

# RECRUITER

United States Army Recruiting Command May 2001

# Journal



MEMORIAL DAY MAY 28, 2001

# Recruiter

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## Features



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**Memorial Day - May 28**

“Historic bathtub months” – a phrase that means something to recruiting personnel if they have been here for a year or more. Our historic bathtub months are February, March, April, and May. They are called “bathtub” because when production from those months is graphed, the line dips down before going back up and looks something like a bathtub with steep sides and a concave floor.

USAREC changed history this year – you made February’s mission. I am still very proud of your efforts. We all hoped February would mark the beginning of a change in attitude about these challenging months; however, we did not make the March mission. In fact, we missed by 1,809 contracts. Not something any of us can take pride in.

The Army at large thinks we have a light division’s worth of personnel and we do. They know we’re staffed at higher rates than most units on the Army. They know we get the best of the best of the NCO Corps, because that’s what we keep telling them. Their assignment managers tell officers how USAREC has high standards for filling leadership positions. Soldiers know recruiters have phenomenal promotion rates, as reward for the recognizably difficult mission of providing the strength to the rest of the Army. They read about our advertising, they hear about how many facilities we have. The rest of the Army simply doesn’t understand how or why we can fail. Especially now, since the economy has tightened up somewhat, the rest of the Army wonders why, with all our assets, why hasn’t USAREC been able to crack the code on making mission during the bathtub months. And frankly, I am baffled about what to tell them.

Instead, let me tell you something I learned as a parent. I learned that children are living examples of self-fulfilling prophecies – that is, if you tell a child he will never amount to anything, they probably never will. Because in their own minds, they don’t believe that they can. In contrast, when you tell your children that they can go anywhere and do anything, they will believe you. You see, as the parent, you are the voice of truth and experience to the uneducated and inexperienced child.

For that very reason, we have always felt the most successful Army recruiters had to be soldiers that they would bring their own story, their own experiences, their own truth to the table when talking about the benefits of an Army enlistment. As soldiers, when you first come to USAREC, you already have those experiences and truths from your previous assignments. What you lack is the training and perhaps the attitude. The training is provided to you at the schoolhouse, but the attitude is something you cultivate on your own.

Attitude is a powerful force. It can motivate you to take the heights or sink into the depths. The American philosopher William James said, “Human beings, by changing the inner attitudes of their minds, can change the outer aspects of their lives.” Your positive attitude about the Army and service to our Nation will sell itself to young Americans. They will notice your fire in the belly, and they will want to be a part of that power. If you speak the truth and have a positive attitude, you WILL achieve the heights that you set and we need for monthly



MG Dennis D. Cavin

success.

I fully realize how critical making your mission is to you. Individually, you might think your one contract is too small a number to make any difference “in the grand scheme of things.” NOT TRUE! Not filling each training seat costs money, money needed very legitimately in other areas of the Army. When we don’t make our monthly mission, we are hurting the Army.

I challenge you to think carefully and positively about how you each affect this business of putting soldiers in boots. Your attitude – your positive, can-do, whatever-it-takes legally and morally attitude – is what will take this command from wallowing in the bathtub months to celebrating a well-earned success at year-end. The Army must have each person in USAREC coming to work with a “Fire in the Belly” attitude every day. An “I can” demeanor.

## Recruiting with Integrity

***“Each time you are honest and conduct yourself with honesty, a success force will drive you toward greater success. Each time you lie, even with a little white lie, there are strong forces pushing you toward failure.”***

***— Joseph Sugarman, author and motivational speaker***

Mr. Sugarman very correctly points out the basic paradigm of recruiting with integrity. As living examples of Army values in Hometown, USA, you are looked to as role models. If you choose to cut corners by recruiting with less than integrity, you diminish yourself in the eyes of your community, in the eyes of your fellow soldiers, the eyes of your family, and you will fail in your mission.

No one wants to work with or trust someone who cheats, lies and steals from the character of an American soldier. I don’t and neither do you. Most people want to deal fair and square with others in a straightforward manner. Chances are if you have been lied to by someone, you will never go back to that person.

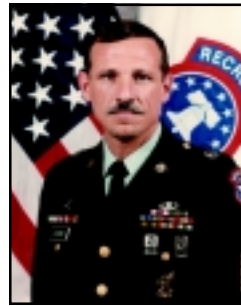
In recruiting we need the goodwill of prospects and influencers. Our success lies in the credibility we establish in our communities and the referrals our good work will reap. As I have said many times, no amount of money in your checking account or stature in the community can overcome one simple failing of your character and integrity. Remember we are judged daily by how we walk the talk of our Army’s Seven Core Values. We can do no less than set the example daily as we shift the paradigm. 📌

Congratulations to the 164 noncommissioned officers selected for promotion to master sergeant, which 150 of these are 79Rs. The number of familiar names on this list encourages me. My personal knowledge of their performance reinforces the validity of the board process. I have to believe that **every** soldier on this list has first sergeant potential since we are not in the business of promoting sergeants first class to perform in a supporting role. I stated in a recent article that promotion from sergeant first class is contingent on successful performance as a station commander. We select them to be diamond wearers. We have master sergeants filling staff positions because the command needs their experience. Once the tours are completed he/she should be looking for that next first sergeant assignment. That's where the real action is, and the greatest impact is made. We will have completed a slate by the release of this RJ issue. It's important that we establish a few ground rules going in. A priority list will be established for each brigade since PCS funds are finite.

Vacant and projected vacant first sergeant positions have top priority. No cost and low cost moves get first priority. Movement of incumbent master sergeants/first sergeants without complete tours will be kept to a minimum. Finally, sergeant first class promotables will not be moved just because they're on the list. In other words, vacant positions will not be created for the sake of movement. Everyone will have to wait his or her turn.

Wouldn't it be great if every soldier could choose his or her next assignment? Unfortunately, that's just not possible. The fact is USAREC just doesn't have that many E-8 positions in 2d Brigade. Oh, I realize there are some exceptional cases that often involve families where special considerations are given. The good news is USAREC has many first sergeant positions. The responsibilities of a 1SG in Butte, Mont., are the same as the 1SG in Miami, Fla., Newark, N.J., and Los Angeles, Calif. The company's troops look to the 1SG for leadership and everything that the position stands for. It is a privilege to wear the diamond. Remember that.

I'd also like to resurface the subject of awards. Awards are important, whether they're for PCS, achievement, service, or retirement. They affect morale of the soldier and the unit. Awards are the Army's way of recognizing the achievements and contributions of those who served. The approval authority ultimately determines the level of the award recommended. Occasionally awards are recommended for downgrade by intermediate or approving authorities. Leaders make these decisions. Standards are established for each level of award. The achievements are then measured against those standards. When the perfor-



*CSM Roger Leturno*

mance matches the standard, the award is approved. When performance falls below the standard, downgrades occur, and when performance exceeds the standard, the award is upgraded. In all cases, it's the chain of command that determines the award. Not the soldier.

I mention these points because the number of senior leaders who believe they're entitled to certain positions, assignments, and awards disturbs me. Not only do they believe it; they're often vocal about it. They set a fine example for subordinates. Selfless service becomes selfish service. Think about it. We will experience a typical rotation of soldiers and families this summer — three brigade and 21 battalion commanders, four brigade and 15 battalion command sergeants major, dozens of company commanders and first sergeants, station commanders, and recruiters. Add PCS leaves, ordinary leaves, and the 4th Quarter push and challenges are created.

That's why we plan ahead. Planning ahead includes the timely preparation and submission of awards and evaluation reports by leaders. We know who is leaving because we're already looking for replacements. Awards and evaluation reports are a normal part of the PCS process. Don't wait, get them started now. There will be no excuses for late submissions. This is about taking care of soldiers while they accomplish the mission.

Departing soldiers deserve the time to outprocess, get the family moved/settled, and clear the head before reporting to that next assignment. Please be wary. We often begin this mental process of standing down weeks before the actual clearing begins. Don't let that happen. Keep focused on the mission while you're still at work. The achievement of every individual is important. Only through the collective effort of the team will USAREC achieve success.

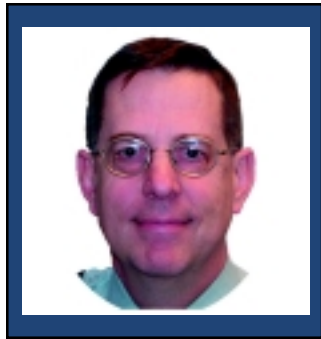
Oh yes, we WILL make the mission. The sooner we can declare success for FY 01, the sooner we can build FY 02 DEP. It's not about what USAREC wants. It's about what the Army needs and expects of us as soldiers, leaders, and recruiters. Good recruiting. 📌



# Chaplain's



## Motivational Notes



by *Chaplain (LTC) Jim Stephen*  
*USAREC HQS*

Most soldiers realize that success in the military largely depends on the basic value we refer to as discipline. Leaders extol the virtues of discipline and demand our allegiance to the principle. While considering “military” discipline we often hear reference to hard work, not wasting time, honest effort, or living by various regulations and principles. For the sake of this discussion let me focus our attention on desires, appetites, and passions.

Whether it is accomplished early or late in life, eventually we all must learn to discipline ourselves and our desires. Uncontrolled appetites have ruined many lives, and they often run rampant in summer, with its relaxed and laid-back pace. There seems to be an increased desire for more thrills, more indulgence, and more possession of material things.

The irony to discipline is that it can carry a negative connotation. We believe disciplining ourselves is done at the expense of limiting our freedom. We think that more of one means less of the other. If we step back for an objective view, it becomes obvious that freedom and discipline are not trade-offs. There can, in fact, be high freedom coupled with a great amount of discipline. It occurs when we voluntarily impose

self-discipline, when we set our own goals, when we impose order on ourselves.

Self-discipline is essential for self-renewal, and summer is a good time to renew ourselves mentally, emotionally, and spiritually. Most of us go through life only partially aware of our abilities, because getting to know ourselves is the most difficult thing we can do — and the most inconvenient, too. We always employ an enormous variety of clever devices for running away from ourselves.

John Gardner once said, “More often than not we don’t want to know ourselves, don’t want to depend on ourselves, don’t want to live with ourselves. (And) by middle life most of us are accomplished fugitives from ourselves.”

In the Bible, praise is given, not to the strong man who “Taketh a city,” but to the stronger man who “Ruleth his own spirit.” The stronger man is he, who, by discipline, exercises a constant control over his thoughts, his speech, and his acts. Without discipline, there is no order in our lives. The most self-reliant, self-governing man or woman is always under discipline, and the more perfect the discipline, the higher will be his or her moral condition.

So, before another summer comes to a close, hopefully we will take some time for personal reflection and realize that self-mastery — the ability to govern ourselves properly through self-discipline — is the only road to true and lasting freedom. And success in recruiting will flow to the recruiter who takes the time and effort to establish a personal mission that is higher and more demanding than that mandated by the command.

Have you learned anything today from this message? Share with me your insight at: (**James.Stephen @usarec.army.mil**). God Bless every one of you. 🛎



# The Power of One On Point for the Army Recruiting and Cadet Command

*By LTC Mel Fechner  
Recruiting Operations Directorate*

We recruit doctors, nurses, enlisted, warrant, and commissioned officers, for Regular Army and Reserve in many different ways, but principally in high schools, colleges, and the work place. To increase our ability to recruit, the Cadet Command and USAREC have agreed that the need for college penetration is mutually beneficial to both commands and supports the Army's needs.

Our partnership assists us with the USAREC goal to increase penetration in the college and high grad market. Across the command we continually assess how we conduct college recruiting in an effort to improve. One change as a result of the effort to improve college recruiting is the revision of the Memorandum of Agreement between USAREC and the U.S. Army Cadet Command.

USAREC's relationship with Cadet Command is one aspect of the strategic objective to strengthen relationships and capitalize on the use of partners in recruiting to promote America's understanding of its Army. The USAREC Vision and Transformation Strategy states:

***“Many of our partners work with and support our efforts to provide the strength of America's Army. We must ensure we develop stronger relationships with these partners and leverage their influence with America. For America to better understand its Army, we must offer various perspectives and viewpoints of what the Army means to this country.***

***Our military partners are numerous. From those organizations that have a distinct and structured relationship with USAREC — DCSPER, TRADOC, USAR, the National Guard, Cadet Command, PERSCOM, and the U.S. Military Academy — to each and every Army, Army Reserve, and National Guard unit in America, our relationship with these partners is critical.***

***We will ensure our plans are integrated with other commands to meet the Army's organizing theme. We are one Army with one mission, achieved by one brand, with one voice and one look, speaking through one linked sales force communicating one-on-one to each individual about the one product that's relevant to him or her.”***

The MOA establishes the framework for all elements of USAREC to work with Cadet Command personnel to ensure our joint success. On March 9, the commanding generals of USAREC and the Cadet Command signed the MOA to improve our ability to recruit on college campuses. Although every college does not have a Reserve Officers Training Corps Program, there are currently 269 colleges across the country that have an ROTC program. Our partnership with Cadet Command affords us a great opportunity to gain access and timely referral information from these colleges through the ROTC department that is a part of each college. In turn, we have an obligation to assist the Cadet Command as they seek quality leaders for the great soldiers we recruit. Paraphrasing what USAREC's commanding general, MG Dennis D. Cavin, stated at the signing ceremony,

“USAREC is on point for the Army and has the mission of recruiting the quality soldiers our Army needs for the Army’s transformation. It is also our responsibility to assist Cadet Command as they recruit leaders to lead the soldiers that we recruit. As a team we can attain success together.”

The purpose of the MOA is for each command to reap the benefits from the other as is stated in this excerpt from the MOA, “The purpose of this Memorandum of Agreement (MOA) is to expand the mutual support that exists between the U.S. Army Recruiting Command and U.S. Army Cadet Command. Both commands have the opportunity to improve recruiting efforts by sharing expertise and resources. The objective is to specify actions at the major command and subordinate unit level to achieve this opportunity.” We will achieve much more working together than we will operating independently.

A summary of some of the major changes follows:

1. Recruiting battalions will conduct a college market assessment as part of their Recruiting Market Analysis (RMA) and produce a college penetration plan within 60 days of approval of their RMA.
2. Brigades will control the placement of on-campus recruiters.
3. USAREC assumes the primary role for Cadet Command high school recruiting.
4. Recruiting battalions will host a semiannual planning and coordination meeting with the Reserve Officer Training Corps (ROTC) battalions within their battalion area. Each battalion will exchange long range planning calendars with the other.
5. Recruiting companies will ensure proper coordination of college recruiting activities with the Professor of Military Science or his staff.
6. Referrals will be sent (email or telephonically) from each command to the other within two work days at the recruiting station /company leadership team and PMS level.
7. Recruiters receive additional points if a referral enrolls in ROTC (5 points for the referral and 25 additional points for an enrollment).
8. USAREC will assist in the development of a recruiter training curriculum to be used to train ROTC cadre at the Recruiting and Retention School.

9. Cadet Command will provide the RRS staff and faculty for the instruction and curriculum development to instruct recruiters on the college market and Senior ROTC program.
10. Education Support Specialists will assume a greater role in representing ROTC opportunities to educators.
11. Cadet Command will provide college lists to local CLTs.



MG John T. D. Casey, commander, U.S. Army Cadet Command, and MG Dennis D. Cavin, commander, U.S. Army Recruiting Command, signed a Recruiting Coordination Memorandum of Understanding, during a ceremony held March 9, at Headquarters, U.S. Army Cadet Command. (photo by Wes Anderson)

One of the most important requirements of the MOA is for members of each command to relay referral information telephonically or by email within two work days to the appropriate member of the other command. Recruiters understand the time sensitivity of referral information, and therefore, the two-day time standard for transfer of referrals. In addition to the new requirement for rapid transfer of referrals, an accompanying change was made to award recruiters 25 points for each referral who later enrolls in ROTC. On-campus recruiters will also receive 25 recruiter award points for each ROTC enrollment they produce. This past month battalion award clerks were notified to award recruiter award points for 150 ROTC enrollments that were the result of ROTC referrals.

The MOA is merely one enabler for college recruiting to establish boundaries for members of each command so that we will benefit from each other. The college market is an untapped market for recruiting in which we have to aggressively learn how to operate more effectively and reap the benefit. On point. 📌



# Operations sergeant uses Samoan heritage in recruiting efforts

Story and photos by Starlene R. Cork  
Phoenix Battalion A&PA

Recruiting is a challenging assignment. It takes understanding, dedication, hard work, and a positive attitude.

“The values I hold today as a recruiter were forged during my childhood,” said SFC Edward J. Custodio, Phoenix Recruiting Battalion. “My Samoan culture taught me to have respect for people and to be kind to people.”

Custodio is from the island Tutuila of American Samoa. “The biggest part of our tradition is giving — being able to help people out.”

Helping young people find focus in their lives is his favorite part of being in recruiting. “I like the feeling of helping young people get their careers started and see them accomplish their goals through the Army,” the 34-year-old said.

Custodio uses the values he learned growing up every day. “Discipline and respect were the foundations of how we were raised in American Samoa,” he said. “The person who was the biggest influence in my childhood was my grandmother. Grandma was all about teaching. She taught me the right way and always ensured that we had a purpose in life. She always stressed religion and being a good Christian.

“She taught me to believe in who you are; to remember where you come from; and to fight for what you believe in, if it is right. If it is wrong, to let it go,” said Custodio, who has been in the Army for 16 years.

Custodio joined the Army to continue his education and to expand his mind. “The Army gave me the opportunity to go out and see what the world was about.

“Our culture carries a lot of traditions — *fa’asamoa* (the Samoan way of life). We go out to other places (states and countries), but we remember our culture. And we respect other cultures, because we respect our own,” he said.

Respecting other cultures is one of the many objectives of putting together

different cultural awareness celebrations, such as Asian Pacific American Heritage Month in May.

“It is an honor for us to have Asian Pacific American Heritage Month. Since the Army is a melting pot, this promotion takes the Asian Pacific American cultures and puts them on a pedestal for a month.”

Custodio likes this year’s theme, “Asian Pacific Americans Emerging Together.”

“Based on where we come from, the cultures mirror together. It is kind of like the new Army advertising slogan ... ‘An Army of One,’ it carries the same meaning.”

Just like the new “An Army of One” campaign looking at the power of the Army and also of the individuals who make up that Army, Custodio believes that about his culture.

“If I could give advice to my fellow Samoans,” he said, “Never forget your way of life. Using your heritage helps you understand different situations of life.”

Custodio’s long list of awards and decorations proves his success in the Army. From becoming a recruiter in 1994, to a station commander in 1996, and joining the Phoenix Battalion Operations staff earlier this year, Custodio has learned a lot in the Recruiting Command.

He says he owes a lot of that success to his wife, Pamela, and his new baby son, Iosefa, who continues to motivate him to be the best in what he does.

And in much the same way that Custodio uses his heritage to be a success in the Army, he will use his military experiences when he gets out of

the Army and returns to American Samoa.

When Custodio retires from the Army he will be going back to American Samoa to become high chief for his family land.

“My stepfather passed away last summer, and my *aiga* (family) elders got together and chose me to become the next chief. My mother is standing in now, until I get out of the Army. The chief of my family — *Alaipalei* (family name) — ensures that the Samoan tradition is strong. The chief ensures that Samoan values stay in the family. It is a big responsibility.”

For his time left in the Army, Custodio wants to stay in recruiting. “My goal is to be a command sergeant major. I have watched CSM Issac Thomas [Phoenix Recruiting Battalion CSM ] and a lot of the leaders that I have met in the Army, and I have a lot of respect for them.”

Thomas has a lot of respect for Custodio too. “He is one of those soldiers who when you go home at night, you don’t have to worry about the mission, because he is working on it,” said Thomas. “Everyone can say the words loyalty, commitment, and dedication; but Custodio’s actions prove them.”



# Philippine American reflects on pride of Army service

Story and photo by Sharon Mulligan  
Southern California Battalion A&PA

Being proud of who you are and what you do is something Susan House knows all about. Not only is she proud of her heritage as a Filipino but also as an American and as a member of a family that sees service to their country as a duty and honor.

Joining the military was never a question for the staff sergeant. "It's like carrying on a family tradition. Almost everyone has served in one way or another, mostly in the Navy. I'm the only person who signed up for the Army. I'm the most rebellious one," she laughed and then added she chose the Army because it offered her the benefits and advantages she was looking for.

Originally, she enlisted to become a Quartermaster Equipment Repairer, but when she was selected by DA to become a recruiter, she discovered that was what she really enjoyed doing. "In June 1997, I was selected to attend the Army Recruiting Course at Fort Jackson, S.C. After completing that I was assigned to the U.S. Army Southern California Recruiting Battalion in the San Diego Recruiting Company where I have been since." House became a permanent recruiter in August 1999 and was selected to be the commander of one of the battalion's newer stations — the Skyline Recruiting Station.

"One of the best things about my job in the Army is knowing that I work in a profession my family is proud of," she said.

House explained that she has a great sense of pride in her role as part of USAREC, particularly when she is out working in the community. "I like the fact that I can touch the lives of so many people whether it's by enlisting them in the Army or by talking to them to help them figure out what is best for their future."

The almost 12-year veteran of military service has been recognized for her dedication to duty and professional excellence throughout her career. She has been selected as 1998 RA Recruiter of the Year and Top Producer of the Year; 1999 RA Female Recruiter; and Top DEP Referral FY 2000 award. She

was also selected as the 1999 AUSA San Diego Chapter Soldier of the Year.

But she said, "No reward or recognition can give you the feeling you get from helping someone, and that's the best part of being a recruiter. Being able to assist a young person get a great start in life and knowing that I'm opening doors for them that they may not have realized were there makes me proud of being a recruiter.

"I try to help them see they have choices in their futures," she said. "Nothing is sadder than not having a choice or a goal. I tell them about my experiences and how I haven't been judged by my race, gender, or my size. The Army judges me on my capabilities, and that's why I picked this service. I've never been looked at as 'she's short or she's Asian' it's always 'what is she capable of.'"

A native of Olongapo, Philippines, House came to the U.S. in 1984. Four years later when she enlisted in Panama City, Fla., she didn't fully realize the career experience and extended family atmosphere that was waiting for her.

"I've had assignments in various locations in the states and overseas in Germany and the Republic of Korea as well as participating in Desert Shield/Desert Storm," she explained. "And in every location, there is always a sense of family. It's an important part of military life." Soldiers sometimes get stationed far away from their loved ones, she said, but they're never really alone because they develop close bonds with the people they live and work with.

"My mother didn't want me to go away for a life in the military, but now that she looks back on everything I've been able to accomplish, she is very proud and happy for me. I told her the same thing that I tell the parents of the people I enlist in the Army — no one wants their children to leave but when they leave in the military it isn't forever. This is a starting point and will help them get the skills they need to carry them through life."

House commits a good portion of her time building a strong rapport with the members of the community she and her staff serve. She has put in a lot of time


and effort into making sure community leaders, parents, and young adults know who they are and what the Army can offer them.

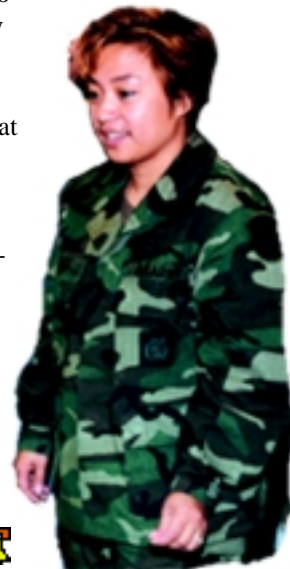
Armed with flyers explaining many of the Army's educational and career benefits, House walks the streets of her community to introduce herself and build a relationship with the people she hopes to help put on a path to success.

"When the station first opened, we knocked on the doors of about 1,000 homes just to introduce ourselves and we haven't let up since," she said and joked she has the blisters to prove it. She said that their goal is to build a relationship with the Skyline community. "The Army can't make miracles happen but we want them to know the Army can help them make a better life for themselves and their families."

Having the support of the families of the young people who enlist in the Army is something House feels is very important to that individual's success in the military.

"Family is so important to the Asian community and I think it means a lot to the moms and dads that the Army takes time to talk to them and explain that their sons and daughters are going to be safe and well cared for," she said. "I tell them about some of my experiences and explain the different benefits soldiers receive — job training, education, health, dental, and housing. When I tell them that I've been able to go to college and work on my degree while in the military, I think it helps them to see the Army in a very positive light."

Of her time in service, House says that one of the rewards of being a soldier is the "satisfaction you get from your accomplishments and in achieving the goals you set for yourself. Being a soldier is very challenging but at the same time very rewarding. I'm glad I made the choice to serve my country." 



# Kick it



By MSG Danny W. Free  
 Recruiting Operations Directorate

What time is it? It's time to make a change. We not only need to change the way we conduct our Delayed Entry Program and Delayed Training Program functions, but also our attitude towards our new soldiers. Have we lost interest in them because of the ongoing mission, not realizing that they are the "mission"?

When a recruiter takes a DEP loss, all levels of command suffer, from the station commander to the commanding general. However, it's the recruiter who assumes the difficult task – the work hours increase for prospecting and processing because the mission increased by one more. DEP losses have to be made up in that current recruiting ship month.

## A look at DEP/DTP training

Below are some ideas and suggestions on how you can improve on or reconstruct your current training with your DEP and DTP members. I personally used these as a recruiter, station commander, and first sergeant. It will decrease losses and increase referrals.

Take a look at your DEP/DTP cards and see what percentage of your total soldiers attended your last three functions. If it's lower than 80 percent, you will have a major DEP/DTP problem. We need to remember what it's like to be a new soldier. They are being talked out of their commitment daily. We need to reinforce their dominant buying motive and make them feel like they're a part of the Army family. To do that, do we need to change the way we train them?

We already have all of the tools we need to increase our productivity and decrease DEP losses. The recruiting resource can be found in USAREC 601-95 (Delayed Entry and Delayed Training Program), USAREC 350-6 (Recruiter Production Management), USAREC 350-7 (Recruiting Station Production Management System) and USAREC PAM 350-7 (Recruiter Salesmanship). Before we can change anything, we need to come up with a plan of action. After reviewing our regulations, we can now come up with a plan. Let's start with training:

## DEP Training Record Checklist

Use the checklist to ensure that each task is completed prior to DEP/DTP ship date.

Rank \_\_\_\_ Soldier's Name \_\_\_\_\_  
 Enlistment Date \_\_\_\_\_ Ship Date \_\_\_\_\_  
 Height \_\_\_\_\_ Weight \_\_\_\_\_ BF% \_\_\_\_\_  
 Date \_\_\_\_\_

<u>Task</u>	<u>Date Completed</u>
1. Commander's welcome letter	
2. DEP orientation	
3. Enlistment certificate	
4. Direct deposit form	
5. Original high school diploma	
6. Original police checks	
7. Original marriage license	
8. CONAP	
9. Correspondence courses	
10. Basic training task list	
11. Certificate of training	
12. PT program statement	
13. APFT score	
14. Three UR 512s completed	
15. E-2 promotion	
16. E-3 promotion	
17. Certificate of Achievement presented	
18. Commitment to Excellence Certificate	
19. S/Cs 60/30 day brief	
20. Voter Registration	
21. DTP unit in-processing	

## Planning

Planning – this portion is vital. When you set the standard, you need to enforce it. Don't change month after month.

Ensure all needed equipment is available. Also have a back-up plan in case of bad weather.

# up a notch

a. Select one DEP from your DEP pool to be assistant platoon sergeant. DEPs will wear brass staff sergeant stripes or make arm bands. The selection is made by the platoon sergeant (station commander).

b. Select one DEP member from each recruiter's DEP pool to be an assistant squad leader. DEP members will wear sergeant stripes. Rotate throughout your squads monthly. The DEP member is selected by the recruiters.

c. Evaluations on CTT task – Go = 5 points; No-go = 0 points.

d. Recruiters will do evaluations on military time, identifying rank structure, phonetic alphabet, three general orders, and drill and ceremonies. Award five points for each correct answer or command. Score push-ups, sit-ups, and quarterly APFT using the APFT card standard.

e. Make it competitive and fun. Ensure awardees receive a Certificate of Achievement. Soldier of the Month/Quarter and the awardees' pictures are posted in a frame in your station. Honor squad members need to be identified on the DEP board (squad with the highest total score).

f. Have your assistant platoon and squad leaders report to your station a week prior to the next DEP function.

g. Ensure that you generate a monthly newsletter and recognize awardees, new enlistees, as well as past and upcoming events.

h. All awards should be presented in front of his or her platoon (formation). Awardees' parents and loved ones need to be present and pictures taken. The company and battalion commander need to attend to present all awards.

i. Invite their parents and loved ones to the training. Make them a part of the training as evaluators, referees for sports, run the grill at cookouts, etc. This brings the whole program into perspective.

j. Squad responsibilities:

(1) 1st squad – accountability (sign in roster): height and weight check. Recruiters will do the tape test.

(2) 2nd squad – pass out and collect the training folders and guidon bearer (formation).

(3) 3rd squad – photograph events and police call.

(4) 4th squad – classroom preparation and clean-up.

(NOTE: Recruiters will train each DEP on how to report, prior to entering the station.)

## DEP/DTP Function


Show Time – The day is finally here. All of the DEP members and their parents have been notified and will be arriving soon. The entire leadership team is here and ready to perform their tasks.

Ensure every training folder has a copy of the training schedule and notepaper. All you have to do now is follow the training schedule. Recruiters need to motivate their squads to win Soldier of the Month and Honor Squad. Ensure your soldiers are doing something all the time (hands-on training), or they'll get bored and lose interest. Most of all have fun and make it competitive.

The time is now – not tomorrow, next week, or next month. We are the best-trained Army in the world and who is responsible for that? The Noncommissioned Officer Corps. What are the first two lines in the NCO Creed? "No one is more professional than I. I am a Noncommissioned Officer, a leader of soldiers." So let's do what we do best – lead, train, and take care of our soldiers (DEP members/DTP members). Every new soldier needs your guidance and leadership. They want to be a part of something great.

A well thought-out plan with interaction, hands-on training, and competition will increase your DEP members attendance and referrals. This will decrease DEP losses and increase productivity. Most of all, it will make that new soldier proud to be a soldier and proud to serve in our great Army. When that soldier comes home after AIT, who does that soldier want to see, after his parents of course – it's the recruiter that took time to train and mentor that soldier.

If you have an effective DEP/DTP program, by all means stay with it. But if you have a high DEP-loss rate and no one is coming to your training, then it's time for a change. This program has been proven, and it will help you.

Our new soldiers need strong leadership from you so make us proud. Keep in mind that your leadership will produce our future leaders. I have more information on this subject. If you need it, give me a call, MSG Danny W. Free, at DSN 536-1442 or commercial (502) 626-1442. 

# Obstacle Course a “big” hit in Kansas City



*Story and photos by Galen Putnam  
Kansas City Battalion A&PA*

Kansas City Recruiting Battalion, long known for its innovative programs, has struck gold with its latest venture and in the process has managed to make recruiting ... fun!

The battalion recently purchased and deployed the first inflatable obstacle course within USAREC. The massive three-piece unit, which is 70 feet long, 14 feet wide and nearly 20 feet in height, has been a hit with prospects, school administrators and recruiters alike.

“This is the most fun the kids have had around here in a long time. They really love it,” said Mary Lou Toft, counselor at Grain Valley, Mo., High School. “This gives the kids a different mindset concerning the Army. This is more fun than what they normally think of the Army as representing.”

After a battalion public affairs specialist spotted some inflatable

games and the crowds they attracted at a college festival, the battalion began looking into making a direct purchase. After researching what was available on the market, determining what type of inflatable would be the most productive and seeking bids, the battalion settled on the obstacle course.

The decision has proven to be fruitful. Since it was fielded in October 2000, the

course has generated approximately 6,800 leads.

The obstacle course has residual benefits as well. Most schools see it as an asset rather than an intrusion. Since the asset is perceived as “non-threatening,” recruiters have been able to penetrate a number of previously uncooperative schools. At schools that won’t release school lists, the course has



**Megan Williams (foreground) takes the lead over Leslie Patton after emerging from the tunnels on the obstacle course. Williams and Patton are students at Grain Valley High School.**



**Left: Andrea Hennessey, a student at Grain Valley High School, scrambles through one of the tunnels on the inflatable obstacle course.**

provided an additional coup. Since participants must fill out a liability waiver/lead form, recruiters have been able to construct defacto school lists after running the schools' junior and senior classes through the course.

"We have great interaction with the kids at these events. It gives us a chance to show that the Army isn't so rigid and that we can have fun too," said SSG Roger Jones, Independence, Mo., Recruiting Station. "It also helps with recognition. Now when we call, they will be able to put a face with the name."

With USAREC Recruiting Support Battalion assets such as its rock climbing walls in such high demand, the obstacle course has filled a niche for Kansas City Battalion. Being an indigenous asset, the obstacle course is at the battalion's disposal at all times which comes in handy when targeting priority events.

Although the obstacle course has visited a variety of fairs and festivals, high schools and colleges remain the top priority. The course

**Bottom right: Jason Fenstermaker zips down the slide as Amber Rogers prepares to take the plunge on the obstacle course. Both are students at Grain Valley High School.**

has been used during gym classes and at after-game parties.

"Some people have preset views about the Army. This gives a chance to think about joining," said Megan Williams, Grain Valley, Mo., High School. "I'm glad [the recruiters] brought it to our school. It was really fun."

Speaking of fun, the obstacle course recently went TDY to South Padre Island, Texas, to entice the throngs of college students enjoying spring break to take a look at the Army. Results? The

joint venture with San Antonio Battalion netted nearly 1,300 leads.

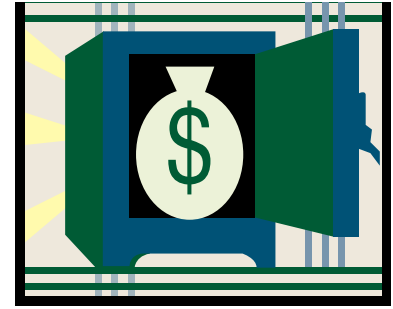
"It was a great recruiting activity. It was unreal having access to so many qualified applicants at one event," said CPL Dustin L. Reuber, recruiter, Lawrence, Kan., Recruiting Station, who was one of four Kansas City Battalion recruiters to accompany the course to Texas. "We got a lot of great exposure. The Army really stuck out and attracted a lot of attention."

The course, which is in use an average of four days a week, is in high demand from recruiters seeking to gain an edge in the recruiting war.

"The obstacle course is a good tool. It is in very high demand," said SFC Randy Jennings, station commander, Seminole Recruiting Station, Springfield, Mo. "We get access not only to kids who are interested in joining the Army but others as well. It makes it a lot easier when we call them at a later date and can say 'Remember us? We're the guys who brought the obstacle course to your school' and that gives us a big advantage." 📞



# College loans and the Loan Repayment Program



By William Kunisch  
Education Specialist  
HQS USAREC

Everyone knows the cost of a college education is expensive and that the annual increases consistently exceed the rate of inflation. To offset this rising cost and pay for a college education, more students and families are forced to seek out other types of financial aid, which has led many students to borrow against their future. This only adds up to a heavier debt load for students and graduates. Some graduate with more loans than they will be able to pay back in 20 years.

Through the Loan Repayment Program enlistment option, recruiters are able to offer applicants a way of repaying their student loans. **To make this enlistment option successful for applicants and future soldiers, it is necessary that recruiters completely understand the Loan Repayment Program and be able to explain it to their applicants.** Any misunderstanding of the program and how it works can result in new soldiers enlisting for this option under false information and also cause them severe financial problems. This article will hopefully explain the program so problems can be avoided.

**The loans described below are the only ones that qualify for the Loan Repayment Program.** Any other loans are not eligible, especially loans awarded and administered by a state's higher education

assistance authority. At Table 4-1, USAREC Regulation 621-1, Montgomery GI Bill, Army College Fund, and Loan Repayment Program, there is a listing of many loans that do not qualify for the Loan Repayment Program.

The Perkins Loan is a "campus-based loan" because the financial aid office at each participating school administers the loan. The school awards this loan to both graduate and undergraduate students with financial need. The school only receives a fixed amount of funds and there is a limit on how much a student can borrow. Payment on this loan begins nine months after a student graduates, leaves school, or drops below half-time. The amount repaid each month depends on the size of the loan and the length of the repayment period.

The major family of loans is the Federal Family Educational Loan Program (FFEL). The loans in this family are the Stafford Loans (subsidized and unsubsidized), Parent Loans for Undergraduate Students (PLUS), Supplemental Loans for Students, and Consolidation Loans.

The Stafford Loan (subsidized and unsubsidized) is a low-interest loan made to both graduate and undergraduate students by a lender, such as a bank, credit union, or savings and loan association. Students qualify for the loan based on financial need. After Oct 1, 1992, students could obtain a Stafford Loan regardless of need. It is now possible to have a Stafford Loan partly based on need and partly not on need. This

opened up loans to more individuals. A few years ago only 3 percent were unsubsidized, now almost one-third of federal student loans are unsubsidized.

A **need-based** Stafford Loan is "**subsidized**," because the federal government pays the interest while the student is in school or in deferment and therefore subsidizes or supports these loans. A **non-need-based** Stafford Loan is "**unsubsidized**," the student is responsible for the interest during in-school and deferment periods or they can be capitalized, that is, the interest will be added to the principal part of the loan. Payment begins six months after the student graduates, leaves school, or drops below half-time. The amount repaid each month depends on the size of the loan and the length of the repayment period. There is a variable interest rate.

The PLUS Loan enables parents with good credit histories to borrow for each child who is enrolled at least half-time and is a dependent student. A lender makes the loan and there is a yearly limit on the amount parents may borrow. The amount is equal to the student's cost of attendance minus any other financial aid received. There is a variable interest rate. There is no grace period on this loan, which means that interest begins to accumulate immediately and parents must begin repaying both the principal and interest while the student is attending school.

The Supplemental Loans for Students (SLS) is for an independent undergraduate student or a graduate

student who is enrolled at least half-time. A lender awards these loans. There is no grace period, and the student must begin repaying principal and interest while still in school.

A Consolidation Loan is designed to help student and parent borrowers consolidate several types of FFEL student loans with various repayment schedules into one loan. These loans are available through participating lenders. If all the loans to be consolidated are subsidized, the student will receive a subsidized loan. If any loan to be consolidated is unsubsidized, then the student will receive an unsubsidized Consolidation Loan. A student can only consolidate loans that have entered repayment or are in grace period. No loans in default can be consolidated. **Note:** In situations where consolidated loans include other borrowers, i.e. wife and husband consolidating loans together and parents consolidating all children's loans together, only those loans originally borrowed by the individual enlisting will receive payment through the Loan Repayment Program.

In the last few years, the student loan program has experienced one major change. Now a student may borrow directly from the federal government and receive the funds through the school with the William D. Ford Federal Direct Loan Program ("Direct Loans" for short). There are four types of Direct Loans: the Federal Direct Stafford/Ford Loan, Federal Direct Unsubsidized Stafford/Ford Loan, Federal Direct PLUS Loan, and Federal Direct Consolidation Loan. These loans do not differ from the ones explained above. There are approximately 1,500 colleges that participate in the Direct Loan Program.

There are also two smaller loan programs, the Auxiliary Loan Assistance for Students and Federally Insured Student Loans that

qualify for the Loan Repayment Program.

When processing a new applicant, recruiters and guidance counselors should be aware of two terms, deferment and forbearance. **Deferment** is a procedure through which the repayment of the loan principal is deferred to a later date. Interest does not accrue on the account until expiration of the deferment. **The 1992 Reauthorization of Higher Education Act eliminated all military deferments on student loans.** All old borrowers, however, who received their first loan disbursement prior to July 1, 1993, are still eligible for a military deferment. All new borrowers, who received their first student loan disbursement after July 1, 1993, are not eligible for a military deferment. **Most of the individuals that are now enlisting in the Army will be new borrowers, so they will not be eligible for a military deferment.** If there is a question on whether the applicant may be eligible for a deferment, recruiters, using the sample letter (Figure 4-1) in the regulation, should have the applicant contact his lending institution for a decision.


If the applicant is denied a deferment, recruiters should have him request forbearance on the loan. **Forbearance** is a procedure during which a person temporarily does not make loan payments, extends the time between payments, or makes smaller payments than originally scheduled. Interest will continue to accrue on the account during the forbearance period, and unless paid, the interest will be capitalized and added to the principal. Recruiters must inform each applicant that the Loan Repayment Program only pays on the original outstanding principal, so if he does obtain forbearance on the loan, then the applicant must continue paying the interest.

If the applicant cannot obtain a

deferment or forbearance, then he must maintain the loan in good standing and not allow the loan to go into default prior to being shipped or during the loan repayment process. The applicant/new soldier must not allow the loan to fall into default.

Recruiters and guidance counselors must inform the applicant that repayment is made on the outstanding principal only. Interest or interest that is capitalized into the principal is not paid under this program. The payment of interest remains the responsibility of the soldier for the duration of the loan. When an applicant enlists in the delayed entry program, he must keep making payments on his loan(s). If the loan were in forbearance, he would be making interest payments. Also these payments must continue throughout the life of the loan. The soldier must never allow a loan or portion of a loan to go into default. The Army will not repay delinquent payments, their interest, and associated charges. The Army will also not reimburse a soldier for payments made by him or any other individual.

It is also important that recruiters inform applicants that all payments through the Loan Repayment Program are subject to Federal and State taxes. A person with \$65,000 in loans will receive over \$22,000 in three annual payments. A person must be ready to pay the taxes on this amount each year.

Repayment of college loans will lift a great financial burden off of a new soldier, but if the Loan Repayment Program is not properly explained to a new soldier, it can result in many problems and a dissatisfied soldier. It is essential that recruiters, guidance counselors, and all individuals associated with the Loan Repayment Program understand the program and are able to thoroughly explain the program to potential applicants. 



## TRICARE pharmacy copayments and elimination of AD family member TRICARE Prime copayments

The following is a summary of changes:

Outpatient cost sharing	Before April 1, 2001	Effect. April 1, 2001
Outpatient visits, primary and specialty care -includes most physician office visits and other routine svcs	\$6/\$12 E1-4 ADFMs/ E-5+ ADFMs	\$0
Outpatient Mental Health Visits: a. Individual b. Group	a. \$10/\$20 b. \$6/\$12	a. \$0 b. \$0
Durable Medical Equipment, Prosthetic Devices, and other authorized supplies	10%/15%	\$0
Emergency Room Services	\$10/\$30	\$0
Ambulatory Surgery Svcs-Primary Surgeon Services	\$10/\$30	\$0
Prescription Medications	Nat'l Mail Order Pharmacy (NMOP: \$4 (up to a 90-day supply) Networks: \$5 (up to a 30-day supply)Non-Net-work:See POS	NMOP: \$3/\$9*(up to a 90-day supply)Network: \$3/\$9* (up to a 30-day supply) Non-Network: See POS *Generic/Brand Name
Ambulance Svcs	\$10 / \$15	\$0
Preventive Svcs	\$0	\$0
<b>Inpatient Cost Sharing</b>		
Acute Care Admissions-Civilian	\$11 /\$11	\$0
Acute Care Admissions - Military Treatment Facility (Family Member Rate)	\$11.45/ \$11.45	\$0
Mental Health/Substance Use Treatment Admissions and Partial Hospitalization Services	\$20 / \$20	\$0
<b>Point of Service (POS) Charges</b>	\$300 /\$600 Deductible* plus 50% of allowables *Individual/Family Deductible	\$300 /\$600 Deductible* plus 50% of allowables *Individual/Family Deductible
<b>Program for Persons with Disabilities (PFWD)</b> This program is not affected by this change.	\$25—\$250 depending on AD Sponsor's rank TRICARE Policy Manual Chapter 8, Section 1.16	\$25—\$250 depending on AD Sponsor's rank <i>These are not Prime copays.</i>

## U.S. Army Parachute Team "Golden Knights" 2001 show schedule

### Black Demonstration Team

#### May

- 2 Florida Marlins Baseball
- 4-6 Fort Smith Regional Airshow, Fort Smith, Ark.
- 18-20 Department of Defense Joint Service Open House, Andrews AFB, Md.
- 23-28 Memorial Day Weekend Salute to Veterans Celebration, Columbia, Mo.

#### June

- 1-4 50th Anniversary of the Sun Festival, Myrtle Beach, S.C.
- 8-9 Hill AFB Airshow, Hill AFB, Utah
- 15-17 Deke Slayton Airfest, Lacrosse, Wis.
- 22-24 Arnold Engineering Dev. Center 50th Anniversary Celebration, Tullahoma, Tenn.
- 29-1 Niagara Airshow 2001 and Military Open House, Niagara Falls, N.Y.

#### July

- 13-14 Pensacola Beach Airshow, Pensacola, Fla.
- 20-22 Gallatin Field Airshow, Bozeman, Mont.
- 25-26 National Boy Scout Jamboree, Fort A.P. Hill, Va.

#### August

- 4-5 North Bay Heritage Festival and Airshow, North Bay, Canada
- 10-11 Come to North Dakota, Belfield, N.D.
- 17-19 Alberta International Airshow, Lethbridge, Canada
- 24-26 Rochester International Airshow, Rochester, N.Y.

#### September

- 2 NHRA U.S. Nationals, Indianapolis, Ind.
- 8 Notre Dame vs. Nebraska, Lincoln, Neb.
- 15 Iowa vs. Iowa State
- 21-24 Neptune Festival Airshow, NAS, Oceana, Va.

#### October

- 5-7 Confederate Air Force Airshow, Midland, Texas
- 12-15 Amigo Airshow, El Paso, Texas

### Gold Demonstration Team

#### May

- 2 Florida Marlins Baseball
- 4-6 Fort Lauderdale Air & Sea Show, Fort Lauderdale, Fla.
- 19 Charleston Air Expo, Charleston AFB, S.C.
- 27-28 Air Fete 2001, Mildenhall, UK

#### June

- 8-9 Idaho National Gaurd 2001 Airshow, Boise, Idaho
- 14 San Diego Padres, San Diego, Calif.
- 15-19 Travis Air Expo 2001, Travis AFB, Calif.
- 22-24 Aviation Air Expo 2001 Van Nuys, Calif.
- 29-1 Artic Thunder Elmendorf AFB, Alaska

#### July

- 7-8 Pope AFB & Ft Bragg Open House, Pope AFB, N.C.
- 13-15 2001 Wheels & Wings Airshow, Millville, N.J.
- 20-22 Dayton Airshow, Dayton, Ohio

#### August

- 4-5 2001 Cape Cod Airshow & Military Open House, Falmouth, Mass.
- 10-11 Dakota Thunder 2001, Ellsworth AFB, S.D.
- 17-19 Aviation Expo 2001, Kansas City, Mo.
- 20-22 Appalachian Fair Association, Gray, Tenn.
- 24-26 Texas Rangers Baseball, Arlington, Texas

#### September

- 1-4 Cleveland National Airshow, Cleveland, Ohio
- 8 Univ. of NM vs Texas Tech, Lubbock, Texas
- 28-30 Liberal Airshow 2001, Liberal, Kan.

#### October

- 12-15 2001 MCAS Miramar Airshow, Miramar, Calif.
- 19-21 International Airshow 01, Fort Worth, Texas

## U.S. Army, Sears partner in recruiting program

by Joe Burlas, Army News Service

Thanks to a recent formal arrangement between the U.S. Army Recruiting Command and Sears Logistics Services, Inc., more recruits signing enlistment contracts will have civilian jobs lined up upon successful completion of their enlistments.

With a signed memorandum of agreement in place March 20, Sears joined a growing list of businesses in the Army's "Partnership for Youth Success" program.

"The U.S. Army is pleased to have Sears join our team as a corporate partner in the Partnership for Youth Success program," said MG Dennis D. Cavin, USAREC commander. "Adding Sears enables our recruiting force to offer post-Army employment opportunities to soldiers in a wide variety of jobs across America. This strengthens the Army chief of staff's goal of using the Partnership for Youth Success program as one of the tools to re-connect America and its Army."

Under terms of the agreement between USAREC and Sears, young enlistees interested in gaining specific job training and qualifications will receive that training while in the U.S. Army. As part of the enlistment process, recruits sign a letter of intent to work for Sears upon completion of their term of service. As the end of their terms of service approach, the soldiers will then have an opportunity to interview with Sears for a specific job at a specific location.

"The PaYS partnership will provide Sears with a source of potential associates who have solid leadership training and experience," said retired LTG Gus Pagonis, executive vice president, Logistics for Sears, Roebuck and Co. and president, Sears Logistics Services, Inc. "We know from experience that soldiers have essential skills and personal attributes that are well-suited to the logistics field. Recruiting directly from the U.S. Army will provide us with strong job candidates to supplement our other recruiting efforts."

When then-Secretary of the Army Louis Caldera announced the program last June, an initial cap of 5,000 recruits was placed on those allowed to participate. Program officials said they expect the cap to raise as more companies partner with the Army. Under PaYS 247 recruits have enlisted as of March 27.

Companies currently participating in PaYS include General Dynamics, The Pepsi Bottling Company, DynCorps, and State Farm Insurance.

For more information on the Partnership for Youth Success, check its Web site [www.armypays.com](http://www.armypays.com).

(Editor's note: a U.S. Army Recruiting Command press release contributed to this article.) 🔔

## Preventive dental care now reduces major work later

By SFC Kathleen T. Rhem  
American Forces Press Service

Taking young children to the dentist makes them better dental patients later in life — reducing stress for both them and their dentist.

"Going to the dentist is not something people generally look forward to," Navy CPT Lawrence McKinley said. "The earlier children can be exposed to the office atmosphere and to the equipment and procedures, the more comfortable children become. Dental visits become less frightening for them." McKinley is a dentist and the senior consultant for dentistry for the TRICARE Management Activity and DoD's Office of Health Affairs.

Children of parents enrolled in the TRICARE Dental Program are automatically covered when they turn four, but parents can voluntarily enroll children at any age. During an American Forces Information Service interview, McKinley encouraged people to enroll their children as soon as they have teeth.

Coverage in the TRICARE Dental Program includes "established guidelines for preventive care for children and adolescents," he said. The program covers

twice-yearly exams and cleanings for enrolled members.

Preventive care isn't just important for children either. Everyone enrolled in the program should use the benefit regularly, McKinley said.

"They're entitled to it; they're paying for it; they should use it," he said.

Military family members do use their dental benefits more than their civilian counterparts, McKinley said, but there's always room for improvement.

About 80 percent of people eligible are enrolled in the TRICARE Dental Program. Of that 80 percent, however, 57 percent see a dentist at least once a year, McKinley said.

Only about half of the civilian population see a dentist in a given year, he added.

McKinley said DoD officials want to increase usage in the dental plan because they want to improve beneficiaries' quality of life. "If you can prevent more complicated and prolonged dental care down the road by using preventive care up front, it's to everybody's advantage," he said.

For more information on the TRICARE Dental Program, visit [www.tricare.osd.mil](http://www.tricare.osd.mil). 🔔



## Memorial Day - May 28



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HEADQUARTERS  
U.S. ARMY RECRUITING COMMAND  
FORT KNOX, KY 40121-2726

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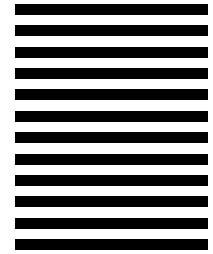


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Fold here first

# Reducing sports injuries

By Jim Garamone

American Forces Press Service

Sports are a big part of the military culture, but service members have to be more careful when they play.

Sports and recreation participation are major causes of injuries in the armed forces, said Diana Settles, program manager for injury prevention and physical fitness for the Navy.

“DoD spends \$600 to \$750 million per year to treat musculoskeletal injuries,” said Settles, who also works on the DoD Injury Occupational Illness Prevention Committee.

While this statistic covers all musculoskeletal disabilities, a significant number are due to sports accidents, she said.

Settles said DoD is trying to get a better handle on the scope of the problem, but that’s been hard because many sports injuries occur during off-duty hours.

The effects of these injuries are far-reaching. There is, of course, the pain service members suffer. But also, injuries affect the mission.

“During Desert Shield and Desert Storm, the Army reported its medical evacuations and hospitalizations were primarily sports and recreational activities,” Settles said. These injured soldiers were unavailable for duty when the war started. Other soldiers had to take their places or their fellow soldiers had to do the job with fewer personnel.

The Air Force reports that basketball is the cause of most sports injuries. It is followed by softball, flag football, snow skiing, and cycling.

Basketball provides a good example of what service members can use to avoid injuries, Settles said. “Basketball is very popular and service members play the sport year-round,” she said. “Pick-up games are common, and they are played indoors and outdoors.” Pick-up games commonly do not have referees.

Settles said service members must consider internal and external “risk factors” when approaching

recreation and sports activities. Internal factors include the shape the players are in and their physical anatomies.

Using basketball as an example, it is an aerobic sport involving a lot of running. There’s a level of fitness people should meet before playing the game, Settles said. The sport requires a lot of lateral movement. Players should warm-up and stretch for five to ten minutes before taking the court. She said local morale, welfare and recreation specialists can advise service members what types of stretching are best for various sports.

Ignoring external factors can also cause accidents. In the case of basketball, such factors include the condition of the court and the proper use of players’ equipment. Don’t just pick up a basketball and start playing. Check out both indoor and outdoor courts to ensure they are dry and do not contain sharp or foreign objects. They should be properly lit. Make sure there is enough room behind the hoop so players don’t run into a wall or go up on a curb. Wear the correct shoes when playing hoops.

“Many times people are playing basketball in running shoes,” Settles said. “There is little lateral ankle support in running shoes — which predisposes the athlete to an ankle injury.”

Sprains and knee injuries are the likely injuries that result from playing basketball. Every sport has internal and external risk factors, and service members who are aware of them can cut down on injuries.

DoD is trying to reach service members through their coaches, units, and specialists in the recreation centers. “The service man or woman needs to understand the internal and external risks associated with their sports,” Settles said. “This could be relayed to them via coaching staff, the MWR personnel, personal training personnel, or the officials. I think the ‘train the trainer’ is important, but the individual service man or woman has to take control and understand what the risks are with their sports and work to minimize them.”



**COL Mark E. Widmer**  
*Deputy Chief of Staff and Senior Reserve Advisor*

This is an introductory article of what I hope will be a series of articles in my role as this command's Senior Army Reserve Advisor and Deputy Chief of Staff. However, before I share some specific thoughts with you on our Army Reserve recruiting challenges and initiatives, let me first express how proud and privileged I feel to be the senior AGR soldier assigned to the United States Army Recruiting Command. This is my second stint in USAREC. I had the privilege of serving in what was then the San Francisco Recruiting Battalion in Alameda, Calif., 6th Recruiting Brigade between 1983 and 1986. Following that assignment I spent some time in ROTC working the high schools as an enrollment officer and as a Troop Program Unit commander fighting the recruiting and retention battle. I may be one of only a few AGR officers who actually volunteered to return to USAREC. My tenure on active duty was extended to allow me to assume this responsibility. My hope is that I can contribute to the success of our recruiting force, this command and the Army Reserve by making a positive difference daily. My perspective on recruiting is framed less by experience in recruiting, but more by experiences in addressing the persistent personnel readiness challenges facing our Army Reserve units.

We have a number of challenges facing us in the months ahead. It is essential that we not let these challenges detract from our ability to stay focused on our primary objective of making the mission and thereby meeting the personnel readiness needs of the Army and Army Reserve. Our success in closing out FY 00 and during the first half of FY 01 is noteworthy. All our recruiting force that contributed to that success is to be commended.

For those of you whom I've not had the opportunity to meet, I look forward to meeting you, working with you, and learning from you. As the Senior Army Reserve Advisor at USAREC, it is my intent to try to make a positive differ-

ence for the Army Reserve in meeting the collective recruiting readiness needs of the Army Reserve. To that end, it is essential that I understand your concerns and issues with respect to the recruiting challenges we face. This is my attempt to encourage an informal, open, and ongoing dialogue with you, the recruiting force, to address and ultimately resolve those issues.

My desire is to share some brief thoughts with you at least once a quarter related specifically to Army Reserve recruiting matters. Concurrently, I am and will continue to solicit your input with respect to the recruiting process as well as your support and cooperation while we endeavor to meet the respective recruiting needs of the USAR. Accordingly, here are a few recruiting thoughts to encourage the dialogue.

Encouraging soldiers to join the ranks as an AGR recruiter is essential to the well being of troop program units and USAREC's ability to support the requirement to access soldiers. Our shortfall in AGR recruiters is acute. In some locations hiring civilian contract recruiters has offset that shortfall, while in other areas the problem persists. USAREC has solicited the help of all the RSCs to more adequately man the recruiting force. In cooperation with the Retention Transition Division, ARPERSCOM, and selected RSCs, we are participating in AGR Recruiter Hiring Forums in selected sites across the country beginning in late March in an effort to identify soldiers capable of performing recruiter duties. The intent will be to compress the hiring process to a single weekend and to enroll those accepted in the Army Recruiting Course on an ADT status pending completion of the security screening process and publication of AGR assignment orders.

Several RSCs will join the 81st and 65th in October 2001 as the IRR transfer mission formally migrates from USAREC to OCAR's Retention Transition Division and the respective RSCs. The decision has been approved and implementation guidance is being worked through the RTD with respect to the migration of this mission from 5th

and 6th Recruiting Brigades as part of the second phase of this mission transfer. Phase III will follow in FY 03 with the migration of that mission from the 1st and 3rd Recruiting Brigades.

I would also like to encourage recruiting brigade, battalion and company commanders and their respective leadership teams to capitalize upon the value that can be derived from productive and constructive Recruiting Partnership Councils. I have encouraged the RSC commanders to become and/or stay involved and actively participate in the RPC process. It is my observation that command involvement can lend an essential impetus and credibility to the process. Whenever possible, I hope to attend any brigade and RSC level RPCs to ensure that I can stay in sync with your interests and concerns.

Lastly, let me say thank you to all the recruiters who are contributing to the success of this command. Your dedication, selfless service and commitment are appreciated. I realize that the mission you have is difficult, but vital to the needs of our Army and the Army Reserve. Thank you for what you do every day in support of our Army and this nation. 🛎

## Attitude

**SGM Nobel Tackett**  
*Senior Enlisted Reserve Advisor*

In FY 01, thus far, we have attained our USAR accession mission. I would like to take a minute to **THANK** you for this achievement. With each passing month, you demonstrate more and more that you are a professional force. Although we have achieved success to date, the next few months will be crucial to our long-range success plans - achieving FY 01 mission box. Our commitment to this goal must never waiver.

Alexander Graham Bell once stated, "What this power is I cannot say; all I know is that it exists and it becomes available only when a man is in that

*state of mind in which he knows exactly what he wants and is fully determined not to quit until he finds it.*” Mr. Bell is talking about traits that propel men and women to success. He is talking about things such as Attitude, Commitment, Persistence and ultimately Success. Success (station mission box) is the final gauge. It is determined by the attitude you take; the perception you project; and the commitment and persistence you display when achieving the goals on the way to success.

Commitment is the willingness to do whatever it takes to accomplish your objective. Now, before you get excited and, go out and do something that will get you in trouble, let me qualify what I have stated. “Whatever it takes” excludes all actions that are illegal and unethical. We must always accomplish our mission with integrity. This is accomplished through a mental attitude that says *I am willing to stay the course and complete the task at hand.* If the objective is to run the Army 10 miler, then to reach my goal I must run 10 miles. Sometimes our tasks are not definitive; you may not know everything that it will take to reach your goal. To be successful, the first step is to commit to stay the course regardless of the distance or number of tasks involved.

Persistent action is the next step towards achieving success. It follows commitment, as you must be committed to the task or you will never complete the continuous action necessary to complete it. You will have to proceed with relentless determination until you attain mission box.

Our lives would be much simpler if when faced with a challenge, we could consult a reference book and find the exact step-by-step action to take. This would be the ideal world and we all know that no such place exists. You should take advantage of the knowledge of the experienced recruiters surrounding you. My advice to you is to find an experienced and effective recruiter to mentor you.

You may ask, “How do I sustain a positive mental attitude?” You accomplish this by paying attention to the

details. Sometimes we get so caught up in finding someone new to put in the Army that we forget the “little things” that are part of the process. For example, would you continue to visit a restaurant if the waiter or cashier were consistently obstinate towards you? I don’t think so. There are lots of things that may seem minor to us but, in truth, have far reaching effects that undermine our other efforts. Our customers, applicants and DEP members/DTP members, want to do business with people who pay attention to their needs. Ultimately, when we serve the needs of our customers (the essence of any business) there is no such thing as a minor detail. Whatever our customers perceive as important, is important. By paying attention to the little things that they consider important, the word will spread and we will build a solid foundation for consistent success.

Alexander Graham Bell is a prime example of what we can accomplish through Attitude, Commitment, and Persistence. Mr. Bell knew what he wanted and committed himself to achieving that goal. It took Mr. Bell five years, 1872-1877, to invent the telephone. He accomplished this by overcoming many hardships and continuously pursuing his goal. Mr. Bell accomplished his mission. We can do the same thing by dedicating ourselves to maintaining a proper mental attitude through commitment and persistence. 📌

## A partnership at work

*By SFC Michael Brown, Plans and Policy*

Over the years our local Reserve recruiters and our local Reserve Units have established and maintained a close working partnership. These partnerships are advantageous to all concerned, our recruiter’s mission, our unit’s strength, and our new soldiers’ well being. Although our local recruiters do an excellent job of keeping these partnerships strong, we must remember

that these relationships should continue to occur at battalion and brigade levels as well.

The Reserve Partnership Council is an excellent forum for all parties to discuss a variety of topics. Topics of discussion could range from TAIR event participation to sponsorship. Council meetings are the perfect time to share ideas and knowledge; this helps everyone involved understand how we all do business. Many problems can be resolved at these council meetings which will ultimately ensure a smooth transition for our new soldiers into the military community.

An important area of concern during a Reserve Partnership Council meeting should be the Sponsorship program. This requires both recruiting and unit involvement. Our new soldiers as well as prior service should be made to feel welcomed into the units. An aggressive and well-organized sponsorship program will keep our new soldiers participating in their units’ activities until they ship for training. Sponsors should be someone in the unit that has something in common with the new soldier, for example, someone who has been a unit member for a while, close in age, and if possible, someone who will be in the soldier’s section or have the same MOS.

The soldier should be given the opportunity to meet the commander, first sergeant, and other members with whom he or she may be working with during their enlistment. Recruiter involvement is essential in assisting Reserve units to establish and maintain solid sponsorship programs. Visits to units during drills are certainly excellent methods of showing new soldiers and units that we are concerned about seeing to our new soldier and our units needs. There is no better way to reinforce the fact that everyone is on the same team than by being there. After all, this is what “An Army of One” is all about.



# Recruit Quality on PACareerLink

By SFC Matthew J. Keller  
Senior Trainer, Harrisburg Battalion

Lead generation is the foundation of our recruiting efforts – the first critical task, the terrain walk, and the reconnaissance necessary for mission box success. Harrisburg Recruiting Battalion has discovered a tool to assist in lead generations. That tool is the PACareerLink! The PACareerLink is a cooperative effort that provides one-stop delivery of career services to job seekers and employers in the state of Pennsylvania.

PA CareerLink provides U.S. citizens and permanent resident aliens free online job assistance, resume preparation, support services, training programs, and much more. It is a Web based, user friendly, interactive way for recruiters to find individuals who are currently seeking employment. A built in “search program” facilitates querying a database that contains over 50,000 resumes. The search is conducted using age, experience, home of record, and job description keywords. Search results are listed on an information table containing the name, address, and experience of the job seekers. A simple “point and click” automatically links the recruiter with a copy of the job seekers resume including name, address, phone, e-mail, and other information vital to the recruiting process.

SSG Michael A. Metcalf, a recruiter at the Stroudsburg Recruiting Station, built 25 job orders in the battalion’s business folder. These job orders use civilian terminology to describe openings within the Army, which resemble Military Occupational Specialties. A benefit listing and a brief summary of the Harrisburg Battalion’s history support each job description. These job orders help direct the prospecting within a particular job field and are especially useful to USAR recruiters seeking to fill unit vacancies.

Recruiters have the choice of sending an automatic notice to the job seeker or contacting the job seeker directly. Once selected, the PACareerLink maintains a referral list until the

recruiter closes the lead. Recruiters are then able to build a solid prospecting plan.

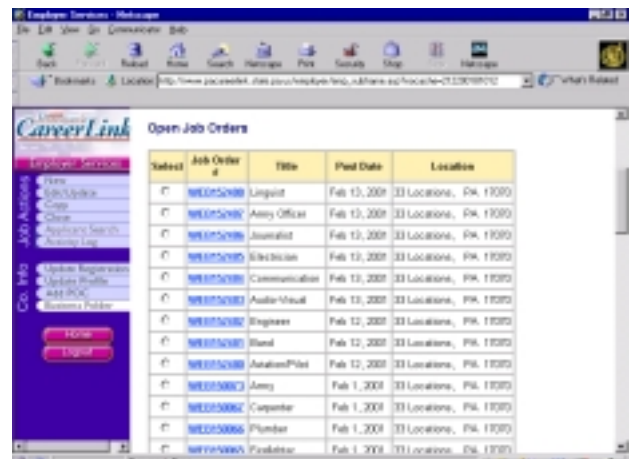
The pre-call plan includes developing an opening statement tailored to the lead list’s interest. The sales message is also tailored and easier to deliver because the leads all have similar interests. Leads that cannot be reached by phone are then included in the face to face prospecting plan. Since the lead information includes home and current employer, it is easy to set up a face-to-face plan that facilitates a logical route of travel. Station commanders review the face-to-face plans and monitor the system by comparing the referral list to the recruiter’s processing list.

All job orders are linked to the **goarmy.com** Web site. Some job seekers contact the recruiting station directly through e-mail, telephone, or walking in because the job orders and the **goarmy.com** Web site have stimulated enough interest. PACareerLink employees at over 40 locations throughout the state provide addition referral service to the local recruiting stations.

The PACareerLink also serves as a source for COI development. Many of the resumes list veterans who would not be included on Consolidated Lead Lists. Retirees and other influential job seekers are contacted and encouraged to participate in recruiting station events. Many have great potential for providing referrals and others are proud to support the recruiting effort.

The PACareerLink Web site is available 24 hours a day, seven days a week. Recruiters with toll free Internet access can literally prospect any time a telephone line is available.

In the three weeks that the battalion has partnered with PACareerLink, it has netted over 50 leads and two GA contracts. LTC Leonard G. Tokar, Jr. and CSM Ronald E. Winalski are convinced that this type of Internet prospecting will open up a new market of quality applicants that 10 years ago would have been very difficult to penetrate. 📧





# Combat Medic Perez knows what to do

By LTC Mark Zimmer, OCAR PALD

In September 1999, when Army Reserve Recruiter SGT Audra Hicks contracted her first soldier, little did she know the impact that her new recruit would have on the Army and the Army Reserve. Hicks was absolutely thrilled signing up Carlos Perez in the position of Combat Medic for the 6252 U.S. Army Hospital, Ventura, Calif. Perez would be memorable not only as her first recruit but as the featured Army Reservist in a new “An Army of One” TV spot and a website “What would you do?” series.

Perez said, “The main reasons I joined the Army were having a new challenge in life, a stepping stone in helping me obtain a Master’s degree in physical therapy, and what my father

instilled in me, a need to seek the training, discipline, and respect he acquired as a soldier.” Carlos grew up in Los Angeles, the oldest of six children. His late father, a first generation Mexican American, was drafted in 1967 and served as a helicopter gunman in Vietnam.

Perez, 25, has had many challenges in his short Army Reserve career and the tragedy of losing his parents three years ago. He now helps provide support and guidance to his younger siblings. “There are many things that I’ve done while serving in the Army that have made me feel special. My graduating from both Basic Training and Advanced Individual Training are moments my parents would have been proud of,” Carlos said.

Being close to home and family are important in the Hispanic community that Perez grew up in and are among the main reasons he chose the Army Reserve. His training as a Combat Medic provided him with the experience to land a civilian job as an Emergency Medical Technician with Grabor Ambulance Service in downtown Los Angeles. “I got out of my school in Fort Sam Houston and was immediately able to qualify for my current job. We do a lot of patient transport, on-call ambulance service, and the same type of basic life support I learned at AIT.”


Perez is particularly proud of the duties he performs at the 6252 USAH. “I know how to stop any type of bleeding, cover a wound, or provide a soldier with an IV. I am capable of saving a life if given the opportunity. The last week in the Field Training

Exercise is always the most memorable. The combat situations, setting up hospitals, land navigation, and just being there with your platoon makes you feel like a soldier,” he said.

Earthquake, the first Army Reserve TV commercial under the new campaign, turned Perez into one of the most recognizable soldiers in the U.S., at least with young people. It appears on both English and Spanish language TV stations targeted at 17-24 year olds. “I didn’t know what to expect during the shoot...I met a lot of great people, had to wear makeup, and was a little nervous in front of the camera.” The 30-second TV spot is a realistic U.S. Army disaster relief dramatization that takes place in a Latin American country. It confronts Combat Medic Perez with the question “What would you do?” after a native boy begs him to enter a shaky building to help his stricken family after an earthquake.

“I just joined the Army Reserve, and I got to experience a commercial shoot. It was long hours but a lot of fun and there were always a lot of people to help you get it right.” The only thing he didn’t like was having water sprayed in his face all the time to give the look of being harried and in a disaster relief scenario. “When I told my family I was going to be in a TV commercial, they didn’t believe me. Then they saw me on TV, and they were very proud.” His family also was impressed with seeing him on the **goarmy.com** Web site where the question “What Would You Do” is answered.

So how does Carlos handle his new fame? “A lot of people just come up to me and ask me if I’m the guy in the commercial. Sometimes the nurses (at work) give me a hard time.” He’s only seen the English version once, but because many of his friends watch Spanish language TV, he has seen the Hispanic version several times. “They are both the same commercial so I really don’t have a preference of which one I like better,” Perez explained.

Is this the beginning of an acting career for Los Angeles native Perez? “If I had an opportunity I’d like to do another commercial,” he said modestly. The Army Reserve has kept Perez busy with appearances before military and civilian groups and his continuing presence on the web site. He was present at the official launch of the “An Army of One” campaign, representing the Army Reserve on stage with the Secretary of the Army and the Vice Chief of Staff. “I came back from Washington, D.C., and showed my recruiter my medals and certificates. She was both amazed and very happy with what happened to me since I joined the Reserve, though she hadn’t seen the commercial yet.” 



## BG Gaylord commissions 1st AMEDD Detachment officer

By CPT James Reynolds  
Richmond Health Care Station

“So help me God.” With these final words BG Robert Gaylord, USAREC Deputy Commanding General, East, commissioned Todd Boyte as a Captain in the United States Army Reserve Nurse Corps.

The ceremony took place at the Richmond Army Health Care Recruiting Station in Richmond, Va., on Feb. 2., 2001. LTC Leana Fox-Johnson, commander of the 1st AMEDD Recruiting Detachment, invited BG Gaylord to conduct the commissioning in celebration of the 100th Anniversary of the Army Nurse Corps. BG Gaylord spent several days with 1st AMEDD Detachment, visiting recruiting stations and attending anniversary activities.

BG Gaylord commented that he was honored to be able to commission Boyte in the Army Nurse Corps and he

officer that leads by example.”

Horseman’s commander, CPT James Reynolds, commented that “CPT Boyte served several years on active duty as a critical care nurse in the United States Navy. In AMEDD recruiting, every applicant is extensively interviewed by a commissioned officer. I’ve interviewed over 100 applicants in two years, and I can honestly say that Boyte impressed me as a caring and empathetic leader. I’m

glad we were able to help him join the best medical team in the world – the Army Health Care Team!”

Boyte is a student at Old Dominion University in Norfolk, Va., where he is pursuing his Masters of Science degree in nurse anesthesia. He joined the United States Army Reserve by teaming up with the National AMEDD Augmentation Detachment headquartered at Fort McPherson, Ga.

Boyte’s wife, Gwendolen, and his daughter, Alexandria, attended the ceremony. After the swearing-in, BG Gaylord presented

Boyte with his commissioning certificate signed by The Secretary of the Army.

In addition, BG Gaylord presented the Richmond Army Health Care Station with Certificates of Appreciation for achieving station Mission Box for 1st Quarter FY 01. The



BG Robert Gaylord swears in CPT Todd Boyte.




BG Robert Gaylord presented CPT Todd Boyte with his commissioning certificate. Boyte’s wife, Gwendolen, and his daughter, Alexandria, were present for the ceremony.

also remarked that this was the first AMEDD commissioning ceremony of his career.

“Captain Boyte is the perfect soldier to commission on the 100th anniversary of the Army Nurse Corps,” said his recruiter SFC Lisa Horseman. “He is intelligent, clinically competent and patriotic. CPT Boyte is a values-based

station is postured to Mission Box 2nd Quarter as well and BG Gaylord exhorted the team to continue climbing “Mission Box Hill.”

BG Gaylord also presented Horseman with a plaque for her award as 1<sup>st</sup> Recruiting Brigade’s AMEDD Army Reserve Recruiter of the Year for FY 00.

The Richmond Health Care station is truly embracing the Army’s new concept of “An Army of One.” The strength of the Army clearly derives from a synergistic combination of dedicated and excellent soldiers like Boyte. He is the epitome of An Army of One. Take Mission Box Hill! 



The Richmond Health Care Recruiting Team from left to right: CPT James Reynolds, SFC Blaine Bryant, SFC Dale Wilson, BG Gaylord, Mr. Charles Pyer, SFC Lisa Horseman, SFC Gary Davis.

# Yo Soy El Army

## Celebration thanks community for support

Story and photos by Sharon Mulligan, A&PA  
Southern California Battalion

“Gracias por su apoyo.” (Thank you for your support.) This simple phrase was the theme of an historic event that took place Feb. 24 in the nation’s top 10 Hispanic markets.

The United States Army and its Hispanic agency of record, Cartel Creativo, hosted the first Army Community Appreciation Day as a way of thanking the Hispanic community for their support. Celebrations featuring food, fun, and camaraderie were held in the following cities: Los Angeles, New York, Chicago, Miami, San Antonio, Houston, McAllen, Dallas, San Diego, and San Francisco.

Bilingual recruiters from the La Mesa Recruiting Company supported the Southern California Recruiting Battalion event, which was held at Montgomery Waller Park in San

Diego, Calif. Recruiters took advantage of this valuable opportunity by introducing themselves to community members and explaining some of the many benefits of service in the United States Army.

While recruiters greeted guests and presented all the mothers and grandmothers with roses, representatives from Cartel Creativo made sure the masses were fed as they passed out free hotdogs, drinks, and popcorn. Also a live radio remote was conducted in conjunction with the event. Local radio personalities from Southern California increased awareness of the event and the Army by broadcasting on air advertisements encouraging community residents to come out and join in the fun.

This groundbreaking event further enhanced the Hispanic community’s perception of the Army and helped create an awareness of the new advertising campaign, logo, and the “Yo Soy El Army” Spanish tagline. 📻



SGT Lorraine Zambrano, Imperial Beach Recruiting Station, presents a rose to one of the moms in attendance. Roses were given to mothers and grandmothers as a way of thanking them for their support.

While Army recruiters greeted guests and presented roses to the ladies, representatives from Cartel Creativo passed out free hot dogs, drinks, and popcorn.



Bon Bon the clown paints a little girl’s face during the Army Community Appreciation Day celebration Feb. 24. Bon Bon was a crowd favorite as the young and not so young lined up to get decorated for the festivities.



“Yo Soy El Army” shouts a young contestant during a game with San Diego radio station. Radio personalities had the children yell the new Army slogan and awarded prizes to the most enthusiastic. The station was there for a live remote and helped promote the festivities as well as increase awareness of the Army.



La Mesa Company recruiters SGT Robert Rodriguez, Spring Valley Recruiting Station, and SGT Lorraine Zambrano, Imperial Beach Recruiting Station, stand ready to greet guests and present tokens of appreciation to local residents during the first Army Community Appreciation Day.

## Stripes may come before PLDC

By SSG Marcia Triggs  
Army News Service

Some specialists who make the promotion cutoff score will soon be able to pin on sergeant stripes before attending the Primary Leadership Development Course.

Beginning in May, specialists who meet the cutoff score for promotion — but are operationally deployed, on a temporary profile or on the waiting list to attend PLDC — may receive a conditional promotion to sergeant, said SGM Franklin Raby, a personnel policy integrator for the Department of the Army's Office of the Deputy Chief of Staff for Personnel. But the conditional promotion can only be made upon a commander's request, Raby said.

The early promotions should increase readiness numbers, he said.

This new initiative, however, may lower the monthly number of specialists selected for promotion, Raby said.

"We select about 2,500 specialists a month to be promoted, but on average only about 80 percent get promoted. The others either separate from the service or lose their eligibility and get removed from the list," Raby said. "Those numbers may fluctuate because we currently have 5,000 specialists who have made the cutoff and are waiting to attend PLDC."

Promotions to staff sergeant should remain the same, Raby said.

"Our promotions are based on projected losses. We select numbers to try to maintain a grade at 100 percent operational. So if we project that a grade is going to suffer a loss because of separation, retirement, promotion or reduction in rank, we base our promotions off of that number."

Raby said that when the actual numbers come in, if they are greater than or less than projected, DCSPER will adjust the next month's promotion cutoff scores to make up that difference. Projections are usually fairly accurate, he said, because they are based on previous promotions during the same time period.

There were 2,500 specialists and 1,300

sergeants selected for promotion in March; however, there could have been 1,486 more promotions in 'STAR' military occupational specialties if there had been more soldiers on the standing promotion list, Raby said.

MOSs categorized under 'STAR' are those that don't have enough soldiers on the standing promotion list to fill their vacancies for sergeant and staff sergeant. In November of last year there were 44 'STAR' MOSs with 1,788 vacancies, in March there are 41 'STAR' MOSs with 1,486 vacancies. Raby said due to structural problems there will always be 'STAR' MOSs, but the main problem is that not enough soldiers are being sent to the promotion board.

"The Army is doing a much better job at sending soldiers to the board, but we're not getting more soldiers in the right MOSs," Raby said. "There were 1,486 vacancies in March, but there were 12,000 soldiers in those MOSs who were eligible to compete for promotion, but were not on the promotion standing list. When I say eligible I mean they have time in service and time in grade.

"But it's the commanders and the NCOs in the field that have to determine if soldiers are ready to be NCOs. We just need to focus on getting soldiers trained up and ready to become noncommissioned officers."

The promotion board for master sergeant convened Feb. 22 and the list of those selected will be released in mid April; the sergeant first class board is scheduled to convene May 30-June 29 and the list will be released in September; the sergeant major board is scheduled to convene Oct. 2-24 and the list will be released in late January or early February.

## Thrift Savings Plan opens to military Oct. 9

By Jim Garamone  
American Forces Press Service

Service members can begin to sign up for the Thrift Savings Plan beginning Oct. 9, 2001, DoD officials said.

The Thrift Savings Plan is a retirement and investment plan that has been available to civilian government workers

since 1987. Congress extended the plan to include service members in 2000.

"It's in addition to your regular retirement," said Army LTC Tom Emswiler, a tax expert with DoD's Office of Military Compensation. "It's an optional program."

The open season for signing up will run from Oct. 9 to Dec. 8. Deductions start in January 2002. In 2002, servicemembers can contribute up to 7 percent of their basic pay.

The maximum amount service members can contribute from basic pay will change. The current limit of 7 percent of basic pay will rise to 10 percent by 2005 and become unlimited in 2006.

Unlike civilians, who cannot make lump-sum payments into the program, servicemembers may also contribute all or a percentage of any special pay, incentive pay, or bonus pay they receive.

"You can contribute from 1 percent to 100 percent of your special pays, incentives and bonuses into the thrift plan," Emswiler said.

The total amount generally cannot exceed \$10,500 for the year. Contributions from pay earned in a combat zone do not count against the \$10,500 ceiling. Combat zone contributions are subject to a different limitation, however, 25 percent of pay or \$35,000, whichever is less.

Like civilian employees in the program, servicemembers must choose how they want their money invested. Right now, there are three funds to choose from. The funds run the gamut of safe — the G Fund invests in special government bonds — to riskier investments — the C Fund tied to the stock market. There is also an F Fund for investing in commercial bonds.

TSP will unveil the new S and I funds in May. S Fund investments go to a stock index fund that paces small businesses. I Fund investors will track international companies the same way.

Servicemembers will be able to start, change or reallocate their TSP contributions during two open seasons held each year. These are November to January and May to July.

"Because bonuses are hard to predict, if you are already participating in the plan and contributing from basic pay and you

receive, for example, a re-enlistment bonus, you can elect to contribute at any time," Emswiler said.

Contributions to the plan come from "pre-tax" dollars. Servicemembers pay no federal or state income taxes on contributions or earnings until they're withdrawn.

The services will have teams visiting members to explain the program. Until then, see the thrift plan's uniformed services page at [www.tsp.gov/uniserv/index.html](http://www.tsp.gov/uniserv/index.html) for more information.



## JAG debuts legal services Web page

### Army News Service

The U. S. Army Judge Advocate General's Corps has launched a legal services Web site, designed as a portal of legal information for military members and their families.

The site, [www.jagcnet.army.mil/Legal](http://www.jagcnet.army.mil/Legal), creates a "virtual" legal information and resource knowledge center, said officials. It includes information on personal legal assistance, claims, trial defense, and victim/witness information for the Army. It provides preventive law information and helps users find the nearest Legal Assistance Office - of any military branch.

The JAG Corps legal site aims to provide soldiers and spouses with information to make informed decisions on personal legal affairs, maintain legal well-being, readiness, avoid consumer scams, and otherwise minimize "legal" distractions.

The idea, said MG John D. Altenburg Jr., the assistant judge advocate general

and JAG Corps' chief information officer, "is to provide soldiers and family members 24(hour) x 7(days) desktop access to useful information for their own legal preparedness. It is a great tool for soldiers and spouses to maintain their personal legal affairs."

It is designed to be a doorway to Internet-based legal information and services for those eligible for military legal assistance under Title 10 United States Code, said Altenburg. He explained the site does not offer legal advice, rather, information that site users should consider to prevent legal problems or before consulting an attorney.

The JAG Corps legal site has several main areas or pages:

A "Home" page listing subject pages and additional information links;

A "Locate Legal Assistance" page that displays links to installation Legal Assistance Web sites and that connects to sites with instructions for finding military legal services information worldwide;

A "Locator" page that helps site users find a private attorney, find a DoD regulation, publication, or form, and connects to several people locator services for military members.

Connecting information pages to Army Claims and Military Criminal Matters information sites;

A site-wide navigation bar with quick links to the Home, Locate Legal Assistance, About, Feedback, More Info, JAGCNet (the Army JAG Corps' legal knowledge home for DoD attorneys), and the JAG Corps Recruiting site;

A "More Info" page with many URLs organized alphabetically by topic; and

A Site Index that lists the sites contents alphabetically.

"The Feedback feature is particularly important as we continue to improve the functionality of our site," said Altenburg. "In the short term, our site will be continuously available and informative. We solicit user feedback from the people who matter - the military members and their spouse who we support - as we add and update content, and consider improving the site for transactional matters, (e.g., possibly requesting a power of attorney from your local legal

assistance office). Soldiers and spouses eventually should be able to do business securely with us - submit information for a power of attorney or schedule an appointment 24 x 7."

"Our site does not replace our personal service - private attorney-client consultation, but it does give soldiers an opportunity to decide when to seek counsel and to prepare better for that meeting. Soldiers, spouses, and others eligible for legal assistance should use the site to obtain general information before seeing an attorney (either military or civilian). The site should immediately improve how many soldiers obtain legal assistance. Site users will have content available to research the law, obtain information, and prepare better for seeing an attorney."

"Soldiers and spouses who use our site will have more timely information that they can use to avoid legal difficulties," said Altenburg. "Eventually many Army users may use the portal as their legal home page, where they store electronic copies of legal documents prepared at military legal offices. It is difficult to imagine all the possibilities for this technology. But one need only look back over the past 10 years to see how much things have changed, to see how differently we all work today. This portal is a tool that will significantly improve a soldier's management of legal affairs.

The JAG Corps legal site will help soldiers obtain general legal information on their schedule — at home or deployed, via the Internet. This near-term initiative eventually may become a comprehensive legal services portal where soldiers and other clients may not only obtain basic preventive law information, but also schedule legal appointments and complete requests for basic legal documents, such as power of attorney, online. We must first be certain that personal data is secure.

"Our portal gives us a powerful legal knowledge-sharing capability 24 x 7, really on-demand of those we support. For now, our purpose is to have legal information soldiers need available when they want or need it. Site users will quickly obtain information and make better, more informed decisions rather

than relying on after-the-legal-problem-occurred assistance. An ounce of prevention is worth more than a pound of cure.

“Our site makes it possible to reach people we could never reach before, deliver legal information resources where there were none, and do so conveniently for the soldier,” said Altenburg.

Since the formal founding of Legal Assistance in War Department Circular No 74, March 16, 1943, almost six decades, the Army JAG Corps has provided legal services to our soldiers and families. Preventive law information - information in advance of problems to make smart, informed decisions thereby avoiding legal problems has been one important component of those services. “This site now makes that knowledge base more readily available - on demand of those we advise.”

## Careerists must weigh retirement system choice

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

Some retirement-minded troops reaching 15 years of active service this summer will need to decide whether to accept a \$30,000 cash bonus now in exchange for a reduced retirement plan after at least five more years in uniform.

The career status bonus decision will affect those troops reaching 15 years of active service on Aug. 1, said Tom Tower, assistant director of DoD’s military compensation office. Affected service members joined the Cold War-era military back in 1986, or later, he added.

“It is a personal decision, and an individual should base it upon the way they see things such as personal career expectations. That would include the member’s final grade at retirement and the total years of service reached, plus what you might do with the bonus money,” Tower said.

Bonus-takers would retire at or after 20 years of active service at 40 percent of the average of their last three years’ basic pay, he said. Service members not taking the bonus would retire at 50 percent of the average of their last three years’ pay, he added. Retired pay under both

systems reaches 75 percent at 30 years of service. Bonus takers would also get reduced retired pay Cost of Living Allowances.

Service members eligible for the bonus will receive notice at about 14.5 years of service, Tower said. People choosing the bonus are obligated to serve at least 20 years, he added.

“Beyond that, you could stay as long as your service will allow,” Tower said. The government would recoup part of any bonus money paid to service members who don’t complete at least 20 years of service, he added, exempting those who receive authorized early retirements or disability separations.

Tower said service members eligible for bonuses before March 2002 may delay their bonus decision until March 1, 2002, after the military Thrift Savings Plan has gone into effect, Tower said. This way “service members can put more into a tax protected retirement account, if they so desire,” he said.

“You’ll get your \$30,000 and be able to put some more money toward retirement, too,” Tower said. “These choices are yours to make, so take your time, be deliberate, be careful. Your choice may not be revoked.”

For more information about the career status bonus, see the Web site at <http://pay2000.dtic.mil>.

## Drivers need care for worst of both seasons

**American Forces Press Service**

April flowers mean driving in spring showers — and fog — and maybe winter ice and snow in some areas of the country. Drivers are in a cusp offering the worst road conditions of both seasons.

Fortunately, rules are rules, and the first for safe driving in any kind of bad weather is to ask whether your trip is really necessary, said Justin McNaull, a spokesman for AAA Mid-Atlantic in Fairfax, Va. He offered a battery of other safety tips when staying home isn’t an option:

- o Slow down and buckle up.
- o Have your car checked and keep it in working order. Pay special attention to

your engine, brakes and windshield washer and wipers. Check your tires regularly for tread wear and proper inflation.

o See and be seen. Turn on your headlights in bad weather. It’s the smart thing to do and it’s becoming the law in more and more states. Lights on is especially helpful if you drive gray- or silver-colored vehicles, which are hard to see in fog and cloudbursts.

o If you can’t see, you probably can’t be seen. If you wait out a cloudburst or other bad weather, use a rest stop, parking lot or other protected area. If you can’t do that, pull over as far to the right as possible and keep your headlights and emergency flashers on.

o Always mind road conditions. Roadways may appear clear, but glare ice and ice layers under snow can impair braking and steering. Rain can turn pavement slippery, especially at its onset. Fog patches and heavy showers can hide stopped vehicles and road hazards ahead.

o Allow eight- to 12-second intervals between you and the vehicle in front in snow and ice; less may be OK in other bad weather. Start counting off seconds when the car in front of you passes a fixed landmark on the road. You’re always too close if you reach the landmark in less than a two-count. You may be comfortable, but the other guy might not be.

o If your vehicle skids, try not to panic. Ease off the accelerator. If driving a manual transmission vehicle, leave the car in gear and let the engine help slow you.

Forget what dad said about pumping your brakes rhythmically in a skid. If your vehicle has anti-lock brakes, apply and hold firm pressure. If you have regular brakes, use “threshold braking” by applying them firmly and backing off only when you feel them begin to lock.

Steer into the skid. If the rear of your vehicle is coming around on the left, steer left. If from the right, steer right. Once control returns, apply gas gently and resume course.

o Higher vehicle speeds and standing water of any depth on the road can lead to hydroplaning. That is, your tires literally rise off the road and ride like

skates on ice. Your best defense is to slow down and avoid the problem. Your only defense after it's too late is to regain control by easing off the gas.

- o Make sure your spare tire and jack are serviceable and in the trunk along with an emergency road kit of tools and accessories such as warning flares or reflective triangles, jumper cables, a flashlight and spare batteries. If you're in an area still prone to wintry conditions, include a small snow shovel, snow brush, ice scraper, a blanket for warmth, and a bag of cat litter to spread for tire traction. Cell phones are handy.

- o Keep the gas tank full and consider stashing some snacks and drinks, too. You might need to run your engine for heat and power and to eat and keep your spirits up should you be stranded — or stopped in traffic for hours because someone caused an accident up ahead.

## Job hunters turn to DoD's transportal web site

**By Linda D. Kozaryn**  
**American Forces Press Service**

Hanging up the BDUs to head back to civilian life? When Uncle Sam's paychecks stop, you'll most likely need a job. DoD wants to help you find one.

Thousands of people are turning to DoD Transportal, the department's new Web site at [www.dodtransportal.org](http://www.dodtransportal.org) for transition assistance in returning to civilian life.

"Transportal is designed to be the servicemember's doorway to Internet transition and job assistance information," according to Ollie M. Smith, Transition Assistance Program director in DoD's Office of Educational Opportunity.

"Transportal is intended to complement the assistance provided by military transition assistance program managers," Smith said. "People still need to visit their local transition assistance office for pre-separation counseling."

Transportal provides links to job search Web sites that track up to 1.5 million job listings, to 100 corporate recruiting sites, and to state job Web sites. You can also post your resume for employers to view. A suggested reading

list of job search resources is also included.

The DoD site can be particularly helpful to service members stationed overseas, Smith said. "Without easy access to information of job opportunities in the U.S., they must rely on the Internet to find and compete for jobs."

## Stabilization eases high school turbulence

**By Joe Burlas**  
**Army News Service**

Soldiers with family members entering their senior year of high school may be able to stay an extra year at their current duty stations.

The U.S. Total Army Personnel Command sent implementing instructions for the initiative to the field via official message April 3.

Stabilizing Army families with high school seniors to reduce turbulence was among the top recommendations of an Army Community and Family Support Center Education Summit held last July. Army Chief of Staff Gen. Eric K. Shinseki heard the summit's out-brief and promised attendees to move forward quickly on the recommendations.

"This is about the Army taking some of the burden off Army families' shoulders," said Col. Jeffrey Redmann, deputy director of PERSCOM's Enlisted Personnel Management Directorate. "Kids want to go to the senior prom and graduate with the friends they've made over time. Army service shouldn't mean sacrifice for Army families. We're doing the right thing here."

Redmann said he definitely relates to turbulence affecting military family members. Growing up in an Air Force family, he attended three different high schools due to permanent change of station moves. He also said his son and daughter attended multiple high schools before graduating, due to the requirements of his Army career.

Soldiers with a family member due to graduate high school in 2002 can initiate a request for stabilization by submitting a DA Form 4187 listing the family member's name and social security number. The family member must be

enrolled in DEERS. A letter from the high school stating when the family member is projected to graduate must be attached to the 4187.

Soldiers stationed overseas must state on the form that they will extend their foreign-service tour to meet the stabilization requirement.

Enlisted soldiers must also list any scheduled training, such as schooling or temporary duty enroute, on the 4187. Officers with scheduled training should contact their branch assignment officer to reschedule that training.

The application suspense for soldiers with youths who will be seniors next fall is May 30. Beyond the 2001-2 school year, the suspense will be 12 months prior to the start of the youth's senior school year.

PERSCOM is the approval authority for all stabilization requests.

There will be instances where stabilization is not possible due to the needs of the Army, Redmann said, but those will be exceptions to the rule.

"We will evaluate each application on a case-by-case basis," he said. "We're going into this looking to say yes to the requests."

For more information, see Stabilization For Soldiers - High School Seniors on the PERSCOM homepage at <http://perscomnd04.army.mil/milpermsgs.nsf>.

## May is Asian-Pacific American Month



(Permission to reprint received from HMS Company.)

# Gold Badges

*RSM March 2001*

**ALBANY**

SFC Kelly Greene  
SFC Clara Walker  
SFC Lawrence Keels  
SSG Tony Reese  
SSG Robert Nerkowski Jr.  
SGT John Cantwell III

**ATLANTA**

SFC Robert Canterbury  
SFC Victor Denson  
SFC Leslie Peterson  
SFC Robert Venizelos  
SSG James Strickland  
SSG Reginald Smith  
SSG Gregory Grant  
SSG Vickie Heard  
SSG Derise Johnson  
SSG Eric Conner  
SGT Christopher Barber

**BALTIMORE**

SSG Gregory Thomas  
SSG Valerie Dyer  
SSG Vincent Herrington  
SSG Quintin Whitaker  
SGT Rickie Carlyle  
SGT Kirby Peidl  
CPL Shane Green

**BECKLEY**

SFC David Shaffer  
SSG Pierre Short

**CHICAGO**

SFC Kevin McClintock  
SFC Herman Johnson  
SFC Valeria Thomas  
SSG Jon Shields

**CLEVELAND**

SFC Vincent Bond  
SSG Eric Hunter  
SSG Shawn Back  
SSG Ava Moore  
SGT David Herbert

**COLUMBIA**

SSG Cynthia Spratt  
SSG Waymon Hawkins  
SSG Michael Veal Jr.

**COLUMBUS**

SSG Earl Frazier Jr.

SSG Roy Smith  
SSG Gongarry Faison  
SSG Mark Heylinger  
SGT Terrance Woodard

**DENVER**

SSG Phillip Dumas

**GREAT LAKES**

SFC James Parchell  
SFC Stephen McCartney  
SSG Clayton Richardson  
SSG Jason Schenkel  
SSG Andres Martinez

**HARRISBURG**

SFC Thomas Fink  
SFC Mark Lawson  
SSG Barry Wagner

**JACKSONVILLE**

SSG Debra Rozier  
CPL Colette Mayers

**KANSAS CITY**

SFC Clarence Cotton  
SSG Terry Abott  
SSG Albert Cook  
SSG William Koonce  
SSG James Roberts  
SSG Richard Giltner  
SSG Denver Mantooth

SSG Robert Hall

SGT William Ritter

**LOS ANGELES**

SFC Chong Byun  
SGT Vito Valdez  
SGT Cirilo Montano

**MIAMI**

SFC Matthew Bugler  
SFC Javier Aponte  
SGT Edwin Perez

**MILWAUKEE**

SSG James Pellouchoud  
SSG Andrew Traaholt  
SGT James McDuffie Jr.

SGT Michael Franklin

**MINNEAPOLIS**

SFC Carl Foreman  
SSG Martin Brill  
SGT Walter Borgmann

**MONTGOMERY**

SFC Robert Evans  
SSG Samuel Watkins  
**NASHVILLE**  
SSG Jerry Jones  
SSG Jess Roper  
SSG Russell Dwyer

SSG Leslie Andre

**NEW ENGLAND**

SFC Dennis Arnold  
SSG Paul Dube  
SSG Chad Kozdra  
SSG Rene Hutchins  
SSG John Kaasch  
SSG Christopher Lewis  
SGT Craig Schultz

**NEW ORLEANS**

SGT Robert Vondette

**NEW YORK CITY**

SSG Kevin Thomas  
SSG John Reber  
SSG Wendell Johnson

**OKLAHOMA CITY**

SSG Joseph LeBlanc Jr.  
SGT Ronald Easter

**PHOENIX**

SFC Robert Smith  
SFC Pamela Peacock  
SFC John Main  
SSG Rodney Butler  
SSG Elliott Medford  
SSG Kevin Camp  
SSG Gary Hemingway  
SSG Jeffrey Starr

SSG Robert Reilly  
SSG Fernando Herrada  
SSG Mark Strong

SSG Michael Houston  
SSG Darrin Brimmer  
SGT Earl Echohawk

**PORTLAND**

SSG Stefano Tatalotu  
SSG Jose Esquilin  
SSG Robert Brault  
SGT Robert Pease  
SGT William Wilson

**SACRAMENTO**

SFC Steven McNally  
SFC John Nichols  
SFC Todd Huish  
SSG James Kent II  
SSG Franco Houston  
SSG Bolivar Toro Jr.  
SSG Joseph Dirks

SSG Fernando Perez

SSG Brian Donahue

SSG Ralph Dominguez

SSG Wesley Rhea

SSG Nathan Perkins

SGT Richard Asher

**SALT LAKE CITY**

SFC Jay Paff  
SSG Timothy Snyder  
SSG John Nyman  
SSG James Harris

SSG Charles Whitbeck

SSG Paul Olson

**SAN ANTONIO**

SSG Christopher Allison

**SEATTLE**

SSG William Persuhn  
SGT Dennis Lafontise

**SOUTHERN**

**CALIFORNIA**

SSG Allen Venegas  
SSG Phillip Coe  
SSG Christopher Waite  
SSG Donald Woods  
SGT Roger Gomez  
SGT John Bittner

**SYRACUSE**

SFC Trevor Quig  
SSG Anthony Kunigan  
SSG James Jackson  
SSG Charles Lucas  
SSG Donald Vigar  
SGT Daniel Morak II

**TAMPA**

SFC Christopher Richardson  
SSG Adrian Sicardo  
SSG Patricia Brown  
SSG Isidro Feliciano  
SSG Luis Medina-Martinez



# Morrell Awards



*RSM March 2001*

**MID-ATLANTIC**

1SG James Jackson Jr.  
SFC Herbert Johnson

**BALTIMORE**

SFC Tonya Mosley  
SFC Charles Jones

**COLUMBUS**

SFC Cheri Depenbrock

**DENVER**

SFC John Owen

**JACKSON**

SFC Gregory Brown

**MONTGOMERY**

SFC Donald Elwood  
SFC William Scott

**NASHVILLE**

SFC Anthony Morocco  
SFC Mickel Leathem

**PHOENIX**

1SG Brian O'Brien  
SFC Gary Mapes

**PORTLAND**

SFC Brian Kunka

**SALT LAKE CITY**

MSG Linda Rivers  
SFC Donald McCartney

**SYACUSE**

MSG Raymond Loos  
MSG Scott Bloom  
SFC Zane Pierce

**HQ USAREC  
SPECIAL  
MISSIONS**

MSG Thomas Braaten  
SFC David Chamness

# Recruiter Rings

*RSM March 2001*

**ATLANTA**

SSG Reginald Miller

**BALTIMORE**

SFC Mickey McQuain  
SFC Christopher Wilson

SFC Sean Henry

SSG Sylvia Menifee

SSG Marcus Campbell

**CLEVELAND**

SFC James Mauer

**COLUMBIA**

SFC Tonya Williams

SFC Derrick Bishop

**COLUMBUS**

SSG John Hinkley

**DALLAS**

SFC Gerard Bell

SFC Paul Mays

SSG Floyd Louis

**DENVER**

MSG Robert Winkler

**GREAT LAKES**

SFC Benjamin Berno

SFC Rory Burns

**HARRISBURG**

SGT Gary Moyer

**HOUSTON**

SFC Glen Scott

**INDIANAPOLIS**

SFC Scott Voorhees

SFC Dale Blubaugh

**JACKSONVILLE**

SFC Paul Thornton

SFC Michael Kelly

SSG Gary Sebastian

SSG Timothy McDonald

**KANSAS CITY**

SSG James Plemmons

**LOS ANGELES**

SFC Michael Jetton

**MID-ATLANTIC**

SSG Anthony Robinson

**MILWAUKEE**

SSG Guadalupe Berrios Jr.

**MONTGOMERY**

SSG Charles Alden

**NEW ENGLAND**

SFC Brien McLaughlin

SFC John Longo II

SSG Robert Wyatt

**PHOENIX**

SFC Michael Ellis

SFC Timothy Mooney

**PITTSBURGH**

SFC Paul Hunt

SFC Perry Miller

SSG Damian Siggia

**PORTLAND**

SFC Lynne Harrell

SFC Maselino Pese

SSG Alvin Malek

**RALEIGH**

SFC Cornelius Mack

SFC Michael Cooks

SFC Alex Nicholson

SSG Anthony Ward



**SAN ANTONIO**

SFC James Hannah

SFC Dexter Curry

SFC Dale Myers

**SALT LAKE CITY**

SFC Marko Hakama

**SEATTLE**

SFC Tony Williams

SFC Michael Eisele

**SOUTHERN  
CALIFORNIA**

SSG Robert Wright

SSG Eric Piernas

**HQ USAREC**

**SPECIAL MISSIONS**

SFC Socrates Dominquez

1. What chapter in AR 601-210 addresses actions required after an applicant enlists?
  - a. Chapter 6
  - b. Chapter 7
  - c. Chapter 8
  - d. Chapter 9
2. An applicant who has a confirmed positive result of DAT must be separated from the DEP. Who will ensure the DEP enlistee is notified of the separation?
  - a. Battalion commander
  - b. Company commander
  - c. Station commander
  - d. Recruiter
3. What does the acronym ADSW stand for?
  - a. Active Duty Ship Week
  - b. Active Duty Start Week
  - c. Active Duty Special Work
  - d. Active Duty Some Work
4. How long is the DD 369 (police check) valid if there is no new offense or no self-admitted law violations?
  - a. 60 days
  - b. 16 weeks
  - c. 1 year
  - d. None of the above
5. Who is the approval authority for lost time waiver, if the time lost was for less than five days?
  - a. Commanding General USAREC
  - b. Brigade commander
  - c. Commanding General PERSCOM
  - d. Battalion commander
6. Once a battalion level administration or moral waiver has been disapproved, what is the waiting period before you can resubmit the waiver?
  - a. 6 months
  - b. 12 months
  - c. 18 months
  - d. 24 months
7. If an unmarried applicant with a child under the age of 18 has placed the child in the custody of another adult, he or she must execute a \_\_\_\_\_ prior to enlistment.
  - a. DA Form 3286-60
  - b. DA Form 3286-59
  - c. DA Form 3286-61
  - d. DA Form 3286-69
8. Parental consent may not be obtained more than \_\_\_\_\_ days prior to the applicant's 17th birthday.
  - a. 30
  - b. 7
  - c. 5
  - d. 15
9. Which of the following is not considered a misdemeanor by AR 601-210?
  - a. Desecration of the American flag
  - b. Harassment
  - c. Riot
  - d. Unlawful entry
10. What is the step when donning your M1A2 Protective Mask?
  - a. Remove your headgear
  - b. Close your eyes
  - c. Hold your weapon between your knees
  - d. Stop breathing
11. When applying field dressing, where is the tail tied?
  - a. Under the wound
  - b. Loosely over the outer edge of the dressing
  - c. Loosely over the wound
  - d. Into a slip knot over the wound
12. On the command of "Open Ranks March," the first rank will take \_\_\_\_\_ steps forward.
  - a. 3
  - b. 2
  - c. 1
  - d. 0
13. "Parade Rest" is given from what position?
  - a. Rest
  - b. At Ease
  - c. Attention
  - d. Stand at Ease
14. When analyzing terrain what does the acronym OCOKA stand for?
  - a. Observation and fields of fire, concealment and cover, obstacle, key terrain, and avenues of approach
  - b. Observation and fields of fire, concealment and cover, key people and terrain, and avenues of approach
  - c. Observation and fields of fire, concealment and cover, obstacle, key terrain, and avenues or roads
  - d. None of the above

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

# Quality Volume - The Key To Our Success

## Headquarters U.S. Army Recruiting Command



## RSM March 2001

### Top RA Recruiter

SGT J. Weaver  
(Mid-Atlantic)

SSG C. Sharp  
(Columbia)  
SSG B. Lynch  
(Raleigh)

SSG J. Gonzalez  
(Indianapolis)

SFC E. Terri  
(New Orleans)

SFC J. Carpenter  
(Seattle)

### Top USAR Recruiter

SFC C. Stein  
(Albany)

SGT D. Rodriguez  
(Atlanta)

SFC W. Watts  
(Great Lakes)

SFC L. Bishop  
(Oklahoma City)

SFC C. Porter  
(Seattle)

### Top LPSC

Newport News  
(Baltimore)

Perrine  
(Miami)

Columbus West  
(Columbus)

Claremore  
(Oklahoma City)

Albany  
(Portland)

### Top OPSC

Rockville  
(Baltimore)

Hopkinsville  
(Nashville)

Allegan  
(Great Lakes)

Terrell  
(Dallas)

Port Orchard  
(Seattle)

### Top Company

State College  
(Harrisburg)

Jackson  
(Jackson)

Battle Creek  
(Great Lakes)

New Orleans  
(New Orleans)

Tempe  
(Phoenix)

### Top AMEDD

Southeast

Carolina

Chicago

Dallas

Northwest

## Answers to the Test

1. c. AR 601-210, page 93.
2. a. AR 601-210, page 51.
3. c. AR 601-210, Glossary, page 146.
4. d. UR 601-94, Chapter 5; G.
5. d. AR 601-210, Chapter 4, 10c, page 25.
6. a. AR 601-210, Chapter 4, 10c, page 25.
7. d. AR 601-210, Chapter 2-9d(3), page 8.
8. b. AR 601-210, Chapter 2-3(2)(a), page 4.
9. c. AR 601-210, Chapter 4-23(a), page 28.
10. d. STP 21-1-SMCT Task 031-503-1025, line 1.
11. d. STP 21-1-SMCT Task 081-831-1016.
12. b. FM 22-5, Chapter 6-7.
13. c. FM 22-5, Chapter 3-3a.
14. a. STP 21-24-SMCT, Skill Level 2-4, Task #071-331-0820, Training and Evaluation 3.a.

