

# RECRUITER

United States Army Recruiting Command March 2002

# ANNUAL AWARDS Journal



# Recruiter

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MAJ(P) Gordon Roberts, the only Medal of Honor recipient on active duty and the youngest living recipient, spoke at the Las Vegas AMEDD annual training conference.



## The essential ingredient for mission success is leadership

It's been eleven years, but I'm back. Ever since 1991, when I passed the guidon to my successor, at what we now call the New England Recruiting Battalion, I've been anxious to return to the U.S. Army Recruiting Command. The reason: my time spent at USAREC was the most rewarding leadership experience of my Army career. As you might expect, I couldn't be more excited and honored to lead this great organization!

Many people have told me that lots of things have changed over the past eleven years. We've replaced the old sales book with state of the art laptops. We've seen the Army adopt a new and exciting advertising campaign. We've seen the birth of cyber recruiting and are leveraging the power of the Internet. Yes, USAREC has changed and transformed with the times. However, the fundamentals of recruiting and the keys to success remain the same.

### *One very powerful word*

The essential ingredient for mission success will never change. It's one word, one very powerful word — **leadership**. Even though most of you don't hold the title of station commander, first sergeant or sergeant major, you are still leaders.

The first principle of leadership is, after all, self-discipline. In recruiting you often operate quite autonomously. Your immediate supervisor isn't with you during the duty day when you visit the local college campus or conduct appointments in the home. Making sure you remain focused, organized, motivated and



*MG Michael D. Rochelle*

committed to providing the strength to the world's greatest Army is up to you — self-discipline. Fortunately, none of us carries the burden of success alone.

While recruiting requires personal leadership, we are not alone. We are (all of us) a team of teams, from the station level all the way to the top. Not unlike an Army of One! Moreover, the synergism from effectively merging each person's individual talents and skills creates an environment for success.

The success you achieved in fiscal year 2001 and 2002 is remarkable and deserves all the recognition and accolades the Army can give. To build upon those successes we all must work to tap into the power of that team of teams, all moving in the same direction.

Accordingly, when we recognize that power and harness its synergism, we not only provide the number and quality of soldiers needed for the objective force and beyond, but do so with absolute **honor** and **integrity**.

Yes, it's 2002, not 1991, but eleven years doesn't change what it takes to succeed: Leadership, teamwork, strong USAREC families coupled with honor and integrity. I am confident we will apply these essential ingredients to make fiscal year 2002 and beyond even more successful than the recent past.

Mission First, People Always!



# Chaplain's



# Motivational Notes



by Chaplain (LTC) Jim Stephen  
HQ USAREC

## A smile can 😊 open the flow of communication

Wherever you travel, whatever language you speak, a smile is a universal symbol. We all understand it; we each know how to give it; and we all love to receive it. Visit any remote corner of the world, walk down any street, start a conversation, and a smile says: “I care,” “I’m interested,” and “I’m happy to know you.”

Shining in the eyes of young and old, rich and poor, a smile is a conversational street light that opens the flow of communication, hastens a meeting of minds, and builds new friendships.

A smile gets us further in life than we may think. A recent study concluded that a smile “... can make the difference ... between a new job or a rejection, a lavish or paltry tip. The big effect is that the person (smiling) is perceived as being more honest, more trustworthy, more sincere.”

Experience confirms what scientists have proven. Not only do we feel better when we smile, but we communicate caring, interest, and encouragement to others. A smile brings cheer to the weary, comfort to the discouraged, and hope to the despondent. People are more likely to confide in a smiling listener, reach out to a smiling stranger, and help a smiling neighbor.

Why does smiling have such positive effects?

We cannot genuinely smile and think negative thoughts at the same time. We cannot extend the corners of our mouth without extending at least a part of ourselves. Like a hand that is put forth for shaking, a mouth that is spread in sincere smiling is hard to refuse.

By nature, we return smiles to their senders. And, if we refuse a smile by frowning, we expend more energy and engage more muscles than if we just let the smile flow. As we both give and receive smiles, remember:

***“A smile costs nothing but gives much. It enriches those who receive, without making poorer those who give. It takes but a moment, but the memory of it sometimes lasts forever.”***

Like a warm ray of sun, a smile gently touches everyone — in all languages, in all parts of the world.

Please let me know if this message spoke to your need today. Send your note to [James.Stephen@usarec.army.mil](mailto:James.Stephen@usarec.army.mil).

# Developing Effective Community Relations

By SFC Feliece Cortez, Recruiting Operations Directorate

According to USAREC's Advertising and Public Affairs Directorate, "the Army Community Relations Program includes anything you do in the community." What you do or fail to do within the community greatly affects the public's opinion about the Army as a whole.

Your mission as a recruiter is to represent and build interest in the Army within your community and subsequently, enlist highly qualified individuals.

In order to accomplish your mission, you must establish a positive two-way channel of communication between your local community and the Army. The goal of community relations is to build an open, mutually satisfactory, cooperative relationship between you, the Army and the community where you recruit. Developing effective community relations is essential to the success of our command.

In addition to the support you receive from TAIR (Total Army Involvement in Recruiting) events, static displays and other equipment demonstrations, there are several programs, establishments and local organizations available within your community for you to develop effective community relations. Below are some ideas and places that will aid you in expanding your community relationship.

**Business Partnership** – Visit your local businesses, gas stations, pawn shops, pet stores, small convenience stores, health clubs, coffee shops, video stores, music shops and eateries. These are just a few examples of places you may want to visit in your community on a regular basis.



Once you make an appearance, find out who owns or manages the business and introduce yourself (establish rapport), ask if you can display posters or other Army materials, ask what age group usually hangs out there and the hours of operation. After you know this, you will know when to stop by. Remember to always have your posters and RPIs available, just in case you get the "OK" to display them.

Also, visit the local libraries. Most libraries have book reading clubs that the youth enjoy. Ask if you can lead a reading session; librarians are always looking for adults to assist them.

Become a member of the local civic organizations such as the Veterans of Foreign Wars (VFW) and the American Legion. Although some may require a fee, becoming a member will help you gain more recognition in the community. Veterans are usually members and always looking to help local recruiters and share information about the community. See article on page 19, USAREC Advertising and Public Affairs Programs — memberships and volunteering.

Most of the establishments mentioned are locally owned or managed by residents who have lived there all their lives. They know who's doing what or nothing at all in the community. Develop an honest, tight bond with your local businesses and your reputation will be well known throughout your community.

**Faith Communities** – Visit local faith communities throughout your recruiting area. Churches, mosques, synagogues, temples and other communities of faith strive to foster connections with youth. Faith communities know the community's needs and interests also. Attend services and introduce yourself to the congregation.



Introduce yourself and establish rapport with the faith community leader. This is a great way to gain recognition when you are new to the area. Faith communities can also help your family members cope with moving away from the familiar military community. Meet with the clergy or similar religious leader to assist you in handling objections that may deal with religious faiths. You can also donate some of your extra time to assist in youth programs. Of course, this may also provide referrals and contracts.

**Community – School Partnerships** – School communities have several opportunities and programs with which you can get involved. Not all the programs mentioned are available in all areas, but you may be able to influence your school community to start the programs. If you continue to make yourself available in the school communities, referrals will start pouring in. Believe it or not, people will actually start to ask, "Where is Staff Sergeant Jones?" if you are not present. This is the affect you want to have on your school community.

***“You are the Army in the community. Your actions represent what the Army is to your community!”***

*USAREC Pam 350-7*

**Teaching Opportunities** – In some areas, you have the opportunity to become a substitute teacher or even coach students. After following Army regulatory guidelines, visit the Board of Education in your area to find out what credentials are required to substitute or coach students. If you qualify for this program, request to substitute only at schools where students are qualified to enlist in the Army. This is a great way to get involved with the school community.



You will be able to spend countless hours with high school students in a classroom environment. This will give you the opportunity to tell the Army story and all the opportunities and career fields the Army has to offer.

**Shadow Day Program** – This program represents an opportunity for students to learn about the workplace through experiencing a day with an adult. Such experimental learning goes a long way in helping students to understand Army career opportunities. Ask the school counselors if this program is available in your schools and the time of year it starts. Knowing the start date will give you the opportunity to prospect for students to shadow you. You will

be given the opportunity to influence students by showing them what a “day on the job” is like in the Army. You will be a positive role model and able to share your knowledge and expertise about the Army.

**Mentoring Program** – Mentoring focuses on a student’s untapped potential and the realization of goals, whether they are academic, career centered or related to the development of specific skills. In addition to schools, search the Young Mens Christian Association (YMCA),



the Young Womens Christian Association (YWCA), the Boys/Girls Club and other similar organizations in your area for this program. Try to mentor more than one student at a time. You have learned how to access resources and how to work with others to give them the answers and coaching they need. This is knowledge that students need in order to reach their own goals. By sharing information and experiences about the Army, you can help a student broaden his or her horizon and learn how to navigate through the variety of educational, social and vocational opportunities the Army has to offer.

**Parent Connection** – Establishing good rapport with parents in the local community is essential to gaining an effective community relationship. Most programs parents are involved in focus on their kids. Some of these programs include Mothers Against Drunk Driving (MADD), the Parent-Teacher Association (PTA), sponsorship and booster clubs. As a recruiter, you should attend as many of these program meetings as your schedule will allow. This will enable you to introduce yourself to several parents and also offer your assistance. Remember, parents are usually the host of most school and community events. Once you gain their respect and confidence, you are well on way to developing effective community relationships. In may cases, the parent is also the *influencer* in an applicant’s decision to enlist in the Army. Consider inviting them to DEP orientations and functions. This will give them the opportunity to understand and appreciate the Army.



These are just a few places and ideas that can assist you in developing effective community relations. You have to be innovative and develop fresh ideas to gain a community’s trust and confidence. Developing a more successful community relations program will improve your community’s perception of the Army and accomplish your overall goal, **“MISSION BOX!”**

***“To sell a prospect you must show him or her how Army opportunities can meet his or her goals, needs, wants and desires!”***

*USAREC Pam 350-7*

# Regular Army Recruiter of the Year

SSG Steven E. Janotta from the Mesa (Ariz.) Recruiting Station was named the top U.S. Army Recruiter of the Year for 2001, distinguishing him from thousands of Army recruiters nationwide. He received the recognition during the Annual Leaders Training Conference banquet in January.

In 2001, he earned his recruiter ring — a symbol of recruiting excellence and the second-highest award presented to recruiters — and consistently surpassed established recruiting standards.

Janotta enlisted 41 young men and women in 2001, enabling the Mesa Recruiting Station to make mission and be ranked No. 1 in the Phoenix Recruiting Battalion and the 6th Recruiting Brigade.

“He is a true team player who goes the extra mile to ensure individual and team goals are always met,” said Phoenix Recruiting Battalion Command Sergeant Major Isaac Thomas.

The 1988 graduate of Montachusett Vocational Technical High School in Fitchburg, Mass., enlisted as an airborne infantryman and has served in Georgia, North Carolina, Panama, New York and Haiti. He attended air assault, combat lifesaver, dragon gunner, land navigation and jungle warfare training before being selected for recruiting duty in 1999.

He said his selection as recruiter of the year is the crowning recognition for his hard work and dedication since he joined the Army recruiting team. But he admitted he didn't get here by himself. It was a team achievement.



He attributed his success to God and the soldiers he works with every day, such as his station commander, SFC David Holmes, and his fellow recruiters, SSG Rodger Walker, Darrin Brimmer and SGT Randy Morrow.

Most importantly, he said his loving wife, Anays, has also been instrumental in his success.

He said he feels greatly honored because he faced quality competitors and was selected as the best.

Living in a civilian community has reinforced his love for the Army, he said, and confirmed his decision to remain a soldier.

“Recruiting has given me an opportunity to share my experiences with others and help them have the same [great experiences]” he said.

Recruiting has further developed him as a person, too, he said.

“It has made me more of a diverse ‘people’ person and built more character in myself.”

Some of his keys for success: always work as a team and listen to the advice of others.

“Keep a desire to win, and stay motivated.”

He said he is keeping the same determination and can-do attitude into this new year and is confident he will again accomplish his mission and his personal goals.

## Runner-up Regular Army Recruiter of the Year

Having written 63 contracts in 15 months and scoring a 299 on his APFT, SSG Jose` A. Rivera was recognized as the Regular Army Runner-Up Recruiter of the Year during the annual awards banquet.

Rivera joined USAREC in June 2000 and is currently stationed at the Bayridge Recruiting Station, New York City Battalion. Not knowing what to expect when joining Bayridge Recruiting Station, Rivera made a commitment that as a soldier in the United States Army he would do everything in his power to help his present station commander. During his first quarter, he wrote nine contracts.

His attitude and enthusiasm has turned a mediocre producing recruiting station into one of the top in the battalion according to CSM Edward Panas, New York City Battalion command sergeant major. “SGT Rivera always displays a positive attitude, and he is always attentive and trying to learn, he wants to be the best,” said Panas.

“The area I’m responsible for has many different ethnic backgrounds which gives me great pleasure to work and relate

to the population in my community,” said Rivera.

Raised in Puerto Rico, Rivera moved to New York City as a teen-ager. Things were tough for him during those years.

“Crime finds people who find crime,” said Rivera. “I joined the Army needing the discipline and guidance that it offered and have excelled to the best of my abilities.

“I feel that being a recruiter one must display leadership, but you have to mentor and take care of your DEP members just like if you were training and taking care of your troops at the unit level,” said Rivera. “I will continue to excel through the remainder of my tour as a recruiter by doing what’s right physically, morally and legally regardless of the situation I am in.”





# Army Reserve Recruiter of the Year

SSG Charles Alden, a 79R in the Hoover Metro Station, Hoover, Ala., said he did as well as he could before the competition board, but he wasn't sure that was good enough. At the annual awards banquet held in Nashville, Tenn., he heard his name announced as the USAR Recruiter of the Year.

"My success came from having a good rapport with my Reserve units and having referrals from people within the civilian community," said Alden. "A lot of times my former applicants come by (the station) with people who want to join."

Alden says when he enlists a Reserve soldier, he sees him again right away. The soldiers he recruits aren't away for two or three years, but when their training is completed, they return to the community.

"They let you know what happened, how it went, and they can refer people to you that way," said Alden.

His magic touch in recruiting seems to be in the way he treats people. Each person is treated as if he or she is the only individual at the moment. "I don't make them feel like a number," said Alden. "I get to know their interests and their needs. When I talk to someone, I do it in a very quiet manner and let them know they're important to me."



He says when you treat people in a personal manner they feel you're taking care of them. That's why they come back and bring a friend.

Alden tends to recruit mostly military intelligence and engineer MOSs.

"I like being able to show somebody how they can obtain what they want as far as education goals and training goals," said Alden. "When they accomplish this, I enjoy seeing how happy they can be."

Alden says his prospects often have some trepidation when they are deciding to come into the Army. Even when he explains everything to them, they still have some questions in their mind.

"When they come back, they have seen how easy everything was and exactly how the Army can benefit them, and that makes you feel good. They have a lot more options now that they didn't have before."

He says the personnel in the battalion Reserve Operations office taught him a great deal during this year. They not only assisted him but they trained him to do his job well.

His advice to others – be approachable and don't be intimidating. And don't let anything get you down for too long.

## Runner-up Army Reserve Recruiter of the Year

SFC Evelyn Greene has been a recruiter for more than 10 years with most of that time spent in suburban areas. When she relocated to the Milwaukee North Station, she found the audience more receptive to the Army message.

"I feel like I'm really making a difference," she said. "They (students in the inner city) have a greater need than when you go to the suburban areas."

She says the most rewarding part of her job is seeing the people she recruited stick with the Army. One of her advantages as a Reserve recruiter is that she can contact the soldiers in the Reserve unit.

"I see people that I put in 10 years ago and they are doing well. I seem to run into one parent on a regular basis, and she tells me how grateful she is for what I have done for her daughter," said Greene.

Greene recruited 48 Army Reserve soldiers last year and 15 Active Army. In past years, she did not write RA contracts. The RA counterpart would take care of them, but with a shortage of RA recruiters this year, everyone had to write the contracts needed for the station to accomplish mission.

Greene visits college campuses and gets referrals from students who talk with her. She says many kids don't want to go to college but want to do something different. The Army

provides that something different.

"When you start talking with college students, they tend to think they know more than you do, and they do a lot more research. For some recruiters this can be kind of intimidating."

She says they have a good team in the Milwaukee North station, which makes it easier for everyone to do their jobs.

"The thing that we do is sit down and talk to each other about what we have accomplished for the week and what needs to be accomplished. Then, everybody in the office knows exactly what needs to be done."

"We have a station commander who is really about being No. 1. It's a lot more fun when you have someone with a lot of drive, and it pushes you to be more competitive. Also, the environment in the office is better."

Greene says she is proud of her accomplishments this year and could not have done it without a supportive spouse.



# Station Commander of the Year

Good leadership and the work of seven recruiters in the Georgia Avenue Recruiting Station, Silver Spring, Md., brought SFC Anthony Stoneburg to selection as Station Commander of the Year.

“They did all the work,” he said. “They set a goal and we all achieved that goal,” said Stoneburg.

He said it was during the Christmas party that the recruiters in the station bonded, and it was then they decided what they wanted to accomplish. Following the Christmas party, the station mission boxed for 12 consecutive months.

“We had a rough first quarter,” he said. “We got together as a team and the team set forth some goals. They overcame a lot of diversity during the year. Our station burned down to the ground. They overcame so many obstacles, but they never let that goal out of their sight.”

Stoneburg says he makes extra effort to treat his soldiers as he would want to be treated as a recruiter. He treats



them as noncommissioned officers by giving them a mission and holding them accountable to standards. “That’s what you do in the Army and that’s been successful,” said Stoneburg.

A 79R with seven and half years in recruiting, Stoneburg spent his first five years as an AGR recruiter. In 1999, he switched to Regular Army recruiting. Prior to starting recruiting duty, he worked as a 97G, countersignal intelligence.

“I liked it (97G) because it is a challenging field,” he said. But he likes the opportunity in recruiting to be on point for the Army and represent the Army in his community.

He said the other four nominees for Station Commander of the Year were exceptional soldiers.

“It was a tough board. They should all be congratulated. I just got lucky that day.”

Stoneburg is now assigned to the Chesapeake Recruiting Station.

## Runner-up Station Commander of the Year

SFC Robert Wickline believes in setting goals and maintaining standards, both in accomplishing his recruiting mission and in accomplishing his personal goals.

Since leaving his duty as station commander for the Columbus West Station, he has moved into the Operations Section as assistant operations NCO. His next goal is to serve as a first sergeant. After he completes company duty, he plans to push on for the rank of sergeant major.

“I believe in the mission,” said Wickline. “I don’t see anything as being impossible — sometimes it’s difficult but not impossible.”

Prior to becoming a recruiter, he served as a mechanic for nine years.

“I was a team leader, or a squad leader, and being a station commander is kind of similar. The hours are almost the same. We worked long hours there too.”

Wickline said he took over a failing station, but he and his three new recruiters set the goal of being No. 1 in the battalion. The station has now missioned boxed for two years in a row.

“They all worked great as a team. Everyone agreed to write 25 contracts per RA recruiter for the year,” he said.

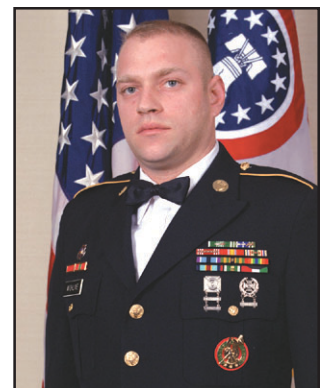
Two of the recruiters achieved their goal. The third recruiter would have achieved his goal had he not left the station.

“I realize being a station commander, you’re working with NCOs. They have to make their own decisions. You can’t take the initiative away from them,” said Wickline. “If they make a wrong decision, they just have to learn from it and not repeat the same mistake.”

Wickline says the station commander’s job is to enforce standards even though at times that is unpopular.

“We had discussions. Everybody always came along and agreed to do what they were supposed to do.”

Wickline describes himself as a pretty modest guy who enjoys being a leader and working with NCOs. “I’m loyal to those I serve with, my peers and subordinates,” he said.



# Soldier of the Year

Appearing at the board with bronchitis, SFC Jerry Paris was shocked to learn that he had been awarded the top honor of Soldier of the Year at the annual awards banquet in January.

“I honestly did not think I would win after appearing at the board,” said Paris. I just did not feel that I had performed to the caliber that was needed to win. I was very surprised and humbled.”

Paris is currently assigned to the Special Forces Recruiting Company as the assistant station commander at the Fort Benning Special Forces Recruiting Station. Paris converted to 79R in 1999 after taking a hiatus from recruiting and realizing he belonged in USAREC where his strengths could be best used.

Paris’ ability to lead and potential for greater responsibility was reflected in his recent induction into the USAREC Sergeant Audie Murphy Club. “This in and of itself, is a major accomplishment that only a select few in this command can claim,” said CSM William Shiflett, Recruiting Support Brigade command sergeant major. “The deep respect and sincere affection he receives from subordinates reflect his superlative qualities of leadership, integrity, and professional knowledge. His example has fostered unparalleled productivity and esprit de corps in the command.”

His dedication to mission and duty are readily measurable



in the success he has achieved during the past year. He was one of the highest producing recruiters of Special Forces enlisted and officer candidates. As the assistant station commander, his “Be, Know, Do” leadership style inspired other recruiters in his station to achieve success throughout the fiscal year.

“SFC Paris is an individual that possesses an extremely tuned set of soldiering skills, and truly one can say he embodies the “whole person” concept,” said COL Michael G. Rose, Recruiting Support Brigade commander. “SFC Paris exemplifies the persona of a soldier in the manner he conducts himself, and in the way he visually represents the Army.” Paris consistently scores over 295 on

his APFT.

Paris manages to balance his professional and personal life. Even with the hours necessary for his military duties, Paris also attends college working on a bachelor’s degree in business administration. In addition, he is a father of three young boys and finds time to be a Cub Scout volunteer. “It’s all about priorities,” said Paris.

“In selecting the Recruiting Support Brigade’s soldier of the year nominee, we took into consideration who was the best “total” soldier,” said Shiflett. “SFC Paris is this soldier. When he recites the Creed of the Noncommissioned Officer, all who hear him speak know that he speaks of himself.”

## Runner-up Soldier of the Year

SSG Karen Bishop was recognized as the USAREC Runner-Up Soldier of the Year during the annual awards banquet.

Bishop, assigned to HQS USAREC since March 2000, supports the Recruiting Support Brigade as well as all soldiers assigned to HQS USAREC as both a career counselor and retention operations NCO. In addition, she supports all the brigade career counselors and acts as the liaison between the brigades and DCSPER. Up until August 2001, Bishop supported both the Regular Army and the Active Guard Reserve soldiers. In August 2001, two AGR soldiers were assigned to the Retention Office to support the AGR mission.

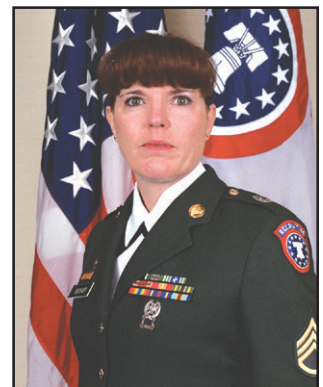
As a career counselor, she is responsible for advising soldiers on all reenlistment options and matching the soldier’s needs with the Army’s needs. For the most part, she said, they can support both the soldier and the Army, but there are times when an exception to policy is required. “Everyone has different situations in which we have to work around, and then we call DA to see what is available,” said Bishop.

USAREC is a unique organization said Bishop. The majority of Army career counselors and retention NCOs deal with their soldiers on a face-to-face basis. “Because we are geo-

graphically dispersed, we deal with the soldier over the phone or via e-mail,” said Bishop. “We rarely see the soldier face-to-face.”

Spending time away from her family is not something she takes lightly. “If I’m going to sacrifice my family time, I want to see results, therefore, I am going to give it everything I have,” said Bishop. “Plus, I want to ensure that I am setting a good example for my daughter and show her you must work hard to achieve what you want.”

“Staff Sergeant Bishop is an exceptional NCO who has excelled in her career counselor duties,” said BG Robert Gaylord, Deputy Commanding General, East, USAREC. “She has displayed technical and leadership expertise, vast understanding of the retention program and a “One Team” attitude for the Total Army Retention Program in this command.”



# Army Health Care Recruiter of the Year

SFC Christopher Litsey assigned to U.S. Army Medical Detachment, 1st Recruiting Brigade, was recognized as the Army Health Care Recruiter of the Year during the annual awards ceremony in January.

Litsey came to recruiting from the health care field as a 91W, working as a section chief at Walter Reed Army Hospital.

"I have been in recruiting 18 months now," said Litsey. "I did almost double what I was missioned for."

His station accomplished 150 percent volume for active recruiting in FY 01. "You want your team to be successful," said Litsey. "With station missioning, that's the goal."

His nearly 15 years experience working in AMEDDD gives him the advantage of being able to talk with authority about the areas he recruits in. He likes to talk about AMEDDD. "I think we have the greatest health care system in the world. It's not about making a profit, it's about taking care of soldiers. It makes it easy to talk about something when you really believe in it," said Litsey.

"If I am missioned for dental scholarships, I have to find those people quickly or the scholarships are all gone. There may be 50 four-year scholarships for the whole country. So you've got to find quality people and you've got to find them early. Everybody's out there working."

Even though the recruiters' missions may be higher than the number of scholarships available, he says the good news is that the Army is going to find quality applicants. "It's all about quality, but what else would you want in the medical field?"

He depends on other people – from the technicians in the



detachment who help with correcting the packets to the doctors in the hospitals who talk with his prospects.

"I can go out and find people all day who want to join the Army, but if I can't do the packets, they never get to the board."

He feels it's all about getting the team to be successful and says 1<sup>st</sup> AMEDDD will be even more successful in FY 02. This year he will recruit for the Specialist Corps, Veterinary Corps and Dental Corps.

"The sales is easy for me," said Litsey. "One thing that helped me is that I spent time as an instructor, and I'm comfortable talking with people."

He says in medical recruiting he's providing knowledge to people. His prospects are highly educated people, and he must be able to show them features and benefits.

"They are going to make the decision," said Litsey. "These people aren't the kind of people who make decisions at the drop of a hat. They like to think about it. They have to talk to other Army physicians. They will listen to you, but most of them want to talk to their peer group – physicians and dentists. It's a big team effort – not just the recruiting office but also people on active duty."

Litsey says he is very honored to represent the brigade and extremely proud to represent USAREC.

"It's my first year in recruiting and I worked really hard. I just tried to keep focused and do my best. I got a lot of support and a lot of leadership in my detachment. My station commander and my technicians are all great. People come and go, but I try to learn something from everybody. This is just a testament to the quality of people I have been around since I have been in Recruiting Command."

## Runner-up Army Health Care Recruiter of the Year

Currently the Operations NCO in the Milwaukee Battalion, SFC Daniel S. Toy was recognized as the Runner-Up Regular Army AMEDDD Recruiter of the Year during the annual awards banquet in January.

Toy joined USAREC in 1994 and has since been recognized as the Top new RA Recruiter of the Year and the Top RA Recruiter of the Year. He joined AMEDDD in 1998 as a station commander and has excelled from day one.

Toy achieved 100 percent mission and 140 percent AMEDDD commissions for FY 01. "His focus and commitment to the recruitment mission are equaled only by his professionalism," said COL Wanda Wilson, 3rd Brigade commander. "He consistently works above and beyond leadership expectations. His dedication to the community is evidenced by his involvement in coaching youth sports teams."

Toy wrote 14 contracts in FY 01, 12 of which were in the tough Medical and Dental Corps area. "SFC Toy has consis-

tently been one of the top RA recruiters in 3rd Brigade over the years," said ISG Russell Annis, 3d AMEDDD Detachment first sergeant. "His focus and never-quit attitude set the tone of his success."

"I maintain a positive mental attitude at all times and in all aspects of recruiting," said Toy. "I have a genuine will to succeed, and I embody these traits, and believe all successful recruiters do as well."

Winning this competition was great said Toy. "I am honored, yet humbled, at this opportunity. I believe I am a winner in both the Army and in life itself."



# Army Reserve Health Care Recruiter of the Year

SFC John Runyon has been in the AGR program for the past 10 years. He was a field recruiter for eight years assigned to Asheville, N.C. He is now assigned to the Carolina Recruiting Team, Columbia, S.C.

“It’s pretty tough,” he said about recruiting physicians. “It’s just a little intimidating on the first approach. Normally the physicians that you find are not the physicians out of residency. They are the experienced physicians that have been in practice 10 to 15 years who want to do something different. They can do something in the Reserve and kind of break up the monotony of their profession and see something new.”

Experience in recruiting and being able to talk to people, he said, overcame the intimidation. He feels having an open personality also helped.

“Have confidence in the programs and product knowledge,” he said. “Then just going out there and put your head down and do it.”

He category boxed for FY 01. He was missioned for nine people and recruited 21. He recruited active duty pharmacists, physicians, nurses, and dentists.

“You have to keep prospecting,” he said. “You just have to keep trying. Sooner or later you’ll find them. You just have to



be open, outgoing and friendly.”

Runyon says there is more sales when doing enlisted recruiting.

“There’s sales in this too,” he said, “but just a different kind. These people don’t have a lot of influencers like a 17-or 20-year old applicant has on the enlisted side.”

The types of decisions his prospects make are more of an individual decision without outside influencers.

His advice for USAR recruiters is to get involved in the Reserve units.

“Put as many people in as you can. Worry about your mission, but try to go beyond it to help get your name out on the street. Be very active in the community because the medical community is small. Those people are wonderful references as far as helping you prospect and by referring others.”

He says most medical people are very happy with their Reserve service. They’ve been in the program a long time and they know how to get referrals.

“You have to get into your Reserve units,” said Runyon. “That’s the No. 1 thing. Get to know those people so they can help you, and they will help you.”

## Runner-up Army Reserve Health Care Recruiter of the Year

SFC David Ryan was recognized as the Top Army Reserve Health Care Recruiter of the Year Runner-Up during the annual awards banquet in January.

Ryan has been a recruiter and station commander in the Chicago Recruiting Battalion, 3d Brigade, since July 1995. Outperforming his peers, achieving 282 percent of mission accomplishment, Ryan is relentless in his pursuit of assigned objectives and as a result, is consistently one of the top Reserve recruiters in 3d Brigade from year to year according to COL Wanda E. Wilson, 3d Brigade commander.

“SFC Ryan is the consummate professional, a noncommissioned officer who epitomizes the Army values,” said Wilson. “Committed to his recruiting mission, he outworks others and recruits to ensure mission success.”

“I always approach each task I undertake as if the people of this country are depending on me, and I try to the best of my ability to do it right,” said Ryan. “I have always put the welfare of my soldiers and the successful accomplishment of the mission as my first priority. I will do whatever it takes

within legal and moral limits to get the job done, but I will never compromise my integrity or the safety and well being of my soldiers, peers, or superiors.”

“I treat people like I want to be treated while working all markets,” said Ryan. “I take care of my people before and after I put them in. I feel it is important to let them know you care about them. I give 120 percent of myself every day and my achievements reflect that.”

Ryan says he always strives to be the best and get the best qualified people to join the Army for love and pride in his country and in this organization. “I know God is with me and I shall continue to hold my head high knowing I did my best as part of An Army of One,” he said



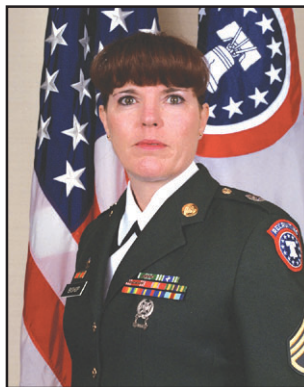
# Career Counselor of the Year

SSG Karen Bishop was recognized as the USAREC Career Counselor of the Year during the annual awards banquet in January. This is the first year this award has been recognized at the annual banquet.

Bishop is the first female career counselor to represent USAREC at the DA level. She appeared at the board on Feb. 7 and was chosen as the DA Career Counselor of the Year. She is the first USAREC soldier to win at DA level. Having appeared at the board last year, she had a better idea what to expect. "It is still a very difficult board," said Bishop. "Many of the questions require opinionated answers, which is hard to prepare for."

Bishop has been in USAREC since March 2000, supports the Recruiting Support Brigade as well as all soldiers assigned to HQS USAREC as a career counselor and retention operations NCO. In addition, she supports all the brigade career counselors and acts as the liaison between the brigades and DCSPER. Up until August 2001, Bishop supported both the Regular Army and the Active Guard Reserve soldiers. In August 2001, two AGR soldiers were assigned to the Retention Office to support the AGR mission.

As a career counselor, she is responsible for advising soldiers on all reenlistment options and matching the soldier's needs with the Army's needs. For the most part she said they can support both the soldier and the Army, but there are times when an exception to policy is required. "Everyone has different situations in which we have to work around, and we will call Depart-



ment of the Army if necessary to get their assistance."

"Staff Sergeant Bishop is an exceptional noncommissioned officer who has excelled in her career counselor duties," said BG Robert Gaylord, Deputy Commanding General, East, USAREC. "She has displayed technical and leadership expertise, vast understanding of the retention program and a "One Team" attitude for the Total Army Retention Program in this command."

Even though this is her second year and she prepared diligently, Bishop was still surprised to hear her name called as the winner at the USAREC level. "The quality of career counselors in USAREC are fantastic," said Bishop. "But when I prepare for a board, I put everything I have into it. I must feel confident that I am prepared to represent this command."

Since joining USAREC, Bishop has finished her bachelor's degree while being married to a drill sergeant stationed at Fort Knox, Ky. With his tedious schedule, many times she felt as if she was a single parent. "Our families support us as soldiers, and it is important our daughter know that we are there for her," said Bishop. When Bishop was scheduled to attend the Basic Retention Course, her husband delayed his attendance for the Drill Sergeant Course. "We want our daughter to have the stability of having at least one of us there at all times. To stay competitive in any field, any MOS, you have to have your priorities straight. I could not do what I do without the support from my family."

## Runner-up Career Counselor of the Year

SFC James R. Nicolai was recognized as the Runner-Up Career Counselor of the Year during the annual awards banquet.

Nicolai is the 3d Brigade senior career counselor responsible for advising the commander and the command sergeant major on all reenlistment aspects of the Army Retention Program. He is also responsible for administering the daily operations of the brigade commander's retention program.

"SFC Nicolai is an NCO of enormous talent, dedication and potential," said COL Wanda Wilson, 3d Brigade commander. "He is my trusted advisor on all retention and reenlistment matters. He thrives under pressure and successfully accomplishes complex tasks with tenacity, determination and poise."

Nicolai achieved 136 percent of the annual mission through professionalism, competency and dedication to his responsibilities to field commanders and soldiers.

"He is a superb leader, trainer and mentor," said MAJ

Pamela R. Charvat, 3d Brigade S1. "He is proactive in providing solutions, not problems. He supports all unit activities and is available to assist other staff sections."

"I am proud to have been considered," said Nicolai, "and feel that all of the career counselors represented USAREC very well. I have no reason to hang my head, as I know that SSG Bishop is a walking study guide and regulation. There is such a mutual respect between all of the USAREC career counselors that we all would have been happy for, and proud of, the winner. We make a great team," said Nicolai, "and I'm very happy to be a member."



## Outstanding Technical or Program Support Employee of the Year



Karen Herbert was selected as the outstanding technical or program support employee of the year.

Herbert, a statistical assistant with Program Analysis and Evaluation Directorate, has been with USAREC since December 1996. She has worked both as a statistical assistant in PAE and a public affairs specialist with the Advertising and Public Affairs Directorate.

Herbert currently serves as the assistant program manager for the Command Studies Advisory Group, which involves oversight of research studies sponsored by the command. This includes monitoring progress of projects and budgetary processes, assisting individual project officers, and ensuring contractual correctness. She develops/modifies briefings for decision briefs and updates to the commanding general.

Herbert returned to PAE and stepped into a position that had been vacant for over a year. She charged into her duties and improved the analytical support throughout the command. She quickly identified the status of FY 00 CSAG studies in progress, compiled proposals for the FY 01 program.

Another high priority project included compilation of weekly data on the "Army of One" campaign and analysis provided to the Army Brand Group, Advertising Agency, and the Advertising and Public Affairs staff. Through her reviews of the Request for Task Orders received from the advertising agency, she saved the government \$60,000.

PAE research is shifting to more Web-based applications, and Herbert has been instrumental in converting survey research from paper to Web based execution. This has resulted in faster data collection, less cost, and greater ability to conduct more in-depth research.

"Her focus on efficiency and accuracy resulted in faster, more accurate data collection, analysis, and report generation," said COL Greg Parlier, Director, PAE. "Her thoroughness and constant innovative mindset have resulted in greatly improved cost savings and more effective and efficient labor use."

Despite her increased workload and demanding schedule, Herbert still found time to volunteer in her community. She spent time volunteering for activities in her daughter's school and she also supported the Women's Shelter in her community.

"Words don't simply exist to adequately convey the significant contributions Karen has made within PAE and the command," said Parlier. "She is a shining example of selflessness and competency who sets high exacting standards for herself and encourages others to follow."

## Outstanding Secretarial/ Clerical Employee of the Year



Jane Spass was on sick leave when her boss called her at home to let her know she had won and would be competing at the USAREC level.

"LTC Costa gathered everyone in the office together in the conference room and called me at home," said Spass. "I was so surprised and flattered."

Spass was an assistant education specialist with the Albany Battalion and is now performing the duties of the waiver analyst.

During fiscal year 2001, she managed 35 DEP functions, three Army birthday celebrations, and 21 Center of Influence functions, all with resounding success. She scrutinized requests to ensure accuracy and compliance with all regulatory guidance. "This diligence has not only ensured successful functions but has resulted in monetary savings to the government," said LTC Christopher Costa, Albany Battalion commander. "Her invaluable assistance to these programs has positively contributed to decreased DEP loss, as well as assisting recruiters to net 89 LEADS from DEP functions and 29 LEADS from COI functions.

Spass monitors and executes the battalion's Scholar Athlete Program, which provided 448 award certificates to recruiters during FY 01. Her efforts helped recruiters to net 19 LEADS, contact 43 new COIs and successfully gain access to 78 hard-to-penetrate schools.

"Jane contributes substantively to the successful execution of the Educator/COI tour, displaying exceptional organizational and "people" skills through constant changes from initial invitations through acceptances, cancellations, additional invitations and final tour execution," said Costa.

She also took the lead in developing the battalion's Web site, resulting in Albany Battalion's being one of the first battalions in 1st Brigade to be online. In addition, she manages the Secretary of the Army Initiative - Membership program. With her assistance, recruiters have joined 42 Chambers of Commerce and other community organizations, greatly increasing community visibility and contact with community COIs.

"Jane tackles any ask with cheerful enthusiasm, welcomes any challenge, and with her sense of humor, can be relied upon to break the tension as she again comes through in the clutch," said Costa.

## Outstanding Program Specialist Employee of the Year



Faye Allen was recognized as the Outstanding Program Specialist Employee of the Year.

Allen joined the USAREC Civilian Personnel Office in May 1995. Transferring from the Fort Knox CPO as a Personnel Assistant, she has been promoted to a Human Resources Specialist. "Faye's professional growth and transition have been impressive,"

remarked her supervisor, Rebecca Parish, Civilian Personnel Officer. "Since her arrival to USAREC, she has continuously sought challenging assignments and strives to make a positive difference as she works with managers and employees. I've never seen her waiver from a "can do" attitude despite competing priorities and tight suspenses."

To complete assignments, Allen also has continuous dealings with the Headquarters DA and DoD Civilian Personnel Policy Offices, the Office of Personnel Management, and multiple servicing HR organizations. She regularly conducts independent research to ensure that correct regulatory HR guidance is provided to managers and employees, and comprehensive fact-finding to resolve problems and ensure that merit system principles are followed.

For the past several years, Allen has been the lead action officer for the command's training and awards programs whereby she advises supervisors on short and long-term training, individual development plans, and the necessary justification for award submissions. She regularly develops queries to retrieve information from automated systems to prepare statistical reports for the command and HQDA. Recently, she was the action officer on HQDA's Fair Labor Standards Act (FLSA) study of standardized and non-standardized positions across the command, and performed independent analysis of numerous proposed FLSA changes.

Since September 1998, Allen has served as the Children's Ministry Director for Heritage International Church, Radcliff, Ky. In this volunteer and unpaid capacity, Allen is responsible for eight departments: Children's Church, Sunday School, Dance Team, Step Team, Activities, Special Events, Children's Choir, and Wednesday Night Bible Study. In addition, she coordinates fundraisers in support of her daughter's high school.

"Faye is the embodiment of a model employee, citizen, and military wife who consistently places others' needs and well being before her own," said Parish. "Her professional dedication to this command, commitment to community service, and personal character and integrity merit the special recognition signified by this award."

## Outstanding Professional of the Year



Tim Goblirsch was selected as the outstanding professional employee of the year.

Goblirsch joined USAREC in June 1999 as a contract/ethics attorney. He currently holds the rank of lieutenant colonel in the Army Reserve, where he is the Deputy SJA for the 100th Division.

Goblirsch's major duty is to exercise an in-depth knowledge of the field of government contracting by advising and counseling contracting and resource management personnel.

He skillfully prepared and negotiated 13 Partnership for Youth Success Program contracts with Fortune 500 companies like General Dynamics, Pepsi, Bell South, State Farm, John Deere, and Dyncorp that were responsible for 1,300 additional enlistments — nearly 2 percent of USAREC's Regular Army mission.

Goblirsch contributed significantly to a 25 percent reduction of all open actions in the SJA office by providing vital assistance to other attorneys.

Due to the USAREC mission, he faced many legal issues unique to both the Army and DoD. Goblirsch drafted the statement of work from scratch for the 10 Company contract, which is a one of a kind contract. The contract is more complicated than a normal contract because there are no examples and all the peculiar USAREC requirements must be incorporated. To successfully complete this contract, Goblirsch was required to have in-depth knowledge of day-to-day activities of a recruiter, guidance counselor, as well as the company and battalion leadership team.

"Clearly, his effort exceeded the major duties of a contract attorney," said LTC Edith M. Rob, Staff Judge Advocate, HQS USAREC.

In addition to his civilian and military career, Goblirsch finds time to sing in his church choir, coach youth soccer and basketball, and referee basketball games for a youth sports program. He also actively participates in the Fort Knox Leadership Association and teaches at both Elizabethtown Community College and Western Kentucky University.

"Tim is a selfless individual that gives everything to his family, country, work, and community," said Rob.





# Top unit awards



MG Michael D. Rochelle and CSM Roger Leturno presented the following unit awards:

The criteria for the top unit awards were based on highest percentage of GSA/GCA contracts written for FY 01. The battalion commander and sergeant major received the award on behalf of the battalions.

### The Most Improved Brigade

3d Recruiting Brigade

### The Most Improved Battalion

Milwaukee Recruiting Battalion, 3d Recruiting Brigade

### The Top Volume Battalion in USAREC

Indianapolis Battalion, 3d Recruiting Brigade

### The Top Battalion for Combat Arms MOSs

Minneapolis Battalion, 3d Recruiting Brigade

### The Top Brigade for Combat Arms MOSs

3d Recruiting Brigade

### Top Chaplain Recruiting Team

3d Recruiting Brigade  
Chaplain (MAJ) Steve Langehough  
SGT John Cammareri

### Top Chaplain Recruiting Team Runner-Up

6th Recruiting Brigade  
Chaplain (MAJ) Steve Szasz

### The Top Battalion in each Brigade.

1st Brigade – Pittsburgh Recruiting Battalion

2d Brigade - **Raleigh Recruiting Battalion**

3d Brigade - **Milwaukee Recruiting Battalion**

5th Brigade - **Kansas City Recruiting Battalion**

6th Brigade - **Salt Lake City Recruiting Battalion**

### Top Battalion in USAREC

Milwaukee Recruiting Battalion

### The Top Battalion Runner – Up in USAREC

3rd Brigade - **Indianapolis Recruiting Battalion**

### Top Medical Detachment Category

The criteria used to determine the

AMEDDD winners were based on the number of Mission Box Area of Concentration Mission categories divided by the number filled.

### Top Medical Detachment within USAREC

U.S. Army Medical Detachment 2d Recruiting Brigade

### Top Medical Detachment Runner – Up within USAREC

U.S. Army Medical Detachment 3d Recruiting Brigade

### Top Brigade within USAREC

U.S. Army 3d Recruiting Brigade

### Top Brigade Runner – Up within USAREC

U.S. Army 6th Recruiting Brigade



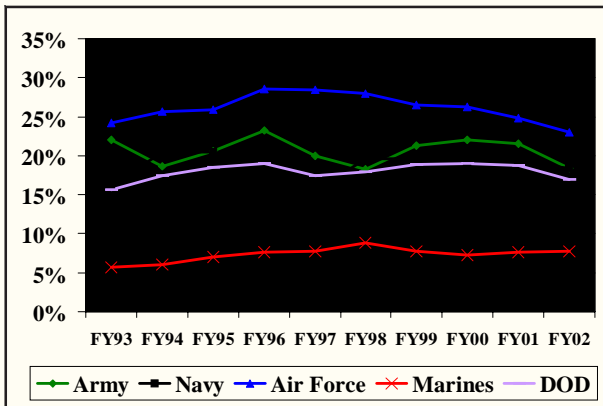
(Left to right) CSM Roger Leturno, CSM David C. Swartzentruber, 3rd Brigade, COL Wanda E. Wilson, Cdr, 3rd Brigade, MG Michael D. Rochelle. Swartzentruber and Wilson accept winning trophy for the Most Improved Brigade from CSM Leturno and MG Rochelle.

# Market research highlight

## The female market

By MAJ Veronica S. Zsido and CPT Dixon Dykman  
PAE, USAREC

Among the services, the Army recruits the greatest numbers of females. With respect to percentages, however, the Air Force recruits the highest percentage of females (with the Army recruiting the second highest percentage). This FY, USAREC is seeing a slight decrease in female contract production from 21.5 percent in FY 01 to 18.4 percent in FY 02 (through RSM Jan.). The trend chart displays each service's percent-female contract production from FY 93 through FY 02, with an overall DOD trend line for comparison.



Comparing battalion level production, the below table identifies the top 10 female-production battalions based on total female contracts, percent female contracts, Total I-III female contracts, and percent I-III female contracts. Production data includes all FY 01 and FY 02 through RSM Jan. Whereas the top 10 volume female battalions account for only 33 percent of the Command's total volume produc-

tion, their strong female markets account for 38 percent of the Command's volume female production. Each of the battalions is color-coded by brigade, with 2d Brigade having the strongest representation within the overall table and the lowest representation within the percent I-III Female production category. Dallas battalion is in the top 10 for total number of I-III females and also for percent I-III female production — it is the only battalion that is recognized for having both high quantity and especially high percent quality female production.

Overall, the level of propensity for women tends to be about half that of men and has remained relatively stable since at least 1991 (between 11 and 15 percent indicate that they "definitely would" or "probably would" join the military). Women tend to have a slight preference for active duty over the Army Reserve and National Guard (with only 9 to 12 percent since 1991). While 50 percent of women have "given the military some consideration" (comparable to men at 51 percent), a larger proportion of women say they have never considered it (38 percent vs. 20 percent, respectively) and fewer women say they have "given it serious consideration" (12 percent vs. 29 percent, respectively). [Source: DOD Youth Poll – Wave 3 administered Oct-Nov 01]

According to the DOD Youth Poll, current events (9-11) make the military less appealing to women and more appealing to men. This may be associated with the barrier "threat to life" being more significant for females. Other significant barriers for women are their perceptions of the military lifestyle, the military encroaching on family obligations, and college plans (YATS 99).

\*Women are attending college in larger numbers and at a greater rate than men (Source: NCES).

TOT Female Production	TOT I-III Females	% Female Production	
1B - Baltimore	1B - Baltimore	4I - New Orleans - 29%	4I
1G - NYC	3E - Jacksonville	3E - Jacksonville - 29%	
3E - Jacksonville	3J - Raleigh	1G - NYC - 27%	5.
3J - Raleigh	6G - Phoenix	3A - Atlanta - 27%	
3G - Miami	1G - NYC	3J - Raleigh - 26%	
6G - Phoenix	3G - Miami	3T - Jackson - 26%	
3H - Montgomery	4C - Dallas	3D - Columbia - 26%	6
3D - Columbia	3H - Montgomery	1B - Baltimore - 26%	1D
4I - New Orleans	3D - Columbia	3G - Miami - 25%	1
6I - Sacramento	6I - Sacramento	3H - Montgomery - 23%	
*Production: FY01 - FY02 thru 28 Jan 02		USAREC - 21%	



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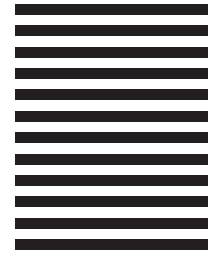


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# USAREC Advertising and Public Affairs Programs

## Memberships and volunteering

*By Julia Bobick, Public Affairs Division*

*This is the first in a series of articles discussing USAREC advertising and public affairs programs and their contributions to recruiter success by enhancing the recruiting environment.*

The benefits of public affairs programs, especially community relations activities, are often overlooked in the fast-paced numbers-oriented world of recruiting.

Nonetheless, they are extremely important to successful recruiting efforts. USAREC's various advertising and public affairs programs help increase Army awareness among prospects and centers of influence, create a positive recruiting environment and build support for recruiting activities, inform the community about Army opportunities, and develop an appreciation for the dedicated men and women who serve our country in uniform.

Recruiters are shaping opinions of the Army and Army families in the minds of people all over the country every day.

Everything recruiters and leaders do in their local communities – in and out of uniform – influences public perceptions about the Army. Recruiters can harness that power to enhance the recruiting environment.

Membership in community, civic and veterans organizations is one way of getting to know your community, and letting your community get to know you.

At the station level, evaluate the organizations in your community and their potential value to you. Learn about what each organization does in and for your individual communities.

The chamber of commerce may be the most beneficial tool for networking with business and community leaders and also for learning about the top concerns among community leaders.

Chamber of commerce "memberships have a high value in helping us get the word to local business leaders. The chambers also help gain publicity for open houses and other recruiting activities. They are a good source for what's going on in the community, and our membership usually allows us to participate in career/job fairs at a reduced rate," said Patricia Grobschmidt, Milwaukee Battalion advertising and public affairs chief.

The relationships recruiters and commanders build in their communities are essential to recruiting success and produce favorable impressions of the Army and recruiters in those communities, according to Renee Bozeman, New Orleans APA.

"Chamber [memberships] allow recruiters to build important relationships with local VIPs and form partnerships with business that result in participation in high-visibility events, such as parades and city festivals. Many of our recruiters are invited as speakers at a multitude of functions, including hard-to-penetrate

schools, as a result of the contacts they build."

In some cases, membership has opened doors of opportunity for recruiters and even resulted in leads.

A couple of years ago, the Everett, Wash., Chamber of Commerce advised the Everett Recruiting Station commander, SFC Robert Connolly, of a chamber member fair at the largest local mall.

"The mall had always been resistant to military presence," said Katy Lindh-Wilson, Seattle APA chief. "Because of SFC Connolly's relationship with the chamber, he was able to get our black-and-gold Humvee inside the mall for the event, and even though the fair was merchant-oriented, he came away with a solid 65 leads."

This is now an annual event for Everett RS, and she said similar events have occurred in other battalion areas. Her stations have also had chamber contacts identify job fairs that otherwise might not have been on their radar screens.

Although the chamber is the most recognizable organization, it is not the only one to consider joining.

Stations may also want to join the Hispanic or black chamber of commerce (if applicable), business associations, Rotary clubs, Urban League, Lions International clubs, Kiwanis International and veterans organizations, such as Veterans of Foreign Wars, American Legion and the Association of the United States Army.

At the brigade or battalion level, memberships to consider joining

include regional or state educational, vocational, counseling or teaching organizations, such as an association of collegiate registrars and admissions officers, an association for college admission counseling or a council of college and military educators.

These memberships can help education specialists develop credibility and rapport with colleagues in the education community, according to Terry Palensky, Des Moines Battalion Education Services Specialist. He recommends membership in local and state counselor associations.

“Since education specialists come in some form of contact with secondary school counselors on a regular basis, it would be advisable to belong to the state organization. Not only would one be aware of local counseling issues, it is an avenue to involve Army recruiting in local and state conferences throughout the school year,” he said.

Nebraska “Planning For Life” award presentations have been made at the Nebraska Counseling Association Awards Banquet for the past six years. This has led to presentations by a battalion officer at the Counselor Conference and the Nebraska Vocational Association Conference, Palensky added.

Health care recruiting teams might want to consider becoming members in medical, dental or nursing associations in their region.

The 6th Brigade health care recruiting teams belong to several organizations, including the California Coalition of Nurse Practitioners and Vocational Nurses Association, the Los Angeles Council of Black Nurses, the Hispanic Dental Association and the medical student and student nurses’ associations.

Unit membership in organizations like these can be paid for by the command, under USAREC Regulation 360-12. The membership must be in the name of the organization, however, not an individual. In addition, only one unit may be a member of an organization. For example, a company and a recruiting station may not join the same city’s chamber of commerce. But a single station may join chambers of commerce of several different cities.

Joining is simple. Complete USAREC Form 1197 and submit it through your chain of command to the battalion or brigade APA office. For additional guidance, call your public affairs office or consult UR 360-12.

### **Tips for effective return on memberships**

- Don’t view them negatively. Memberships are beneficial to recruiting success; they convey you as concerned, involved members of the community.
- Work with your fellow recruiters. Discuss each other’s interests and support community and civic organizations that interest you whenever possible.
- Attend the meetings. Fit them into your schedule. Get to know people. Although you may not walk out of a meeting with leads, you may be surprised what a little networking can do for you and your station’s image. COIs who never considered the Army might begin recommending it as an option for young people once they personally get to know a soldier.

Next month’s article highlights the recruiter and DEP/DTP news release programs. If there’s a public affairs topic you would like to see discussed in the Recruiter Journal, e-mail [Julia.Bobick@usarec.army.mil](mailto:Julia.Bobick@usarec.army.mil) or [RJJournal@usarec.army.mil](mailto:RJJournal@usarec.army.mil).

## **Volunteering**

### **A valuable visibility tool**

Improving recruiter visibility in a community is a terrific way to enhance the recruiting environment. But recruiter participation in their communities is not limited to those organizations governed by USAREC Regulation 360-12.

Recruiters and leaders may also choose to be privately involved in any number of community, volunteer or veteran organizations as individuals or with their families, as long as their membership does not imply endorsement by the U.S. Army.

These may include churches, Boy or Girl Scouting, Exploring, veterans organizations, children’s sports activities, parent-teacher associations, Special Olympics, or school mentor programs – many in which you may already be participating.

Think beyond your prospect market. Young children with whom you volunteer your time may have older brothers and sisters, and you are making a positive impression on their parents. After all, it can’t hurt to connect with our Army’s prospects of the future as you recruit for today’s Army.

Volunteer with your spouse or family. Join a youth sports organization in which you and your child(ren) can participate, sharing valuable time together and promoting the Army as a family-oriented organization. Volunteer to coach or referee youth and teen sports activities.

Participate in mentor or reading programs at a local school, library or after-school organization – even if you don’t have any children. If you do have children, actively participate in their school programs.

Discuss volunteering as a station. For example, support local Habitat for Humanity construction or coach a youth sports team together.

Most importantly, find the level of involvement that suits you. Don’t overburden yourself with volunteer and community commitments at the expense of your health or work. You should enjoy participating in your community and its events.

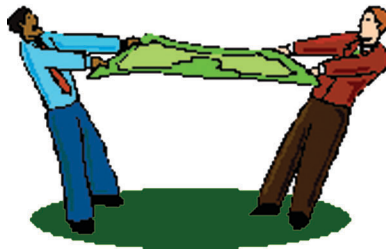
## Safety, out of the gates with FY 02

### First quarter accident stats are in and they're up!

By John Kolkman, USAREC Safety Office

Safety takes on a whole new meaning when statistics show that accidents are up. Did you ever notice that when accidents are minor and injuries few, nobody thinks that proactive safety programs are needed? Mission pays the bills so to speak, but do you ever think of your safety program as a mission multiplier?

In FY 01 accidents were down by 507 over FY 00 and costs were down \$231,000. That's enough to pay for important safety program upgrades for brigades and battalions. The money we spend on accidents isn't budgeted into a specific accident fund awaiting the repair bill. This money has to be coughed up very painfully to replace equipment lost or damaged.

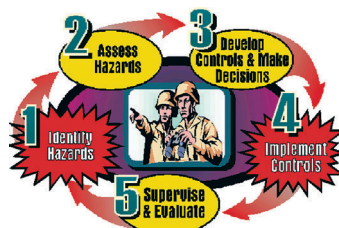


FY 01 accidents cost the command \$2,632,170. How many other necessary resources do you think could have been bought with that money?

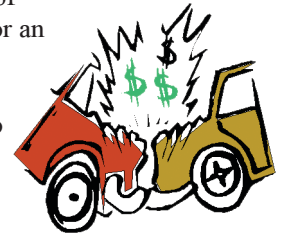
The monetary loss isn't the only loss associated with accidents. We also have losses that affect us physically and mentally at the family level. A husband, wife, child, or friend no matter if they are employees or not, affect the way we work when a tragic or sudden loss occurs as the result of an accident. Mental anguish can occur or if the accident hits really close; it can also cause post-traumatic stress disorder (PTSD). Health can in turn be affected and deteriorate. Families will also be affected as expenses may rise in the form of medical bills not covered by insurance and possibly reduced or lost income from the accident.

In the first quarter of FY 02 we have already lost two of our Army soldiers and USAREC family. Last year we had two unfortunate fatalities for the entire year and now we have two just in the first quarter. Every year we in the Army do a better job allowing our fellow soldiers to kill themselves than enemy action in the last decade. Both of the fatalities may have been prevented if risk had been managed properly.

One soldier was thrown from a vehicle, which raises the question, would he have survived if the seat belt had been used? The other soldier went fishing on a huge lake with 4-foot swells in an overloaded boat. Was risk management employed correctly in either of



these cases? Accidents don't occur because of one thing that happens; there is always a string of things that contribute or must occur for an accident to happen. That's where risk management is used to break down those areas and identify the hazards so controls may be put in place to avoid tragedy.



Total GOV accidents for first quarter FY 02 are 339 compared to 324 for first quarter of last year, a difference of 15 more accidents. Total damage repair or replacement costs are \$758,328 compared to last year's first quarter of \$716,849, a difference of \$41,479 more. Think about all the lost time due to losing a vehicle, getting a new one, and missing appointments. The costs mount up rapidly.

Vehicles that are reported hit-while-parked actually went down from 88 reported last year to 84 this year. This number is still too high. Often many of these reports are from individuals who have been involved in a hit-and-run and then park the vehicle claiming to be the victims of a hit-and-run themselves. It is up to commanders and supervisors to ensure operators are good stewards of the vehicles they operate.

Total vehicle related injuries have increased from eight reported injuries to 12. This means someone didn't report for duty for at least 24 hours or more resulting from his or her sustained injuries. Injuries directly impact mission and family.



So far, the Army has reported for FY 02 nine total on-duty accident fatalities, one of which is from USAREC. It also reports 40 off-duty accident fatalities, of which one is also ours. A total of 49 fatalities on and off duty have occurred as of Feb. 1, 2002. USAREC has had 4 percent (2) of total Army fatalities.

Ground statistics are courtesy of the U.S. Army Safety Center, Fort Rucker, Ala (<http://safety.army.mil/home.html>)

If you understand one thing from these statistics, it should be that safety directly impacts the mission and is a multiplier for each supervisor, manager, and commander. It allows you to ensure your resources and people are there when you need them most.



**MG Michael D. Rochelle speaks during the Martin Luther King Jr. Holiday celebration at the University of the District of Columbia, Washington, D.C. (Photo provided by Manning, Selvage & Lee)**

## MG Rochelle speaks at D.C. King Holiday Celebration

*By Marvin Wamble, Walls Communications*

MG Michael D. Rochelle joined Washington, D.C., residents and a host of local and national dignitaries to honor the life and legacy of slain civil rights leader Martin Luther King Jr. during the 17th annual King Holiday Celebration at the University of the District of Columbia.

Each speaker from D.C. Mayor Anthony Williams to U.S. Secretary of Education Rod Paige to Youth Mayor Crystal Williams shared how Dr. King's life and dream had affected their lives, jobs and goals. Actress Cicely Tyson and the Alliance of Concerned Men were recipients of the "Living the Dream" Awards.

Rochelle told the audience that the U.S. Army embodies the America that King dreamed would someday become reality. "I believe there is no greater American institution that better exemplifies the opportunities or freedoms that Dr. King tenaciously fought for than the United States Army," said Rochelle, the Commanding General for the U.S. Army Recruiting Command.

Rochelle said that since 1948 when President Harry Truman gave the original executive order abolishing racial segregation in the armed services, the U.S. Army has been "at the vanguard of integration and equality, working to realize the vision of Dr. King's noble dreams of society at large." He added that minorities occupy more leadership positions in the military than they do in any other sector of American society.

"We are proud of what minorities achieved in uniform," said Rochelle, a native of Norfolk, Va. "We remain committed to the dream and ensuring that the Army reflects the nation it serves."

The Army continues to be attractive to young African Americans. Two recent recruits from Washington, D.C., Tavon Provoid and Sheena Wilson, were recognized during Rochelle's remarks.

Though the Army has not seen a spike in recruiting since the terrorists' acts on Sept. 11, Provoid made his decision to enlist soon after the tragic events. He was working at a hotel near the Pentagon on Sept. 11 and helped people affected by the attack.

"There were a lot of people who told me not to go into the military," said Provoid, who will work in the telecommunications field following basic training. "But I'm very excited about it. I know that I will be able to take advantage of the many opportunities the Army has to offer."

Rochelle said a bevy of opportunities and the ability to empower an individual to succeed are among the Army's most attractive features. "The Army values the individual talents and skills of each member of the Army team," he said. "And for their contributions, our soldiers are afforded door-opening opportunities for leadership, education and the chance to achieve more than they ever imagined."

Sheena Wilson, one of the newest members of the Army Reserve, is a senior at Washington, D.C.'s A School Without Walls. She was attracted by the Army's educational assistance.

"I wanted to go to college next year, but I knew financial aid was going to be a problem," she said. Wilson will leave for basic training in South Carolina in the summer to become an Army logistician.

"Dr. King believed in the power of everyday Americans, much like the Army does," Rochelle said. "Tavon and Sheena, two young people from this great city, are ordinary everyday Americans who the Army believes are capable of doing extraordinary things."

Rochelle, who has spent more than 29 years in the Army, is a classic example of the available possibilities. From the projects in Norfolk, he is now responsible for the effort to secure quality young men and women for service in the Active Army and Army Reserve in the United States, Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa and at U.S. facilities in Germany and Asia.



**Tavon Provoid and Sheena Wilson, two recent recruits from the Washington, D.C., area join MG Michael D. Rochelle following his speech at the D.C. King Holiday celebration. (Photo provided by Manning, Selvage & Lee)**



## Ranger hopeful looks for success through Army enlistment

By John C. Heil III

Great Lakes Recruiting Battalion

The Army offers many great benefits, but the one that interested Nathan Gurley was adventure. He enlisted recently in the Infantry career field. After getting through the infantry training, Gurley will take on airborne school followed by training with the Rangers. Gurley hopes his determination and discipline will get him through a tough program, which graduates only about 40 percent of its hopeful cadets.

"I want to lead people," Gurley said. "The Rangers are more mental than anything. It is you versus yourself. Where I'm weak within myself the Army will make me strong."

Gurley, who is a few credits away from an Associate Degree and increasing his cash enlistment bonus from \$15,000 to \$19,000, wants to pursue a Bachelor's Degree in Business Management. After four years as an enlisted soldier, Gurley hopes to apply for OCS. Gurley believes his experience in the Army, along with a degree, will help him succeed in the business world when his Army career is over.

"He'll build on a lot of management skills," SSG Reginald White Sr. said. "CEO's are looking for hard chargers, which he is. He takes the initiative without being told. PVT Gurley will be trained to lead people, place vital equipment in the right place, which he will definitely use in the business world. With his experience in the Army, he'll be ahead of the competition."

"I chose the most difficult career field in the Army (Rangers) to find out what I have inside," Gurley said. "Being a sales representative for a window company didn't challenge me. The Army will be the biggest challenge for me."

Gurley also mentioned that both his grandfathers and uncles served in the Navy, Marines and Air Force. So why the Army? "They guaranteed my job unlike the Air Force or Navy," said Gurley, who scored a 99 on the ASVAB test.

With a strong work ethic Gurley knows he can succeed in the Army. Currently he works over 40 hours a week at Home Depot along with taking five classes at Great Lakes Christian College.

"He made a great choice," White said. "He's a go-getter ... he reminds me of myself when I was in the Delayed Entry Program. The initiative on this guy is phenomenal. He has the desire and the heart to get him over the edge."

"With experience as an enlisted soldier, he will better understand what soldier's needs are and the way they think when he becomes an officer. He'll have more ground to stand on. I can definitely see him as a good officer some day."

Throughout the process, Nathan's wife, Angie, has been extremely supportive of his decision.

"She's anxious for me to finish my degree and is 100 percent supportive of my decision," Gurley said. Angie and his two-year old son, Elijah, will join Nathan at the Ranger battalion selected upon his completion of infantry and airborne training.



SSG Reginald White Sr. (right) talks with Nathan Gurley in Lansing, Mich.



## Chief of Staff of the Army visits New York City Times Square Recruiting Station

Chief of Staff of the Army, GEN Eric K. Shinseki, chats with recruiters during a recent visit to the New York City Times Square Recruiting Station. Flanking GEN Shinseki are SSG Jose A. Rivera (left) of the Bay Ridge Recruiting Station (Brooklyn Company) and SGT George Gonzalez (right) of the Mount Vernon Recruiting Station (Bronx Company). (Photo by Emily Gockley, New York City Recruiting Battalion)

## A soldier's soldier visits Army recruiting in Las Vegas

*Story and photo by Richard Montgomery, 6th Recruiting Brigade*

The Las Vegas based Army Medical Department Detachment welcomed a true American hero as their honored guest during their annual training conference held in early December.

MAJ Gordon Roberts is the only Medal of Honor recipient on active duty (in any service) and is the youngest living recipient. He received his medal for "conspicuous gallantry and intrepidity in action at the risk of his life above and beyond the call of duty" while serving as a specialist four rifleman attached to the 101st Airborne Division in Vietnam in 1969.

Roberts, a slightly built soldier, addressed members of the 6th Recruiting Brigade in their conference room one afternoon and then spoke to the assembled AMEDD at their Annual Training Conference banquet the following evening.

Those in attendance at both gatherings could actually feel the hero's presence and LTC John P. Cook, AMEDD commander, told his recruiters time and time again how proud he was to have Roberts as his keynote speaker.

With recruiter after recruiter approaching him for a handshake and picture, Roberts gracefully stood with the men and women of the command and expressed his "admiration and gratitude for the job they do in putting the medical soldiers in boots, as it is those medical professionals who save lives on the battlefield."

At the ATC, Roberts joined the brigade and detachment commanders in presenting the yearly awards to recruiters and administrative people at the well planned and choreographed dining in.

Roberts also signed a large Medal of Honor display in the 6th Brigade's conference room. The conference room is dedicated to Buffalo Soldiers awarded the Medal of Honor during the Indian wars. A plaque honoring Roberts will be added to those now hanging on the walls.

Roberts joined the Army in 1969 at 17 years old, just two days after graduating from high school. Roberts said, "I wish I could find my recruiter and tell him thanks." As an enlisted soldier, Roberts completed tours in Germany and Vietnam, remaining in the service until 1971.

In 1989, he received a direct commission as a first lieutenant in the Ohio Army National Guard and then returned to active duty in 1991 as a Medical Service Corps officer. He is currently assigned to the Infantry School at Fort Benning as a leadership instructor.

He told both brigade and AMEDD recruiters that they "must spread the word that the U.S. Army is the ultimate opportunity to serve your country. We are the senior service and the Army needs good soldiers now more than ever."

Roberts also spoke on several current Army issues:

— On the demise of Be All You Can Be: "All of us old guys had fallen in love with BAYCB. Many of us couldn't accept

An Army of One. Time has made me clearly understand that each and every soldier is special and contributes to the overall Army. The Army is only great through the extraordinary efforts of the individual, and thus it is that Army of One that exponentially gives us that greatness."

— On the black beret: "Having served with the Rangers, I was totally opposed to the new beret. But, when you think about it, when we recruit a young man or women, we ask them for the ultimate sacrifice. I now believe all soldiers deserve the beret and I like to see them wear it."

— The Pledge of Allegiance is something that "makes the hair on the back of my neck stand up. We all know those precious 34 words and they mean a lot to every soldier and American, especially with the recent events in New York and Washington," he said. "In 1968, I joined the Army because a recruiter talked about those 34 words and my obligation to serve the principles those words and our great country stand for."

He also said recruiters today need to be selling patriotism, as in the heart of every young American is a patriot wanting to serve their nation.

Roberts will soon be promoted to lieutenant colonel, the second time he has been selected for promotion below the zone. He has held numerous command positions throughout the Army and was awarded a Master of Social Work degree from the University of Cincinnati.

In addition to the MOH, Roberts has two Silver Stars, the Bronze Star, three Meritorious Service Medals and three Army Achievement Medals, the Combat Infantry Badge and the Parachutist Badge among others.

Roberts is also a competitive shooter supported by and participating with the Army Marksmanship Unit.

To those that have met him, he is truly a "soldier's soldier."



**MAJ Gordon Roberts, the youngest and only Medal of Honor recipient on active duty, addresses recruiters and brigade staff at 6th Recruiting Brigade headquarters in Las Vegas.**

## Brother, sister swear-in as proud first sergeant uncle looks on

By Andrew Madsen, Milwaukee Recruiting Battalion

It has long been said that the Army is a family. And like any extended family, there are many different members who live and work apart from one another while still sharing the core values that bind them to a common heritage.

In the case of a sister and brother from Fayetteville, N.C., the tradition of service to country runs strong in their family. One of their uncles is currently a drill sergeant at Fort Jackson, S.C. Their father recently retired after 20 years on active duty, and another of their uncles currently serves as first sergeant in the Milwaukee Recruiting Battalion's Iron Mountain Company.

So when it came time for Krystal and Kenneth Bishop to take the oath of enlistment for the U.S. Army Reserve, 1SG Benjamin Berno took a personal interest in making sure his niece and nephew had a positive experience at the Military Entrance Processing Station here.

"Their mother asked if there was a way I could talk to them about tuition assistance," Berno said. "Kenneth had been considering the Air Force Reserve, and their mother Lori, knew he could get much more from the Army Reserve. One thing led to another, and I eventually got the approval through USAREC to have them enlist up here."

Krystal, 21, is a junior at the University of North Carolina where she is majoring in classical archaeology. Although her college studies involve researching ancient civilizations, her training with the Reserve will prepare her for a job in civil affairs.



**All in the family:** Krystal and Kenneth Bishop flank their first sergeant uncle, 1SG Benjamin Berno of the Milwaukee Recruiting Battalion's Iron Mountain Company, following their enlistment in the U.S. Army Reserve Jan. 8 at the Milwaukee MEPS.

"I was looking to get some experience in addition to my college education," Krystal said. "I believe that the Army Reserve's civil affairs program is just what I was looking for."

Kenneth, a high school senior, opted for a medical specialist position in the Reserve. He already has an eye on a career in the Army.

"I was interested in getting some money for college," he explained. "I am hoping to put myself through college while in the Reserve, and possibly going active duty after earning my degree."

## Veteran receives Purple Heart 52 years after being wounded in Korea

Photos by Mark G. Wonders, Los Angeles Recruiting Battalion



Akio Ueda, 71, receives the Purple Heart from MAJ Oliver Black, executive officer Los Angeles Battalion Jan. 25, 2002, at the Los Angeles Regional Veterans Affairs Office.

PFC Ueda, wounded in action on Sept. 15, 1950, was also awarded the Army of Occupation Medal with Japan Clasp, the Korean Service Medal with Silver Star, the Republic of Korea, Korean War Medal, the United Nations Medal, the National Defense Service Medal, the Good Conduct Medal and a signed proclamation from the President of the Republic of Korea. Ueda served in Korea from Sept. 1948 to October 1952, but his records were misplaced. Ueda was born in Hana, Maui, Hawaii, and now lives with his wife, Barbara, in Torrance, Calif.



## The price of freedom is high, but never too high

By Jim Garamone  
American Forces Press Service

"It is both our responsibility and our privilege to fight freedom's fight," President Bush said Jan. 29 during his first State of the Union address.

The United States will dedicate whatever resources it takes to defeat terrorism and make America safe, Bush said to the joint session of Congress at the Capitol.

"As we gather tonight, our nation is at war, our economy is in recession and the civilized world faces unprecedented dangers, yet the state of our Union has never been stronger," he said.

Bush told the gathered legislators that the United States is committed to a long war against terrorists. And, he said, the United States will work with coalition partners to blunt the threat of weapons of mass destruction.

"All nations should know that America will do what is necessary to ensure our nation's security," he said. "I will not wait on events while dangers gather. I will not stand by as peril draws closer and closer. The United States of America will not permit the world's most dangerous regimes to threaten us with the world's most destructive weapons."

Bush listed the accomplishments of America since the attacks of Sept. 11, 2001. He said the United States has buried its dead, comforted the victims, begun to rebuild, built a coalition against terror and liberated and fed Afghanistan. He said the United States and its allies have captured, arrested and rid the world of thousands of terrorists.

"The American flag flies again over our embassy in Kabul. Terrorists who once occupied Afghanistan, now occupy cells in Guantanamo Bay, and terrorist leaders who once urged followers to sacrifice their lives are running for their own," Bush said.

Bush said he had complete confidence in the men and women of the armed forces. He said U.S. service members "have delivered a message clear to every enemy of the United States, even 7,000 miles away across oceans and continents, on mountaintops and in caves:

'You will not escape the justice of this nation.'"

The president said U.S. discoveries in Afghanistan "confirmed our worst fears." U.S. intelligence experts have discovered diagrams of American nuclear power plants and public water facilities. They also discovered detailed instructions for making chemical weapons and surveillance maps of U.S. and other cities.

"What we have discovered in Afghanistan," Bush said, "is that far from ending there, our war against terror is only beginning." Terror organizations are around the world and states still offer safe haven and money to these organizations, he said.

He said tens of thousands of "dangerous killers" trained in Afghanistan's terror training camps. He said the terror school graduates are "now spread around the world like ticking time bombs set to go off without warning." He said the terrorists view the world as a battlefield, "and we must pursue them wherever they are."

The United States will remain steadfast, patient and persistent in pursuit in two objectives, he said. First, the United States will shut down terrorist camps, disrupt their plans and bring them to justice. Second, the United States must prevent the terrorists and their state sponsors from developing chemical, biological or nuclear weapons that would threaten the United States and the world, he said.

Bush said while the camps are closed in Afghanistan, camps still exist in a dozen countries. And, he said, a terrorist underworld "including such groups as Hamas, Hezbollah and Islamic Jihad operates in remote deserts and jungles and hides in the centers of large cities."

He said the United States is working in the Philippines, Bosnia and off the coast of Somalia. "My hope is that all nations will heed our call and eliminate the terrorist parasites who threaten their countries and our own," Bush said.

He singled out Pakistan for its stand against terrorism. "But, some governments will be timid in the face of terror," Bush cautioned. "But make no mistake about it, if they do not act, America will."

Bush singled out North Korea, Iran and Iraq as regimes that sponsor

terrorism and have active chemical, biological and nuclear weapons programs.

"States like these, and their terrorist allies, constitute an axis of evil, arming to threaten the peace of the world.

By seeking weapons of mass destruction, these regimes pose a grave and growing danger," he said. "They could provide these arms to terrorists, giving them the means to match their hatred. They could attack our allies or attempt to blackmail the United States.

"In any of these cases, the price of indifference would be catastrophic." Given this threat, the United States will work with coalition partners to deny these weapons to these regimes. "We will develop and deploy effective missile defense to protect America and our allies from sudden attack," Bush said.

He told the legislators that the United States must spend more on defense. He said the budget he will present to Congress includes the largest defense spending boost since 1981.

"It costs a lot to fight this war," Bush said. "We have spent a billion dollars a month — over \$30 million a day — and we must be prepared for future operations.

"Afghanistan proved that expensive precision weapons defeat the enemy and spare innocent lives, and we need more of them," he continued. "We need to replace aging aircraft and make our military more agile to put our troops anywhere in the world quickly and safely. Our men and women in uniform deserve the best weapons, the best equipment, the best training — and they also deserve another pay raise."

Bush called on Congress to approve funds designed to prevent another attack or manage the consequences if a terrorist strike should succeed.

"We are protected from attack only by vigorous actions abroad and increased vigilance at home," he said. The budget will double the money devoted to homeland security. Bush said his administration will focus on four key areas: bioterrorism, emergency response, airport and border security, and improved intelligence.

He said the war has gone well, but it has only just begun. "While the war on

terrorism may not end on our watch, it must be waged on our watch," he said.

Bush said the effort is expensive, but worth it. "While the price of freedom and security is high, it is never too high," he said. Whatever it costs to defend our country, we will pay."

## Army engineers improving Afghan airfield

by PFC Andrew Kosterman  
Army News Service

As Bagram Airfield grows in population, forces help to accommodate service members by repairing roads and strengthening structures where they can live.

It's the job of U.S. Army engineers to build and restore roads, bridges and buildings, said CPT Kevin Lovell, commander of Company B, 92nd Combat Engineering Battalion (Heavy), out of Fort Stewart, Ga.

"We are doing a little bit of everything here," Lovell said.

The repair of a makeshift barracks, dubbed the "Motel 6," is part of the job being completed, said Lovell. This job includes replacing broken and missing windows with new ones.

"We're making it easier for soldiers and the locals to live here," said PFC Robert Wardlow, a carpentry masonry specialist.

The construction projects are nothing new for the 92nd, which has been deployed several times in the past decade, said Lovell. The most recent deployment was to Puerto Rico, where the engineers constructed a four-story rappelling tower for the 7th Special Forces Group.

Since the Sept. 11 attacks, the engineers of the "Black Diamond" battalion have learned to move fast, Lovell said. The team was first notified to deploy on a weekend, leaving Hunter Airfield two days later.

"It's unheard of for a group of engineers to execute movements that fast," said Lovell, "especially combat-heavy ones."

The engineers, who work together often, must have a tight cohesion with each other to deploy that quickly Lovell, said.

"The earthmovers just returned from Bosnia in September," Lovell said.

"They volunteered unanimously to deploy with the company."

Army engineers have also contracted local workers in Afghanistan to complete some tasks, thus stimulating the local economy, said SFC Brian Cutch, construction supervisor.

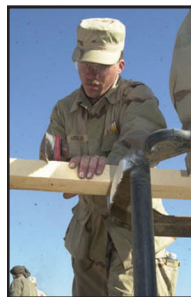
Larger jobs, such as repairing roofs and putting Plexiglas windows in the air traffic control tower, are being planned, Cutch said.

The engineers also work on small projects, such as chairs and tables, said Cutch. "When the (Secretary of Defense) came, we built the podium," Cutch said.

No matter the size of the project, the Black Diamonds will continue working toward their goal of restoring this airfield until it is fully operational, said Cutch.

(PFC Andrew Kosterman is a member of the 49th Public Affairs Detachment (Airborne) on assignment in Afghanistan.)

**PFC Robert Wardlow, a carpentry-masonry specialist with the 92nd Engineering Bn, cuts wood for a project at Bagram Airfield. (Photo by PFC Andrew Kosterman)**



## 101st Airborne troops guard Kandahar airport

by SPC Eric S. Bartelt  
Army News Service

Soldiers of the 101st Airborne Division (Air Assault) have now taken over the job of guarding Kandahar International Airport from Taliban and Al-Queda fighters in Afghanistan.

The 187th Infantry Regiment has replaced the 26th Marine Expeditionary Unit on the perimeter of the Kandahar airport.

"I think I'm prepared and our NCOs are great teachers getting us prepared for this mission," said PFC Dennis Kusak of B Company, 2-187th Infantry Regiment. "It's all about following directions and having the discipline, that's the key to completing our mission."



**Soldiers from the 101st Airborne Division (Air Assault) fold the American flag during retreat at Kandahar airport, Jan 22. (Photo by SFC David K. Dismukes)**

"I'm lucky to be in a unit like this, I'm proud to be a 'Rakkasan' (187th Inf. member) with its tradition and history," said Kusak.

He also went on to say the morale of his company is great through the first two weeks in country.

"Our company tries to make the best of this situation," said Kusak. "When we have free time we like to joke about the good times we had at the barracks and grow a bigger bond and come closer together like a band of brothers."

(SPC Eric S. Bartelt is a member of the 40th Public Affairs Detachment.)



**KANDAHAR AIR BASE (Afghanistan)- From left to right, Army PFC Michael Hamers, PVT Robert Sheppard, and PFC Johnathan Snow, all with Delta Co., 2nd Battalion, 187th Infantry Regiment, stand alert by their vehicle after spotting movement in the nearby ridgeline. (U.S. Army photo by SPC David Marck)**

## Army Recruiting Command announces Special Forces Recruiting Initiative

### Army News Service

The U.S. Army Recruiting Command restores a 36-year-old Army program allowing highly qualified, motivated young men to apply directly for Special Forces upon enlistment. The original Special Forces recruiting program began in 1952 and ended in 1988, when the Army began selecting soldiers for Special Forces through in-service programs.

This pilot program returns an exciting opportunity for dedicated, disciplined recruits considering Special Forces. The initiative will be limited for the first year to just 400 soldiers, who must undergo an average of over 80 weeks of intensive, demanding military training. High-quality Army enlistment standards also still apply.

Historically part of the Special Forces soldier-entry process, this program was discontinued when the Special Forces became a separate branch and started the Special Forces Assessment and Selection process. Upon detailed review within the Special Operations Forces community, this initial-accessions program is being re-established to train the Special Operations Forces Noncommissioned Officer corps for current, emerging and future requirements.

The entry requirements are very rigorous for this enlistment option. The prerequisites and standards will maintain both the high standards of Special Operations Forces team and permit motivated individual candidates the best opportunity to

successfully complete the two-year training requirements. The minimum term of soldier enlistment will be for five years. Both non-prior and prior-service soldiers may be eligible, providing they meet all other prerequisites. This enlistment option carries the same incentives as that of an infantry soldier, such as cash bonuses.

## TRICARE Dental Program provides smile insurance

As with medical prevention, dental prevention should begin at an early age. Having a regularly scheduled dental examination is essential for maintaining overall good health.

The TDP provides a comprehensive benefit package at low monthly premiums. It covers preventive care at 100 percent to encourage family members and Reservists to seek dental care early to avoid more costly or serious dental diseases in the future. Approximately 1.5 million beneficiaries are enrolled but only about 54 percent have actually used the TDP benefit and scheduled an appointment for a routine dental check-up.

The TRICARE Dental Program provides "smile insurance" to enrollees because it offers 100 percent coverage for diagnostic and preventive services, such as examinations, cleanings, x-rays, fluoride treatments and emergency services. The program also provides some coverage for fillings, braces, athletic mouthpieces, root canals, crowns and bridges.

For general information on the program, active duty family members, Reservists and their family members may contact United Concordia

(UCCI), the dental program administrator at 1-888-622-2256, or visit the UCCI Web site at [www.ucci.com](http://www.ucci.com).

## Contract Recruiting Company Pilot Program Award summary

The United States Army Recruiting Command and the United States Army Training and Doctrine Acquisition Center awarded contracts for the contract recruiting company initiative required under the National Defense Authorization Act for Fiscal Year 2001. MPRI and Resource Consultants, Inc. (RCI) each received contracts to perform the full complement of recruiting services, including prospecting, selling, and pre-qualifying prospective applicants for the Regular Army and Army Reserve, and ensuring that contracted applicants ship to their initial entry training.

The pilot program will be implemented starting this spring in selected locations across the country. Civilian contract employees will perform all the duties currently performed by Army leaders and recruiters in 10 recruiting companies. Each recruiting company currently has a Company Leadership Team, consisting of a captain, a first sergeant and approximately 30 noncommissioned officers who work as recruiters. An average recruiting company has seven recruiting stations within its geographic area.

Contract civilian recruiters will begin recruiting in the first four company areas in the spring of 2002. The first four recruiting companies are located in Dover, Del.; Wilmington, N.C.; Homewood, Ill.; and Tacoma, Wash. During the fall of 2002, six

additional locations will become operational: The following six recruiting areas are Harrisburg, Penn.; Jackson, Miss.; Dayton, Ohio; East Oklahoma City, Okla.; Granite City, Ill.; and Salt Lake City.

## Detailed Recruiter Assignment Preference Program

Have you heard about the DRAPP (Detailed Recruiter Assignment Preference Program)?

No? Well, it's for you. Based on the arduous work and long hours you put in during your tour as a recruiter, PERSCOM has agreed to an assignment preference program to help you get the assignment location you would like when you complete your duty as a recruiter.

Here are the details:

Fifteen to 18 months prior to end of stabilization a sergeant first class may submit a DRAPP form with assignment preferences. Sergeants and staff sergeants may submit the DRAPP form at 7-12 months prior to end of stabilization. Forms may be submitted to the Recruiting Operations Team (DA PERSCOM, ATTN: TAPC-EPM-A) via e-mail to Virginia Schindler at [Virginia.Schindler@hoffman.army.mil](mailto:Virginia.Schindler@hoffman.army.mil).

All preferences must be professionally developing assignments and one must be a divisional assignment.

Corporals may also apply under this program. Corporals can return to their original station (unless it was overseas) or apply for three CONUS assignments (namely divisions where authorizations exist) to meet professional development needs.

Branch assigns soldiers to one of their requested prefer-

ences, if available, or provides alternate assignment available to the soldier. Assignments must meet soldier's professional development needs.

Six months or less from stabilization date, PERSCOM provides branch with names of soldiers without an assignment.

Branch assigns soldier based on requirements.

Recruiters, this is your chance to have input on your next assignment. When you have 12 months left in USAREC, you can access the PER Web page at <http://hq.usarec.army.mil/per/pmd/index.htm>, go to Enlisted Management and pull up the DRAPP form, complete it and e-mail it to Virginia Shindler to get your assignment location of choice.

Points of contact are SFC Shari Smith at commercial 502-626-0232 or MSG Michael Hoffman at 502-626-0214.

## **New for 2002 - Training with Industry (TWI) Program for MOS 79R**

The Army has authorized USAREC to send one 79R to Training with Industry (TWI) during FY 02.

The 79R TWI Program is a work-experience program to provide extensive exposure to current best business practices, techniques, and procedures within corporate America to competitively selected recruiters.

All participants are assigned to the Student Detachment, Fort Jackson, S.C., with duty at Learning and Development Division, State Farm Insurance Corporate Headquarters, Bloomington, Ill. Duty at State Farm will be no more than 12 months. Following the participants' tenure at the industry, they are placed in a validated

utilization assignment for two years as a training developer assigned to HQ USAREC. Participants also incur an active duty service obligation of three days for each day served with industry.

This is a nominative assignment. Sergeants first class with less than three years time-in-grade and currently serving as a station commander will receive preference during this process. Eligible NCOs interested in applying for this program must submit a packet to the 79R Personnel Proponency Office, HQ USAREC no later than Apr. 1, 2002. For more information, inquire through your chain of command.

## **TRICARE Online is new gateway to health care services**

TRICARE Online is here! TRICARE Online is a new Internet "gateway" to interactive services and information, designed to allow TRICARE military health care beneficiaries to take command of their own health care in a common, secure, user-friendly electronic environment.

TRICARE beneficiaries served by dozens of military treatment facilities selected as test sites can register on the Web site at [www.TRICAREOnline.com](http://www.TRICAREOnline.com). Those facilities serve active duty and retired members of the uniformed services, their families, and survivors in TRICARE Regions 9 and 11, and the National Capital Region, as well as Central Europe.

This is an expansion of TRICARE Online testing which began earlier this year at four sites in TRICARE Regions 1 and 2: Malcolm Grow Medical Center,

Andrews Air Force Base, Md.; Rader Clinic, Fort Myer, Va.; Naval Hospital Cherry Point, N.C.; and Naval Hospital Camp Lejeune, N.C. These test sites are notable because they cover all of the uniformed services and include treatment facilities of different sizes.

If these tests are a success, TRICARE Online will be offered to TRICARE beneficiaries worldwide in about a year. TRICARE beneficiaries assigned to one of the test sites may register for the on-line service. They can register each of their family members. This becomes very helpful when keeping track of family medical information.

Registered users can use these TRICARE Online features:

- \* Beneficiaries assigned to one of the test sites and enrolled in TRICARE Prime or TRICARE Plus can use TRICARE Online to make appointments with their military treatment facility where they receive care. They can continue to make their appointments by phone.

- \* All registered users can visit TRICARE Online to keep a personal health journal. This secure page can be used to record health care data, such as current treatment, immunizations, prescribed medications, and past medical procedures.

- \* By using their secure password to access this health journal, beneficiaries can retrieve their personal health care information online from any location - even when they are moving, traveling, or away from home on temporary assignment.

All TRICARE beneficiaries can use TRICARE Online to obtain information about their

TRICARE benefits and services, check medications for possible adverse reactions, and access 18 million pages of consumer health information from a trusted source.

TRICARE Online is being designed with the military health care beneficiary in mind.

For further information, visit TRICARE Online on the Web site at [www.TRICAREOnline.com](http://www.TRICAREOnline.com).

## **TRICARE Dental Plan premium rate change**

TRICARE Dental Program (TDP) members noticed a slight increase in their monthly premiums in January 2002. The new rates were effective on February 1, 2002; however, since premiums are collected one month in advance, TDP members noticed the change with their January 2002 billing statement, payroll allotment or deduction.

Effective February 1st, TDP premiums increased by about 3.5 percent or a little less than the annual increase in the dental services component of the Consumer Price Index.

The new monthly premium rate for active duty family members and members of the Selected Reserve, Individual Ready Reserve (Special Mobilization Category) and family members of reservists who are on active duty for more than 30 consecutive days is \$7.90 for a single enrollment and \$19.74 for a family enrollment.

"Since the government will continue to pay 60 percent of the total monthly premium for most categories of TDP enrollees, the actual increase for the majority of TDP members will be fairly small.

## Gold Badges

RSM JANUARY 2002

### ALBANY

SFC Ruby D. Blair  
SFC Gregory D. Psoinos  
SFC Ernest M. Gstell  
SFC Robin J. Schwartz  
SSG Michael L. Bass  
SSG Vincent Daugherty  
SSG Raymond L. Bentley

### BALTIMORE

SFC Jeffrey Loxley  
SFC Donald Humbar  
SFC Karol Beale  
SSG Kliean Elwin  
SSG Matthew Oliver  
SSG Shelton Drake  
SGT Erik Lewis  
SGT Jason Hipp

### BECKLEY

SFC Harry E. Unroe  
SSG Deshun A. Lowery  
SSG Zachery D. Taylor

### CLEVELAND

SFC Terence Smith  
SSG Joseph Bradley  
SSG Terri Stephens  
SSG James Yuras  
SSG Clint Stevens

### COLUMBIA

SFC Jon E. Guba  
SFC Michael E. Flynn  
SSG Matthew Vedder

### COLUMBUS

SFC William M. Meyer II  
SFC Brian E. Halstead  
SFC William Laughman III  
SSG Waymond M. Moore  
SSG Odale Sparkman  
SSG Christopher Timbrook  
SSG Kenneth F. Rousel  
SSG Shawn O. Jackson  
SSG Scott W. Aldridge  
SSG Chad M. Bailey  
SSG Todd E. Heightshoe  
SGT Diane S. Holmes  
SGT Curtis L. Gross  
SGT Joshua Pondo

### DALLAS

SFC Jerry Jacoba  
SSG Robert L. Gambrell  
SSG Noah C. Edney  
SSG Steven Darbyshire  
SSG Eric Fletcher  
SSG Reginald Johnson  
SSG James O. Henry Jr.  
SSG Shaunda R. Edwards  
SGT Billy Miller Jr.  
SGT Michelle L. Bessard

### DES MOINES

SFC Duine Proffitt  
SFC James Grider

SFC Charles Price  
SFC Ivan E. Bowers Jr.  
SSG Daryl S. Mann  
SSG Keith A. Sollazzo

### GREAT LAKES

SFC Evangelish Thomas  
SFC Paul Malace  
SFC Jerry Rasberry  
SFC Stanley Loehmer  
SFC Michael Nichols  
SFC Dennis Phifer  
SFC Jerry Vanheest  
SFC Michael Setzke  
SFC Robert Labine  
SFC Leo D. Rodrigue Jr.  
SFC Anthony Slater  
SSG Jimmy Davis  
SSG Brian Potter  
SSG Victor Morales  
SSG Shawn L. Kendrick  
SSG Daniel Walters  
SSG Huey P. Cheffin

SSG Douglas Gourley  
SSG Kenneth Kispert  
SSG Thomas Niederquell  
SGT Caleb Miles  
SGT Patrick Wright  
SGT Ronald Lassiter  
CPL Justin H. Headworth

### HOUSTON

SFC Tonja Hill  
SSG Estaban Jimenez  
SSG Isaias Teran  
SSG Raul Rodriguez  
SGT Michael McGee  
SGT David Spoor  
SGT Darlene Thomas  
SGT Marty Cooper  
SGT William Winham  
SGT Robert Moffett

### INDIANAPOLIS

SFC Garry Merritt  
SFC Bondre Carter  
SFC Derrick Brownie  
SSG Eric Hearn  
SSG Aaron Boetsch  
SSG Randall Mills  
SSG Jeffrey Andress  
SSG Terry Shaw  
SSG Joseph Johnson  
SSG Daniel J. Ingler  
SSG David Love  
SSG Jane Miller  
SGT Kenneth Zubaty  
SGT Zachary Armstrong  
SGT Quateliou Mosley  
SGT John Rush  
SGT Theodore Cooper

### JACKSON

SSG Carlos McKinney Sr.

SGT Jason Huzzie  
SGT Tracey Beville  
**JACKSONVILLE**

SFC John Whitfield  
SFC Danta Harrell  
SFC Thomas Downs  
SSG Dexter Williams  
SSG Tang Smith  
SSG Charles Parker  
SSG Mary Slaughter  
SSG Frank Williams  
SSG Mernita Harris  
SGT Jason Hopkins  
SGT Michael Forcier  
**KANSAS CITY**

SFC Kenneth Hendrix III  
SFC Timothy J. Alderdice  
SSG Colon Purdie Jr  
SSG Charles Eaton  
SSG Darvin Williams  
SSG John Stover  
SSG Carmen McDavitt  
SSG James Coonrod  
SSG Lonnie Shumate  
SSG Walter Horbotowicz  
SSG Pablo Villafranco

SSG Jerry Spears  
SSG Adam Hare  
SSG Bobby Lester Jr.  
SSG Clayton Finch  
SSG Kevin McGuire  
SGT Eric Marshall  
SGT William Franklin

### LOS ANGELES

SSG Wanda I. Tappkratzer  
SSG Patrick Luley  
SSG Gasper Munoz  
SSG Ricardo Anzaldua  
SSG Timberlake M. Pierce  
SSG Anthony Sessions  
SSG Andrew Angarita

### MID-ATLANTIC

SFC Pedro Oliveras  
SSG Juan Rosario  
SSG Eric Hitch  
SSG Arthur Bell  
**MILWAUKEE**  
SSG Jacob Tilford  
SSG Jeffrey A. Rabold

### MINNEAPOLIS

SFC Scott Stein  
SFC Werner N. Irvin Jr.  
SSG Mark Laue  
SSG Daniel Claussen  
SSG Bruce Banta  
SSG Chad Vandenbos  
SSG William White  
SSG Matthew Teal  
SSG Daniel Geurtsen  
SSG Randall Stark  
SGT Ovidio Correa-Rodriguez

### MONTGOMERY

SFC Robert McNeal  
SSG John Hall

SSG Kenneth Wagner  
SSG Jason Therkelsen  
SSG Tiffany Tappin  
SSG Khadijah Black  
SGT Trina Ware  
SGT Thomas Wakefield  
SGT David Fitts

### NASHVILLE

SSG Matthew Young  
SSG Paul W. England  
SSG Donald G. Heston  
SSG Charles Miller

### NEW ENGLAND

SSG Richard D. Tufts  
SSG Isaac N. Harris

### NEW ORLEANS

SFC Eva Randolph  
SFC Montero Minor  
SFC Rodney Griffin  
SFC Mark Alford  
SSG Franklin Miller  
SSG David Adams  
SSG Norman Brown  
SSG Jason Gamble  
SSG Sammie Carithers  
SSG Brian Amirault  
SGT Anthony Webb  
SGT William Brown  
SGT Michael Dickey

### NEW YORK CITY

SSG Ronald Walker Jr.  
SSG John Kohne  
SSG Lionel D. Bratsveen

### OKLAHOMA CITY

SSG Jeffery Godines  
SSG Kevin N. Burgin  
SSG Julie A. Semerad  
SSG Benny Roberts  
SSG Keith E. Green  
SSG Carl Box

SGT Brett Scarcelli  
SGT Thomas Kelt  
SGT Louis C. Sidney Jr.  
SGT Clancy G. Thomas

### PHOENIX

SSG Johny Monds  
SSG Carol A. Zeitvogel

### PITTSBURGH

SSG Bobby J. Farrington  
SSG Richard W. Bashioum

### PORTLAND

SSG Robert Kosirog  
SSG Kalepo Viatautolu  
SGT Richard March

### RALEIGH

SFC Kevin T. Jetter  
SFC Mary A. Pillsbury  
SFC Alberta Love  
SSG Sonya Drake  
SSG James Kirby  
SSG Deborah Bryant  
SSG Stephen W. Spivey  
SSG Michael J. Kelly  
SSG Samuel C. Peterson



SSG Lance McEwan  
SGT Rodney Davenport

### SACRAMENTO

SSG Francisco J. Artega  
SGT Eric M. Vanhees  
SGT James P. Arnold

### SALT LAKE CITY

SSG Mark A. Spencer  
**SAN ANTONIO**

SSG Rafael Gallo  
SSG Javier Ratliff  
SSG Samuel Ruiz III  
SSG Paul Walker  
SSG Israel Mendiola Jr.  
SSG Ambrose St. Rose  
SSG Leovardo Tellez  
SSG Christopher Stovall  
SSG Homero Tamez  
SSG Robert Warren  
SSG Jose Santiago-Borrero  
SSG Ernie Midkiff  
SSG Rickey A. Smith  
SSG Charles Noble Jr.

### SEATTLE

SFC William Webster  
SSG David Rose

### SOUTHERN CALIFORNIA

SSG Luis M. Rodriguez-Mejia  
SSG Carlos Avalos  
SGT Daniel W. Guidry  
SGT Henry O. Gavers  
CPL Alfred J. Giradot IV

### ST. LOUIS

SFC James Lord  
SSG Curtis Wright  
SSG Christopher Stapleton  
SSG Rodney Reese  
SSG Michael Black  
SSG James Close  
SGT Aaron Nielsen

### SYRACUSE

SSG Michael Gleason  
SSG Nathan Russell  
SGT Benjamin Kinney  
**TAMPA**  
SSG Markantonio H. Brown  
SSG Torrence Worthy  
SSG Denis P. Brogan  
SSG JW Weathersby  
SSG Jaime Iriazary  
SSG Juan J. Lowery  
SSG Douglas J. Leake  
SGT Justin M. Budmayr  
SGT Edward J. Arter  
SGT Tahisha I. Reid  
SGT Diego Nova



# Morrell Awards



RSM JANUARY 2002

**AMEDD 2D**

SFC Jack Brumbaugh

**AMEDD 5TH**

SFC Joseph Peabody

**ALBANY**

SFC Anthony Urban

**CHICAGO**

SFC Anthony Webster

**GREAT LAKES**

SFC Ronald Karcz  
SFC Don McDonell

**HOUSTON**

SFC Stephen Simmons

**INDIANAPOLIS**

MSG James Smith  
SFC Carl Fulmore  
SFC Raymond Wampler

**KANSAS CITY**

SFC Kyle Stueven

**MIAMI**

1SG Ramon Burgos  
SFC Margarita Gonzalez

**MINNEAPOLIS**

MSG Cory Olson  
SFC Bobby Clarida

**NASHVILLE**

SFC William Barrett Jr.

**OKLAHOMA CITY**

MSG Charles Hall Jr.  
SFC Herschel Pledger  
SFC Edwin Ferguson Jr

**SAN ANTONIO**

SFC Conrado Martinez Jr.

# Recruiter Rings



RSM JANUARY 2002

**AMEDD 2D**

SFC Frankie Hicks  
SFC Robert Hodgins

**ALBANY**

1SG William Powell III  
SFC Victor Greene

**BALTIMORE**

SSG Darren Joseph  
SSG David Anderson  
SSG Kirby Peidl  
SSG Eric Vaughn

**BECKLEY**

SFC John Drawbond Jr.  
SSG Rusty Pool

**COLUMBUS**

SFC Frank McJessy  
SFC Randy Storer  
SFC Bill Snyder  
SFC Tony Parmer  
SFC Michael Page  
SSG Eric Whitters

**DES MOINES**

SFC Scott Swalla  
SFC Stacy Sherman  
SFC Mark Bandy

**GREAT LAKES**

SFC Sean Davies  
SFC James Parchell  
SFC Jeffrey Coleman  
SFC Robert Arellano  
SFC Miguel Valdez  
SSG Charles Long

**HOUSTON**

SFC Marc Stratton  
SSG Benita Velasquez

**INDIANAPOLIS**

SFC Joseph Pisarcik  
SFC Timmy Brown  
SFC Jose Ramirez  
SSG Sean Sparks

**JACKSON**

SFC John LeBlanc  
SSG Willie Walton

**JACKSONVILLE**

SFC Donte' Thomas  
SSG Reginald Douglas  
SSG Elliott Johnson  
SSG Aaron Graham

**KANSAS CITY**

SFC David Morgan

**LOS ANGELES**

SSG Victor Ponce

**NASHVILLE**

SSG Ricardo Terrazas

**MIAMI**

SFC Jose Rivera  
SFC Raymond Coward  
SSG Demetre Riles

**MINNEAPOLIS**

SFC Brian Twohy  
SFC Stephenie Wilson

**MONTGOMERY**

SFC Carolyn Grubbs  
SSG Keith Forney  
SSG Lewis Davis

**NASHVILLE**

SFC William Lamkin  
SSG Joseph Jeffo

**NEW ORLEANS**

SFC Mark Buckner  
SFC Tori Moore  
SFC Odell Wallace  
SFC Donald Williams  
SFC Clark Brazil

**OKLAHOMA CITY**

SFC Steven Hughley  
SSG Randall Howard  
SSG Scott Vaughan  
SSG Ronald Rhodes

**PITTSBURGH**

SSG Eric Hawes  
SSG Donald Wilson

**RALEIGH**

SFC Michael Williams  
SSG Ceeprian Mumpfield  
SSG David Jackson

**SAN ANTONIO**

SFC Christopher Gleason  
SFC Juan Gonzales  
SFC Joseph Boyd

**ST. LOUIS**

SFC Frederick Peel

**TAMPA**

SFC Edward Guzinski  
SFC Luis Medina-Martinez  
SFC Jeffrey Foster  
SFC Jeremiah Cotten  
SSG Kemper Jones  
SSG Shawn Garden  
SSG James Reeves

# The Test

**1. When does the station commander update the HRAP database?**

- a. Within one week of departure date
- b. At the end of the RSM
- c. Within 48 hours of expected arrival/no show/departure (completion) of HRAP duty
- d. Whenever he/she gets the opportunity

**2. What form is the station commander required to complete to ensure soldier is credited for HRAP duty?**

- a. Memorandum from company commander
- b. DA Form 4187
- c. DA Form 31
- d. Both DA Form 4187 and DA Form 31

**3. An applicant has already tested twice. When are they eligible to retest?**

- a. 1 month
- b. 2 months
- c. 3 months
- d. 6 months

**4. When is an applicant eligible for a DAT waiver?**

- a. 30 days
- b. 45 days
- c. 60 days
- d. 90 days

**5. Moral waivers for enlistment require documentation that a case exists to warrant an exception to the standards established in AR 601-210.**

- a. Great
- b. Normal
- c. Meritorious
- d. Wonderful

**6. Moral and administrative waivers are valid for \_\_\_\_\_ from the approval date unless a change in status occurs.**

- a. 3 months
- b. 6 months
- c. 9 months
- d. 12 months

**7. Tier evaluation will be completed on all applicants from public charter schools.**

True or False

**8. Your applicant received 855 clock hours of training from a certified Job Corps technical program. How many semester hours is this equal to?**

- a. 13
- b. 15
- c. 17
- d. 19

**9. Starting with what SY are school lists required to be placed on the ARISS-RWS Leads Reports system?**

- a. SY 1999
- b. SY 2000
- c. SY 2001
- d. SY 2002

**10. What entries should be made in the Contact History screen of the ARISS-RWS Leads Reports system in the Action block, Result block and the Status block after having conducted an appointment with an individual?**

- a. Appointment, conduct, and prospect
- b. Initial appointment, conducted, and applicant
- c. Appointment, conducted, and lead
- d. Initial appointment, conducted, and prospect

**11. The acronym SALUTE stands for what?**

- a. Size, Activity, Level, Unit, Time, Equipment
- b. Size, Activity, Level, Uniform, Time, Equipment
- c. Size, Activity, Location, Unit, Time, Equipment
- d. Size, Activity, Location, Unit, Time, Excuses

**12. In which MOPP level are you carrying the protective mask, wearing the overgarment, overboots and helmet cover, and have gloves available?**

- a. MOPP 0
- b. MOPP 1
- c. MOPP 2
- d. MOPP 3
- e. MOPP 4

**13. You can use M9 detection paper without gloves.**

True or False

**14. When is the only time you would move a casualty with a suspected neck or back injury?**

- a. To get them in the shade
- b. To save his or her life
- c. To get them in the vehicle
- d. To stretch them out

**15. Dressing should be tied firmly enough to secure the dressing but loosely enough to insert how many fingers between the knot and the dressing?**

- a. One finger
- b. Two fingers
- c. Three fingers
- d. Four fingers

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

# Mission Box

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



### RSM January 2002

#### Top RA Recruiter

SGT Steven Jones  
(Baltimore)

SSG Luis Robles  
(Miami)

SSG Jose Lopez  
(Chicago)

SSG James Roberts  
(Kansas City)

SFC Jerome Lister  
(Denver)

#### Top USAR Recruiter

SFC Clifford Stein  
(Albany)

SFC Gary Rayfield  
(Jacksonville)  
SFC David Morrison  
(Montgomery)

SSG Stephenie Wilson  
(Minneapolis)

SSG Christopher Reynolds  
(Kansas City)

SSG Charles Whitbeck  
(Salt Lake City)

#### Top LPSC

Roanoke  
(Beckley)

Asheville  
(Columbia)

Wyoming  
(Great Lakes)

Baton Rouge  
(New Orleans)

Everett  
(Seattle)

#### Top OPSC

Vineland  
(Mid-Atlantic)

Blueridge  
(Atlanta)  
Clemson  
(Columbia)  
Livingston  
(Montgomery)

Middletown  
(Columbus)

North Platte  
(Des Moines)

Turlock  
(Sacramento)

#### Top Company

Portland  
(New England)

Montgomery  
(Montgomery)

Dayton  
(Columbus)

Lincoln  
(Kansas City)

Everett  
(Seattle)

#### Top Battalion

Baltimore

None

Indianapolis

Houston

None

#### Top AMEDD

Southeast

Carolina

Chicago

New Orleans

Northwest

### Answers to the Test

1. c. AR 601-2, para 7-3e(4)
2. c. AR 601-2, para 7-3c(4)
3. a. UM 00-034 & UM 01-040
4. b. UM 00-064
5. c. UR 601-56, para 1-5a
6. b. UR 601-56, para 1-5b
7. True - UR 601-101, para 1-10a
8. d. UR 601-101, para 2-2b(10)(a)

9. c. O/O dtd 5 Feb 2001, para V.f.
10. d. ARISS User's Manual & LA 5 in the ARISS POI on recruiting Central Web Site
11. c. TRADOC Pam 600-4, chapter 5 pg 194
12. c. TRADOC Pam 600-4, Figure 5-114
13. False - Ref: TRADOC Pam 600-4, Warning on pg 5-216
14. b. TRADOC Pam 600-4, Warning on pg 5-268
15. b. TRADOC Pam 600-4, Warning on pg 5-285





**U.S. ARMY**