

By USAREC G1

USAREC's Meritorious Promotion Program rewards success. Regular Army and Reserve recruiters can compete for meritorious promotions within their components.

For Regular Army Recruiters, there are two categories of meritorious promotions that include promotion of detailed recruiters from sergeant to staff sergeant, and promotion of 79R NCOs from staff sergeant to sergeant first class.

Commanders may recommend sergeants who are detailed recruiters and who earn the recruiter ring for promotion. Once the recruiter ring is approved, USAREC G1 forwards the recommendation for promotion to Human Resources Command for approval. One important note is that commanders must process recommendations for meritorious promotion to staff sergeant prior to approval for reclassification to 79R in cases where the Soldier wishes to become a career recruiter.

USAREC also receives 10 annual allocations to promote outstanding Regular Army 79R staff sergeants. A selection board at headquarters USAREC determines which eligible staff sergeants receive these meritorious promotions.

Army Reserve Soldiers have three categories of meritorious promotions that include promotion of detailed recruiters, promotion of initial tour recruiters and promotion of special category award winners:

- Commanders may recommend meritorious promotion for detailed Army Reserve recruiters who earn the recruiter ring within 36 months. USAREC receives five allocations for promotion to staff sergeant and five allocations for promotion to sergeant first class annually for detailed recruiters. Detailed recruiters selected for meritorious promotion must convert to 79R to receive the promotion.

- Commanders may also recommend Army Reserve recruiters on their initial tour for meritorious promotions. These Soldiers must also earn the recruiter ring within 36 months. Each brigade receives one allocation to promote one initial tour

recruiter from sergeant to staff sergeant, or from staff sergeant to sergeant first class.

- Army Reserve recruiters who are annual award winners may qualify for recommendation for meritorious promotion to staff sergeant or to sergeant first class.

Graduation from the Basic Noncommissioned Officer Course is a requirement for meritorious promotion to sergeant first class.

Contact the battalion S1 if you have questions.



Graphics by Joyce Knight

# What Does Institutional Training Do For You?

By Master Sgt. Ronald G. Lamison,  
Recruiting and Retention School

Leader development rests on a foundation of training, education, expectations, standards, values and ethics. One of the strongest pillars of the leader development model is *institutional training* (schooling). The Recruiting and Retention School provides formal education and training for job-related tasks and leadership skills development. Institutional training is critical in developing leaders and preparing them for increased positions of responsibility throughout the Army.

The Recruiting and Retention School's blend of "hands-on" and experiential "learn-by-doing" training, as well as classroom theory under the guidance of its highly trained professional instructors, has proven to be successful in preparing its graduates for the demands of the Army's recruiting mission.

To shape both today's Army and the Future Combat Force, *institutional training* plays a vital role in:

## Recruiting and Training Soldiers

The Recruiting and Retention School focuses on building a strong foundation of quality recruiters, station commanders, first sergeants, recruiter trainers, guidance counselors and company commanders. Trained USAREC Soldiers are physically tough, mentally adaptive and live the Army's values and ethos. Soldiers are our ultimate asymmetric advantage and cannot be matched by our adversaries — current or future.

## Developing Adaptive Leaders

The Recruiting and Retention School trains leaders for certainty and educates them for uncertainty. Leader development produces innovative, flexible, culturally astute professionals expert in the art and science of recruiting. A recruiting leader has the ability to react and adapt quickly to the wide-ranging conditions of full spectrum recruiting operations.

## Designing Today's Army Recruiting Force

The Recruiting and Retention School identifies and integrates comprehensive solutions for the Army recruiting force, both today and tomorrow. Modern and up-to-date technologies (i.e., interactive software, virtual reality situations and computers) allow recruiting leaders to be the most advanced in their profession.

## Maximizing Institutional Learning and Adaptation

As an integral component of an innovative generating force, the Recruiting and Retention School shapes and links *institutional learning* seamlessly to the operating force to maximize *adaptation* to the recruiting contemporary operating environment.

With institutional training from the RRS, graduates are equipped with the background required to make a smooth transition from learning in the classroom to working in the field. Such training provides up-to-date materials, which keeps pace with a contemporary operating environment and allows Soldiers to be present in an atmosphere conducive to developing the skills necessary for success in the field.

Recruiting Soldiers and leaders depart the Recruiting and Retention School with a solid understanding and practical application of recruiting operations and how to apply such operations within a mission-driven recruiting environment. In addition, graduates will have the analytical skills necessary to prospect, interview and counsel, process applicants, maintain Future Soldiers and conduct effective follow ups.

The Recruiting and Retention School's mission statement is to recruit with integrity high-quality men and women to meet the Army's mission requirements, while caring for all members of the command.

Education, more than any other human endeavor, should be a real and lasting revolution. However, the potential of this revolution can only be realized if those engaged in delivering education are knowledgeable, skilled, and able to apply *institutional training* effectively and efficiently.

The faculty and staff of Recruiting and Retention School are constantly striving to provide ready and relevant training materials, in order to serve America's best Soldiers.

# RETAL – What is it?

*From the 2006 Posture Statement*

The Review of Education, Training and Assignments for Leaders (RETAL) is a secretary of the Army and chief of staff of the Army initiative to determine how the Army should develop military and civilian leaders, who will serve in both operational and institutional capacities, and develop within them the attributes and skills needed to operate and win in the contemporary operating environment. To accomplish this, the director of the Army staff established the RETAL Task Force and directed it to examine the policies and programs that govern the education, training, and assignments of Army leaders.



**Chief of Staff Gen. Peter J. Schoomaker talks with Soldiers while visiting Forward Operating Base Speicher in Tirkrit, Iraq. Photo by Spc. Anna-Marie Risner.**

What has the Army done? The current combined result of training, education and experience has developed leaders of character who have proven to be innovative and adaptive in today's operating environment. Modern warfare will continue to present increasingly more demanding challenges beyond those traditionally thought to be of a military nature. Everyone — Soldiers and civilians — is capable of exercising leadership provided they are competent to perform in their assigned roles and their organization has properly instituted leadership practices.

The Task Force is on a path to recommend issues for continuity and change so that the Army can best train, develop and assign military and civilian leaders able to accomplish the missions required among the complexities and challenges of the 21st century national security environment. It will:

- Identify requirements, based on secretary of the Army and chief of staff of the Army vision, for a 21st century leader;
- Analyze existing Army policies and programs to identify voids, gaps and redundancies;
- Recognize the successful elements of our current policies and programs to sustain;
- Recommend deletions, additions and modifications to existing education, training and assignment policies and programs to provide for an optimal developmental continuum; present recommendations for approval to the secretary of the Army and chief of staff of the Army.
- Culminate with integrating resource requirements for approved recommendations into the planning, programming, budgeting, and execution system guidance.

What efforts does the Army plan to continue in the future? The Army will synchronize the approved recommendations from the review into the current Army Training and Leader Development Implementation plan.

Why is this important to the Army? Implementing these recommendations will allow the Army to achieve its goal of “building” leaders — military and civilian — who have mastered their military or core career field tasks and have developed skills in the broader, more complex, politico–military arena required in the complex 21st century security environment.



The LRC will continue to provide pre-refinement for the field and the remaining 21 battalions in USAREC will be integrated into the LRC workflow over the summer.

# Total Lead Refinement Process

By Chief Warrant Officer Jack Bailey, Special Missions Division

This month USAREC will launch the first of three automated solutions to provide a total lead refinement process for the entire command. The decision to begin a commandwide lead refinement process was based on two significant events: the success of the 13-month Lead Refinement Center test and the positive feedback about the LRC received from the USAAC Lead Satisfaction Survey.

Total lead refinement was conceptualized by Maj. Gen. Michael Rochelle in the spring of 2005. Feedback from the field indicated to him that the quality of the leads being sent to the field and the business processes used to manage those leads were inadequate. ADHQ (national advertising) leads for example, habitually convert at less than 3 percent command wide, yet Army business processes require recruiters to prioritize their daily work efforts around exploiting these leads.

Rochelle directed the headquarters staff to develop systems and processes to increase the quality of leads sent to recruiters, reduce their work effort to manage them, and capitalize on technology to provide the volume of leads and speed necessary to increase production.

An interim measure, the LRC, was developed to test Rochelle's concept while Six Sigma analysis was applied to the lead refinement process to measure for specific inadequacies so that a robust automated system could be built. The test was





launched in April 2005 for 10 battalions throughout USAREC and then expanded to 20 battalions in January. The LRC specifically processed ADHQ leads, using contract civilians to refine for medical, moral and mental qualifications. This refinement was conducted via telephone using a questionnaire.

The automated solution being delivered this month, labeled LRC 2.00, will record match and record merge all ADHQ leads with existing USAREC lead databases. Duplicate records in any system will be eliminated. There is no action required on the part of the recruiter. Recruiters will notice, over time, that the amount of information tied to an ADHQ lead they receive in their recruiter work station is more detailed than it normally would be. Recruiters will also notice that the number of records in non-ADHQ lead databases will decrease as their information is merged with the LRC 2.00 records.

The LRC will continue to provide pre-refinement for the field and the remaining 21 battalions in USAREC will be integrated into the LRC workflow over the summer. The priority for integration is Tier II targeted battalions.

The USAREC staff is developing the integration schedule for LRC 2.00 and USAREC commanders received further guidance via an OPORD in May. Recruiters will be notified via recurring computer screen prompts on their recruiter work station.

# Military Services Comparison Chart

Service Options	 <b>Army</b>	 <b>Navy</b>	 <b>Air Force</b>	 <b>Marines</b>
Enlistment Tours	2 - 6 years	2 - 6 years	2,4,6 years	Limited 2 - years (NCS) and 3 - years 4 - 5 years (99% recruits)
Age	17 - 39	17 - 34	17 - 27	17 - 28
MOS Enlistment Bonus	2 - 6 years \$1,000 - \$40,000	2 - 6 years \$1,000 - \$40,000	4 - 6 years \$3,000 - 12,000	4 - 5 years \$2,000 - \$12,000
Maximum Enlistment Bonus Amount	2 years (\$6,000) 3 years (\$10,000/\$30,000) 4 - 6 years (\$40,000)	4 - 6 years (Up to \$40,000)***	4 years (\$6,000)* 6 years (\$12,000)*	Limited MOS (\$12,000) Limited 4 - 5 years (\$12,000)
Guaranteed Training	Over 150 jobs 2 - 6 years	Over 80 jobs 2 - 6 years	Select occupation or 1 of 4 career areas based on preference/ASVAB	Specific field guaranteed 4 - 5 years
Guaranteed Assignments	3 - 6 years 2 years Hi-grad	2 - 6 years choose East or West Coast		4 - 5 years East or West Coast or overseas
GI Bill	2 years (\$30,000) 3 - 6 years (\$37,000)	2 years (\$30,000) 3 - 6 years (\$37,000)	2 years (\$30,000) 4 - 6 years (\$37,000)	3 - 5 year (\$37,000)
College Fund Combined with MGIB	2 years (\$35,000) 3 years (\$53,000) 4 years (\$67,000) 5 - 6 years (\$71,000)	3 - 6 years (\$49,000) Nuclear Field (\$71,000)		4 - 5 year (\$52,000)
Loan Repayment	\$65,000	\$65,000	\$10,000	\$10,000 (NCS only)
Quick Ship Bonus	\$1,000 - \$15,000	\$1,000 - \$4,000		\$2,000 (June - Nov.) \$3000 (Dec. - May)
Hi-Grad Bonus	\$3,000 - \$8,000	\$2,000 - \$8,000		
Airborne Bonus	\$6,000			
Civilian Acquired Bonus	\$5,000			
1K Referral Bonus	Yes			

\* Does not impose maximum limit on bonus, give bonus based on job  
 \*\*\* Based on job specialty, educational background and availability date  
 Information is current as of 17 April 2006 and is a reference only.  
 Options and benefits for all services are subject to periodic change.



Staff Sgt. Casey McEuin (right) throws a spinning back kick during a tournament. Photos courtesy of Staff Sgt. Casey McEuin

# Mental Toughness

From World-Class Athlete to Army Recruiter

– Mental Toughness Remains Key to Superior Performance

By Marvita Franklin and Dr. Chris Front,  
Recruiting and Retention School Center One

Staff Sgt. Casey D. McEuin competed at the highest levels in the sport of taekwon do. While in the Army World Class Athlete Program, his accomplishments included winning the national championship four times and winning two world gold medals. In addition, he was one of just two Army taekwon do athletes to make it as far as the Olympic trials. McEuin is currently serving as a recruiter and assistant station commander at the Vancouver East station, Portland Battalion. As surprising as it may seem, McEuin is finding that success in both world-class athletics and recruiting share a common key: “mental toughness.”

McEuin was first introduced to the concept of mental toughness through his involvement in the Army’s WCAP. Sports psychologists working with the world’s top athletes have found that there is a crucial package of characteristics, in combination called “mental toughness,” that separates athletes who are able to deliver under pressure and those who “choke.” Dr. Robert Nideffer, a sports psychologist who began working with the U.S. Olympic Team in the 1970s, developed a Theory of Attentional and Interpersonal Style, as well as a Test of Attentional and Interpersonal Style (TAIS). The TAIS identifies the critical mental factors needed for optimal performance under

pressure. Armed with this human performance technology, sports psychologists are able to understand why certain athletes are able to unleash the full potential of their physical skills consistently in competition, while others are not. All of the physical training and skill building in the world become inadequate if the athlete does not possess the mental toughness necessary to get the job done when it matters most. Sport psychologists have also found that the very best athletes are constantly searching for the additional one or two small changes — the “fine-tuning” to their training methods or performance techniques — that will enable them to even further improve their performance in order to get the edge on their competitors.

McEuin first took the TAIS while he was competing in tae kwon do for the Army’s WCAP.

“Initially, I didn’t take the inventory seriously. I thought the whole process was a gimmick. Evidently, they could tell because the first question they asked when they saw my inventory was, ‘Did you take it seriously?’” said McEuin.

After a second inventory and individual coaching, McEuin began to appreciate the role self-awareness played in developing his mental toughness and adaptability. He took the TAIS six times during his tenure with the WCAP, noting that the assessment was usually done just prior to major competitions. The coaching helped him to make the adjustments necessary to perform at his optimum level during competitions.

McEuin was surprised to be re-introduced to the TAIS and coaching for optimum performance while attending the Station Commanders Course at the Army’s Recruiting and Retention School located at Fort Jackson, S.C. Center One’s newly-developed Adaptive Leader Program at the RRS is using this proven human performance technology to assist USAREC personnel to perform even better under pressure by teaching them about mental toughness, raising self-awareness and increasing adaptability. The recruiting environment has unique pressures that are much like those experienced in high level athletic competitions, and also requires mental toughness for sustained success.

According to McEuin, the mental challenges he faced when preparing for Olympic-level competition were similar to those he is experiencing in recruiting. He also described an important distinction: in his athletic competitions he was able to relax his game between competitions, but “in recruiting, my performance has to be more consistent. Using the TAIS in this environment gives me an understanding of my strengths and vulnerabilities and helps me strive to maintain a constant level of consistent performance.”

The challenges that recruiters face require every recruiter to develop and utilize his or her mental toughness in order to sustain optimum performance in an ever-changing environment. Consistent performance to make mission takes more than excellent training, technical skills and dedication. It also requires the mental toughness found in world class athletes and other top performers. The military has already recognized

this and used the TAIS and performance enhancement coaching with Army Special Forces units, Navy SEALs and Air Force Para-rescuers, with great success. For this reason, the TAIS is now administered to all recruiting personnel, from recruiters through brigade commanders, at the RRS.

For those who attend these courses, the TAIS may appear to be just another personality inventory. But it is much more. TAIS is an entire technology of performance enhancement, and this is reflected in the course curricula. After taking the TAIS, students are taught Nideffer’s Theory of Attentional and Interpersonal Style and the importance of the role of mental toughness. Finally, station commanders, first sergeants, company commanders and other USAREC leaders are provided with individual adaptive leader coaching sessions based upon their particular strengths and potential vulnerabilities as identified by the TAIS.

The goal of Center One’s Adaptive Leader Program is to assist USAREC in developing self-aware and adaptive leaders. Just like the top athletes who are always on the look-out for additional fine tuning for the competitive edge, USAREC leaders can use the TAIS technology to further refine their own performance as Soldiers and leaders — the TAIS can help even the best to improve their performance. All USAREC Soldiers can now experience the benefits of a performance enhancement technology that previously was only available to world-class athletes like McEuin.



**Staff Sgt. Casey McEuin shows his medals won in competition. McEuin finds that success in both world-class athletics and recruiting share a common key: mental toughness.**



Country singer John Michael Montgomery gives a group hug to members of the Northwest HCRT and Aurora Station. From left: Capt. Elizabeth Findley, Capt. Susan Clark, Capt. Treena Nesius, Sgt. 1st Class Kristine Kettlewell and Sgt. 1st Class Gwendolyn Bijold. Photo by Rob Jankowski

## 'Letters from Home' Singer Pays Visit

By Michael Goldstein, 6th Brigade

**A**nnual training conferences are not known for surprises, but a celebrity guest at this year's 6th Medical Recruiting Battalion ATC may have created an exception.

"I knew weeks before the ATC he would be performing at the same hotel, but I didn't know how to get hold of him," said Sgt. 1st Class Keith Lehman, MRB recruiter trainer and one of the organizers of the ATC. "I knew from his songs he cared about Soldiers and would talk to us if we asked. I persisted and finally through concert organizers I reached his manager and, sure enough, through his manager he agreed to stop in and say hello."

The artist is country singer John Michael Montgomery. And the recent song which clearly shows his close connection to Soldiers is "Letters from Home." In this moving song, Montgomery lets a Soldier talk about the three letters he cherishes from home — one from his mother, his wife and his father. There is no position taken about the war, just the strong feelings of people who are separated and care greatly about each other.

Even when Lehman knew the country star would appear, he kept the visit a secret.

"Anything can happen at the last minute, and I didn't want anyone to be disappointed," Lehman said about his closely held plans. "In the end, it was wonderful. John Michael appeared and told everyone how much he appreciated what they did."

"You all make great sacrifices, and I want you to know how much I, and so many others, appreciate your contribution to keeping us safe and free," Montgomery said. He ended his visit by telling Soldiers, civilian staff, family members and guests to "Keep the letters from home coming."

Lt. Col. Harry Hays, the MRB commander, presented Montgomery a top achiever shirt. Montgomery said he wished everyone could attend his concert, but he knew the banquet and concert were taking place at the same time. He assured the audience he would wear the prized gift throughout the concert. Later the MRB group heard that not only had he worn the shirt but he told the concert goers how important the opportunity to thank the troops had been to him.

Montgomery's surprise appearance was only one highlight of a successful ATC at Harrah's in Laughlin, Nev., March 3-5. The banquet opened with a ceremony honoring former POWs and MIAs. And retired Brig. Gen. Bill Bester, the guest speaker, shared lessons he had learned in his long Army career — beginning as a staff nurse at Madigan Army Medical Center, becoming the 21st chief of the Army Nurse Corps, and ending his Army career as commander of the Center for Health Promotion and Preventive Medicine.

"I believe we exceeded everyone's expectations at this conference," said Maj. Portia Sorrells, executive officer. "We had great variety, great surprises and a long list of deserving award winners. It will be hard to outdo ourselves next year, but we'll try."



# 6th Brigade Quarterly Training Brief

— *time spent sharing and learning*

Story and photo by Michael Goldstein, 6th Brigade

When the USAREC commander, Maj. Gen. Thomas Bostick, asked how recruiters and leaders share lessons learned, it didn't take long for 6th Brigade's leadership to step up. The leadership team placed emphasis on their successes, lessons learned and the sharing of good ideas during their quarterly training brief.

**Lt. Col. Kenneth Swanson, Seattle Battalion commander,** presented a briefing on a complicated enlistment which took more than eight months to process.

"We could have easily given up on him, but we didn't," said Swanson.

Swanson read a letter written to Sgt. Andrew Katzenberger and to the other recruiters in the Wasilla, Alaska, station by Pvt. Daniel Boyd. Boyd is a 32-year-old father of two and a new airborne infantryman who was in week two of One-Station Unit Training.



**USAREC commander Maj. Gen. Thomas Bostick makes a teaching point at the 6th Brigade QTB. He put special emphasis on lessons learned.**

"I have learned a lot this past week and a half," Boyd wrote, "not just about being an infantryman but about myself. I never knew I had as much drive in me as I do, and I am learning a whole new appreciation for the things that I have in my life."

Boyd's age, his family situation and the turnover in personnel at the Wasilla station, according to Swanson, could have undermined his enlistment. But the members of the Wasilla station saw a determined and talented individual and helped to make his dream come true.

**Phoenix Battalion commander, Lt. Col. Kenneth Hickins,**

showed two commercials made locally and aired on cable TV at halftime during high school football championship games.

"What makes these commercials special?" asked Hickins. "They are endorsements by the most convincing spokespeople the Army can have — our Future Soldiers."

The videos showed interviews with Ryan Clark, Westview High School, Avondale, Ariz., and Rochelle Feltner from Moon Valley High School, Phoenix.

The Army interviewer for the videos asked both easy and challenging questions of the Future Soldiers. Questions such as, "How did you make the decision to join the Army," and, "Aren't you apprehensive about joining and going to Iraq."

It wasn't the questions that were important, but it was the absolute honesty and positive attitude of the two high school seniors that made viewers immediate fans.

**Col. Stephen Wilkins, 6th Brigade commander,**

ended the first day of the QTB with a different kind of video — a TV interview with two Soldiers. Wilkins made the point that it is to the Army's advantage to seek out media opportunities not only with supporters of the military but with those who could turn hostile.

He had encouraged Capt. Richard Barton, Las Vegas Company commander, to appear on a local talk show with Operation Iraqi Freedom recruiter, Staff Sgt. Laszlo Lukacs, Centennial station. The show host, Jon Ralston, is a well-known Las Vegas political commentator, who is known as a tough interviewer. Ralston lived up to his reputation and asked questions about Army advertising, fighting in Iraq and whether recruiters mislead applicants.

The Soldiers were flawless in their responses. They talked about their own experiences. Lukacs made the point that throughout his time in Iraq he was helping people by building schools and homes and working on public service projects.

"The media doesn't show the 95 percent good that's happening there and the gratitude of the Iraqi people," Lukacs said.

Bostick touched on several important topics while at the QTB, such as improving high school and college access, having strong ties with Future Soldiers and their families, and maintaining quality marks.

However, at the top of his list was the recruiter success stories.



# Orange County Choppers Goes Green

Mission Support Battalion 1st Sgt. Frank Gainer takes the Army Chopper on a test run at Fort Knox, Ky. Far right: The chopper's tank features the Warrior Ethos and KMM dog tag. Photos courtesy of Mission Support Battalion.

By Walt Kloeppe, RJ associate editor

Looking like something straight out of Mad Max's Road Warriors, the Army's latest recruiting tool is a big, beefy and incredibly loud fighting machine ... or could be if the M4, machine gun belt and grenades were really functional.

The Army Chopper was built by none other than the infamous Orange County Choppers crew, who became a household name for 3 million viewers on their weekly television show, "American Chopper." But you won't find any chrome on

this bike; it's all olive drab green and flat black, expressing "Hooah" attitude all the way.

The bike's concept came to be in June 2005 and was the brainchild of Lt. Col. John RisCassi, a Pentagon strategist at the office of Chief of Public Affairs. But RisCassi became a commander at a Stryker Brigade at Fort Lewis, Wash., and

passed the tasking to Frank Wheeler, a Pentagon senior strategist of the Strategy and Public Affairs Division.

“[RisCassi] started a conversation with me by saying, ‘Wouldn’t it be cool if we could have one of those Orange County Choppers built for the Army?’”

After a trip to Orange County Choppers in New York, the green light was given and the custom-designed motorcycle was built for the Association of United States Army annual meeting in Washington, D.C., in October.

“The theme for AUSA was ‘Call to Duty,’” said Sgt. 1st Class Ron Krauklis, a military policeman attached to PEO Soldier. Krauklis volunteered to oversee the Army Chopper being built at OCC. According to Krauklis, the bike design was to represent the American Soldier.

“The equipment on the bike, the M4, the bayonet, the rounds, the handgrenades, the ACU seat, the ACU pouch on the back, was all to represent the Soldier,” said Krauklis.

Wheeler added, “The idea was that we would unveil it at AUSA as part of the Army exhibit. We would demonstrate that this bike would demand attention and give people the opportunity to talk about the ‘Call to Duty.’”

From the beginning, the chopper was destined to go to USAAC’s Mission Support Battalion after its AUSA debut.

“The idea was that we would unveil it, demonstrate it and it would gather attention. And we would turn it over to Recruiting Command so that they could put it on the road because they have the assets, the know-how, the marketing to handle those kinds of items. We equated it to NASCAR, racing motorcycles ... to the tricked-out Hummer. The idea would be that they would be able to carry out a program so wherever that bike would be, it would definitely draw a crowd of that particular age group we’re looking for. It would give recruiters an opportunity to engage them in conversation about answering the ‘Call to Duty,’” said Wheeler.

Krauklis also agrees that the bike will attract prospects. The “American Chopper” television show has a large following, as well as the Orange County Choppers Web site, which posts photos and information on their custom bikes, including the Army Chopper.

“We know already, if you go to any 18- to 35-year-old male and just ask them about American Chopper or OCC, they’re going to know something about those bikes,” said Krauklis.

**Sgt. Keith ‘Matt’ Maupin**

Painted on the Army Chopper’s gas tank is the Warrior Ethos and a dog tag with the initials, KMM. Sgt. Keith Matthew Maupin is the Army’s only captured or missing Soldier in the Global War on Terrorism. He was a private at the time of his capture, when his convoy was ambushed in Iraq, April 9, 2004. He has been promoted twice by his



**Lt. Gen. Robert Van Antwerp, commanding general of Accessions Command, gives a thumbs up on a recent ride on the Army Chopper.**

unit, even though his whereabouts remains a mystery.

“Keith Matthew Maupin is the only Soldier that is unaccounted for in the Global War on Terrorism. When we think of the Warrior Ethos, that we will never leave a fallen comrade, we think of Keith Matthew Maupin. The fact that his initials are on those dog tags represent the fact that we are thinking of him ... that we will never leave him until we have determined exactly what his status is. It’s not a case closed until he is recovered,” said Wheeler.

#### **Mission Support Battalion Gears Up**

With the Army Chopper now in Mission Support’s possession, plans are rolling to get it on tour as quickly as possible.

Col. Mark Lathem, commander of Mission Support Battalion, is optimistic about the attention the bike will draw because of the Orange County Choppers connection.

“I think the audience draw is much larger than I thought it would be. Normally we thought just about the motorcycle crowd. But young people, old people, people of all ages watch this show and this gives them another way to connect to us. All of our assets in the MSB are really just some way to attract attention to draw either a potential Future Soldier or a COI to actually make face-to-face contact with a real, no kidding Soldier. Our first sentence in our mission statement is ‘our mission is to reconnect America’s people to America’s Army.’ What this bike does ... it is yet another tool like that. And because of the drift of the audience, somebody sees that, they know what it means. They see that OCC logo on the side ... they go ‘oh wow, we didn’t know that’ ... it just gives us yet another tool, another way to attract people to come up and meet our Soldiers,” said Lathem.

The bike will be on some “trial events” for the next few months and is slated for recruiting event requests starting fiscal year ‘07.

Wheeler said that he would like to see the Army Chopper one day lead the thousands of motorcycles in the Rolling Thunder rally in Washington, D.C. He’s sure Matt Maupin would like to see that as well.



## Skydiving From Three Feet Up

*Story and photo by Staff Sgt. Marie Schult,  
Army Parachute Team*

**H**ow did you join the Army? Were you approached at the mall by a recruiter? Did you receive a phone call? Did you see the “Army of One” Humvee and speak with the recruiter inside?

The Army Accessions Command and the Army Parachute Team, or the Golden Knights, are looking to the skies as a means of drawing new recruits.

Recently, the Golden Knights tested a portable vertical wind tunnel. Virtual Reality Skydive brought the wind tunnel to the Knights’ home base at Fort Bragg, N.C., to let them put it to the test.

“I think it would be an excellent recruiting tool for the Army,” said Staff Sgt. Brian Krause, the Golden Knights’ Formation Freefall Team Leader. “Just because it gives people an idea of what we do every day, it gives them a little of what the Army is all about.”

While the Knights are known for innovation and style, this is one idea that they can’t claim as their own.

“I got the idea (of the portable tunnel) from watching the closing ceremonies of the Winter Olympics,” said Golden Knights Sgt. Maj. Mike Eitniear.

During the 2006 Winter Olympics closing ceremonies, a freefly team wowed the crowds using a portable vertical wind tunnel.

“I bounced the idea off of our commander, and we both felt it had practical applications so we took the opportunity to present the concept to the U.S. Army Accessions Command commander, Lt. Gen. [Robert] Van Antwerp. He loved the idea,” said Eitniear.

VanAntwerp isn’t the only one excited about the possibility of a vertical wind tunnel.

“I think the kids will love it,” said Sgt. 1st Class Dave Herwig, the Knights’ information management officer.

“They will have the opportunity to do something that a lot of people never do – of course, we do it every day.”

The Golden Knights have, for the last 48 years, been a viable recruiting tool for the Army. However, as Krause points out it’s hard to get the public’s attention during most events because of everything going on.

He believes the wind tunnel, in conjunction with Golden Knight freeflyers, will attract more public attention to the Army recruiting tents.

“This thing is always a huge attention getter. It’s loud at 146 decibels,” said Matthew Kornoely, manager of the windtunnel for VR Skydive. He has taken the PVWT to hundreds of colleges and universities in the past two years.

“We will provide the set up and flying crew from the team and the Mission Support Battalion will provide the primary movers and drivers,” said Eitniear. If the Army chooses to purchase it, the wind tunnel will be kept at the United States Army Recruiting Command at Fort Knox, Ky., until it is needed at specific venues.

While the Knights definitely give the wind tunnel a thumbs up, the Army will do further testing prior to purchasing, according to Capt. Wayne Wall, the Knights’ operations officer.

According to Wall, the wind tunnel will undergo a two-month testing phase sometime this summer. Wall said the Army will look at crowd reaction, safety, ease of use and recruitment viability during the testing phase.

“We need to see if we can get the best return on our investment,” said Wall.

Eitniear said the wind tunnel would be staffed by a crew of freeflyers who would do short demonstrations, and members of the crowd, chosen randomly, would be given the opportunity to do a five-minute flight with a member of the team.

“The Army is always looking for new ways to get the Army’s message out there and were thinking that this is one of the way we can benefit,” said Wall.

# ARMS Testing Expanded

By Mary Kate Chambers, RJ associate editor

The accessions process allows some unfit applicants to enter training. It is expensive to have such individuals because they are more likely to be put into pre-training and rehabilitation programs.

To combat this, a screening tool was created to identify those recruits at the MEPS. A simple test, consisting of a step event and a push-up event, is intended to evaluate the “fitness” of applicants and study them.

The idea is that those who perform better in the Assessment of Recruit Motivation and Strength test will have fewer injuries and be less likely to attrite than those who cannot pass the test.

Originally introduced at six MEPS in April 2004, the ARMS test was expanded to 35 new MEPS in March.

All non-prior service regular Army and Army Reserve applicants (except 17-year-olds and Split Option Phase 2 shippers) processing at the MEPS listed in Chart A are required to complete the ARMS test. Applicants who exceed accession body fat standards but can pass the ARMS test will be eligible for an over-fat waiver.

## Effective March 31, the ARMS Study was implemented as follows:

### Chart A

Continuance of the ARMS research study at the following MEPS:

Atlanta, Buffalo, Chicago, Sacramento, San Antonio and San Diego

### Chart B

Continuance of ARMS testing at the following eight non-study MEPS:

Beckley, Denver, Jackson, Kansas City, Minneapolis, San Juan, Seattle and Springfield

### Chart C

Implementation of ARMS testing at the following 35 new non-study MEPS:

Albany, Albuquerque, Amarillo, Anchorage, Boise, Boston, Butte, Charlotte, Cleveland, Des Moines, Detroit, El Paso, Fargo, Harrisburg, Honolulu, Knoxville, Lansing, Little Rock, Louisville, Memphis, Miami, Milwaukee, Nashville, New Orleans, Oklahoma City, Omaha, Pittsburgh, Portland (Maine), Portland (Ore.), Salt Lake City, San Jose, Shreveport, Sioux Falls, Spokane and Syracuse

Applicants processing at the nonstudy MEPS listed in charts B and C who do not meet height/weight and regulation body fat standards will be required to complete the ARMS test, if eligible. This test is designed to assess the applicant’s ability to complete several physical tasks. The ARMS test in both the study and nonstudy sites consists of two events:

- Five-minute step event (modified Harvard step). Male applicants will have a 16-inch step and female applicants will have a 12-inch step. Recruits will complete five minutes of stepping up and down; heart rate will be checked one minute post exercise and must be less than 180. This event will be difficult to perform for those with lower extremity problems or for those who are unfit. This event is also an indicator of motivation.
- One minute of push-ups. Recruits will complete the maximum repetitions they can in one minute. The applicant must lower his/her entire body, maintaining a completely straight line along the legs and torso, until the elbows are at a 90-degree angle (or less) with the floor. The applicant must then raise his/her entire body until the arms are fully extended, again maintaining a straight line formed by the legs and torso.

Applicants who are 17 years old can take the ARMS test at the new nonstudy MEPS listed in Charts B and C. Due to research protocols, only 18-year-olds or older are allowed to ARMS test at the MEPS listed in Chart A.

All nonprior service regular Army and Army Reserve applicants who are otherwise qualified, but exceed body fat standards will be eligible for an “automatic waiver” for being over body fat if they can successfully complete ARMS testing requirements. These applicants will be allowed to continue processing once the waiver is properly annotated in their record. Applicants with other disqualifying conditions requiring a waiver will be afforded this opportunity only if the MEPS provider determines condition not to be detrimental to the applicant’s health. Once other disqualifying conditions are cleared, and applicant successfully completes the ARMS testing requirements, the “automatic waiver” can be applied. Applicants’ body fat percentage must meet the following criteria:

- Males with a body fat up to 30 percent.
- Females with a body fat up to 36 percent.

Automatic waivers for those exceeding body fat standards will be valid for 30 days from the date of ARMS test. Those shipping after the 30 days are required to take the ARMS test again prior to shipping.

All Soldiers who receive the ARMS automatic waiver for exceeding body fat standards will be required to meet weight and/or body fat standards, in accordance with AR 600-9 within 12 months of entry onto active duty.

*USAREC G3 contributed to this report.*

# Victims of Domestic Violence — A Choice on Reporting

By Jack Nix, USAREC G1

Domestic violence often goes unreported in society at large. Recent studies of domestic violence in the military have also concluded that many incidents are not reported. The Army is committed to ensuring victims of domestic violence are protected, treated with dignity and respect and provided support. Army policy also strongly supports effective command awareness and prevention programs, as well as law enforcement and criminal justice activities that will maximize accountability and prosecution of perpetrators. To achieve these dual objectives, Army policy prefers that personnel report incidents of domestic violence promptly to activate both victims' services and accountability actions.

However, a requirement that all incidents be reported can represent a barrier for victims hoping to access medical and victim advocacy services without command or law enforcement involvement. Although the victim's decision to report the incident is a crucial step toward holding the offender accountable, it can have potential serious consequences for the safety and welfare of the victim and other family members. A victim of domestic violence is usually concerned that reporting will have immediate repercussions on the military career of the family-member offender and, thus, affect the family's financial welfare.

In an effort to encourage reporting of all incidents, the Army established a reporting policy to offer victims a choice regarding what information is released to the command, law enforcement, and other military agencies. Victims may choose.

## Unrestricted Reporting

Victims of domestic violence who want to pursue an official investigation of an incident should use the current reporting channels — chain of command, Family Advocacy Program or law enforcement. The victim will receive FAP clinical, victim advocacy and medical services. Law enforcement will begin an investigation and the chain of command will administer actions to hold the perpetrator responsible. Details regarding the incident are limited to only those personnel who have a legitimate need to know.

## Restricted Reporting

When an adult victim elects restricted reporting, the victim advocate and healthcare providers may not disclose covered communications to either the victim's or offender's command or to law enforcement either within or outside the Army. The victim advocate is responsible for reporting information concerning domestic abuse incidents to the commander without any information that could reasonably lead to personal identification of the victim or alleged offender. This will give the commander a

In an effort to encourage reporting of all incidents, the Army established a reporting policy to offer victims a choice regarding what information is released to the command, law enforcement, and other military agencies — victims may choose.

clearer picture as to the number and type of domestic abuse incidents in their command and enhance the commander's ability to provide an environment that is safe and contributes to the well being and mission readiness of all of its members.

Restricted reporting is intended to give adult victims additional time, while benefiting from receiving relevant information and support, to make more informed decisions about reporting the domestic abuse incident to their commander and possibly participating in a criminal investigation.

The restricted reporting option for victims of domestic abuse is available to adults, age 18 or older. Military personnel and dependents may choose to use the restricted reporting option for incidents of domestic abuse.

## Sexual Assault Reporting

During 2005, the Army had more than 1,200 reported cases of sexual assault in which either the alleged perpetrator or the victim was a Soldier — more than a 70 percent increase from 2004.

Over the past 18 months, the Army has implemented a comprehensive Sexual Assault Prevention and Response Program to help address this problem. While there are strong indications that recent command emphasis, along with Army policy and training initiatives, has created a willingness in victims to report sexual assaults, many still do not come forward.

One of the SAPR Program's goals is to create a climate that encourages victims to report without fear or shame so they can receive the help they need and so perpetrators receive the punishment they deserve. Military victims of sexual assault are offered the same two options of unrestricted and restricted reporting.

The reports are handled in the same way as domestic violence incidents except through SAPR staff. Currently, only military personnel who are victims of sexual assault are offered the restricted reporting option.

## Army Values

Domestic violence and sexual assault are contrary to Army values, degrade mission readiness and negatively impact well-being. They have no place in our Army. We must create a climate that encourages reporting of domestic violence and sexual assaults. We should treat every Soldier and family member with dignity and respect.

# MSF Course Top Priority

By Walt Kloeppe, RJ associate editor

With gaining popularity and now the rise in gas prices, motorcycles are everywhere. And many Soldiers ride them daily. According to USAREC Safety Officer Mickey Gattis, motorcycle safety is a concern among Army commanders due to the high fatality rate during last fiscal year, when 45 Soldiers were killed while riding.

Educating riders is a top priority in the Army. The Army recently lost six Soldiers to motorcycle accidents during a two-week period. In these cases, the Soldier was either not wearing a helmet (five of six), had not taken the Motorcycle Safety Foundation course (four of six) and the following were contributing factors: speed (four of six) and alcohol (three of six). Remind your personnel of the importance of taking the MSF course, wearing required personal protection equipment, following posted speed limits and the dangers of mixing drinking and driving.

Department of Defense Instruction 6055.4 states that operators of government and privately owned motorcycles on DoD installations must be appropriately licensed. Personnel shall successfully complete an approved rider or operator safety course.

The course must use one of the following curricula:

- Motorcycle Safety Foundation
- Specialty Vehicle Institute of America
- MSF-based state approved curriculum

Courses must be taught by certified or licensed instructors and include hands-on testing and a performance-based and knowledge-based evaluation. Training required by this Instruction shall be provided at no cost to military and DoD civilian personnel. Personnel shall not be charged leave to attend training required by this Instruction as per E3.2.3.2.

Remember, a Department of Transportation, DOT, approved helmet is required for all Army personnel, whether riding on or off post. While a full-face helmet is not mandatory, it's highly recommended. Even a minor crash would be detrimental to your jaw and face without the chin guard protection of a full-face helmet.

Veteran riders are encouraged to mentor new riders.

## FAQs:

Q: Can I pay for the course first and then ask for reimbursement from the government?

A: No. Request and obtain approval from your chain of command/approving official first prior to attending the course.

Q: What do I need to get the government to pay for the training?

A: Fill out a DD Form 1556, Request, Authorization, Agreement, Certification of Training Reimbursement, have it signed by your supervisor, and approved by your budget personnel. Or use Defense Travel System, fill out an authorization request online, sign it digitally, and the request will go through the approval process (funded by budget and approved by your approving official). Once you receive your confirmation of approval, you can attend training. File a local voucher within three days of completing the training.



## Helmet Work

Helmet effectiveness has been confirmed by responsible studies, while helmet myths – “helmets break necks, block vision and impair hearing” have been consistently disproved. Safety conscious riders wear helmets by deliberate choice every time they ride.

Think of it at the same time you think of your ignition key: pick up the key – pick up the helmet. They go together.

Helmet use is not a cure-all for motorcycle safety, but in a crash, a helmet can help protect your brain, your face, and your life.

There are four basic components of a helmet that work together to provide protection.

### Outer Shell

Usually made from some family of fiber-reinforced composites of thermoplastics. Tough, yet designed to compress when it hits anything hard. That action disperses energy from the impact to lesson the force before it reaches your head.

### Impact-absorbing Liner

Inside the shell is the equally important liner, usually made of expanded polystyrene. This dense layer cushions and absorbs the shock as the helmet stops and your head wants to keep moving.

### Comfort Padding

A soft foam-and-cloth layer that sits next to your head. It keeps you comfortable and the helmet fitting snugly.

### Retention System

Better known as a chin strap, it keeps the helmet on your head. Every time you put the helmet on, fasten the strap securely.

(From the Motorcycle Safety Foundation)

## Columbus Battalion group visits Fort Knox

By Christopher Dunne, 3d Brigade

Visitors from Ohio toured Fort Knox, Ky., March 24 to get a firsthand look at how today's Army lives and works. The group, from the Lancaster Company area of Columbus Battalion, included parents, teachers, Future Soldiers, prospects and recruiters.

The tour group watched a video that explained the Army's new Basic Combat Training Methodology and visited with two Soldiers who had graduated from training hours earlier. They told their audience about their training and their decisions to enlist in the Army.

"It's amazing," said one Soldier. "You make the choice to join the Army, and it's scary. But today is the proudest day of my life."

The visit was hosted by 2d Battalion, 46th Infantry Regiment. The visitors ate at a post dining facility and toured Soldiers' quarters, Natcher Gym and the Post Exchange.

Zanesville recruiter Staff Sgt. Brian Hazelwood organized the trip to give prospective recruits a taste of Army life.

"My whole intent was to give them an idea of how we live," he said. "The general population really doesn't have a clue how Soldiers live."



Sgt. 1st Class Christopher Barksdale demonstrates how to use a light anti-tank weapon to visitors. Photo by Sgt. 1st Class Carver Ealy.

High school teacher David Blauser brought 16 students with him, including his 17-year-old stepson Matthew Reese.

"I try to get my students out with different experiences, and we've visited military bases before," he said. "It lets them see what the military is really like, and how it can benefit them in many ways."

Lancaster Company Commander Maj. Timothy Hardy considered the trip a recruiting success.

"Kids that may have been on the fence are going to enlist; some that hadn't considered the Army are now thinking about it."

Hardy explained why the long drive to Fort Knox was important for recruiting. He said the tour was "better than a classroom presentation and much more effective."

He summed up the trip saying, "One visit to see how the Soldiers really live addresses a thousand concerns."

## Third Arizona police department signs on in PaYS partnership

Story and photo by Mark Defrances, Phoenix Battalion

"The values you look for in military personnel are very similar to what we look for in officers," Steve Conrad, chief of police in Glendale, Ariz., said.

At a PaYS ceremonial signing, Conrad celebrated a partnership with USAREC, represented by Lt. Col. Kenneth Hickins, commander of Phoenix Battalion.

The police departments for the cities of Phoenix and Scottsdale have already partnered with PaYS.

"The values that exist in our military personnel — leadership, duty, respect, selfless service, honor, integrity and courage — make this the perfect partnership for city and state police agencies and many businesses," Hickins said.

"We truly appreciate the opportunity to be part of this partnership in Arizona," Conrad said.

**Lt. Col. Kenneth Hickins and Police Chief Steve Conrad sign the PaYS memorandum of agreement.**







## Winning team

Houston Astros team owner Drayton McLane receives his 2005 National League championship ring from Lt. Col. Roger T. Jones, commander of Houston Battalion. Jones rode in a Humvee escorted to home plate by 10 recruiters serving in the Houston Metro Area in a special tribute to the hometown favorites April 4. *Photo by John L. Thompson III*

## Youthfulness, combat experience helpful to new Tampa Battalion recruiter

*By Patrick Leaver, 2d Brigade*

He looks young enough to be an errant student skipping class to cruise the halls and, as such, Sgt. Benjamin Duvall was sent to the principal's office at Sarasota High School.

His youthful looks notwithstanding, Duvall is not a student. He's an Iraqi war veteran, standout recruiter from Tampa Battalion and recent recipient of AUSA's Suncoast Chapter NCO of the Year award.

Duvall is lighthearted about his age.

"I didn't take it personally," jokes Duvall who at 22 understands and relishes not being far removed in age or sensibility from the young men and women he's recruiting. "I know where they're coming from, what their goals, fears, and reservations are, and that may give me a leg up on a recruiter who doesn't."

A leg up is a modest way of saying the combat veteran is excelling at what may be the toughest sales job in America. Duvall returned from Iraq in September 2004 and has since earned his gold badge

and is on pace to capture a recruiter ring in one year.

The Kansas native wasn't initially so eager to join recruiting.

"I was a team leader in Iraq and when I was selected to recruit that meant breaking up a group that had bonded and gotten strong together," he said.

He said his combat experience is a good tool in his current job.

"It helps," Duvall said, "especially with younger recruits who appreciate someone their age speaking from experience about what could be a life and death situation."

As with every other recruiter, the presentation extends to the recruit's family and, contrary to what you might think, Duvall insists his youth is an asset rather than hindrance.

"I'd be lying to tell you that parents aren't concerned, they are. But a big part of that concern is who and what their children will become. At 22, I try to represent that image with respect, courtesy and dignity."



**From left: Sgt. 1st Class Daniel Murphy, Sgt. Maj. of the Army Kenneth O. Preston, Sgt. Benjamin Duvall and retired Maj. Gen. Fred Raymond, president of the Suncoast Chapter AUSA.**



**Cpl. Melvic Giron, a recruiter from Carrollton station, leads the Future Soldiers in jumping jacks at the station Feb. 18. The boot camp's goal is to achieve better relationships between the recruiters, Centers of Influence and the Future Soldiers.**

## Future Soldiers, COIs get a workout and an Army lesson

*Story and photo by Jennifer Walsh, Dallas Battalion*

Cpl. Melvic Giron is quickly making a name for himself as a star recruiter.

Giron joined the Army in December 2002 as a combat engineer. In June 2005, the Department of the Army selected him for recruiting in Irving, Texas.

One of his main concerns about the position was staying active and fit in case he was ever called for deployment. He started a boot camp to keep himself in shape and get his Future Soldiers ready for basic training. The camp is held on weekends for anyone interested in the Army. One boot camp a month is mandatory for Future Soldiers. The focus of the camp is to gain strength, increase endurance and learn about the Army way.

The workout routine is never the same and is often based on the weakest person there and the level Future Soldiers need to reach before basic training. The program also benefits people who would like to join the Army, but need to lose weight before qualifying. Most days include running, jumping jacks and pull-ups, but there are also free days where they play sports such as football just for fun.

Giron also conducts a boot camp for the teachers and faculty at Newman Smith High School. The workout is pitched as a free weight loss program and is held twice a week after school. There is an average of five to six teachers at every session.

The benefits of working with the teachers on campus have been three-fold, Giron said. He has met with every class each

semester, has spoken with every senior at the high school and has generated positive recognition for himself and the Army within the school. The effect on the teachers is also noteworthy.

"I feel more inclined to recommend the Army path to students because I have learned about more of the opportunities through our program and talking with the corporal," said Newman Smith algebra teacher Heather Graham.

In spite of being a recruiter for a mere seven months, Giron has embraced the art of recruiting.

"I don't like to think of myself as a salesman," said Giron. "I'm really more of a Dr. Phil. I'm always honest with the students, and I don't sugarcoat anything."

His goal is to teach students about the opportunities available to them and to encourage them to make an effort to seize them. The coaching that he provides his recruits has earned him the title of role model among his Future Soldiers despite his young age.

"When I was looking into joining the military I visited seven recruiters from every branch. Giron was the only one that gave me the information that I needed and really focused on making sure I would have a future," said Future Soldier John Leyva, 18. Leyva participates in the boot camp once a week to prepare for basic training.

At the end of the day, Giron said he is happy with the job he has and the difference he has made. Although he would like to deploy overseas, he would love to finish out his Army career as a recruiter.

"The best part of my job is knowing that every kid I put in the Army is smart, physically ready and a person of character. I know that if I was in a foxhole I could depend on any one of them to be there with me and have my back," said Giron.

"I feel more inclined to recommend the Army path to students because I have learned about more of the opportunities through our program and talking with the corporal."

-- teacher  
Heather Graham

## Lincoln Company shows rodeo fans Army pageantry

Story and photos by Renee Sawyer, Des Moines Battalion

The Des Moines Battalion does it again. The pageantry that has been successful for Lt. Col. Marisa Tanner and rodeo fans across Iowa and Nebraska was picture perfect once again.

The University of Lincoln Color Guard opened ceremonies. Four Soldiers stood with the U.S. and Army flags. Des Moines Battalion Soldiers who had served in Operation Iraqi Freedom and Operation Enduring Freedom were introduced.

Sgt. 1st Class Michael Minner, Des Moines South station, sang the national anthem.



**Lt. Col. Marisa Tanner swears in Future Soldiers at a rodeo event.**

A special tribute was made by Sgt. 1st Class Dennis Majewski, Kearney station. He stood in Dress Blues saluting as a horse with the U.S. flag and empty boots honored fallen Soldiers.

An Oath of Enlistment ceremony featured 15 Future Soldiers.

The Army booth display was set up at the front entrance where rodeo fans could register to win a special edition of the Army Monopoly game. The display attracted prospects, influencers and COIs.

## Georgia honors Mathis for service, promotion to battalion commander

Story and photos by Patrick Leaver, 2d Brigade

“This is something I’ve wanted to do since the 5th grade,” insists Lt. Col. Twala Mathis.

Were it not spoken with an earnestness that not only expects but inspires you to take it seriously, a comment like this might not be. Mathis both expects and inspires you to take her seriously.

Set to become only the second African-American female to command a recruiting battalion and the first to do so in the southeastern region of the United States, Mathis stood before the Georgia Senate and House chambers. Lt. Gov. Mark Taylor presented Mathis, accompanied by Col. David Gill, 2d Brigade’s

commander, with a resolution honoring her service and promotion to commander of Atlanta Battalion June 2.

“I focus on coming in and giving it everything I have so it’s not something I’ve thought a lot about,” Mathis said when asked whether the African American female distinction matters as much to her as others.

Mathis credits her parents with her steady ascension as a person and Soldier.

“They were very solid, had high expectations, and held us accountable for our actions,” she said. “Being held accountable is extremely important as a kid growing up. For me, it’s like always looking at my life knowing that I’m responsible for it.”

That responsibility rose exponentially as the Albany, Ga., native took the reins of Atlanta Battalion.

As almost everyone who’s tried it will say, recruiting is a challenge. Mathis isn’t intimidated.

“The most important thing for me is understanding the consequence of not putting people in boots. Having been deployed and seen cases where we didn’t have enough Soldiers to perform the mission, I know recruiting is a critical part of what we do but no more or less than any other part.”

**Lt. Col. Twala Mathis, center, Georgia Lt. Gov. Mark Taylor, and 2d Brigade commander Col. David Gill at the chambers.**



## Freedom Team Salute recognizes veterans and spouses

*By Pearl Ingram, RJ editor*

Freedom Team Salute is a Department of the Army program designed to recognize veterans and parents or spouses of Soldiers serving today. A veteran can be nominated by anyone who wishes to recognize their service.

Through the nomination process, veterans receive a Freedom Team Salute package. The package includes a certificate of appreciation signed by the chief of staff and the secretary of the Army, a letter of thanks, an official Army lapel pin and an Army decal.

Active and Reserve Soldiers can nominate their parents and spouses for a commendation. They will receive a certificate of appreciation and a personalized letter of thanks from the secretary of the Army and Army chief of staff, in addition to an official Army pin. To learn more, visit [www.Freedomteamsalute.army.mil](http://www.Freedomteamsalute.army.mil) or e-mail [Freedomteamsalute@hqda.army.mil](mailto:Freedomteamsalute@hqda.army.mil).

Operation Tribute to Freedom In addition to the Freedom Team Salute program, USAREC Soldiers who have returned from deployment can volunteer to speak at community events through Operation Tribute to Freedom. Names of Soldiers are kept in a database to fill requests for speakers, or Soldiers can register to be recognized at a community event. Soldiers are chosen for an event within a 45-mile radius. Support material for



volunteer speakers is provided, including Operation Tribute to Freedom banners, brochures and talking points. If you are interested, e-mail [TributetoFreedom@hqda.army.mil](mailto:TributetoFreedom@hqda.army.mil) or call (703) 693-7641. The Web site is [www.army.mil/otf](http://www.army.mil/otf).

The USAREC point of contact is Dorothy Silva, at (800) 223-3735, Ext. 6-0171 or e-mail [Dorothy.Silva@usarec.army.mil](mailto:Dorothy.Silva@usarec.army.mil) with questions.

## Transition Permissive Temporary Duty

*By USAREC G1*

Soldiers have many questions when deciding to separate from the Army. One question that Soldiers typically have is whether they are entitled to Transition Permissive Temporary Duty (TPTDY).

Soldiers retiring or involuntarily separating under honorable conditions may request authorization for TPTDY. Commanders may authorize TPTDY for Soldiers denied further service for exceeding the Retention Control Point for their grade, officers passed over for promotion, Soldiers requesting voluntary separation, separation for expiration for term of service or Soldiers separated due to a disability rating of less than 30 percent. The number of days a Soldier may request for TPTDY is

governed by paragraph 5-35, AR 600-8-10 (Leaves and Passes).

Transition Permissive Temporary Duty is authorized for house hunting and seeking new employment. Soldiers may take TPTDY in increments or as one period. New regulatory guidance requires you to have a normal workday (Monday – Friday) between the last day of TPTDY, if taken in increments, and start of transition leave. This is to allow you to outprocess at your servicing transition point. There is no requirement to have a normal workday between TPTDY, if taken as one continuous period, and transition leave. Please check with your servicing S1 for details pertaining to TPTDY.

## Military, families can get online mental health screening

*By Gerry J. Gilmore, American Forces Press Service*

Military members and families coping with the stress of overseas deployments and other potential health-threatening issues can log onto the Internet to get help, a U.S. military psychologist said.

Servicemembers from all components and their families can obtain a mental health self-assessment or screening through a Web site co-sponsored by DoD and Screening for Mental Health Inc., a nonprofit organization, said Air Force Col. Joyce Adkins, a psychologist with the Force Health Protection

and Readiness directorate at the Defense Department's Health Affairs office.

"The (online) screening actually gets you to where you need to be in terms of counseling," Adkins said. "Once you do one of the screening checklists, it will give you the benefits that are available to you."

The Web site, brought online in January, augments other DoD mental health assistance resources, Adkins said. People logged onto the site are asked to answer a series of questions. The program "grades" the completed survey, Adkins said, and gives people an evaluation of their present mental health and provides assistance resources, if deemed necessary.

Other DoD-endorsed health sites tell customers how to access mental health counseling services, but do not provide an online mental health screening program, Adkins said.

National Guard and Reserve members returning from overseas deployments also are authorized to use the Web site, Adkins said. Returning reserve-component members have two years of health benefits provided by the Department of Veterans Affairs.

"And, it's totally free to them," she pointed out.

Such services are especially important today, Adkins said, because of the potential stressful effects deployments can have on both military and family members. "It's a concern that people don't understand what their thoughts and feelings mean as they come back from deployment," Adkins said. "As they re-integrate with

their families there may be conflict in the family that's not easily resolved."

The mental health screening Web site and other related programs available to servicemembers and their families provide "a level of benefits and a level of service to help them understand what services are available to them for mental health issues," Adkins said.

## Deputy Defense secretary signs new personnel system into effect

By Steven Donald Smith,  
American Forces  
Press Service

Deputy Defense Secretary Gordon England signed a directive to implement the new National Security Personnel System during a roll-out ceremony April 28.

"Today is a milestone event," England said during the Pentagon ceremony. "After two-and-a-half years of very hard work, the Department of Defense is initiating the human resources phase of the National Security Personnel System."

About 11,000 Defense Department civilian employees from 12 DoD organizations will be part of the initial "Spiral 1.1" phase-in process of the new system.

England said the old civilian personnel system, which has been in place for 50 years, was not capable of keeping pace with the department's needs.

"As our military forces are reoriented to better address a changing landscape, the civilian workforce too needs



**Deputy Defense Secretary Gordon England signs a directive to implement the new National Security Personnel System at the Pentagon April 28. Photo by Robert Ward**

to become more agile, adaptable and fully integrated with the efforts of our military forces," he said.

Employees will be converted to pay bands that replace the general schedule and will be given new results-focused performance plans that are clearly linked to their organization's mission and strategic goals, defense officials said.

The performance appraisal cycle for Spiral 1.1 employees began April 30 and ends Oct. 31. These employees will receive their first performance pay increases in January 2007. In addition, employees performing satisfactorily will receive an increase equivalent to the general pay and locality increase received by general-schedule employees in January 2007, according to a DoD press release.

England said he understood if some civilian employees had a little anxiety about the conversion, but he stressed that supervisors have been given a lot of training to help make sure people are comfortable with the new system. "This is not a fire-and-forget effort," he said.

Classroom and Web-based training covering the basics of NSPS, with special emphasis on performance management, has been in high gear for employees over the last several months, according to a DoD press release.

This is a critical time for the United States because the

current security context is much more varied and uncertain than at any time in the past, England said, and to meet today's challenges the Department of Defense needs the right people in the right places, working in the right ways.

"People are our most valuable resource, and today we are improving the ability of the department's people to be successful," he concluded.

## Making information assurance routine gives Soldiers the edge

By Information Assurance  
Office, Headquarters,  
Department of the Army

For those that have played organized sports there is a good chance that at some point they have heard a coach say, "don't telegraph what you are going to do." Reading plays, stealing signs and anticipating strategies all go toward gaining an advantage, an advantage that could significantly affect the outcome of the game.

Lapsing in information security is the same as telegraphing a pass. But in the warfighter's game it won't cost you the state championship. It could cost you your life.

In all forms of competition from a friendly game of poker to the serious confrontation of armed combat, each side or player is always looking for an insight into what the opponent is going to do. You watch for patterns in play, physical clues and moments of distraction when something slips that lets you know the other side's intentions. Adhering to information security regulations and protocols is the same as a pitcher and catcher holding their gloves over their mouths as they talk strategy on the mound.

If information is being transmitted in any electronic format there are opponents doing their best to listen in. Protecting information saves lives. For this reason alone all military personnel need to make information and cyber security part of the routine, not a special effort. It needs to be as automatic as cleaning your gear, setting a perimeter and keeping your head down.

But there are challenges to this that must be overcome. Warfighters in harm's way are on the watch for ambushes and IEDs. IA often comes as an afterthought when bullets and shrapnel are flying. Yet in the heat of battle training and discipline saves lives and accomplishes missions. That is why IA needs to be part of a Soldier's gut instincts and trained reactions.

Back in garrison not dealing with the constant stress of war, the challenge is far different, but just as dangerous. Boredom and complacency can cause the IA guard to be let down. But stateside, and in secure facilities far from the war zone, information that could help the enemy is constantly



flowing. Our opponents are listening to our routine conversations and communications, both official and personal. We cannot be fooled. They are sophisticated, diligent and effective in their methods. That's why the attention paid to securing our

cyber communications can never be too much. Even with all the other orders and regulations to follow, letting critical information out can easily make all our efforts in other areas useless.

The solution is simple. All military personnel, their

families and friends need to make IA part of their everyday life. Securing passwords must be as routine as brushing your teeth. Not engaging in risky computer activities must be the same as locking the house at night. Not revealing any usable information on

blogs or in chat rooms is as critical as your kids not talking to strangers.

A Soldier's personal life has many security behaviors that are done without a second thought. They have been ingrained into their daily routine. These activities keep families and loved ones safe. By adopting this same attitude in their professional military lives Soldiers can keep fellow Soldiers safe. We need to keep our opponents in cyber space constantly guessing. Don't let them in the huddle.

# Online

## Key messages card available

As directed by Maj. Gen. Thomas Bostick, commanding general of USAREC, a pocket talking points card is available for recruiters at <http://hq.usarec.army.mil/apa/index.htm>. It is a quad-fold document in PDF format and contains public affairs guidance on a variety of topics. Print this card and use it as a quick reference.

Also available at the G5 site is the latest information in the areas of public affairs, advertising and marketing, events and operations, education and PaYS. The site is updated frequently with news on incentives, public affairs guidance, fliers and other information for recruiters and APAs.

If you have suggestions for information on the site, contact Julia Bobick at (502) 626-0172 or [Julia.Bobick@usarec.army.mil](mailto:Julia.Bobick@usarec.army.mil).

## TSP offers tax benefits, matching funds

*By Army Public Affairs*

The Army's Thrift Savings Plan is offering matching funds to recruits willing to fill critical job specialties as part of a pilot program that runs to Sept. 30.

All non-prior service enlistees who elect to serve five or more years on active duty in a critical specialty will receive matching funds on the first 5 percent of pay contributed from each pay period during their initial enlistment term. The first 3 percent of pay that is contributed will be matched dollar for dollar, and the remaining 2 percent will be matched at 50 cents on the dollar. Only those who sign up during the recruitment process and make regular contributions into their TSP account will receive the matching funds.

This incentive is only one part of a new campaign to increase enrollment in the TSP program, Army officials stress.

The TSP is a government-sponsored savings and investment program that offers tax-deferred opportunities similar to the civilian sector's 401 (k) plan. All Soldiers have the opportunity to participate in TSP at any time.

Following this pilot test, using matching-funds incentives for recruitment will be studied with the possibility of making it a more permanent part of the Army's recruitment policies.

Currently, a Soldier can elect to contribute any percentage from his or her basic pay, incentive, special or bonus pay up to the IRS annual tax-deferred limit of \$15,000. A Soldier pays no taxes on this money until it's withdrawn. Money contributed while in a combat zone will never be taxed, even if it is withdrawn early out of the account. The only taxes paid on combat-zone contributions are on the earnings, rather than the balance.

## Soldier Show schedule

### July

4 – Fort Leonard Wood, Mo.  
7 – Red River Army Depot, Texas  
11 – Redstone Arsenal, Ala.  
12 – Redstone Arsenal, Ala.  
14 – Fort Rucker, Ala.  
15 – Fort Rucker, Ala.  
18 – Fort Stewart, Ga.  
19 – Fort Stewart, Ga.  
22 – Fort Jackson, S.C.  
23 – Fort Jackson, S.C.  
26 – Fort Lee, Va.  
27 – Fort Lee, Va.  
29 – Fort Gordon, Ga.  
30 – Fort Gordon, Ga.

### August

2 – Hunter Army Airfield, Ga.  
5 – Fort Benning, Ga.  
8 – Fort McPherson, Ga.  
11 – Fort Knox, Ky.  
12 – Fort Knox, Ky.  
14 – Louisville, Ky.  
18 – Fort Campbell, Ky.  
19 – Fort Campbell, Ky.  
23 – Fort Polk, La.  
24 – Fort Polk, La.  
26 – Fort Hood, Texas  
27 – Fort Hood, Texas  
28 – Fort Hood, Texas  
30 – Fort Sam Houston, Texas

### September

14 – White Sands Missile Range, N.M.

17 – Fort Bliss, Texas  
19 – Fort Huachuca, Ariz.  
20 – Fort Huachuca, Ariz.  
23 – Fort Irwin, Calif.  
29 – Fort Carson, Colo.  
30 – Fort Carson, Colo.

### October

3 – Fort Riley, Kan.  
4 – Fort Riley, Kan.  
6 – Fort Sill, Okla.  
7 – Fort Sill, Okla.  
8 – Fort Sill, Okla.  
11 – Fort Leavenworth, Kan.  
13 – Fort McCoy, Wis.  
14 – Fort McCoy, Wis.  
19 – Fort Drum, N.Y.  
22 – U.S. Military Academy, West Point, N.Y.  
24 – Fort Dix, N.J.  
25 – Fort Dix, N.J.  
27 – Armed Forces Retirement Home, Washington, D.C.  
28 – Warner Theatre, Washington, D.C.

### November

1 – Fort Meade, Md.  
3 – Fort Bragg, N.C.  
4 – Fort Bragg, N.C.  
8 – Fort Monroe, Va.  
9 – Fort Eustis, Va.  
10 – Fort Eustis, Va.  
12 – Fort Belvoir, Va.

## Enlistment incentive program change

An enlistment bonus incentive for high school seniors is in effect.

The secretary of the Army authorized a bonus for high school seniors, either in the Future Soldier Training Program or new enlistments, to receive a \$1,000 enlistment bonus incentive. This bonus will be awarded to seniors who complete high school and receive a diploma.

Eligible participants are high school seniors in the Future Soldier Training Program or enlisting in the Army and

- departing for initial entry training on or before Sept. 30
- must be in TSC of I-IIIIB.

The “high school senior ship bonus” may be added to existing incentives in the contract of graduating seniors who fit the criteria. The \$1,000 “kicker” when added to existing cash incentives will still be subject to the statutory \$40,000 cap unless the applicant enlisted prior to Jan. 18, in which case they will be subject to the \$20,000 cap.

The \$1,000 high school senior ship bonus will be paid upon graduation from basic or OSUT training. Other bonus incentives will be paid in accordance with payment policy.



Gary Sinise and the Lt. Dan Band perform at the Pentagon May 5 as part of an “America Supports You” tribute for Military Appreciation Month. Sinise is more known as Lieutenant Dan in “Forest Gump” or for his role on “CSI: New York.” But Defense Secretary Donald Rumsfeld noted he is also cofounder of the Iraqi Children Fund, which sends school supplies to Iraqi children.

The actor and musician said he talks about America Supports You everywhere he goes and directs people to the program’s Web site to learn about it.

“It’s very, very important that we have this Web site out there so our troops, if they are ever in doubt that people are supporting them, can easily go to (the) America Supports You (site) and see just how many wonderful people are out there supporting the troops,” he said.

The America Supports You program showcases America’s support for the men and women in uniform and communicates that support to military members and their families. Since its launch in November 2004, the program has welcomed more than 200 grassroots organizations and more than 20 corporate sponsors to the team. *Photo by Helene C. Stikkel*



# Gold Badges

APRIL 2006

## ALBANY

SGT Paul Drew

## ATLANTA

SFC Matthew Bromwell

SFC Douglas Schwab

SFC Andree Lipscomb

SSG Ricky Baldwin

SSG Kevin Boswell

SSG Joshua Galland

SSG April Pagan

SGT Sebastian Pennywell

SGT Alan Sinclair

## BALTIMORE

SFC Latisha Branch

SFC Leroy Lamb

SFC David Richards

SSG Bobby Autrey

SSG Leslie Bryant

SSG Robert Collins

SSG Kevin Gordon

SSG Charles Myers

SSG James Price

SGT Daniel Martin

SGT William Ware

## BECKLEY

SFC John Burnette

## CLEVELAND

SSG Aaron Morris

SSG Benjamin Philpott

SGT Roxanne Parris

## COLUMBIA

SFC Vincent Colquitt

SSG Kostyantyn Afisov

SSG Darryl Bogan

SSG Arthur Chavis

SSG Linston Donaldson

SSG Latasha Graham

SSG Matthew Greene

SSG Darnell Lee

SSG Patrice McCrary-Neal

SSG Donald Ross

SSG Patrick Sutphin

SSG Lafon Wright

SGT Leshia Allman

SGT William Cobb

SGT Andrew Sherman

CPL Lakeithia Thomas

## COLUMBUS

SFC Shawn Rains

SSG Terry Plunkett

SSG William Hudson

SGT John Vitellaro

## DALLAS

SSG James Seabolt

SGT Dustan Barrett

SGT Robert Figueroa

SGT David Golden

SGT Wilson Perez

## DES MOINES

SGT Vincent Adams

SGT Jonathon Sample

SSG Connie Snyder

## JACKSON

SSG Scott Adam

SSG Cartica Kimmons

SSG Hilbert MacArthur

SGT Ryan Hill

## KANSAS CITY

SFC Brian Spoerre

SSG Michelle Miller

SSG Kevin Parr

SSG Paul Piper

SGT Daniel Boehle

SGT Nicholas Sanders

## MIAMI

SFC Jose Rodriguez

SSG Jose Rodriguez-Roman

## MINNEAPOLIS

SGT Karen Burger

## MONTGOMERY

SFC Robbie Blount

SSG Norman King

SSG James Upshur

## NASHVILLE

SFC Jesse Allen

SFC Marcus Posey

SSG Randall Evans

SSG Christopher Kubas

SSG Delisa Maximo-Priest

SSG Robert Sexton

SSG Michael Scott

SSG Jonathan Taylor

SSG Terrence Veal

SSG Kenneth Woody

SGT Christopher Adams

SGT Shawn Ross

SGT Kenneth Bowman

SGT Sun Soldano

CPL Warren Bryson

## NEW ENGLAND

SFC Steven Thibodeau

SSG Christopher Barnes

SGT Darrick Blackburn

## NEW ORLEANS

SFC Wayne Quinn

SSG Ernest Prelow

SGT Craig Jordan

SGT Robert Siquerra

## NEW YORK CITY

SFC Kim Craven

SFC Evaristo Marrercolon

SSG Ruben Avila-Burns

SGT Noelle Cherubim

SGT Dmitriy Kostylev

## OKLAHOMA CITY

SFC Justin Kuchar

SFC Stanley Townsend

SSG Jason Briscoe

SSG Michael Freeman

SSG Zachary Fugitt

SSG Hollis Harris

SSG Jason Jennings

SSG Michael Shilen

SGT Willie Allen

SGT Yussef Ghamdi

SGT Joseph Muirhead

SGT Greg Treanor

SGT Michael Wilbanks

CPL Larry Calloway

## PITTSBURGH

SSG Bradley Barta

SGT Robert Maloney

SGT Lonnie Thomas

## RALEIGH

SFC Tracey Haynes

SFC James Naylor

SFC Charles Norment

SFC Willie Peak

SSG Harriet Allen

SSG Thomas Boyle

SSG Andrew Breaux II

SSG Marlene Dacosta

SSG Vernon Hicks

SSG Prescott Pipkin

SSG Latorrie Smith

SSG Howard Sparks

SGT Ernest Bowers

SGT Robert Canine

SGT Bobby Dill

SGT Mickey Irby

SGT Earl Jenkins

SGT Eric Perry

SGT Geoffrey Rhodes

SGT Russell Shook Jr.

SGT Zachary Stauffer

SGT Jonathan West

SPC Mark Jason Shell

## SACRAMENTO

SSG William Bennett

SSG Richard McDaniel

SSG Phillip Odell

SSG Malcolm Payton

SSG Ronald Rushford

SSG William Wilson

SSG Jose Rabara

SGT Martin Greer

SGT Brian Laughlin

## SALT LAKE CITY

SSG Shane Hammond

SSG Michelle Krcmarik

SSG Clifford Martin

SSG Shawn Stice

SSG Quinn Stone

SGT Jason Howell

## SAN ANTONIO

SSG Ecerra Paxton

SSG April Marshall

SSG Aaron Matherly

SSG Shaun McNicholas

SGT Daniel Schell

CPL Jacob Hardy

## SEATTLE

SSG Glenn Unok

SGT Curtis Ducote

## SOUTHERN

## CALIFORNIA

SFC Andre James

SFC Roy Woodard

SSG Hugo Echevarria

SSG Christopher Langseth

SSG Christopher Nicholson

SSG Steven Nunn

SSG James O'Connell

SSG Jeffrey Wagaman

SSG Jerry Washington

SSG Jason Wright

SGT Todd Bentivegna

CPL William Davies

## ST. LOUIS

SSG Corey Coffman

SSG Douglas Ellison II

SSG Robert Owens

## SYRACUSE

SSG Geoffrey Riordan

SGT Kenneth Skender Jr.

SGT Ricardo Nathan



# Recruiter Rings

APRIL 2006

## ALBANY

SFC Joseph Perdieu

## ATLANTA

SFC Craig Pijut

SFC John Powell

SFC Dexter Wheelous

SSG Tracy Dennis

## BALTIMORE

SFC Adrien Henderson

## BECKLEY

SSG Ricky Webb

## COLUMBIA

1SG Christian Pappas

SFC Kevin Henderson

SFC Kenneth Mayes

SFC Norrice Rose

SSG Michael Cornelius

SSG Thomas Feagin

SSG Jimmy Harris

SSG Rick Monock

SSG Christopher Wolf

## COLUMBUS

SSG Jennifer Able

SSG Kevin Dakin

## DALLAS

SFC Rodney Graves

SFC Raudel HernandezDavila

SSG Terry Anderson

SSG Joseph Thibeault

SSG James West

SSG Samuel Minton

SGT James Schulze

## DES MOINES

SSG Raymond Linck

SSG Alan Stokely

SSG Bruce Walton

## GREAT LAKES

SFC Gerard Fuller

SSG Theodore Church

SSG Mary Goodnite

SSG Jayson Molina

SSG Leonard Messina

## HOUSTON

SSG George Dingle

SSG Wayne Grant

SSG Chester Kelley

SSG Michael Zachary

## INDIANAPOLIS

SSG Stephen Gardner

## JACKSON

SSG Tommy Jones

SSG Michael Mitchel

## KANSAS CITY

SSG Jeremy Pine

SSG Michael Straw

SGT Christopher Kraus

SGT Christopher Batchman

## LOS ANGELES

SFC Billy Dill

SFC James Solano

SFC Derrick Wilborn

## MIAMI

SFC Ricardo Rodriguez-Cruz

## MILWAUKEE

SFC Kenneth Busko

SFC Randy Miller

SFC Lamarr Payne

SFC Fausto Valenzuela

SSG Daniel Rhoden

## MONTGOMERY

SFC Kevin Corbin

SSG Emmanuel Bryant

SSG Lorenza Strothier

## NASHVILLE

SFC Jason Curry

SFC Carmen Peyton

SFC Daniel Wirt

SSG Charles Honaker

## NEW ENGLAND

SGT Joshua Smith

## NEW YORK CITY

SGT Luis Rodriguez

## OKLAHOMA CITY

SFC Ronald Covington

SFC Rodney Moses

SSG Tracey Ashley

SSG Terry Booth

SSG Lesley McCain

SSG John Rogers

SGT Anthony Dato

SGT Schon Kirkland

## PORTLAND

SGT Johnny Nyguyen

## RALEIGH

SSG Devin McCollom

SSG Damon Smith

SGT Rebecca Mazujian

## SACRAMENTO

SSG William Buck

## SALT LAKE CITY

SSG James Tharpe

## SAN ANTONIO

SFC Rodney Sims

SSG Derrick Braud

SSG Tyler Clarkson

SSG Alfredo Paez

SSG Derik Riveraortiz

SSG Howard Scott IV

SSG Tracy Scott

SSG Adam Torres

SGT Alexander Garcia

CPL Paul Castillo Jr.

## SEATTLE

SFC Jerold Zell

## SOUTHERN CALIFORNIA

SSG Juan Garcia

## ST. LOUIS

SSG Marcus Bendy

SSG Andre Gregory

SSG George Luttrell

SSG Guy Proffer

SSG Karl Reiter

## SYRACUSE

SFC Bradford Killebrew

SSG James Jenkins

## TAMPA

SFC Julie Mapes

SSG George Malies

SSG Christopher Murrin

SSG James Noble



# Morrell Awards

APRIL 2006

## 6TH AMEDD

SFC Kristine Kettlewell

## ATLANTA

1SG Danny Arnold

SSG Corey Dancy

## BALTIMORE

SFC Grant Howard

## COLUMBIA

SFC Raymond Bentley

SFC Tony Conyers

SFC Ronald Jackson

SFC Charles Nay

SSG James Eskridge

## COLUMBUS

SSG James Bruce

## DALLAS

SSG Eric Kendrick

SSG Michael Crusoe

## DES MOINES

SFC Billy Blair

SFC Kurt Dock

SSG Edward Dust

SSG Craig Thompson

## HOUSTON

SFC Johnny Ford

## JACKSON

SFC Richard High Jr.

## KANSAS CITY

SFC Shaun Keithline

SFC Kenneth Spruill

SSG Thomas Hutchinson

## LOS ANGELES

1SG Scott Hampe

## OKLAHOMA CITY

SFC William Redwine

SSG Dustin Storm

SSG William Treanor

## MILWAUKEE

MSG Glenn Dawkins

SFC Davis Brande

SFC Robert Holmes



## MINNEAPOLIS

SFC Carol Zeitvogel

## MONTGOMERY

SFC Bryant Ross

## NASHVILLE

SFC Eric Hinkle

SFC Roy Stinson

SFC Christopher Vigil

SSG Kelly Copas

SSG Sammy Green

## NEW ORLEANS

SFC John Farris

## NEW YORK CITY

SFC Anthony Harris

## RALEIGH

SFC Randall Armstrong

SFC William Holland

SFC Kevin Jetter

## SALT LAKE CITY

SSG Scott Kuhn

## SAN ANTONIO

SFC Frederick Carter

SFC Roland Valenzuela

SFC Robert Woolsey

SSG Glen Grabs

SSG Christine Sandoval

## SEATTLE

MSG Michael Patterson

## SOUTHERN

## CALIFORNIA

SSG Michael Brobston

## ST. LOUIS

SFC Kevin Todd

SSG Scott Kopperud

SFC Jeffery Miller

## SYRACUSE

MSG Rory Burns

## TAMPA

SFC Raul Lemus

SSG Willie Gilbert

SFC John Gray

## USAREC

SFC Thomas Skaggs

- 1. IAW STP 21-1-SMCT, a victim of heat stroke will most likely demonstrate what symptom?**
  - a. muscle cramps
  - b. chills
  - c. rapid breathing
  - d. seizures
- 2. Of the heat injuries listed below, which has a symptom of excessive sweating?**
  - a. heat exhaustion
  - b. heat stroke
  - c. heat cramps
  - d. none of the above
- 3. When providing aid to a victim with heat exhaustion in a “no chemical environment” which is an appropriate measure of first aid?**
  - a. pour water on the casualty and fan them.
  - b. have casualty drink two canteens of water slowly.
  - c. have casualty sit upright with knees to chest.
  - d. do not move victim until medical aid arrives.
- 4. When evaluating a casualty, what is the first measure taken upon contact with the Soldier?**
  - a. check for breathing
  - b. form a general impression of the casualty as you approach (extent of injuries, chance of survival)
  - c. check for responsiveness
  - d. check for shock
- 5. If a casualty is not breathing, what measure must be immediately started?**
  - a. move to shady area
  - b. begin mouth-to-mouth resuscitation
  - c. begin chest compressions
  - d. check for bleeding
- 6. On-site visits will be conducted on non-regionally accredited non-public schools and all public and non-public adult education schools and/or programs how often?**
  - a. not required
  - b. once a year
  - c. every three years
  - d. every other year
- 7. All on-site visits will be recorded on what form?**
  - a. UF 1015
  - b. UF 1059
  - c. UF 713-1
  - d. DA Form 268
- 8. What is the approximate cost of each existing prior-to-service discharge that the Army has?**
  - a. \$1,500
  - b. \$2,500
  - c. \$4,000
  - d. \$8,000
- 9. Recruiter missions will not be changed after the start of the RSM nor for any completed RSM.**
  - a. True
  - b. False
- 10. Recruiting battalion, recruiting company and recruiting station commanders will process mission cross leveling prior to\_\_\_\_\_.**
  - a. the 15th of the month
  - b. T-2
  - c. the 1st of the month
  - d. T-1
- 11. What regulation covers prohibited and regulated activities?**
  - a. USAREC Reg 600-25
  - b. USAREC Pam 601-32
  - c. USAREC Pam 600-25
  - d. USAREC 601-56
- 12. Lottery pools and such gambling pools are authorized in your recruiting station.**
  - a. True
  - b. False
- 13. Recruiters will threaten, coerce or intimidate any person for the purpose of inducing Future Soldier to report to active duty.**
  - a. True
  - b. False
- 14. In a month that has 18-20 processing days, what is the minimum number of days that a recruiter must be available in order to receive a full month’s mission?**
  - a. seven days
  - b. 10 days
  - c. 13 days
  - d. 15 days
- 15. The minimum number of participants for a regular educator/COI tour is:**
  - a. six
  - b. 11
  - c. 12
  - d. 20

Answers to The Test can be found at the bottom of the opposite page.

# Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

## RCM April Fiscal Year 2006

### Top Regular Army Recruiter

**SGT Patric Lepene**  
New England

**CPL Stephen Nix**  
Nashville

**SFC Delbert Brown**  
Great Lakes  
**SGT David Treb**  
Milwaukee

**SSG Wayne Lovell**  
Dallas

**SGT Aaron Knowles**  
Phoenix

### Top Army Reserve Recruiter

**SSG Robert Collins**  
Baltimore

**SSG George Gamble**  
Montgomery

**SFC Jose Casiano**  
Milwaukee  
**SFC James French**  
Chicago  
**SFC Michael LaHaye**  
Milwaukee  
**SFC Clifford Nuce**  
Columbus

**SGT Eugene Cemper**  
Kansas City

**SGT Landon Yearsley**  
Salt Lake City

### Top Large Station Commander

**SFC Ronald Miller**  
Erie  
Baltimore

**SFC Timothy Burkett**  
Rockledge  
Jacksonville

**SFC Richard Goode**  
Mansfield  
Columbus

**SFC Stephen McCourt**  
Killeen  
Dallas

**SFC Michael Pridgeon**  
Chandler  
Phoenix

### Top Small Station Commander

**SFC Kevin Kramer**  
Fairmont  
Pittsburgh

**SSG Keith Olson**  
Middlesboro  
Jacksonville  
**SFC Jason Crider**  
Garner  
Raleigh

**Vacant**  
Aberdeen  
Minneapolis

**SFC Bertha Middlebrooks**  
Grand Prairie  
Dallas

**SFC James Butler**  
Lake Havasu  
Phoenix

### Top Company

Europe

Hattiesburg

Marion

Manhattan

Ogden

### Top Battalion

Harrisburg

Tampa

### Top AMEDD

Southeast

Carolina

Minneapolis

Houston

Rocky Mountain

## Answers to the Test

1. d. STP 21-1-SMTC, page 3-25
2. c. STP 21-1-SMTC, page 3-24
3. a. STP 21-1-SMTC, page 3-26
4. b. STP 21-1-SMTC, page 3-10
5. b. STP 21-1-SMTC, page 3-30

6. c. UR 601-104, para 1-9d, page 2
7. a. UR 601-104, para 1-9f, page 2
8. d. UP 40-3, para 4b, page 1
9. b. UR 601-73, para 1, page 2
10. b. UR 601-73 para 1b, page 3

11. a. UR 600-25, para 1-1, page 1
12. b. UR 600-25, para 2-8, page 3
13. b. UR 600-25, para 2-12, page 3
14. c. UR 601-73 Table 1, page 2
15. b. UR 601-81 para 5, page 1



**231<sup>ST</sup>**   
**UNITED STATES  
ARMY BIRTHDAY**  
**JUNE 14, 2006**

