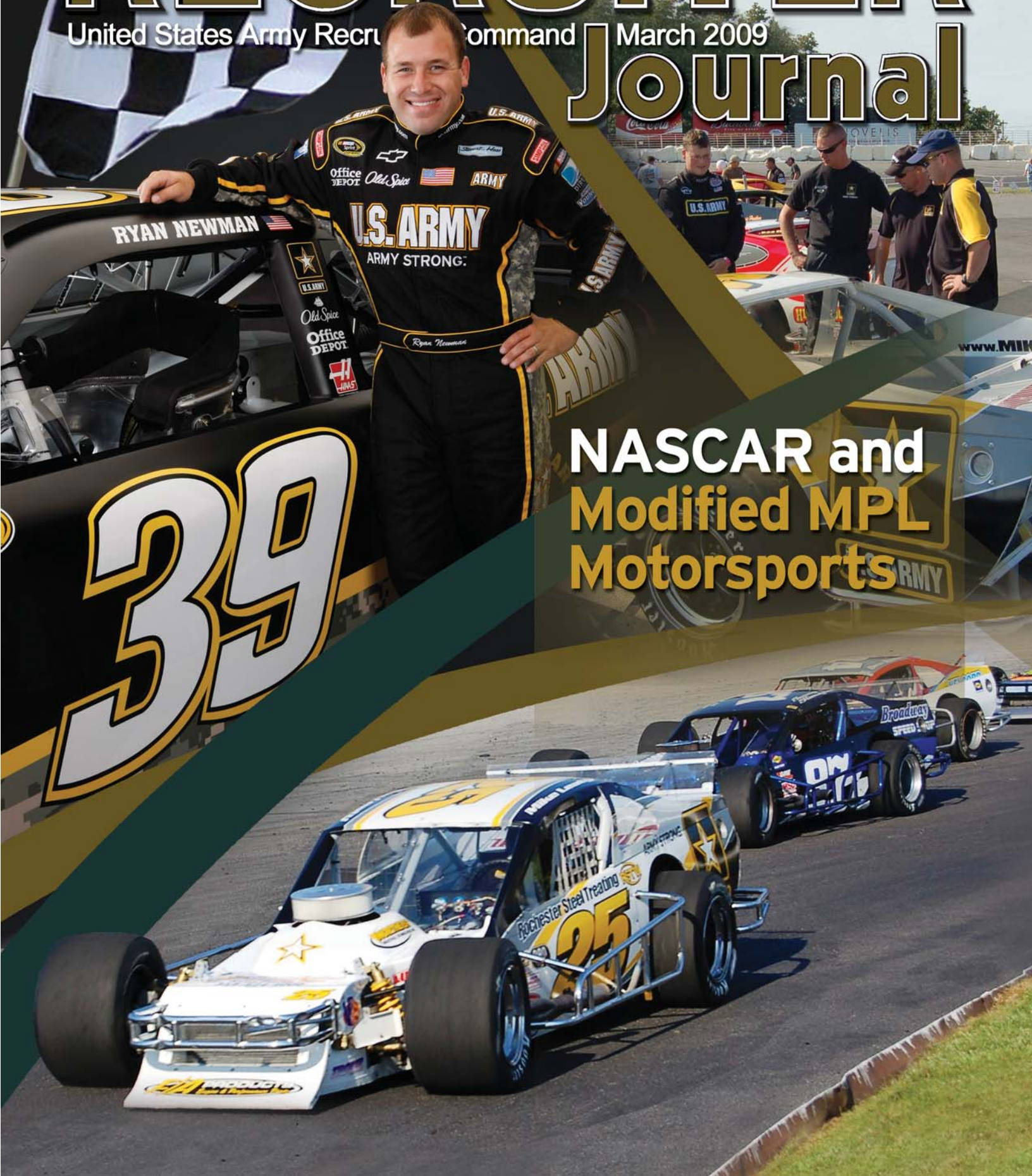


RECRUITER

United States Army Recruiting Command March 2009

Journal



RYAN NEWMAN

U.S. ARMY
ARMY STRONG.

39

NASCAR and
Modified MPL
Motorsports

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RECRUITER Journal

Winner Keith L. Ware Award 2007

U.S. Army Recruiting Command

March 2009

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Commanding General

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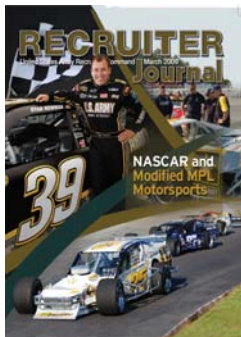


16 Army Races into 2009

While most recognize the Army NASCAR race car, there's a new Modified category race car as well. What started as a local Rochester Company advertising purchase has paid off for the rest of Syracuse Battalion.

18 NASCAR Gears Up!

The Army has a new NASCAR team with the No. 39 Army Chevrolet and new driver Ryan Newman behind the wheel.



Front cover: New NASCAR Team — Ryan Newman is the driver of the new No. 39 Army Chevrolet race car. Also on the cover is the Army's new NASCAR Modified class race car sponsored by Rochester Company.

Our Best Start

In Charles Dickens' classic novel, "A Tale of Two Cities," the opening line reads, "It was the best of times, it was the worst of times." It has been the best of times that we've seen in recruiting in many years. While the economy may have some impact on recruiting, do not underestimate the effects of the training, leadership, programs and incentives all coming together as we continue to man the Army during the eight years of persistent combat operations.

You have accomplished the mission each month this year and the Army stands at 106 percent Regular Army and 112 percent Army Reserve, year-to-date. This is the best start in six years. I am fully confident we are on track to accomplish the Army's mission of 78,000 regular Army and 26,500 for the Army Reserve.

I am extremely proud of what you are doing for our Army.

Typically, we see that a rise in unemployment leads to improvement in propensity to enlist in some areas of the country. While more people may be willing to have a conversation about Army service under these circumstances, the fact remains that fewer than three out of 10 men and women are qualified to serve in our Army. You still deal with applicants every day who have challenges to overcome whether the reasons for qualification are due to weight issues, education or misconduct.

Currently, we are seeing increased media interest in overweight recruits and the nation as a whole is focused on obesity in school-aged children, as well as in the adult population. Use this opportunity to work within each community to demonstrate the Army's interest in healthy recruits and in physical fitness for all citizens.

On the education front, continue to introduce schools and guidance counselors to the March 2 Success program, an excellent free tutorial program that students can use to better their test taking skills. If you have not yet mentioned the March 2 Success program to the schools in your area, I urge



Maj. Gen. Thomas P. Bostick

you to do so. You may be pleasantly surprised by the interest teachers and counselors will have. Tools to present M2S can be found on the USAREC Web site as well as with your battalion Education Services Specialist.

In February, the command observed a one day stand down in order to conduct commandwide training and leader development. The training focused on my expectation of leaders at every level, and it provided wellness resources to Soldiers, Department of the Army civilians and Family members. It was a day for reflecting on positive leadership traits, and laying aside tools used from the past, especially when they no longer

apply to today's way of leading and caring for Soldiers. We also used this opportunity to discuss suicide prevention. The Army video, "Beyond the Front" was very effective in our training. Continue to use the Buddy System, and take care of each other. The loss of any Soldier, civilian, or Family member is tragic and we must do all that we can to assist those who may need our support. It is perfectly fine for any of us to seek out support.

I ask each of you to take to heart the lessons learned during stand down day. It was not meant to be a one-day event but one more step on a journey to make USAREC a command where Soldiers and civilians want to serve.

Finally, I am pleased that the Army has declared this year to be the year of the noncommissioned officer. Our command, like no other, depends on the noncommissioned officer to provide the strength.

The USAREC noncommissioned officer is the face of the Army in communities large and small. In addition to telling the Army story during the year, let's make this year the time to tell the noncommissioned officer story as well. Speeches and presentations during the year can concentrate around the dedication and service of the noncommissioned officer. Our noncommissioned officers deserve nothing less.

Thank you for what you do each day for our nation. See you on the high ground.

NCOERs that Work!

The USAREC command sergeants major who came before me have done a great job of making NCOERs for recruiters, station commanders, and first sergeants relevant to the rest of the Army. But there is more we can do by validating some of the recruiting jargon that's not understood by a centralized promotion board — that is — a promotion board outside of the 79 Romeo field. USAREC Pamphlet 623-3, Noncommissioned Officer Evaluation Report, standardizes some job descriptions for the station commander and gives him a good template to start from. It also provides templates for bullets that are not recruiter jargon specific.

Many responsibilities bestowed upon our recruiters are often overlooked when it comes to writing proficient NCOERs. For example — on the job description — it's imperative that we list the recruiter's area of coverage and what size area they cover as an individual. The same for the station, what size area does that station cover and what is the population of the area. That's powerful stuff for an NCOER.

If you're a recruiter for 350,000 people, that's a lot of responsibility and it's a positive statement on a NCOER. We must give our recruiters, station commanders and first sergeants credit for what they do day in and day out.

We have to be creative on the bullets as well. Another example — March 2 Success. One use of March 2 Success is as a civil affairs tool. We give March 2 Success to a high school for use, free of charge, to better their students' test taking ability — that's a civil affairs project. We're using a civil affairs tool to build on the relationship with the school.

School administrators win by bettering their students at no cost. The students win by preparing themselves to better their test scores, and it helps our recruiting efforts by building a better relationship with the school. Offering March 2 Success as a civil affairs project is no different than if we were to build a bridge over a creek — the students come from one side of the creek to the other to go to school. That's civil affairs and that's a positive element to place in an NCOER.

The same is true with P4 prospecting. In Iraq, we do psychological operations. The authority for distributing pamphlets in a theater of operation is a brigade commander. Of course, in USAREC we don't use psyops, but we do send mailouts with a pre-approved message. That relates — the difference being a corporal, a sergeant, or a staff sergeant makes that decision. In essence, they have the same amount of responsibility and power as a brigade commander does in Iraq. That's powerful. Again, are we showing that on an NCOER?

We, in the upper echelon, are going to do our part to write good NCOERs so that the recruiter's, station commander's, and first sergeant's career potential is truly described for the rest of the Army or a USAREC 79 Romeo centralized panel.

But those NCOs must do their part as well by taking the initiative to update their records long before a centralized promotion board comes up. Some are doing a poor job by waiting until the last minute. Don't wait until a month before the board, it must be a year-long process in order to stay on track and fix deficiencies long before board time. The bottom line, the responsibility falls upon you.

On the Active Guard and Reserve side, there is an issue with the AGR recruiters' ERBs that we're working to get that resolved. Through no fault of their own, the system is just broken for AGR updates on their records. Our G1 is working hard with St. Louis to resolve this huge problem.



Command Sgt. Maj. Stephan Frennier

As most know, several states, including Kentucky, went through a record damaging ice storm at the end of January. While many of our centralized systems went down from power outages, the headquarters staff as well as the field forces showed great flexibility and innovation to overcome the obstacles that Mother Nature threw at us. Everyone did a great job to continue to drive on, even though systems weren't at 100 percent for quite a while. We learned some lessons about our own internal "disaster battle drills," which will make us better prepared next time. Don't wait until a disaster to make a disaster Op Plan. Tornado and hurricane season is upon us.

As we exit these hard winter months that most of you have endured and transition into spring, make sure to do the proper risk assessment for outdoor activities. Properly train and mentor our noncommissioned officers, families, and Future Soldiers and do risk assessments, so they don't go out and do something tragic.

Springtime always gives us a big pool of Future Soldier seniors. So let us be sure that we do a wellness check with them. If there are any school issues, you can get those resolved before graduation. It's important that we maintain constant contact with them as they near the end of one chapter in their life and prepare to enter the next as a Soldier in this great Army of ours. Hooah!

Friendly Fire!

Marriage, Part III. The Most Difficult Job in the World.

How to Make it Work

By Chaplain, Lt. Col. Doug Peterson

In our previous two meetings in this space we've been discussing why relatively few of us fully and deeply enjoy the marriage relationship. I don't need to tell you that USAREC can be a very demanding and stressful environment. My encouragement has been to pause for introspection and invest in personal growth toward making your marriage experience even better. That will not only sweeten your home life; it will also make your life in the recruiting world a bit more pleasant and productive.

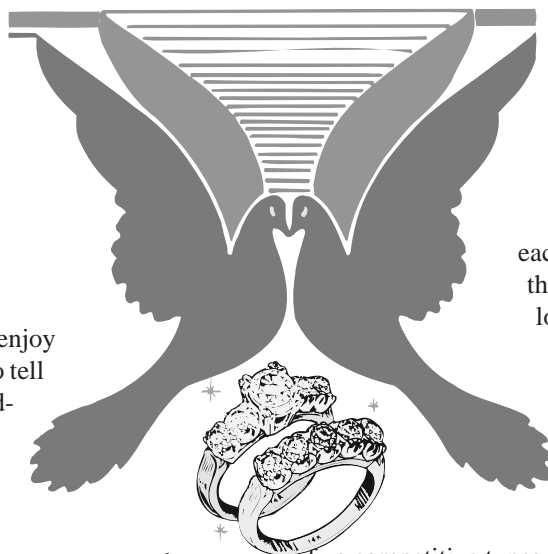
Sometimes on the battlefield we tragically sustain casualties not as a result of enemy action, but through faulty intelligence or execution on the part of our own forces. And we recoil at the idea that we have wounded or killed some of our own best and brightest by friendly fire.

The irony in marriage is that often our attacks on one another come by way of intentional friendly fire. Have you noticed that the person to whom we should be the very closest in life is the same one we are capable of hurting most deeply? Or perhaps you have been the recipient of devastating domestic friendly fire. And, certainly, unchecked patterns of friendly fire lead to the death of a relationship.

This month, Dealing with Conflict, Part I.

Remember that there is no such thing as a perfect marriage. That notion ended the instant you became part of one. Every marriage has conflict of some form or other. The problem comes into play when we allow the old selfish human nature to kick in and have its way.

Have you ever been in situations where seemingly harmless conversations explode into great big, huge, blow-out fights? And the issue at hand was really nothing at all. Or, have you endured silent hostility in your home for perhaps days on end — where you live under the same roof, and yet barely tolerate



each other's presence? Anyone been to the Korean DMZ? Now that ain't a whole lot of fun, is it?

May I suggest three critical concepts that ought to govern our handling of conflict.

- ◆ Your spouse is not your enemy. So often it's easy and automatic to take an adversarial approach. Most of us competitive types are not into losing arguments. Here's where we may be very adept at winning all the battles but in danger of losing the war. It's not me versus him, or me versus her. We need to remember that we are on the same team. Either we both win or we both lose.

- ◆ You can break the cycle of destructive patterns of conflict. Just because things have been a certain way up to this point in your marriage doesn't mean that you have to continue that way. Don't be enslaved by your past. If two people are resolved to work together to break free and make changes in how they manage conflict, they can.

- ◆ Look at conflict as an opportunity for personal growth. There's nothing like marriage that can bring out into the open our otherwise hidden, ugly attitudes and behavior. Now, we can either ignore those vile manifestations of our human nature, or we can identify them as projects to work on and grow through. For example, if my problem is succumbing to the control of anger, I can focus my efforts even now on rethinking the anatomy of anger and work rather to control it. Anger management would be an appropriate separate discussion. Friends, this process is by no means easy, pleasant, or natural. But often the best things in life and marriage come through making positive adjustments to who I am at my very core. Painful and humbling? Yes! Rewarding? Absolutely!

Next time we'll continue with the number one rule of engagement in conflict management.

THE WAY I SEE IT

Bonuses for GED Holders

Dear TWISI

My issue is regarding bonus money for GED holders.

Recruiters must pull an FSR2S reservation for every non prior service applicant they floor.

When pulling a reservation for an applicant with a GED, there are no bonuses available — provided the individual has not already taken the AIMS test. While processing at MEPS they take the AIMS test and based on their composite qualify for a bonus.

So essentially, we're taking folks that were already 100 percent committed to joining the Army without a bonus and adding it after the fact.

Besides being pointless, this process creates two other problems. First, the job that was originally chosen via R2 is often changed because there's more money available with something else. That defeats the purpose and can cost the recruiter credibility with the influencers. Second, it often creates animosity within the FS pool. "Johnny's got a GED and took the same job as me. Why does he get a bonus?" There's no good answer to that question.

My recommendation is to either do away with bonuses for GED holders altogether or reduce the amounts and give bonuses to all of them.

If the AIMS composite is correct and

those kids aren't going to finish Basic Training, the Army's not going to pay the bonus anyway.

Sgt. 1st Class, Chris deLambert

Chief of Staff Responds

Dear Sgt. 1st Class deLambert:

Thank you for your question concerning GED applicant bonuses and use of FSR2S.

The Army Two-Tiered Attrition Study requires all applicants who are not Tier I high school diploma graduate Education Level to be tested to determine eligibility for participation in the program.

TTAS is used to identify Tier II Future Soldiers who attrit more like a Tier I. Initial findings support TTAS as an attrition predictor and the Future Soldier is eligible for incentives available to Tier I enlistments.

A bonus will not be available when making a FSR2S for an applicant who has a GED with no AIM score since it is one of the factors used to determine TTAS eligibility.

Once floored, the Future Soldier is tested to determine if he or she qualifies for TTAS.

As you state, the applicant was propensity to enlist with no incentives and may now change their decision, MOS, based on TTAS eligibility.

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

As to losing credibility with the Future Soldier, I suggest that when using FSR2S with a Tier II applicant, indicate he or she will be tested for TTAS when floored and those results may make them eligible for additional incentives.

It is not true that Tier II Future Soldiers with the same qualifications are offered different incentives. The Tier II who fails to qualify for TTAS has not met the same qualifications as the Future Soldier who qualified for inclusion in TTAS. TTAS is continually reviewed by the Army and adjusted to account for demonstrated performance.

Thank you again for your question. For further information contact Frank Shaffery at 1-800-223-3735, ext. 6-0493 or e-mail at frank.shaffery@usarec.army.mil.

Sincerely,
Col. Hubert E. Bagley

Engaging Hispanic Communities Effectively

By Sergio Rogina, The Axis Agency

More than 46 million Hispanics in the U.S. represent about 15 percent of the nation's population. Hispanic Americans have reached a tipping point in the degree of their influence in American society and culture.

As Hispanics expand their presence beyond the metropolitan areas and large cities, such as Los Angeles and San Antonio, into smaller cities, the Army has an opportunity to connect with this fast growing segment of the population. To communicate with the Hispanic community about the value of Army service, two key factors should be kept in mind.

Connecting to Centers of Influence

Despite increased numbers, Hispanic Americans still display the characteristics of a group not fully connected to U.S. society and culture. This phenomenon is evidenced through a

myriad of issues, including education and access to business opportunities, and highlights the importance of engaging Hispanics through third-party advocates or centers of influence.

COIs, which include leaders of respected organizations such as the League of United Latin American Citizens, and the U.S. Hispanic Leadership Institute, are trusted voices who can communicate the Hispanic community's day-to-day concerns.

COIs can be partners in communicating the Army as a genuine and proven agent of upward mobility, identifying opportunities to achieve greater well-being, education, material wealth and empowerment. By partnering with COIs, the Army can further demonstrate its commitment to Hispanic Americans.

Connecting Value Systems

The Army's core values and the value of Army service resonate within the Hispanic community. Loyalty, respect and personal courage are rooted in Hispanic culture. As one of the most genuine meritocracies in America — where success is determined by hard work and achievement regardless of family name, skin color, ethnic origin or social position — the Army provides an example that commitment to duty and integrity yields opportunity for advancement.

When engaging with the Hispanic community, it's important to communicate and exhibit the similarities between Army and Hispanic values. The Army can demonstrate this by incorporating assets such as Army athletes through boxing and baseball clinics, the Army culinary team through demonstrations on culturally-specific cuisine, and the Army pageantry through Army Salsa ensembles at community events. In doing so, the Army will demonstrate that it values Hispanics and their cultural heritage — as it mirrors the Army's own value system.

Through partnerships with national and local organizations that represent the business, educational and cultural leadership of the Hispanic community, the Army has an opportunity to continue improving its reach into this segment of the population.

For more information on connecting with the Hispanic community, contact Sergio Rogina at srogina@theaxisagency.com.



Dallas Battalion Commander, Lt. Col. Ronnie Williamson (center) greets guests at the Hispanic Heritage Month Reception, Dallas, Sept. 16. Photo courtesy of Army

C Changing the Climate

By Donald Copley, Recruiting and Retention School

USAREC is continuing its efforts in changing the command climate. The partnership between USAREC, Koniag Services, and Achieve Global has unveiled the latest and greatest release of training material now available. Achieve Global and the Recruiting and Retention School have launched three training modules on the Army Learning Management System. These modules contain 10 separate lessons and are beneficial for all leaders in the command.

To log into these training programs, Soldiers need to follow the following procedures:

- ◆ Access AKO home page to log in
- ◆ Go to “Self Service” and click on “My Training”
- ◆ Click on “Enter ALMS”
- ◆ Click on “Advanced Search,” then delete the start date
- ◆ Type Culture of Value in title box, click search Training Catalog

- ◆ Click the register button for each module

All leaders should register for Modules 1 and 2. Module 3 is appropriate for the entire command. All students who graduate from the RRS over the rest of this fiscal year will be registered for these courses at the RRS prior to graduation.

The three training modules and their coinciding lessons are as follows:

- 1.** COV Module 1 — Coaching for Top Performance
 - The Principles and Qualities of Genuine Leadership
 - Giving Recognition
 - Developing Others
 - Providing Constructive Feedback
- 2.** COV Module 2 — Managing Performance of Others
 - Clarifying Performance Expectations
 - Conducting Performance Reviews
 - Correcting Performance Problems
 - Planning for Performance Discussions
- 3.** COV Module 3 — Connecting with Others
 - Listening in a Hectic World
 - Speaking to Influence Others

As you can see by the titles of the learning materials, the command is making an effort to increase performance, counseling, coaching, and communication skills — the foundation skill sets for all Soldiers and leaders in USAREC. In recent years, the command has undertaken significant efforts to build a more positive, supportive, motivating, and productive culture. The Culture of Value comprehensive transformation process is designed to elevate our current progress to an even higher level with greater consistency and broader recognition of the value of the command. The COV initiative is a series of 15 integrated projects. Nine are being executed in FY 09. The intent is to transform the command into a highly desirable model for developing Army leaders whose performance and contributions are valued, supported, and recognized within the Army.

The Continuing Culture of Values

The COV will help the command achieve three principal goals. 1. Improve the perception of USAREC as a Culture of Value and become known as a station of choice for Soldiers, civilian employees, and family members. 2. Equip Soldiers with skills that will enable them to consistently perform at higher levels — both in recruiting and future Army leadership roles. 3. Create compelling interactions with target audiences to produce more commitments. These training materials support these objectives and are strongly encouraged for professional development.

What Affects Morale in Your Unit?

By Master Sgt. Brian Hendricks, Training Assessment and Sustainment Team

Given USAREC has more than 9,000 members, there are hundreds of different answers to this question. By definition morale is the degree of confidence or hope of person or group. Morale also can also be defined as the esprit de corps, heart, self-esteem, or spirit of the unit.

A unit with high morale can accomplish any mission. Improving a unit's morale is one of the first steps necessary to ensure the success of the organization.

I've had the privilege of being a company first sergeant in three companies. I've seen recruiters and station commanders who impacted their unit for the better and sometimes it seemed like it was overnight.

In one situation, the station had not made mission for almost 40 months. A new station commander was put in place during Week 2 of the month. The same recruiters stayed in position. The only thing that changed was the leadership. This station missed mission by two contracts the first month, and then miraculously the station made mission the next 11 months in a row.

Was this a miracle? I don't think so. Look again to the definition of morale. If we're talking about the degree of confidence in this station, it was very low before the new commander was put in place, but within a couple of weeks you could feel a change taking place.

I believe all units are capable of making their assigned mission, and I believe it all starts when individuals start working together to reach a common goal. As soon as the station boxed for the first time, the confidence level went up for each recruiter. The more success they tasted, the more the team wanted to make mission, and so they worked collectively to make sure they reached their monthly phase line.

Maybe this was a "Cinderella story" and all the pieces just fell into place, but I've had the opportunity to see individuals and teams make incredible progress by changing their morale. Traveling throughout the brigades our team has seen many techniques that units have used to change their morale.

Here are some techniques that have worked.

- 1 Time off — it might be for accomplishing your mission early, or on a consistent basis, or for overproduction.
- 2 Team building — it may be as simple as having a unit breakfast or barbecue.
- 3 Family night — everyone in the unit going home early one evening per week to spend time with their family or friends.
- 4 Awards — make sure they are presented in a timely manner and in front of their peers.
- 5 Incentives — at all levels: free breakfast/lunch, polo shirts, barbecues, golf, etc.
- 6 Creating competition — Soldiers always want to show that they are better than their counterparts.
- 7 Family Readiness Group — Having a family support channel that keeps spouses informed will make it a lot easier for the recruiters to do their jobs
- 8 Have a sensing session — find out how the recruiters feel about their unit. Ask them direct questions, and then approach the answers with an open mind.
- 9 Physical fitness — it is important for Soldiers to stay in shape. Stress can be decreased by doing PT. Unit runs build esprit de corps. Staying in shape makes you look and feel better.
- 10 Soldier Attitude — attitudes are contagious, both good and bad. Ask questions to find out why an individual is acting like they are.
- 11 Local policies — ensure there is consistency in policy between units, and that SOPs are understood by all.
- 12 NCOER counseling — Soldiers need to know what is expected of them and where they stand with their leaders and peers.
- 13 Leadership/Personnel — Take care of your Soldiers, leaders that do have a positive impact on the unit. Make sure that the workload is spread out evenly among the workforce.
- 14 Training — training needs to be consistent, don't assume everyone is trained.

In closing, there are many things that can affect your morale. You can view our trend slides on the training portal for more ideas on how to improve your unit. Bottom line, higher morale equals greater success. Thank you for what you are doing for our country and have a great recruiting day.

eNSQ, Part II

By Nick Harrison, Chief, ARISS Branch

In the February article, we discussed the update to Standard Form 86 to a new process called eNSQ. We talked about 70 percent of the enlistment record will be Web based, and we mentioned it would allow you to be more efficient while collecting information from the applicant and entering it into the ARISS system.

One of the more noticeable features of the revised process will be the screen layout and the arrangement of the questions. The screen layout for eNSQ has been used in the early versions of Direct Commission Accession used by Medical Recruiting battalions.

The screen's layouts have been tested to ensure the users experience fits the business needs of the recruiter. eNSQ will allow the recruiter to work on certain portions of the SF 86, the portions that he or she may have data readily available. Those sections that may be unfinished will show as Incomplete, allowing the recruiter to return to the sections and complete the update.

The sections that indicate Complete contain all necessary information, and subsequently the sections that indicate Not Started have not been opened and the data is missing.

Additionally, the indicators are color coded: Red — Not Started, yellow or amber — Incomplete, and green — Completed.

eNSQ will go more in depth regarding an applicant's residence, employment and references. The additions to the residence section allows the applicant to select the type of residence and whether they owned, rented, used military housing, or other type of living arrangement. Additional drop downs are provided to add the persons who knew the applicant while at the address. Choices are Neighbor, Friend, Landlord, Business Associate or Other.

For employment they must now choose full time or part time and give a more detailed explanation for leaving employment as well as information concerning possible disciplinary actions while employed.

There are many areas within the eNSQ that will require more detailed information concerning the data provided. These areas include foreign contacts — business and associates, foreign activities, foreign travel, financial records, and previous background checks. There are also new areas that are required to be completed. Most notable is the illegal use of information technology systems.

As with any new process we will experience a few bumps along the way. Some will believe that this new process will slow everything down. There has been a lot of thought put into steps necessary to make this change and as the improved process is used throughout the command, the benefit will become apparent. Remember, there will always be change; it is how we embrace the change that will mold us.

Next month, look for more information in eNSQ, Part III. Send questions to Sgt. 1st Class Michael G. Mitchell at Michael.mitchell4@usarec.army.mil or 502-626-1137.

[eNSQ Home](#) > [Employment History](#) > [Employment History Detail](#)

Record Detail: Employment History

Applicant, Any O (Enlisted Active - SSN4: 1501, PRID: 1501)

Complete the information below regarding employment. Required fields are marked with an asterisk (*). If address unknown, enter a number then explanation in the Street field. Once you complete the information, select Save.

Employer	Position
Employer: * <input type="text" value="Toyota"/>	Position: * <input type="text" value="Service Rep"/>
Job Code: * <input type="text" value="Other"/>	Non-Professional <input type="radio"/> Full-time <input type="radio"/> Part-time
Explanation: *	Job Responsibilities: <input type="text" value="Servicing Cars"/>
Date Range of Employment	
From Date: * <input type="text" value="20060603"/> (yyymmdd)	Supervisor Information
To Date: <input type="text"/> (yyymmdd)	Last Name: <input type="text" value="Smith"/>
Employer Address & Phone	
<input checked="" type="checkbox"/> Location is in the US	First Name: <input type="text" value="John"/>
Street: * <input type="text" value="BR549 Main Street"/>	Middle Name: <input type="text" value="Joe"/>
City: * <input type="text" value="Anytown"/>	Suffix: <input type="text" value="SELECT..."/>
State: <input type="text" value="Tennessee"/>	Title: <input type="text"/>
	<input checked="" type="checkbox"/> Supervisor work address same as Employer Address

Sky H



Team Fastrax performs precision sky diving formations before crowds throughout the U.S. and for the Columbus Recruiting Battalion. Photo by Norman Kent

High Recruiting

Story by D. Charone Monday, Columbus Battalion

The sky's the limit for the Columbus Battalion when it comes to getting out the word about recruiting. The battalion has partnered with the international, award-winning sky divers of Team Fastrax to attract prospects.

Made up mostly of prior service members, the team has a profound influence on Recruiting Command, as they are walking testimonials for how the Army can help people succeed. Team Fastrax was created by owner John Hart to promote the sport of sky diving in a positive way. Members are drug free and serve as role models and ambassadors of the sky diving community. Combined jumps for the team total more than 300,000.

They perform all over the United States at professional football and baseball games, NCAA Division I football games, NASCAR, the International Hot Rod League, major air shows, and symphony events. They have the distinction of being the first-ever civilian sky diving team to jump with the Golden Knights in a world championship. As a result of this partnership, a Team USA 8-Way, known as KnightTrax, was used at the 2008 World Championships of Parachuting.

The team's partnership with the Army formed a few years ago when Columbus Battalion's recruiters Staff Sgt. Bill Rice and Sgt. Timothy Castle of Columbus North Station decided to sponsor several tandem jumps between Ohio State University students and Team Fastrax.

This led to the first high school jump — game ball and U.S. Flag jump at the Hilliard Davidson vs. Hilliard Darby football game where about a dozen school administrators jumped. The sky divers then invited the team to speak at the school. During

the general assembly, Fastrax sky diver David Hart gave a motivational speech about his personal experience as a U.S. Army Ranger.

According to John Hart, "We were told by one of the recruiters that the sky diving activity had significantly improved his relationship with the school principal and athletic director." ... (Also) "The parents love it that we take the time to talk with their kids and pose for photos. The crowd interaction is our favorite part of the sky diving performance. We are known for jumping large American flags at our events, and as we approach the landing area, the crowds go crazy chanting USA, USA, USA."

Sky diving demonstrations often bring in leads. Nine jumps executed in front of a crowd of more than 100,000 during the Ohio Challenge in Middletown, Ohio, generated more than 50 leads.

Team Fastrax also has an ongoing relationship with the 101st Airborne demo team, the Screaming Eagles. Members of the Eagles train at Team Fastrax's training site. Team Fastrax has taught members of the Screaming Eagles how to perform jumps that include trailing flags and pyrotechnics.

"I believe this is a great partnership that more USAREC battalions should take advantage of," said John Hart. "We open doors to schools that have been closed in the past to the Recruiting Command.

"We have heard more than one recruiter comment on how our efforts have helped them get engaged with Future Soldiers and open doors at the schools. Think about it, members of our jump team are CEOs and presidents of corporations. We don't tell the students what the Army is going to do for them while in the service; we tell them how serving in the United States Army will give them the skill sets to succeed in life beyond their enlistment."



Outreach Soldier Visibility Kit

By Sgt. 1st Class Craig Hughes
 USAREC Plans and Programs Division

How do you help your Future Soldier and officer spouses and family members transition to the Army life?

How do you help them understand what information and resources are available to them as spouses and family members? Many of you may not know how to answer all of their questions, where to send them for help or for additional information, but, starting this month, you will be able to better inform and equip Future Soldier and officer spouses and family members with information and resources that will help with their transition into the Army.

In the past, family programs have focused on permanently assigned Soldiers, enlisted and officers, in addition to their spouses and families. Since increasing the qualifying age limit for the recruitment of men and women into the Army, we have more new Soldiers and officers joining the Army who are married and have family members that will be joining them when they reach their new assignment, after completing their initial training and indoctrination. Preparing Future Soldiers' and officers' spouses and family members for Army life is just as

important and preparing Future Soldiers and officers for military service.

New materials have been developed to assist you in educating the spouses and family members of the men and women you are recruiting into our Army and Army Reserve. Army Accessions Command in coordination with Army Recruiting Command and Army Cadet Command have teamed up with Military OneSource to develop the Outreach Soldier Visibility Kits, which are arriving at recruiting stations.

In addition to these kits, a new DVD entitled New Spouse Orientation Video is also available, along with the Welcome to the Army Family booklet that has already been released. These materials are to be used during the Army Interview to assist you in answering questions that spouses and family members may have about the Army. Additionally, each Future Soldier and officer will be provided the Outreach Soldier Visibility Kit during their initial orientation. Future Soldiers and officers who have spouses will also be provided the New Spouse Orientation Video and Resource Video so that their spouses can learn about and start using the programs and resources while the new Soldier or officer is attending training.



These materials, along with your assistance, will assist them in transitioning into the Army family and will help eliminate problems that arise, while ensuring that spouses and family members are informed and are self-reliant prior to arriving at the first duty station. Educating new Army spouses and family members helps confirm the Army's commitment to the Soldier and their family and strengthens their commitment in the decision to join our Army. Your Future Soldier or officer can head off to training confident that his or her spouse and family members have resources available to help when needs or questions arise.

All recruiting personnel will be familiarized with the Family Support Initiatives and materials. New recruiting personnel will receive blocks of instruction during the Army Recruiter Course and Station Commander Course on the products and programs and how they will be implemented into the Army Interview and Initial Orientation for Future Soldiers and Future Officers. Training will later be incorporated into the Pre-Command Course, the Recruiting Company Commander Course and the First Sergeant Course, Health Care Recruiter Course and the Chaplain Recruiter Course. Recruiting personnel serving in a recruiting position whether as an enlisted, AMEDD or chaplain recruiter, will enroll and complete the LMS Module on Expansion of Family Programs to Future Soldier and Officer Spouses and Family Members developed by USAREC RRS-T. This training is located in the enterprise portal under LMS Applications.

Required Family Support materials and resources:

- Outreach Soldier Visibility Kits RPI 994
 - Initial shipment of 20.3K were sent in February to all stations
 - Kits will be issued to All Future Soldiers' and Future Officers' families during the Future Soldier Initial orientation
 - Additional resources are available at: www.militaryonesource.com/futuresoldiers
 - Recruiters will ensure that all Future Soldiers already in the FSTP receive RPI 994
 - Recruiters will order RPI 994 from the Accessions Distribution Center (ADC)
- New spouse orientation video RPI 996
 - Will be issued to each married Future Soldier and Future Officer during the FS Initial Orientation
 - Recruiters will order RPI 996 from the Accessions Distribution Center
 - RPI 996 will have a Monthly Authorized Quantity of five per recruiter in the ADC
 - Recruiters will ensure that married Future Soldiers already in the FSTP receive RPI 996
- Welcome to the Army Family RPI 999
 - RPI 999 is fielded and will be issued to each married Future Soldier and Future Officer
 - Recruiters will ensure that all married Future Soldiers already in the FSTP receive RPI 999
 - Recruiters will order RPI 999 from the Accessions Distribution Center
- RPI 994 and RPI 999 can be viewed online at www.futuresoldiers.com
 - Future Soldiers and family members can access the information under "I am a Future Soldier Family Member."

Questions regarding these materials or pertaining to the expansion of the Family Programs to Future Soldier and Future Officer Spouses and family members should be directed to the following points of contact. Enlisted recruiting: craig.hughes@usarec.army.mil; AMEDD recruiting: kenneth.buckey@usarec.army.mil; Chaplain recruiting: scott.riedel@usarec.army.mil.

The Rise and Fal

Capt. Olga Venable, a WAAC recruiter, stands on a frozen lake in Madison, Wis. Photo courtesy of Pickens family



Capt. Olga Venable Pickens, a recruiter in the WAAC during the 1940s, stands with her husband Bernie Pickens and her son Andy. Photo courtesy of Pickens family



Commissioned into the WAAC in Nov. 1942 to recruit women, Capt. Olga Venable poses in uniform. Photo courtesy of Pickens family

The scene: *Summer, 1942. Two college-age American girls sit in an ice cream shop. Talking and laughing over sodas, they watch a crowd of interesting people. In the middle of the giggling, one turns to the other, and asks, “What do you want to do when we get out of school?” The second, a few months older, replies, “Get married, have a house, some children — what else?” The first gestures to two women who just walked in. They are attractive with an air of confidence that radiates in the uncertain air of war-time America. One thing stands out about them. They are in Army uniforms. “Who are they,” wonders the older girl. The other whispers back, “They’re recruiters. Haven’t you heard...They are letting women in the Army, now!”*

I of the WAAC

By Robyn Dexter, U.S. Army Women's Museum

As the war escalated in 1941, House Bill 6293 was put on the table. It called for women to enter and serve within the ranks of the Army to fill the roles men were leaving behind. After going through several revisions and fraught with challenges, the measure passed on May 14, 1942, and the WAAC, Women's Army Auxiliary Corps was born.

Part of the WAAC's mission was to recruit other women into the Corps and in the early days, that was an exercise of frustration. The policies changed frequently, public support was low, and the recruiters themselves were ill-prepared to take on the unique task of selling the Army to women.

By early 1943, the pressure to enlist larger numbers of women had increased, and the standards were loosened. Women who would have previously been mentally, physically or legally disqualified were allowed to enlist. Public and military opinion declined as a result.

In 1943, a poll of male Soldiers was conducted to determine if they would support their young sisters going into the WAAC. Forty percent firmly responded "No," 25 percent answered yes, and a full 35 percent were undecided. More than one Soldier sent letters home threatening divorce or disinheritance if women joined the WAAC. The most frustrating problem facing recruiters was that they had no idea how to accomplish their task. No one had ever had to sell the Army, much less to women, a new and uncharted demographic.

In 1943, the WAAC gave way to the WAC, giving women military status, the GI Bill and other veteran's rights. These benefits led to increased recruiting numbers. In 1948, the Women's Service Integration Act passed, establishing the WAC as a permanent part of the Army.

Once its permanent place in the Army was established, the WAC looked for new and innovative ways to ensure a steady supply of both enlisted personnel and officers. American women were being given choices about their future like never before, and the WAC wanted to ensure that they knew the Army was one of them. In the early 1950s, there were three ways women could be commissioned in the Regular Army; the direct commission program, as a graduate of Officer Candidate School, and the Competitive Tour program. This program allowed reserve officers to do a one year active-duty tour in multiple specializations where her strengths would be analyzed. Those with the highest ratings were offered appointments. Commanders also could nominate outstanding enlisted women to attend OCS.

Another of the most successful programs was the 13-week Associate WAC Company Officers Course. Applicants could

apply based on their college education and work and life experiences for commission. For example, a woman applying to be a captain had to have at least a bachelor's degree with at least five years of demonstrated professional leadership.

Traditional recruiting sources such as the military academies and ROTC were not available, so recruiters had to be resourceful. In 1954, the College Junior program began. For three weeks, candidates would come to Fort McClellan, Ala., for the experience of being a WAC. After completion, they were placed on inactive duty, earned a commission upon graduation, and reported to the WAC Officer Basic Course the summer after graduation. This program lasted until 1966.

There were a variety of enlistment options. The two-year enlistment options were the CONUS Station of Choice, Service School enlistment and Warrant Officer Flight Training. The WAC band was a large recruiting tool, as it provided visibility. Another very successful program was a traveling event called "Serving With Pride and Dignity," which presented the history of women in the military, in a pageantry format to women's clubs, schools and social events all around the country. It toured for six and a half years.

With the escalation of the Vietnam War came an aggressive recruiting campaign. Orders were to increase the numbers of enlisted women from 4,000 to 6,000 a year and officers from 180 to 300.

One of Army's biggest issues at this point was retention. Marriage and children were a major obstruction. Regulations regarding discharge upon marriage changed several times, and pregnancy was an automatic discharge.

Though recruiters were meeting quotas, rather than increasing strength, they were just filling voids left by women getting out of the Army. In 1968 marriage accounted for a 4.2 percent discharge. By 1975, it was 10 percent. Pregnancy discharge rates, however, declined from 25 percent in 1968 to 16.9 percent in 1975. When combined with the declining popularity of the Vietnam War, fewer women were volunteering.

But with the rise of the feminist movement, the proposed Equal Rights Amendment, and new Army career fields opened to women, the WAC saw a boost in recruiting to levels it had never before experienced. Women were looking for career opportunities and first term enlistments began rising in 1973. Recruiters saw a dramatic increase when new regulations made all but 48 of the 485 MOS options available to women.

By 1973, legislation was being drafted to discontinue the WAC. By October 1978, the WAC was a part of Army history.



Army

Races

into

Leaty had a successful race season, taking two first-place finishes during the 14th season. Besides the Army Strong logos and advertising, another Army presence can be found in Leaty's pit crew — Staff Sgt. Mark Zajonczkoski, station commander for Rochester Company's Canandaigua station. Zajonczkoski serves as an unpaid, volunteer pit crew member for the racing team. He explains the differences between the modified race cars and the vehicles of the NASCAR Sprint Cup Series.

"These cars are 1500 to 2000 pounds lighter than NASCAR. They have the same amount of horsepower; they will handle twice the lateral G forces. Pound for pound, they are the second fastest race car (category) on the planet, second only to the Outlaw race car series. They put on a great show."

That great show resulted in seven contracts in 2008. Zajonczkoski said this type of racing appeals to the Army's target age market.

"Ninety-nine percent of race fans are very patriotic, so it's a perfect demographic."

There were two factors that created the conditions for success in using the MPL race car.

The first is Leaty. Not only is he an established driver, but he comes from a racing family. His father, Jan Leaty, a former ROC Champion racer who still competes, is well known in NASCAR Modified circles. In the one race in the series, the Spencer Speedway Twin, Jan Leaty ended up driving his son's backup vehicle, No. 26 with Army Strong logos. Father and son raced together. That race was a 1-2 finish with Jan finishing second and Mike Leaty taking first. "It was a great night for us," said Mike, "... It doesn't get any better than that. It was

Story and photos by Mike Murk, Syracuse Recruiting Battalion

What started out as a local Rochester Recruiting Company advertising purchase has paid off for the rest of Syracuse Battalion.

While most of the Army recognizes the Army No. 39 NASCAR vehicle driven by Ryan Newman, there's another vehicle, seen mainly in Central New York, also sporting Army Strong.

The Modified category race car, also called NASCAR Modified, is the No. 25 Army Modified MPL Motorsports car driven by third generation driver Mike Leaty. Leaty races in the Race Champions Tour that competes at a circuit of race tracks in Williamson, Oswego, Perry, Chemung, and Lancaster, N.Y., as well as one race each on tracks in Connecticut and Pennsylvania. This past year the series culminated at the 58th Annual Race of Champions at Oswego Speedway Sept. 20.

really cool!”

Zajonczkoski notes the Leaty family lives by the Army values and the race fans see that. “The driver, the crew, and the driver’s family is so approachable to the fans. After races, fans come up to talk to him, congratulate him. (Leaty and the crew) are always willing to talk. I keep him educated on Army programs. It leads to real strong communication between the fan base and the race car team.”

2009

Maj. Karen Ketter, the Rochester Recruiting Company commander, is impressed with Leaty’s extra effort.

“He always volunteers to make appearances at any of our company events, as well as our sister companies’ events,” said Ketter.

The second factor is getting the car and driver out to car shows. The No. 25 Army car, Leaty, and Rochester Company recruiters appeared at a car show at the Spencer Speedway, at shows at a Greece, N. Y., mall and at an outdoor and team sports exhibition in Buffalo.

Appearances are not limited to the race season.

“Although the race season runs May through September,” said Ketter, “we have access to the driver and car for the entire year. This year we’ll get him out into (high school and adult automotive classes), more car shows and to other preseason events when we might not be able to get the battalion’s H3 Hummer reserved.”

At the Race of Champions in Oswego, all hopefuls ran time trials to earn a good starting position. Leaty led the entire 10 laps of his heat.

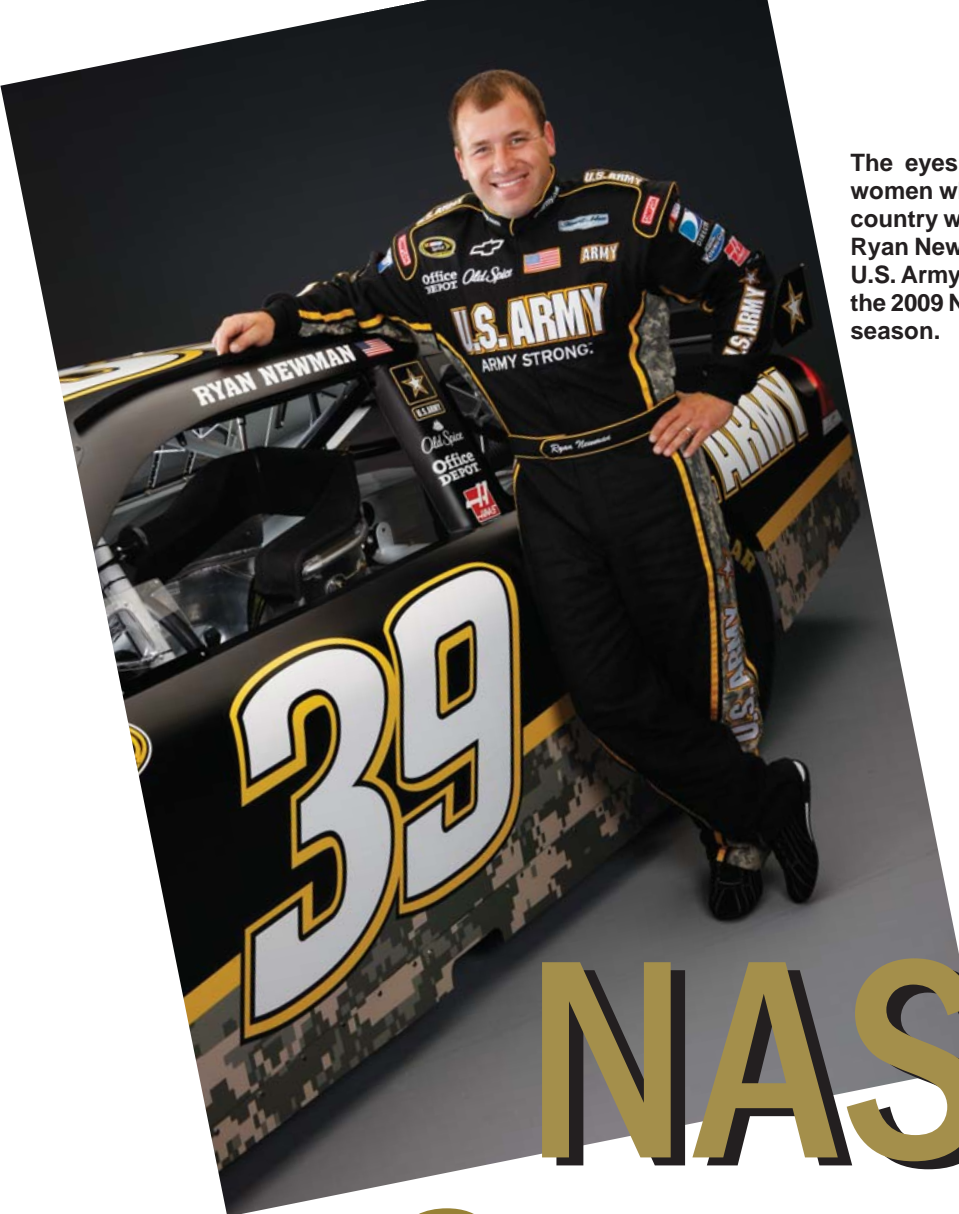
The race itself was an exciting one for the team. Leaty, by using good pit stop strategy, led the 200-lap race for 40 laps, but, in the lead and with 10 laps to go, the second-place car made contact with his vehicle and sent Leaty into the first-turn wall. After another pit stop, he was able to gain back some of the position and ended up finishing 12th in the race.

“This was one heck of a night,” said Leaty. “One side of me is thrilled with the way our day went on and off the track. We won the “Best Appearing Car and Crew” award and then followed that up with leading one of the most prestigious races in modified racing until about 10 laps to go. The other side of me is really disappointed because I know how close we were to winning this race. That’s OK though, because I know my team and sponsors are behind me 100 percent and this will only make us stronger down the road. I can’t wait to get back on the track at Lancaster.”

Rochester Company is also looking forward to next season.

NASCAR Modified driver Mike Leaty (center) and Canandaigua RS station commander, Staff Sgt. Mark Zajonczkoski, brief Syracuse Battalion Command Sgt. Maj. Brian Pierce and battalion commander Lt. Col. Bryan Radliff on the capabilities of the No. 25 Army NASCAR Modified racer at the Oswego Speedway in Oswego, N.Y.





The eyes of the men and women who defend our country will be focused on Ryan Newman and his No. 39 U.S. Army Chevrolet during the 2009 NASCAR Sprint Cup season.

NASCAR Gears Up!

By Brian Israel, Weber Shandwick

New team. New driver. Same mission. When the green flag drops on the 2009 NASCAR season, the eyes of race fans and the hearts of the men and women who defend our country will be following the new matte black paint scheme of the No. 39 Army Chevrolet. With driver Ryan Newman behind the wheel and team owner Tony Stewart calling the shots, gear heads and Soldiers won't want to miss a minute of the action as the new Army car flies down the straight-aways of Daytona and whips through the turns of Talladega in the weekly quest to reach Victory Lane.

Newman and Stewart, the co-owner of Stewart-Haas Racing, became teammates with the Army in October 2008 when the group announced a new sponsorship deal for the No. 39

Stewart-Haas Racing Chevrolet. The Army will be the primary sponsor for 22 Sprint Cup races and the All-Star event held in Charlotte, N.C., and will serve as an associate sponsor for the remaining 14 events in 2009.

Together, Newman and Stewart make a formidable racing pair that has had lots of success on the racetrack. Newman brings a racing resume that includes capturing the checkered flag at the 2008 Daytona 500, a pair of berths in the Chase for the Cup — 2004 and 2005 and NASCAR Cup Rookie of the Year honors in 2002. In addition, with 13 Sprint Cup wins and 43 career poles to his credit, it's easy to see why the driver they call "Rocketman" is excited about the 2009 race season and is thinking big for the Army racing team.



U.S. Army NASCAR driver Ryan Newman and his crew got a first-hand look at the training and technology of Army Strong Soldiers during a visit to Ft. Bragg.

“I want to be in the Chase (for the Sprint Cup), and want to have a shot at the Championship,” said Newman. “I feel that there’s going to be some things that we’ll have to learn, but I think as a group, with our team, with the U.S. Army, that we’ll be competitive. There are so many things the Army does that are similar with what we do here at Stewart-Haas Racing. We both strive for speed, power, teamwork and technology. I want to represent the U.S. Army in the highest standard, want to be in victory lane with a smile and make it all worthwhile for everybody.”

Stewart’s racing accomplishments rival that of any driver on the circuit with a pair of NASCAR Sprint Cup Series Championships on his mantel and 33 career wins under his belt. Now, he is taking the next step as an owner and the Army likes what it has in Stewart and Newman to help support and communicate its Army Strong message.

“With Tony Stewart’s leadership and Ryan Newman behind the wheel, we know that the new U.S. Army NASCAR Racing team will demonstrate the same mental, emotional and physical strengths found in each Army Strong Soldier,” said now-retired Maj. Gen. Montague Winfield during the press conference during which the new sponsorship was announced. “We are confident that this team of Tony Stewart and Ryan Newman will demonstrate the same ethos that guides our Soldiers — putting the mission first, a refusal to accept defeat, and a never-quit attitude.”

As the man in the Army fire suit, Newman will be the centerpiece in supporting the Army’s enlisted and officer recruiting missions both on and off the track. Throughout the race season, he will speak with, interact with and share with

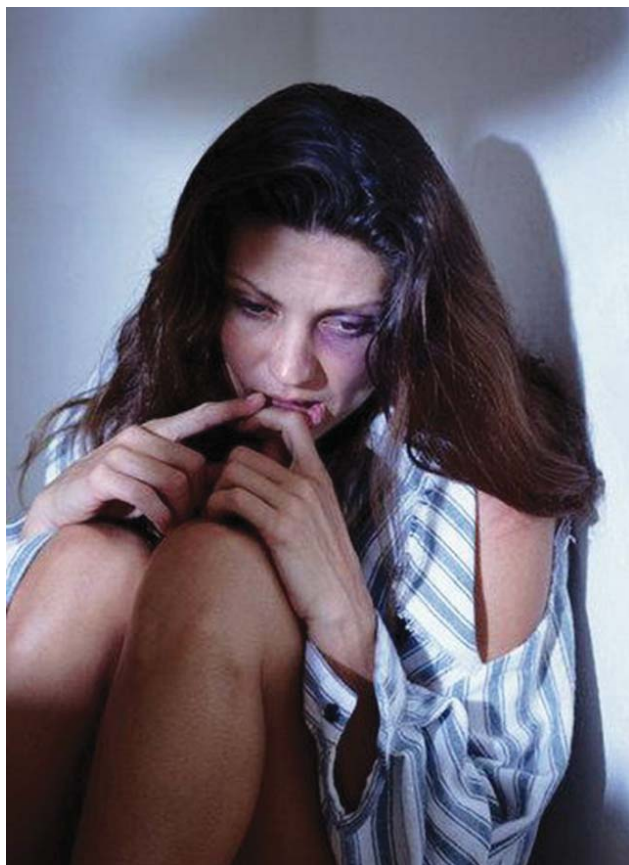
prospects and influencers before every race what it means to him to represent U.S. Army. The South Bend, Ind., native and graduate of Purdue University will also play a key role as a speaker during the Army’s NASCAR Education Program where he will talk with local school-aged youth about the importance of education and pushing yourself to succeed both in the classroom and in life. His message during those events will be simple — education and mental, emotional and physical strength are the keys to success no matter if you are a student, a Soldier or a race car driver. He knows better than most, because his education and degree in mechanical engineering have had a huge impact on his career.

“It has taken me to another level to understand the race car, the physics part of it, the gravities and the way all the things work with the race car mechanically,” Newman explained to SPEEDTV.com. “That makes a difference to me personally. I’m not saying it makes me smarter than everybody else, but it’s made me a smarter person to the point that I tell anybody if you have the opportunity to go to college or to a university to get a further education, do it.”

The connection between driver and sponsor, which is rooted in training, technology and the virtues of an education, has led to a great foundation for the 2009 season. There’s no doubt that Newman and the Army are happy to be together. That was never more evident then when the driver and his crew paid a visit to men and women in uniform at Fort Bragg, N.C., in January. A day with Army Strong Soldiers and a chance to experience first hand the Army’s unparalleled training and technology made quite an impression on Newman. And one that definitely enhanced what it means to him to be driving for the more than one million men and women who serve.

“I have a ton of respect for the people and the situation that I’m in and the Soldiers that are out there fighting for our freedom,” he said following the visit to Fort Bragg. “But there’s way more to it than just saying it. It’s an honor to fly the flag on my race car. The Soldiers are my heroes.”

Taking Steps to End Domestic Violence



The National Coalition Against Domestic Violence reported that last year nearly 1.3 million women were victims of physical assault by their partners. Photo courtesy of Army News Service

By Jack Nix, G1 Soldier and Family Assistance

The USAREC command leadership supports family well-being and is doing everything possible to enhance the day-to-day wellness of all USAREC Soldiers and family members. Deputy Commanding General Brig. Gen. Joseph Anderson chairs the newly-formed Domestic Violence & Sexual Assault Prevention Board. The purpose of the DVSAPB is to review every reported incident of domestic violence and sexual assault to ensure that victims are properly cared for and perpetrators are counseled and prosecuted if needed.

The DVSAPB keeps commanders and senior NCOs actively involved in the lives of their Soldiers and families. The ultimate

goal is to prevent all incidents of domestic violence and sexual assault. When commanders and senior NCOs get involved with Soldiers and families, they are able to observe things that require attention.

With early intervention and referral to available resources, such as chaplains, military family life consultants, personal finance consultants, Military OneSource consultants, and nearby installation services, incidents of domestic violence can be stopped before they escalate to physical injury or death. Incidents of sexual assault can be prevented by commanders and senior NCOs fully supporting the zero tolerance policy of the Army.

The DVSAPB meets quarterly to discuss trends of domestic violence and sexual assault, the status of required Family Advocacy Program and Sexual Assault Prevention training, and any issues that require special support from USAREC headquarters staff. Brigade commanders brief Anderson about the status of their program, make recommendations, and submit requests for additional support.

The DVSAPB is designed to have a positive impact on the lives of USAREC Soldiers and families. It ensures Soldiers and family members receive the assistance they need to cope with the everyday stresses of living in USAREC and the world. In doing so, the DVSAPB hopes to prevent incidents of domestic violence and sexual assault.

The DVSAPB wants to help USAREC lead the way in setting the example for the Army and the Department of Defense by eliminating domestic violence and sexual assault in our command.

For additional information about the DVSAPB, contact your Brigade Family Advocacy Program coordinator or Sexual Assault Prevention coordinator or email Web masterHRDGroup@usarec.army.mil for additional information.

The Army is taking actions to decrease the stigma of Soldiers seeking mental health care, including encouraging personnel and family members to seek appropriate solutions to their concerns. At any time, Soldiers and family members can discuss emotional issues with their family doctor, which is covered under Tricare. Family care physicians can make referrals to mental health counselors, psychologists and psychiatrists and the services are covered by Tricare.

Talking While Driving

Not a Good Thing!

By The National Safety Council

Using cell phones while driving is a very high risk behavior with significant impact on crashes and society. More than 50 peer-reviewed scientific studies have identified the risks associated with cell phone use while driving.

Drivers who use cell phones are four times more likely to be in a crash while using a cell phone. That's according to a 1997 *New England Journal of Medicine* examination of hospital records and a 2005 study from the Insurance Institute for Highway Safety linking crashes to cell phone records.

Studies conducted at the University of Utah show there is no difference in the cognitive distraction between hand-held and hands-free devices and that talking to a passenger while driving is significantly safer than talking on a cell phone.

Statistics from the Harvard Center of Risk Analysis show cell phone use contributes to an estimated six percent of all crashes, which equates to 636,000 crashes, 330,000 injuries, 12,000 serious injuries and 2,600 deaths each year. The center also estimates the annual cost of crashes caused by cell phone use to be \$43 billion.

Eighty percent of crashes are related to driver inattention. There are certain activities that may be more dangerous than talking on a cell phone. However, cell phone use occurs more frequently and for longer durations than other riskier behaviors. Thus, the No. 1 source of driver inattention is cell phones according to a Virginia Tech 100-car study for the National Highway Traffic Safety Administration.

It's estimated that more than 100 million people use cell phones while driving. CTIA – The Wireless Association reports there are 270 million cell phone subscribers. A Nationwide Insurance public opinion poll shows 81 percent of the public admits to talking on a cell phone while driving.

Many businesses understand the risks and are already taking action. Among National Safety Council members who responded to a survey, 45 percent — 651 of 1453 respondents — said their companies had a cell phone policy of some kind. Of those, 22 percent said they've re-engineered their processes to accommodate the policy and 85 percent said the policy did not affect productivity.



Available research indicates that whether it's a hands-free or hand-held phone, the cognitive distraction is significant enough to degrade a driver's performance. This can cause a driver to miss key visual and audio cues needed to avoid a crash.

The Code of Federal Regulations now restricts all drivers on military installations to hands-free cellular phone devices only. Subsequently, the TRADOC commander directed that the hands-free device requirement apply to all TRADOC military personnel and that includes while driving POVs, on or off post.

USAREC Policy H-4, dated Feb. 1, 2006, states: While operating a government owned vehicle, cell phones are authorized for use only after the operator pulls the vehicle off the road. GOV operators are not authorized to use hands-free kits. USAREC personnel must observe state laws and local ordinances that prohibit the use of cell phones while driving.

Bottom line is all military service members in USAREC must use hands-free devices when driving a POV regardless of your duty status or location. The use of cell phones and or the use of hands-free kits are not authorized while operating a GOV. Only GOV drivers safely parked are authorized to use cell phones.

Recruiter's Déjà Vu

Story and photo by Lisa Moore, Baltimore Battalion

Baltimore Battalion's Sgt. 1st Class Bill Orlando had a feeling of déjà vu when he witnessed his oldest son take the oath of enlistment to join the Army. Bill Orlando Jr. had unknowingly followed in his father's footsteps in more ways than one.

"When I was his age, I joined the Army," said Orlando, station commander for the Waldorf, Md., station.

"I remember when it hit me," said Orlando. "I was on my way to work at the auto store, standing on the platform at a Brooklyn subway station, and I looked up and saw the Army ad that said 'Be All You Can Be.'"

Orlando never made it to work that day, instead, he went straight to an Army recruiting office. That was 19 years ago.

"Everything leading up to his joining, I did," said Orlando.

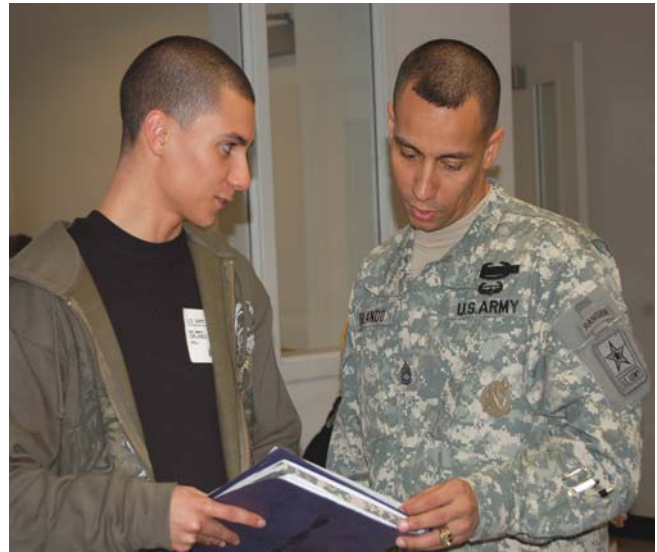
Like father, like son, both went to high school and graduated at the age of 17. They both went to college and decided it was not for them. They both went to mechanic school to learn to fix cars, and they both worked at an auto parts store after their training. It was during their employment at the auto parts store they both realized they wanted to do more. So, they both joined the Army, at the age of 20.

Bill Jr. broke the news to his recruiter dad after a day of working at the auto parts store in Laurel, Md.

"We were on the way home and he said 'Hey Pops, I'm really thinking about joining the Army ... as a matter of fact, I know I want to join. I was in shock,'" said Orlando. "It didn't hit me until we got home and he asked to go through some of my material to figure out an MOS."

Bill Jr. wanted something the same, yet different. Having just graduated from Lincoln Technical School in Columbia, Md., a week before the Christmas holiday, he is proficient as an auto mechanic.

"I want aviation mechanics," he said. "I already know how to fix cars. I want to learn how to fix helicopters to broaden my scope."



Sgt. 1st Class Bill Orlando and his son Bill Jr. discuss processing paperwork at the Baltimore MEPS Station prior to Bill Jr. shipping to basic training.

Bill Jr. admits that some of his friends did not agree with his joining at first, but now they and others see the value in his decision.

"I am joining because I want the stability, the benefits, the steady paycheck and the job experience," he said. His decision has also influenced some other people around him. "Two of my co-workers and my manager now want to join."

Orlando, a recruiter since 1999, says that he never intentionally influenced his oldest son to join the Army.

"He was the last person I expected to join," he said. "Of my three boys, my youngest is the one that has always talked about joining."

Nonetheless, Orlando says that he is proud of his son and the decision that he has made.



St. Jude Patient Visited by Area Recruiters

1st Sgt. Kelly Price, Sgt. 1st Class Terrance Bogan and Staff Sgt. Terrance Wright, from Memphis Company, visited Target House, a facility that provides free, fully equipped apartments for patients receiving treatment from St. Jude Children's Research Hospital. Pictured is Price being challenged at a video game by a young patient. The young man also received an Army T-shirt, ACU cam pack, water bottle, Army hat and a Fort Campbell Brave Eagle coin from the NCOs. "I think the young man enjoyed our company," said Price.

Courtesy Photo

Educators Tour Fort Benning

By Al Silberstein, Salt Lake City Battalion

What is the best way to inform educators about the military? Let them experience it for themselves.

The Salt Lake City Battalion arranged such an outing for 50 educators and centers of influence from Montana, Wyoming, Idaho, Nevada and Utah. The adventurous group spent three days at Fort Benning, Ga., Nov. 2-5, getting the “real deal.”

The trip allowed the guests to truly experience life as a Soldier, as part of the Salt Lake City Battalion educator tour — at one of the premier installations in the Army.

On Day 1, the group went airborne. They had the rare opportunity to experience the 34-foot static line tower. Up they went, one by one, with a glimmer of awe and excitement in their eyes. The tower master yelled, “ready, jump” and out they went, one by one. After this was over a final surprise awaited them. They were called into formation and presented official airborne wings.

The next stop was the practice grenade range where they were afforded the opportunity to throw a practice grenade.

After lunch, the group proceeded to the Bradley and Stryker simulators. The educators enjoyed the hands-on experience of operating these vehicles. More importantly, they were amazed at the complexity of the systems. The facilitators gave them real-life situations to navigate adding to the experience.

Educators rarely get to experience the life of a Soldier at basic training, but on Day 2 they got to see training, talk to Soldiers, drill sergeants and commanders, eat in a dining facility and see the barracks. Eyes were opened as they saw the process of

young men coming from their homes, most leaving for the first time, transitioning into Soldiers. At the end of the day most were retrospective and pleased learning reality as it applies to the Soldiers.

After boarding the bus there was one last Hooah and the educators rode off singing the “Army Song.” Memories were made, minds changed and attitudes were high on the way to the airport. The educators came to the outing strong, but the tour made them Army Strong.



Joan Fackrell, president of the Relief Society for the Latter Day Saints Church in Murray, Utah, flies high on a static line tower at the Airborne School at Fort Benning, Ga. Photo by Jack Fackrell



Darius Burden takes the oath of enlistment from his father, Phoenix West Company Commander Capt. Thedius Burden. “The Army will help me pursue my dreams of being a successful business person by giving me confidence, leadership and responsibility, and at the same time mold me into a stronger man,” said Darius.

‘Army Strong’ Family Heritage

Story and photo by Deborah Marie Gibson, Phoenix Battalion

Capt. Thedius Burden, Phoenix West Company commander, enlisted his son, Darius Burden, at the Phoenix Military Entrance Processing Station Dec. 17.

In the presence of his wife Millicent, Capt. Burden stood at the podium, looked at his son and reflected on when Darius was an infant.

“I’m proud of you for enlisting — serving your country and doing what most young men do not have the courage to do,” said Burden.

Darius graduated in June from Lee County High School in North Carolina and is optimistic the Army will enhance his future.

“The Army will help me pursue my dreams of being a successful business person by giving me confidence, leadership and responsibility, and at the same time mold me into a stronger man,” said Darius.

Darius shipped to basic training Jan. 15.



More than 40 Future Soldiers from Iron Mountain Company and a cadet from Northern Michigan University ROTC stood before hockey fans at Lakeview Arena, Marquette, Mich., to conduct the oath of enlistment Jan. 16

Future Soldiers Enlist In Front of Hockey Fan Audience

Story and photos by Jorge Gomez, Milwaukee Battalion

Not many Future Soldiers encounter the thrill and edginess of swearing to defend the nation and the constitution before a large public audience. Michael Lafleur, a Marinette, Wis., High School student and Future Soldier, described the event as “intense.”

Lafleur and a host of 43 young men and women stood tall on the Lakeview Arena ice rink before dozens of hockey fans to conduct the oath of enlistment Jan. 16. The Future Soldiers represented the Iron Mountain Recruiting Company region, which encompasses Northern Wisconsin and Michigan’s Upper Peninsula.

The Marquette Rangers hosted the members from Milwaukee Battalion and the Northern Michigan University ROTC program to a game against the Alpena IceDiggers. The Future Soldiers, recruiters and leaders marked their presence at the arena to raise



Milwaukee Battalion Command Sgt. Maj. Melvin Holliday prepares to drop the puck at the start of the game.

Army awareness, foster public support of the Future Soldiers and to excite the Future Soldiers about their commitment to serve.

Staff Sgt. Nathan Froese, a recruiter from Houghton station, sang the national anthem. Battalion Command Sgt. Maj. Melvin Holliday received the ceremonial honor of dropping the puck at the start of the game. Capt. Megan Keuss, Iron Mountain Company commander, administered the oath of enlistment during an in-between period.

The Iron Mountain Company and the NMU ROTC program jointly attended what Marquette Rangers coined “NMU/U.S. Army night” to combine resources and present various career paths available to young men and women.

Even though Lafleur was more of a Green Bay Gamblers hockey fan, he traveled the distance for the sake of participating in the mass swear-in.

“I wanted to come here to support the people (Future Soldiers and recruiters) on my team and to my country,” Lafleur said.

William Nelson, a Marinette High School graduate, said he was a little nervous about going in front of so many people, “but then we got it going.”

Nelson and Lafleur are scheduled to ship to basic training this summer.

Michael Belmonte, an ROTC cadet at NMU, also joined the formation of Future Soldiers to express his oath to defend the nation and to identify with those whom he will lead one day as an officer.

Belmonte said it was exciting and encouraging to see the support of the crowd in the arena.

“Twenty years ago you wouldn’t have seen that kind of support. Nowadays you can wear a uniform in public and people will think you’re a hero,” Belmonte said. “For me, it’s awesome.”

Mark Evans, director of marketing and public relations for the Marquette Rangers Hockey Club, said it was an honor for the Rangers organization to be a part of the mass swear-in.

“Our players, our fans, even the players from the opponent were all very moved and proud to witness the ceremony, and to host an evening with our Future Soldiers,” Evans said. “Not much will bring our team out of the locker room in-between periods, but I know several of our guys made an effort to watch the ceremony. To be able to publicly recognize these young people for their dedication to our country was a real treat. We hope it was a memorable sendoff for them as well.”

Iron Mountain Company 1st Sgt. Jerome Thibaut said that conducting public oaths of enlistment strengthens the Future Soldiers commitment toward their enlistment and makes an impression in an otherwise hard-to-penetrate community.

“The event gives us some exposure to the market, but mainly it’s for the Future Soldiers and their family members,” Thibaut said. “It also solidifies the commitment of families to support the Future Soldier.”

Brigade Staff Teaches Army 101

Story and photo by Robin Fulkerson, 1st Recruiting Brigade

Sixth graders from the Episcopal School of Dallas received an education from Soldiers of the 1st Recruiting Brigade on “Army 101” at the Pentagon Feb. 12.

Lt. Col. Janice Gravely, 1st Lt. Horacio Brambila and Sgt. 1st Class Ericka Holloway gave the introductory presentation to the audience of nearly 100 students and chaperones who were eager to learn about Army values, missions and history.

The visit was part of the school’s annual trip to Washington, D.C., according to Vicki Patterson, trip coordinator.

Secretary of the Army Pete Geren and Maj. Gen. Kevin Bergner, Army Chief of Public Affairs, gave welcoming remarks and opening discussion on the current status of the Army and its personnel.

Bergner questioned the students on several Army facts, and students excitedly raised their hands, trying to guess the answers. Student Lakshmi Uppalapati learned what the Army tradition of coining was after correctly guessing the number of countries the Army has presence.



Maj. Gen. Kevin Bergner explains the design of his coin prior to presenting it to Episcopal School of Dallas student Lakshmi Uppalapati for guessing the number of countries the Army has presence.

“I can say this is the first time I’ve given a coin for guessing the best,” said Bergner with a smile.

Geren candidly answered questions from the group about body armor and vehicle protection. Ultimately, he was pleased with their interest in learning about the Army.

“Your presence here shows your appreciation for them [Soldiers],” said Geren. “Today you’re going to see people representing all aspects of the Army.”

And they did. 1st Recruiting Brigade alone provided insights into both the Active and Reserve components and two different branches of the Army.

Holloway, brigade senior career counselor, enticed the group with a boisterous order to start the USAREC presentation.

“On your feet!” ordered Holloway as the students jumped to attention.

She looked around and smiled as the students before her took the order seriously, “Take your seats!”

She pulled them to their feet again — a little louder with her tone.

“This is the way we do it in the Army,” she said. “Now let me hear you say, ‘HOOAH.’”

“HOOAH!” The students roared, some smiling, others taking the order with great pride.

Holloway presented students a unique view of a Soldier, one that showed the group that Soldiers are well-rounded just like everyday citizens.

“My service is not just about Iraq and fighting,” she said, “I enjoy my contribution to the Army in keeping good quality Soldiers in boots.”

“But, I am a mother, a daughter, a sister, an aerobics instructor, a student, and a United States Army Soldier, just to name a few,” added Holloway.

Feeling at home at the head of the class, Brambila, brigade marketing officer, taught for 10 years — part of that time as a sixth grade teacher — prior to entering the Army as a Reservist.

“It brought back my teaching memories,” he said. “This affirms the fact that eventually I will return to teach in the classroom.”

Brambila gave the students lessons on history and some of the Army’s missions but hoped the students learned the Army was about more than just infantry.

“Dispelling the myth that the Army is just infantry is critical,” he said. “Additionally, from top to bottom, the military is one of the most educated organizations in the world.”

Gravely, brigade operations officer, explained to the students that the Army and the Episcopal School of Dallas have something in common: a value system.

“We are a value-based organization and you all being a Christian school know a lot about values,” she said.

To help students remember the seven Army Values more easily, Gravely described them using the LDRSHIP acronym.

“Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage,” she recited proudly. “These are the Army Values we live by.”

The Army Future Combat Systems robot demonstration had the students in awe as it buzzed around the room. Lt. Col. Marty Hagenston described how the robot was used in the field as it was maneuvered around the auditorium.

The Dallas students were ushered off for an official tour of the Pentagon, including the chapel and the new Pentagon Memorial.

Gravely believes the presentation provided the students with a greater understanding of their Army and offered them insight into why they should support our nation’s largest force.

“This is their Army,” she said, “and we all have a part in maintaining a strong force and protecting our nation.”

High-Demand Careers Focus on New Education Program

By Deborah Roach, G7/9 Education Division

The Army is expanding its continuing education programs. One new addition, the Army Vocational/Technical Soldier Program, began Feb. 1. It targets active duty Soldiers, officers, wounded warriors, enlisted, National Guard, and Army Reserve on extended active duty.

AVOTEC is a one-time pilot that's focusing on vocational programs in high demand career occupations. Examples include computer systems design and related services, private educational services, rehabilitation, nursing, medical technology, and other health care occupations. The program focuses on the continuing adult learner and part-time student. All programs prepare Soldiers to test for state and national license or certification. Community colleges, vocational and trade schools from across the country have submitted to take part in the program.

AVOTEC is a nondegree — certificate and licensure — and noncredit program. Classes can last no longer than 18 months, they must start prior to Sept. 30, 2009 and Soldiers will be reimbursed up to a maximum of \$4,500 for each class. All eligible participants must enroll in AVOTEC through the GoArmyEd Portal, using the Tuition Assistance Reimbursement Form. The Army Continuing Education Web site provides more details about AVOTEC and a list of participating colleges and courses. The link is https://www.hrc.army.mil/site/education/VOTEC_Program.html.

For more information, contact an installation Education Center or the installation Soldier and Family Assistance Center.

Educational Benefits Expanded for Service Members

By Kellie Tefft, G7/9 Education Division

A new federal law locks in in-state tuition costs and puts a cap on interest rates for Soldiers. Based on the August 14, 2008 Higher Education Opportunity Act, this measure allows in-state tuition rates for members of the Armed Forces on active duty, spouses, dependent children and veterans.

Beginning July 1, 2010, all veterans educational benefits will be excluded from being counted as income or as an asset portion of the formula that is used to determine the family contribution for federal aid. Additionally, the value of military housing or a military housing allowance cannot be counted as income when determining the amount of financial aid a service member is eligible to receive.

A new section allows current or retired members of the Armed Forces who had their education interrupted by activation to re-enroll with the same institution with the same academic standing, as long as the length of all such absences from that institution does not exceed five years. There are certain exceptions to this.

Once an active duty service member has lived in a state for more than 30 days, he or she and their family are eligible for in-state tuition.

Army Seeks Non-Citizens to Fill Critical MOSs

By C. Todd Lopez, Army News Service

The Army plans to fill shortages in critical language and medical billets with “legally present non-citizens.”

Under the Military Accessions Vital to the National Interest pilot recruiting program, the Secretary of Defense has authorized the Army to recruit up to 890 individuals living legally in the United States but who are not citizens. Through service to the Army, those individuals may be able to earn citizenship.

To participate in the MAVNI program, individuals must possess skills needed to

fill billets where the Army has identified shortages, such as foreign language skills and specific professional medical skills, said Dr. Naomi Verdugo, assistant deputy for recruiting for the assistant secretary of the Army for Manpower and Reserve Affairs.

“We’ve never, until this program, had a way to access highly educated non-citizens who are here legally but don’t have Green Cards,” said Verdugo. “We’re targeting this group, mainly because they fill two important critical needs: healthcare skills and language and culture skills. That’s two groups that are hard for us to get.”

The Army is looking to fill positions in 35 different languages, including Bengali, Hungarian, Lao, Nepalese, Somali, Urdu and Yoruba.

The Army is short on personnel in more than 30 medical specialties, including pediatricians, family practice doctors, oral surgeons, urologists, plastic surgeons, dentists, microbiologists, and operating room nurses.

Through the MAVNI program, the Army hopes to recruit 557 individuals with language skills and 333 individuals with medical skills.

All medical professionals that are brought in under the MAVNI program must speak English and be licensed in the United States.

Individuals with language skills will be recruited through the New York City battalion. Those with medical skills will be pulled from across the country.

Applicants for the MAVNI program must meet specific criteria. Applicants legality will be verified through the Department of Homeland Security, each enlistee will be subject to the same stringent background checks and security screenings all enlistees undergo, and they must meet typical recruiting standards for the Army.

MAVNI recruits will be entitled to apply for citizenship with their applications expedited. If citizenship is denied, the individual could be dismissed from the Army.

This is a pilot program. The deadline for applying is Dec. 31.

Applying to West Point

The Soldier Admissions Program is an admissions process for enlisted members seeking appointment to USMA or USMAPS.

Enlisted members who complete the West Point admissions application are considered for direct admission to West Point first, and, if academically disqualified, they are automatically considered for admission to USMAPS.

This process allows the West Point Admissions office to identify potentially disqualifying information early in the admissions cycle.

Soldiers must be recommended by their company or higher commanders. The Secretary of the Army annually is allocated 85 cadetships at West Point to be filled by RA Soldiers and 85 cadetships to be filled by USAR and ARNG Soldiers. Admission to USMAPS is determined by the West Point Admissions Committee.

Soldiers apply to USMA, not USMAPS. The USMA admissions committee determines final qualification and appointments to both USMA and USMAPS.

Soldiers not directly admitted to West Point are automatically considered for admission to the Prep School with follow on consideration for admission to West Point.

Application is made online at www.admissions.usma.edu/. If appointed, RA Soldiers will conduct a PCS move.

USAR and ARNG will receive reassignments to West Point, N.Y., or Fort Monmouth, N.J.

Additionally, but not required, enlisted applicants with SAT scores greater than 1,050 on the older SAT, greater than 1,500 on new SAT, or with an ACT score greater than 22 who graduated in the top 40 percent of their high school class, and have a GT score greater than 114 are encouraged to apply.

The U.S. Military Academy's mission is to educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor,

and Country and prepared for a career of professional excellence and service to the nation as an Army officer.

A West Point cadetship includes a fully funded four-year college education that confers a Bachelor's of Science Degree. Tuition, room, board, and medical and dental care are provided by the Army. As members of the Armed Forces, cadets also receive an annual salary of more than \$6,500, which covers the cost of uniforms, books, a personal computer, and living incidentals.

Upon enrollment, Soldiers are separated from Active Duty, USAR, or the ARNG. Total value of education and training is about \$450,000.

By law, graduates of West Point are appointed on active duty as commissioned officers and serve in the U.S. Army for a minimum of five years with an eight year MSO.



Active Duty, National Guard, and Reserve Soldiers may apply. Enlisted applicants for USMA must:

1. Be a citizen of the United States at time of enrollment.
2. Be at least 17 but not older than 23 years of age on July 1 of the year admitted to USMA or not older than 22 if admitted to USMAPS.
3. Be unmarried and have no legal obligation to support a child, children or a dependent. Pregnant applicants will not be admitted.
4. Be medically qualified by DoD MERB.
5. Be a high school graduate or the equivalent.
6. Submit official scores on the standardized ACT exam or the SAT with writing test.

7. Be of high moral character and never convicted by a civilian or military court of a felony.

8. Be nominated by the commander.

9. Be eligible for reenlistment.

10. Have completed Basic Training prior to admission. Completion of AIT is not a prerequisite.

The U.S. Military Academy Preparatory School's mission is to provide focused academic, military, and physical instruction in a moral, ethical, military school environment in order to prepare and motivate candidates for total success at West Point.

USMAPS is a 10-month active duty training school located at Fort Monmouth, N.J. — see www.usma.edu/USMAPS/. USMAPS is a post secondary educational institution operated by West Point to provide enhanced opportunities for selected candidates to be appointed to the academy.

USMAPS provides an avenue for effective transition for enlisted members to the academy environment through a program of instruction that focuses on academic preparation and on those areas of personal and physical preparation that reflect the mission of both USMA and the Army.

USMAPS also offers tailored individual instruction to strengthen candidate abilities and to correct deficiencies in academic areas emphasized by USMA.

Additionally, USMAPS provides instruction in military orientation, physical development, athletics, and other specific areas of interest determined by the Secretary of the Army.

Soldiers appointed to the prep school have a 13-month service remaining requirement from the expected USMAPS graduation date.

Soldiers enrolled at USMAPS are on Active Duty and eligible for full pay and benefits at current pay grade.

For more information, go to <http://admissions.usma.edu/soldiers> or contact the Soldier Admissions Office at (845) 938 5780/5725 (DSN 688) or toll free at (800) 822 USMA or by e-mail at admissions.soldier@usma.edu.

Overseas Travel Requirements

DoD personnel, including contractors, are required to complete travel briefings prior to overseas travel. The Level 1 Antiterrorism/Force Protection Training is required for all OCONUS travel. Those who have been granted access to classified information require country specific counter-intelligence briefings.

In addition, personnel may be required to complete DD Form 1833, Isolated Personnel Report and Survival, Evasion, Resistance, Escape training.

The ISOREP, SERE or other specific requirements vary depending upon where one is traveling and the travel status, official or unofficial approved leave in conjunction with specific theatre, special area or country clearance requirements.

These additional requirements can be completed via Web-based applications.

Note: The application of the term “clearance” with regards to official or unofficial travel simply means the traveler must comply with all pre-travel instructions and be granted “clearance” by the DoD approval authority to go to a specific overseas/OCONUS location. A “country clearance” is the most common term used.

Requesting, coordinating actions and processing a country clearance are exclusively functions of the MILPO.

Theatre, special area, or country clearance requirements are processed and submitted to the DoD approving authority via the Aircraft and Personnel Automated Clearance System. In all cases, approval must be granted before the travel.

Those planning overseas travel must comply with the instructions provided in the Electronic Foreign Clearance Guide located at <https://www.fcg.pentagon.mil>.

Select the country to be visited and review all requirements carefully and complete necessary actions. When requirements have been met, follow instructions of the APACS submission activity in order to initiate the request.

It is important to plan ahead and complete all necessary actions to ensure the approval and clearance is granted prior to the departure date. Most requests require 30 days of processing from the time all information and training has been conducted and validated as submitted via APACS.

Points to remember: Contact your supporting antiterrorism and force protection officer before OCONUS travel and your supporting security manager if you have been granted access to classified information. Contact your supporting APACS representative for advice and assistance.

Complete all information and training requirements well ahead to ensure the approval timelines are met.



The Army Drill Team, 4th Battalion, 3rd U.S. Infantry Regiment —The Old Guard — perform their most difficult maneuver, the front to rear overhead rifle toss during a pre-show race at the Daytona 500, Daytona Beach, Fla. Photo by Spc. Erica Vinyard.



JANUARY 2009

6TH MRB

CPT Rodney Collins
SSG Anthony Waite

ALBANY

SFC David Dixon
SSG John Blanton
SGT Joseph Havell

ATLANTA

SSG Aaron Lawson
SSG Julius Rodriguez
SGT Robert Brenizer

BATON ROUGE

SFC Jason Delatte
SFC Charles Ellis
SFC Bridgett Joseph
SFC O'Brian Parsons
SSG Bryan Burton
SSG Christopher Chowske
SSG Julius Hadnot
SSG David Irby
SSG David Ziegler
SGT Phillip Baldwin
SGT Ralph Caudill
SGT Herbert Chatman
SGT Cherie Ellis
SGT Marlon Huddleston
SGT Erin Smith
SGT Bryan Vance
SGT Audrey Woolsey
CPL Michael Thomas

CHICAGO

SSG Damian Williams
SGT Shelton Brown
SGT Heather Manley
SGT Ervin Taylor

COLUMBUS

SSG Byron Coffee
SGT Gregory Andreason

DALLAS

SFC Kelon Brooks
SFC Mark Simpson
SSG James Foster
SSG Edward Holloway
SSG James Lee
SSG Justin Lidgett
SSG Shawn Smith
SGT John Diaz
SGT Ravan Hicks
SGT Kristen Riess
SGT Rene Ramos
SGT William Temple

DENVER

SSG Bryan Auwaerter
SSG James Dinola
SSG Edward Faust
SSG Shaune Moore
SSG Brandon Smith
SSG Richard Sosa
SSG Jason Williams
SGT Teresa Good

FRESNO

SSG Terry Asbridge
SSG Jose Callomunoz
SSG Christopher Edwards
SSG Alberto Guerra
SSG Jamie Howard
SSG Angel Santiago Lopez
SSG Richard Teunis
SSG Steven Weiss
SSG Bradley Williams
SSG Paul Yoder
SSG John Yu

SGT Jonathan Adams
SGT Miguel Galvez
SGT Keon Georges
SGT Jorge Ginessantos
SGT Michael Huff
SGT Bao Le
SGT Fernando Quiceno
SGT Joshua Taylor
SGT Johnathan Vigil

GREAT LAKES

SFC Earl Couture
SSG Ian Parker
SSG John Piorkowski
SGT James Baxter
SGT Nicholas Leist
SGT Jason Rose

HARRISBURG

SFC Eric Miller
SFC Aubrey Russell
SSG Troy Collins
SSG Jon Conway
SSG Donald Fugate
SSG Robert McCaulley
SSG Abram McDuffie
SSG Jeffery Miller
SSG James Slough
SSG Jarad Westfall
SSG Nacoma Williamson
SGT Cornelius Enoch
SGT Aaron Trout

HOUSTON

SFC Gilberto Serna
SSG Dora Galdamez
SSG Derrick Horton
SSG Abbi Lopez

SSG Shabazz Muhammad

SSG Alon Paul
SSG Roxanne Williams
SGT Paul Everhart

INDIANAPOLIS

SFC Todd Bailey
SSG Donald Bennett
SSG Sean Bundy
SSG Antonio David
SSG Bradley Hannah
SSG David Hinshaw
SSG Bernard Jackson
SSG Glenn Jalivay
SSG Arnold Jenkins
SSG Scott Moore
SSG Jacob Penman
SSG Travis Radford
SSG Joshua Stoehr

JACKSONVILLE

SSG James Beeman

KANSAS CITY

SFC Christopher Hill
SFC Christopher Ulrich
SSG Jared Clark
SSG John Clements
SSG Ronald Colins
SSG Zane Coupe
SSG Jonathan Harper
SSG Jason Jennings
SSG Timothy Smith
SSG Chervaldric Williams
SSG John Willis
SSG Robert Winterrowd
SGT Roy Daniels
SGT Dustin Holmes
SGT Brandon Stoddart

MID-ATLANTIC

SFC Morris Barker
SFC Derrick Davis
SFC Jeffery Stevens
SFC Tiffani Wallace
SSG Justin Combs
SSG Carlos Lopez Falconi
SSG Sammy Morales
SSG Willis Poe
SSG Jason Sheets
SSG Angela Stevenson
SSG Michael Williams
SGT Joel Moore
SGT Joshua Rieves
SGT Daniel Signore
SGT Chad Woodring

MONTGOMERY

SFC Bernice Beegle
SSG Joseph Hamilton
SSG Eston Simmons

SGT Morris Davis
SGT George Pate

NASHVILLE

SSG Duane Kidd
SSG Jeffery Madison
SGT Richard Burkett
SGT Raymond Lowd

NEW ENGLAND

SFC Ronald Gauthier
SFC Gregory Jencks
SSG Dwaine Benloss
SSG Robert Knight
SSG Michael Lotz
SSG Joshua Morrison
SSG Edward Warwick
SGT Angelo Avanzato

NEW YORK CITY

SFC Kenneth Donovan
SFC Thomas Henderson
SFC Juan Perez
SSG Brian Jones
SSG Isaac Powell
SSG Detrone Stewart
SGT Chad Ambrose
SGT Miguel Cruz Velazquez
SGT John White

OKLAHOMA CITY

SSG Donnie Martin

PORTLAND

MSG Robert Edmonds
SFC David Deal
SFC Lorena Hammond
SFC Edward Vanover
SSG William Fox
SSG Matthew McMillen
SSG Robert Theall
CPL Jessica Grimes

RALEIGH

SSG Dalton Riggs
SSG Joseph Vernon
SGT Matthew Galvin
SGT Brandon Taylor
SPC Earl Fortson III

SOUTHERN CALIFORNIA

SSG Robert Barhorst
SSG Matthew Curtis
SSG Duane Dockstader
SSG Myron Metcalf
SSG Jose Padilla
SSG John Richardson
SSG George Sierra
SGT Byrdine Christie
SGT Justin Lowney
SGT Thomas McKinney
SGT Justin Mosley
SGT Julio Rios

Rings



JANUARY 2009

ALBANY

SSG Michael Strain
SSG Randall White

BALTIMORE

SSG Arwen Arana
SGT Joseph Schultz

BATON ROUGE

SFC Deidra Hammonds
SSG Charles Reeves

CHICAGO

SFC Michael Artis
SSG Calvin Lee
SSG Jason Magee

CLEVELAND

SSG Timothy White

COLUMBUS

SGT Timothy Stout

DALLAS

SFC Bobby Hardin
SFC Richard Humbertson

SSG Jason Boaz
SSG Dennis Brown

SSG Angel Nunez

SSG Scott Schecht

SSG Dennis Wynne

SGT Claudia Carbajal

SGT George Carter

SGT Philip Smith

DENVER

SGT William Duree

FRESNO

SFC Andrew Ackley

SFC James Daniels

SFC Kyle Davis

SSG Ruben Acosta

SSG Gabriel Bustamante

SSG Kimberly Gleaton Stallings

SSG Joseph Hand

SSG Dytanya Jones

SSG Matthew Nash

SSG Daniel Rodrigues

SSG Alvarado Ruiz

SSG Carlos Shell

SSG David Tanaka

SGT Halbert Lee

SGT Stephen Loi

HQS CHAPLAINS

CH (COL) Kenneth Beale

HOUSTON

SFC Lisa Curlin

SFC Reginald Gee

SFC Trent Roberson

SFC Laurence Ross

SSG Patricia Harris

SSG Wesley Ramon

SSG Travis Schultz

SGT Ricardo Monteagudo

JACKSONVILLE

SGT Louis Whaley Jr.

KANSAS CITY

SFC Brian Holzmark

SSG Alexis Bordelon

SSG Courtney Simmons

SGT Kenneth Epperson

SGT Duane West

MID-ATLANTIC

SFC Darrell Lampkin

SFC Charles McCorkle

SFC Patrick Papia

SSG Lawrence Brown

SSG Christopher Clements

SSG Frederick Gibbs

SSG Nicholas Oliver

SSG Anthony Salas

MONTGOMERY

SFC Bobby Ewing

SFC Joshua Farmer

SSG Jason Boaz

NASHVILLE

SFC Alexcesar Lopez

SFC Rocky Noland

SFC James Tabb

SSG Frank Caputo

SSG Glennville Fox

SSG Richard Reather

SSG Stephen Roberts

SSG Jamie Trice

NEW ENGLAND

SSG Remick Maxey

NEW YORK CITY

SFC Mark Pacheco

SSG Saurel Musac

PHOENIX

SSG Thomas Dunn

SSG Gary Tetreault

SSG Peter Vanbrussel

SGT Dennis Duckett

SGT Jeromee Kessler

SGT Mark May

SGT Benjamin Nogler

SGT Edgar Olivias Monarrez

SGT Patrick Ziegert

PORTLAND

SSG Sean Dugan

SSG Gerald Irizarry

RALEIGH

SFC Lavo Smith

SFC Earnest Taylor

SFC Calvin Davis

SSG Curtis Dick

SSG Naomi Fischer

SSG Leonel Castillo

SSG Troy Pringle

SSG James Simmons

SGT Matthew Shoup

SACRAMENTO

SFC Robert Duren

SSG Craig Barringer

SSG Jason Eck

SSG Brendan Sandmann

SGT Justin Breckenridge

SGT George Stewart

TAMPA

SFC James Ehman

SFC Eric Flores

SSG Jacqueline Channer

SSG Casey Clark

SSG David Dupont

SSG Brian Fowkes

SSG Idris Goldsmith

SSG Julian Londono

SSG Jason Minucci

SSG Ismael Olivo-Alvarez



Morrell Awards

JANUARY 2009

ALBANY

SFC Rui Brito
SFC Lee Davis

BALTIMORE

SFC Mitchell Turton

BATON ROUGE

SFC Torrance Hartman

CHICAGO

SSG Harry Outlaw

DALLAS

SSG Kereen Bennett
SSG Brian Jasinski
SSG Bryan Jackson
SSG Michael Madrid
SSG Christopher Miller
SSG Wilson Perez
SSG Nicholas Scheuring

FRESNO

SFC Robert Campos
SFC Luis Green
SFC Darrell Mathews
SSG Stephen Blankenship
SSG Steve Bostic

SSG Jose Garza

HOUSTON

SFC JT Jackson
SFC Philip Mcauley
SFC Kevin Solomon
SSG Jason Custer
SSG Keith Garvin
SSG Manuel Rosa

KANSAS CITY

SFC Wayne Brooks
SFC Randy Simmons
SSG Sharon Gautier
SSG Michael Wall

MID-ATLANTIC

SFC Jason Hauck
SFC Joey Jimenez

MONTGOMERY

SFC Harry Chambers
SSG Carlos Brown
SSG Kayland Teemer

NASHVILLE

SFC Michael Dupre
SSG Jerald Stephens

NEW ENGLAND

SFC Jesse Allen
SFC Ernest Gadoury
SFC Victor Limas
SFC Daniel Weeks
SSG Nathan Bullock
SSG John Conrad
SSG Michael Frazier

NEW YORK CITY

SFC India Harris

PHOENIX

SFC Jimmy Allen
SFC Christopher Collins
SFC Richard Morales
SSG Michael Davis
SSG Virgilio Gutierrez
SSG Cory Hammond
SSG James Houlik
SSG Rowland Purdy
SSG Jeremy Ross

SSG Eddie Tillman

SSG Xavier Versie
SGT Cynthia Dennis
SGT Adam Koepke

RALEIGH

SFC Billy Jones
SSG Nathan Bryant
SSG Tabatha Hardiman
SSG Alan Hempel

SACRAMENTO

SSG Curtis Fuller
SSG Richard Gregory
SSG Christopher Herndon
SSG Ronald Howell Jr.
SSG Brian Worth

SPECIAL MISSIONS BRIGADE

SFC Daniel Cantu

SYRACUSE

SSG Eddie Perkins III

TAMPA

SFC Scott Gellin
SFC Dairel Newton
SFC Samuel Potter
SFC Damien Russell
SSG Kenneth Callaghan
SSG Henry Gross
SSG David Rowe
SSG William Whitley

JANUARY 2009

ATLANTA

SFC Keith Charland

BALTIMORE

SFC Lisa Woodrum
SSG Anquineta Gunn

BATON ROUGE

SSG Terrance Wright
SFC Bruce Hunter
SFC Charles Reeves
SFC Bryan Dunnaway

BECKLEY

SFC Leslie Bryant

CLEVELAND

SFC Damon Johnson

COLUMBUS

SFC Donald Graves

DALLAS

SSG Christopher Miller
SSG Stephanie Mcleod

DENVER

SSG Adonis Townsend
SFC Edward Moore

HARRISBURG

SSG Daniel Gilke

HOUSTON

SFC Dondi Humphrey
SFC Oscar Castro
SFC Reginald Gee

LOS ANGELES

SSG Dong Jung

MIAMI

SSG Jorge Fournier
SSG Jose Ocasio
SFC Jose Martinez

MID-ATLANTIC

SFC Zachary Brehm

NASHVILLE

SFC Charles Ray

NEW YORK CITY

SFC Milton Henry
SSG Simeon Roderique
SSG Cardona Suarez

OKLAHOMA CITY

SGT Keith Harper
SSG Steven Shiple

PHOENIX

SFC Timothy Gibson
SSG Peter Vanbrussel
SFC Cory Hammond

RALEIGH

SFC Matthew Newberry
SFC Guillermo Litada

SALT LAKE CITY

SFC Andres Figueroa

SEATTLE

SSG Michael Crosby

79R Conversions

1. What publication governs the roles and responsibilities of USAREC trainers at all levels?

- a. USAREC Reg 350-1
- b. AR 350-1
- c. FM 7-0
- d. TR 350-70

2. The New Recruiter Certification Program is mandatory for:

- a. All new graduates from the Army Recruiter Course.
- b. Returning recruiters to USAREC with more than a 12-month absence, except those participating in the Station Commanders Certification Program.
- c. Both a and b
- d. None of the above

3. What are the three types of training plans?

- a. Long-term, short-term, near-term
- b. Short range, midterm, long range
- c. Long range, short range, near-term
- d. None of the above

4. The following training schedule must be posted on DTMS no later than 15 days prior to the first scheduled training date:

- a. Short range
- b. Long range
- c. Near-term
- d. All the above

5. The _____ program allows applicants who cannot complete BT and AIT during one continuous IADT period because of school or seasonal employment the opportunity to complete AIT up to one year after BT.

- a. Standard Training Program (STP)
- b. Alternate Training Program (ATP)
- c. Prior Service Training Program (PSTP)
- d. Specialized Training for Army Reserve Readiness (STARR) Program

6. Training for _____ is designed to place college graduate Soldiers in and under physical, mental, and emotional pressure to simulate the stress and fatigue of combat.

- a. ROTC
- b. SMP
- c. OCS
- d. WOFT

7. SMP potential participants must enlist within _____ days of entry of IADT.

- a. 30
- b. 90
- c. 120
- d. 180

8. Applicants enlisting for _____ may enlist in the FSTP in their senior year contingent upon successful completion of high school.

- a. ROTC
- b. SMP
- c. OCS
- d. WOFT

9. ROTC cadets enrolled in the SMP and OCS cadets are administratively promoted to the _____ pay grade while in cadet status.

- a. E-4
- b. E-5
- c. WO-1
- d. O-1

10. Which of the following is not a step of the phone call?

- a. Identify yourself and the Army
- b. Tell the Army story
- c. Establish your value to the contact
- d. State your reason for the call

11. What are the four prospecting techniques?

- a. Telephone, e-mail/mail out, referral
- b. Face-to-face, area canvassing, cold call
- c. Mail (electronic or postal), telephone call, face-to-face
- d. Referral, hot knocks, school visits

12. What are the recruiter's two primary lead generation activities?

- a. Follow up and blueprinting
- b. School visits and area canvassing
- c. E-mail and referrals
- d. Referrals and area canvassing

13. Which is not a counseling pitfall?

- a. Forcing a decision
- b. Failure to follow up
- c. Stereotyping
- d. Personal bias

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

MISSION BOX

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting
Brigade

January Fiscal Year 2009

Top Regular Army Recruiter

SSG Diego Ryland
Baltimore

SSG Torrin Bouvia
Jacksonville

SFC Andrew Horval
SFC Todd Styles
SGT Donald Carle
Columbus
(Top Fire Team)

SFC George Crimmins
Phoenix

SFC Jason Hyde
Sacramento

CPT Michael Rakow
3d Medical Battalion

Top Army Reserve Recruiter

SFC Walter Robinson
Albany

SSG Bobby Arnold
Baton Rouge

SFC Kelon Brooks
Dallas

SSG Ian Fritz
Fresno

CPT Christian Hallman
3d Medical Battalion

Top Large Station Commander

SFC Ryan Razon
Fall River
New England Battalion

SFC Donyale Garvey
Hinesville
Jacksonville Battalion

SFC Jason Schenkel
Clarksville
Nashville Battalion

SFC Bryan Reynolds
San Mateo
Phoenix

SFC John Richardson
Logan
Salt Lake City

SFC David Dorman
Burlington
1st Medical Battalion

Top Small Station Commander

SSG Joshua Taylor
Oneida
Syracuse Battalion

SFC Leithan Schwartz
New Bern
Raleigh Battalion

SSG Jeremy Hetrick
Ironwood
Milwaukee Battalion

SSG Matthew Bowman
Woodlands
Houston Battalion

SSG Daniel Bonis
Lewiston
Seattle Battalion

SFC Antwan Holden
St. Louis
5th Medical Battalion

Top Company

Europe
Albany Battalion

Dothan
Montgomery Battalion

Clarksville
Nashville Battalion

Tempe
Phoenix Battalion

Sierra Nevada
Sacramento Battalion

Raleigh
2d Medical Battalion

Top Battalion

Beckley

None

Nashville

None

Sacramento

6th Medical Battalion

Correction: SSG Abraham Cano was omitted from the November 3d Brigade Fire Team listed in the January issue.

Answers to the Test

1. a. USAREC Reg. 350-1 Chap. 2, para. 2-7
2. c. USAREC Pam. 350-2, para. 5G-H
3. c. USAREC Reg. 350-1, APP B1,2,3
4. c. USAREC Reg. 350-1 APP B5

5. b. AR 601-210, para. 5-63-d-4-a
6. c. AR 601-210 para.. 9-10-d-1-d
7. d. AR 601-210, para. 5-63-a-2
8. d. AR 601-210, para. 9-10
9. b. USAREC Pam 145-1, para. 2-3-b / AR 601-210, para. 9-10-d-1-e

10. b. USAREC Manual 3-01, para.. 4-8
11. c. USAREC Manual 3-01, para. 4-1
12. d. USAREC Manual 3-01, para. 4-17 and 4-18
13. a. USAREC Manual 3-01, para.. 5-19



2009

The Year of the Noncommissioned Officer



Staff Sgt. John Winkler of Albany Battalion talks about the Army to a class at Canajoharie High School, Canajoharie, N.Y.
Photo by Jane Spass, Albany Battalion APA