

# RECRUITER

United States Army Recruiting Command

May 2006

# Journal



**INCENTIVES**  
and **PROGRAMS**  
Putting them all together

page 16

# RECRUITER Journal

**U.S. Army Recruiting Command**

May 2006

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# Contents

## Features

### 5 Don't Underestimate Those COIs

Chaplain Lt. Col. Kenneth Beale turned a speaking opportunity into a COI event.

### 6 Army of Won

Angelle Sampey beat teammate Antron Brown and won the Gatornationals for the Army Racing Team.



### 10 "HOOAH! Sign Me Up!"

Seventy-six coaches and educators attended 5th Brigade AAB educator tour.

### 11 Toby Keith: Country COI

USAREC gave an award of appreciation to one of country's hottest performers and supporter of our military.

### 12 The Cost of Knowledge

Earning a degree is expensive. The Army has programs to help.

### 13 Recruiters of the Year

Positive attitude makes the difference for these winners.

## Departments

- 2 Commanding General
- 3 CSM
- 4 Chaplain
- 8 Pro-Talk
- 20 Family
- 21 Safety
- 23 Field File
- 26 News Briefs
- 29 Salutes
- 32 The Test

## 14 Rebuilding Recruiting

Three Gulf Coast battalions are a long way from normal after last year's hurricane season.



## 16 Piecing It Together

Programs and incentives are part of Army support.

## 18 A Station Lost

The Vincennes, Ind., station now occupies a hotel room after it's circa-1955 building was lost to fire.

## 22 Free Falling

Miss USA, Chelsea Cooley, jumped with the Golden Knights, giving the Army some valued media coverage.



**Back cover:** Pvt. 1st Class Robert Hordern was among roughly 1,200 Soldiers from the 3rd U.S. Infantry Regiment "Old Guard" decorating graves at Arlington National Cemetery for Memorial Day. *Photo by Spc. Lorie Jewell, 2004.*



## Summer: A Time of Transitions, Events and Vacations



*Maj. Gen. Thomas P. Bostick*

**T**he Army has achieved its 10th month of successful mission accomplishment; we remain over 100 percent in both the Active and Reserve missions. I'm very proud of our entire team for this success, and all of those outside of USAREC for their support. We have a significant summer mission ahead of us, so we'll need to maintain our momentum, and we'll need the continued support of the Army and the nation.

Summer is traditionally a time for increased numbers of changes of command and moves. How we manage these personnel transitions will have a major impact on our success.

Remember that every member of our team makes a huge difference for our nation each day. With the summer transitions, each of those departing must have solid transition plans that account for the handoff of critical tasks, procedures and key points of contact. Whether at the station, company, battalion or brigade levels, incoming and outgoing leaders can effectively exchange critical information on their areas of operation such as key Centers of Influence, educators and business leaders, along with any information that will allow incoming personnel to quickly become familiar with their new territories.

At the recruiter level, we must take special care in the hand-off of Future Soldiers to the incoming recruiter, so as to maintain accountability and to ensure the Future Soldiers remain committed to their enlistment decisions and continue to provide referrals.

This year, more than ever, we must ensure smooth transitions and maintain a high level of performance during those transitions to avoid any loss of momentum. New leaders must pick up where their predecessors left off, with all the enthusiasm and energy that they can bring to the task at hand. I encourage all leaders to be creative and fully capitalize on the initiatives and resources that we've been given.

May also marks the beginning of Patriot Season, with Armed Forces Week kicking off a series of events, to include Memorial Day, the Army Birthday and the Fourth of July. This is a great

opportunity to focus on Mobilizing the Army and the Nation. Actively participate in these events to take advantage of the patriotic spirit of so many at this time of the year.

When you attend events held on Army installations and at Reserve units with large concentrations of active and Reserve Soldiers, promote the \$1,000 referral bonus. Remind those Soldiers that recruiting is an Armywide mission; explain how Soldiers can help themselves and their units at the same time they are helping us. Call on those Soldiers from your area who joined the Army two to three years ago and who can assist you with referrals.

For example, I spoke to a recruiter the other day. He had received a referral from a Soldier now serving in Iraq who he had recruited several years ago. Let's get the entire Army behind this effort by providing referrals from locations around the world.

All of us look forward to summer vacations. So enjoy the season with your families. Recruiting is challenging work, and those of you who have planned family vacations this summer should take the opportunity to refresh yourselves, and more importantly, to enjoy quality time with your families. You and your families deserve this time together.

The summer brings with it some safety concerns. If you're taking a vacation by car, be sure to inspect your car beforehand, take frequent breaks and buckle up. If you're going to engage in water activities, be sure to have life jackets and observe water safety rules. The good weather will also bring out many more motorcycles ... keep safe, and drive defensively.

The American public continues to hold the Army and the military in high regard. As we recruit, your integrity and your Army Values are most important. Do not compromise on this. I'm very proud of you. I believe in you. I'm confident that we will be successful because of each member of our team giving their very best each day.

Continue the mission!  
Provide the Strength!

## Investment Strategy to Achieve Promotion Goals

USAREC is an Army crucible for leadership, where leaders see first, understand first and act first to finish decisively; where leaders possess the interpersonal, conceptual tactical and technical skills to lead under ambiguous and complex conditions. They work in a geographically dispersed contemporary operating environment where self-aware and adaptive leaders emerge and flourish.

The Army depends on USAREC and its exemplary performance to meet its accession requirements, which is inextricably linked to the Army's force generation strategy. Mission failure is not an option. The nature of this critical "high-risk" endeavor indeed requires the best noncommissioned officers from the Army's inventory to fill detailed and cadre (key leader) recruiter positions. Other things being equal, distinguished performance in recruiting typically postures one for promotion.

A review of promotion statistics from previous boards on the Human Resources Command Web site will reveal that all centralized promotions are highly competitive and those selected are viewed as "best qualified" over their peers. Invariably, anxiety and disappointment abound when the list is released and your name isn't on it. Questions start racing through your mind: Why didn't I get promoted? How did he/she get selected when they don't have half my credentials? Is the board process a good ol' boy scam? What do I need to do to make it?

Routinely, I am asked by non-selected individuals to review their promotion packets and provide insight as to why they didn't get selected. Typically, the two biggest promotion impediments are poorly written NCOERs while serving in key leadership positions or the lack of pursuing such positions. Clearly there are

other show-stoppers such as not updating records or photo. To my dismay, I've encountered too many young NCOs who quite frankly don't understand the centralized promotion process or how to set and manage career progression goals to ensure promotion success for each level. I want to offer up a strategy to maximize promotion potential.

The most critical elements of records review for promotion are duty positions, performance/leadership and potential. Please note that these all elements are found on the NCOER. Myths abound that overrate the importance of awards, civilian education and other accolades. Don't get me wrong, they help but do not overshadow the gravity of the three previously mentioned critical elements. There are ample leadership positions for 79Rs. The 79R Professional Development Model and 79R Career Path, which is located on the USAREC Portal, define in detail those critical positions. Additionally, board guidance from previous boards is posted on the HRC Web site. Together, these documents underscore the need for NCOs to seek out tough positions and perform to a level of professional excellence. Homesteading in staff positions is not career enhancing. It is highly recommended that you accumulate at least 24-36 months in key leadership positions to be competitive for promotion to Sgt. 1st Class, Master Sgt. and Command Sgt. Maj. For promotion board purposes, there is no substitute for demonstrated leadership experience.

While serving in the suggested "high-risk" positions you must ensure that your NCOERs reflect your performance. Several months ago, the importance of NCOER counseling was featured in the RJ. It stressed the importance of individuals getting personally involved in the development of their developmental/



**Command Sgt. Maj. Harold Blount**

NCOER counseling which ultimately shapes the desired report card. A well-written NCOER may be the only difference between your being selected or not.

Your ERB should be updated to reflect military schooling, civilian education, awards and assignments. NCOs eligible for promotion are notified through AKO, as well as their local Personnel Services Battalion. You should follow all instructions in the message and meet the required deadline for validating your records online. You should have a recent professional photo in the current rank. To remain competitive for promotion, Soldiers should continue to seek out leadership positions and serve successfully.

You will significantly increase your chances for promotion if you adhere to basic guidance laid out above. Despite numeral myths, urban legends, folklore and tribal wisdom, there's nothing magical about preparing for a promotion board. The command wants NCOs promoted who are professional, seek challenges, versatile, adaptive thinkers, self-managed, multi-task oriented, genuinely care for Soldiers, and most of all mission-oriented. We want that to be you!

## True Leadership

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

Whether we realize it or not, each of us is a leader. At home, at the recruiting station, in our communities and neighborhoods, we're all involved in the act of leading. We may not hold political office or a formal position of leadership, but we all lead. Every one of us leads our own life, even while we influence those around us.

Leadership is something that can be learned over time, not simply by reading books but also through practice and application. Real leadership comes from a sincere desire to serve, to be true, and to live with integrity. Such strength of character is the trademark of all effective leaders. Consider a great leader who came from inauspicious beginnings. Abraham Lincoln, born in a backwoods cabin, learned from hardship to be strong in the midst of adversity. As a result, he was able to lead and unify a divided nation.

Leadership is more than managing programs and policies; it is first and foremost inspiring people. Businessman Max DePree has written: "In addition to all of the ratios and goals and parameters and bottom lines, it is fundamental that leaders endorse a concept of persons. This begins with an understanding of the diversity of peoples' gifts and talents and skills." Real teamwork is created when leaders value the differences, encourage cooperation and involvement, and recognition that, like them, the people they lead are changing, growing individuals. Whatever our particular role may be — as a leader in a home, recruiting station, or office — the same basic principles apply.

Leadership is an art that requires compassion, empathy,

vision, and integrity. True leaders recognize potential and look for greatness. They know themselves and those within their stewardship to be members of the human family, endowed with infinite power and purpose. They look at their children, spouse, co-workers, applicants, and neighbors not as ordinary people, but as brothers and sisters of the human race who all have extraordinary potential. No matter how varied the problems and how diverse the personalities, people — just like you and me — are the real bottom line. This is the essence of true leadership, and the world cries out for it. We can begin today — right now — to lead with love and believe in others, because we are all leaders.





# Don't Underestimate Those COIs

By Chaplain (Lt. Col.) Kenneth Beale Jr.  
Chief, Chaplain Recruiting Branch

Recently I had the opportunity to address a gathering of 900 lay people (nonclergy) of various Christian faith groups attending the Reclaiming America for Christ conference hosted by Coral Ridge Presbyterian Church in Fort Lauderdale, Fla. I was invited by the senior pastor, Dr. D. James Kennedy, to share the need for chaplains in the U.S. Army. (Currently, short 88 active duty and 541 Selected Reserve; with a fiscal year '06 USAREC mission of 290.)

Given 15-minutes to present, I asked these Centers of Influence to pray for our success in finding the clergy (chaplains) and seminarians (chaplain candidates), and to give us referrals using the distributed self-addressed

business reply card (USAREC Form 1204, Rev 1 Nov 05). During the two-day event, we received five referral cards at our display booth and many more since by mail.

Lesson learned: Though these COIs were not themselves eligible for the chaplaincy, they know people who are qualified (their pastors) — who if contacted by one of our Chaplain Recruiting Teams could “answer the call” to bring God to Soldiers and Soldiers to God.

An enlisted recruiter who refers someone for accessioning to the chaplaincy, either as a chaplain or a chaplain candidate, will receive 10 bonus points just for the lead. In addition, some of the brigades have special awards programs in place for chaplain referrals. Contact your brigade CRT for details.



More than 900 people heard Chaplain Kenneth Beale speak on finding clergy and seminarians.

For more information on qualifications for Army chaplaincy, visit <http://chaplain.goarmy.com> or call (866) 684-1571.

The USAR provides tuition assistance for chaplain candidates up to \$4,500 per year (contact Dale Spannbauer, Fort McCoy, Wis., at (608) 388-5072), and as of Feb. 24, an accessioning bonus of up to \$10,000 for newly appointed chaplains.

Contact the brigade CRT for eligibility.



Chaplain (Lt. Col.) Kenneth Beale met with Dr. D. James Kennedy and his wife, Anne Kennedy, in Florida at the Reclaiming America for Christ conference. Photos provided by John Sigh

Chaplain and Chaplain Candidate Referral Card (For use of this form see USAREC Reg 350-12)			
<b>Privacy Act</b>			
<b>Authority:</b> Collection of this information is authorized by Title 10, sections 503, 505, and 3013.			
<b>Principal Purpose:</b> Information collected will be used to provide individuals with information concerning Army enlistment opportunities.			
<b>Routine Uses:</b> Used by Army recruiting personnel to contact prospective applicants.			
<b>Effects of Not Providing Information:</b> Disclosure of the information is voluntary. However, failure to provide the requested information may delay contacting the individual.			
NAME:		PHONE (to include area code):	BIRTH DATE:
ADDRESS (Street Number, City, State, and ZIP Code):			
PRIOR SERVICE YEARS (Active Duty/Reserve):		E-MAIL:	
NAME OF GRADUATE SCHOOL		DEGREE	NO. OF HOURS
NAME OF UNDERGRADUATE SCHOOL		DEGREE	NO. OF HOURS
LEAD SOURCE:		LEAD SOURCE PHONE:	

USAREC Form 1204, Rev 1 Nov 05 (Previous editions are obsolete)

# Army of Won!

By Chis Dirato, U.S. Army NHRA Racing

**T**hree-time NHRA Pro Stock Motorcycle world champion Angelle Sampey took out teammate Antron Brown in an all-U.S. Army final on March 19 at the ACDelco Gatornationals at Gainesville Raceway.

Sampey disposed of Brown in what proved to be an emotional final round of eliminations.

While the race outcome was quickly decided after Brown recorded a red light foul, it was the action prior to the fouled light that took center stage. After having to swap engines on his Suzuki leading up to the final round, Brown then worked on Sampey's Suzuki to fix a shift light electrical problem.

"Given what he did, this win is as much his as it is mine," said a teary-eyed Sampey afterward. "He's a tremendous teammate. He would not go up to the staging lanes without knowing my problem was handled. It's like our Soldiers – he would not leave a fallen comrade behind."

"I told Angelle that they couldn't go on with the show if we weren't both there," added Brown. "She had to have her Suzuki in perfect order for us to race. I wouldn't have had it any other way."

As a result of their finish, Sampey and Brown are one and two, respectively, in the point standings.

## Angelle Sampey beats teammate Antron Brown in Gatornational Finals





# Future Soldiers

*Now Included  
in Operation SMART*



*By Sgt. 1st Class James Grider, USAREC G3*

As an integral team effort in helping meet the Army's recruiting mission, the sergeant major of the Army organized the Sergeant Major of the Army Recruiting Team. This program encourages Soldiers to provide referrals interested in the Army and Army Reserve. USAREC developed this referral system for all Soldiers and Future Soldiers in the Future Soldier Training Program.

Soldiers and Future Soldiers can provide referrals interested in the opportunities of the Army and Army Reserve. Referring Soldiers or Future Soldiers must submit their referral(s) via [www.usarec.army.mil/smart](http://www.usarec.army.mil/smart) or through (800) 223-3735, ext. 6-0473.

As of April 3, Future Soldier Training Program members are eligible to provide referrals under this program and receive the \$1,000 Referral Bonus on persons who have not conducted an appointment with a recruiter. The Future Soldier will not receive the bonus payment until he or she accesses onto active duty and their referral completes Initial Entry Training.

Future Soldiers must create a user account using their AKO user name and password and complete all profile information to be eligible for the referral bonus. Information provided by the referring Future Soldier will be authenticated by the USAREC program manager to determine their eligibility. Upon receiving the referral at USAREC, the referral information will be submitted for contact and pre-qualification screening. The referral information will be sent to the nearest recruiting station.

The station will contact the referral and set up an appointment to discuss the enlistment opportunities and continue processing the individual for enlistment. Once contact is made with the referral, the Future Soldier will receive a letter about the referral's status.

If the referral becomes unqualified, does not enlist and ship to IET, or fails to complete IET the Future Soldier will also receive a letter. Due to privacy requirements, the exact reasons for disqualification or failure to complete training will not be disclosed.

Any questions regarding the Referral Bonus Program should be directed to (800) 223-3735, ext. 6-0473.

# From Student to Soldier

## As graduation nears, are your Future Soldiers ready?

By USAREC G3

As we approach graduation and the summer Future Soldier Training Program, here are a few lessons learned from previous years to assist recruiters, station commanders and Company Leadership Teams in maximizing the ship rate of their Future Soldiers.

These reminders are not mandatory, but merely suggestions that may be used in addition to the mandatory contact and Future Soldier requirements of UR 601-95.

- Have you verified your Future Soldier's graduation status with school officials? If there is any problem, can the Future Soldier still graduate? Do you have a copy of their report card or diploma?
- Have you conducted a recent face-to-face visit with your Future Soldier's influencers to reconfirm their support of their commitment?
- Have you conducted visits with your Future Soldiers in their homes?
- Have your Future Soldiers been promoted via the Pre-Basic Training Task list? Have your Future Soldiers been promoted via the referral program? Have UF 1137 or UF 512 been sent to MEPS and received or verified by the guidance counselor — annotate action on ARISS?
- Did your Future Soldier receive the option of their choice? If not, have you reinforced the option they chose?
- Have you identified any social changes with your Future Soldiers (i.e., new boy/girlfriend, new job, talking about a new job, newly married or divorced, birth of child)?
- Have you noticed a decrease in your Future Soldiers' enthusiasm about his/her commitment?
- Are you conducting weekly face-to-face meetings with your Future Soldiers when they're inside 45 days?
- Are you involving the spouse of your Future Soldier, if married? Have you briefed DEERS/benefits and ensured that the Soldier has documents to take to training (child's birth certificate/marriage license)
- Are overweight Future Soldiers being height/weight/taped weekly?
- Are all Future Soldiers enrolled in CONAP?
- Has the station commander conducted a briefing with all Future Soldiers concerning their obligation to maintain physical, moral and medical fitness?
- Have your Future Soldiers purchased the minimum mandatory items for Basic Training? Have you inspected these items?
- Have your Future Soldiers given notice to their employer that he/she will be leaving for Initial Entry Training?
- Have your Future Soldiers established a bank account for direct deposit? Do they possess a required ATM card or checkbook in order to access their account?
- Have your Future Soldiers been avoiding your phone calls? Are they still coming into the recruiting station?
- Has the station commander spoken face to face with your Future Soldiers' influencers/parents?
- Has the company leadership team conducted any face-to-face meetings with your Future Soldiers?
- Are you conducting monthly Future Soldier functions?
- Are all Future Soldiers receiving their initial orientation within the required one to 10 days? Is the briefing complete?
- Do you spend time with your Future Soldiers' peers, superiors or their supervisors?
- Does your Future Soldier have an established AKO account? Is their username and password written down to take with them to IET?

Valuable information for Future Soldiers and their family members is available at <http://www.futuresoldiers.com/html/familyMember.jsp>. Two notable items on this site available for download are the "First Guide for Army Spouses and Their Family Members" and "Your Soldier, Your Army, A Parent's Guide" by Vicky Cody. Between the two guides there is a wealth of information for the Future Soldier's spouse and family members.





Coaches and educators participated in the Army All-American Bowl Educator Tour Jan. 4-8. Photo by Maria Gallegos

## “HOOAH! Sign me up!”

By Jose A. Castillo, 5th Brigade, ESS Intern

These words were echoed by many, if not all, of the coaches and educators who participated in 5th Brigade’s U. S. Army All-American Bowl Educator Tour Jan. 4-8 in San Antonio. Seventy-six coaches and educators from the 5th Brigade area participated in the tour. The game is an event that brings national exposure to the Army, but the educator tour can provide a personal touch that will have an impact in high schools and communities at the recruiter level.

The tour included a reception hosted by Col. Dorothea Wallace, commander of 5th Brigade. During the reception, participants were quickly indoctrinated into the Army on the meaning of HOOAH! and Army values, leadership and goal setting.

The tour included a visit to Fort Sam Houston and the Army Medical Department Center and School.

“Our graduates are focused on what they need to learn to save someone’s life. Learn what the Army does, if you like what you see, take that message back to your students, and tell them about us,” said Maj. Gen. George W. Weightman, commander of the AMEDD Center and School.

The participants traveled to Camp Bullis, just outside of San Antonio,

where they were able to watch Soldiers zeroing their weapons and conducting qualification. Participants handled an M-16 and tried on a flack vest with load bearing equipment.

“I never realized how much weight Soldiers have to carry around,” said Mike Jones, a coach from Hazelwood High School, St. Louis, and a former NFL football player.

Gregg Nesbitt, a coach at Hickmon High School in St. Louis said, “I have been an educator for 26 years and a head coach for 19 years. I was clueless as to what opportunities the Army can provide qualified young people. This experience was an eye opener for counseling young people about potential career choices.”

The Boone Yoast Bar-B-Que hosted by coaches Herman Boone and Bill Yoast, the head and assistant football coaches from the movie “Remember the Titans” was a highlight for many. Boone challenged the coaches in attendance, stating that they have a responsibility to all of their players, not just the ones who receive scholarships.

“What about the other players on the team?” he asked. “These other players have discipline, drive and are motivated, and they deserve the same opportunities as the elite players.”

“I’ve coached for 46 years and I never

knew about the many positions within the Army. The pride displayed by all the military representatives was unbelievable,” said Coach Kenneth Ivy, head football coach at Captain Shreve High School from the New Orleans area.

The participants departed with a new view of the Army and a willingness to provide information to their players and students about the opportunities available. Many of the coaches are members of other groups in their communities and have contacts with other coaches, administrators and community leaders. This event will continue to provide a return on investment on two levels, nationally and with the recruiter on the ground. Recruiters can capitalize on the enthusiasm and support expressed by these coaches by taking action and developing a personal relationship with the new Centers of Influence.

The critical link that must be made is a battle hand-off between the education services specialist or escort, the recruiter and the company leadership team responsible for those schools represented by the coaches. Recruiters, take action by organizing COI events and meeting with these coaches. Let them know what assistance you can provide.



## Toby Keith: Country COI

*Story and photos by Walt Kloeppe, RJ associate editor*

“To-by! To-by! To-by!” chanted the sell-out crowd at Savannah’s convention center. For anyone in the business of recruiting, it was obvious that the country music crowd consisted of a large segment of 17-to-24-year-olds, USAREC’s prime audience ... Southern 17-to-24-year-olds, a historically patriotic segment of our society.

With lights, smoke and an American flag-painted guitar in his hand, country music star Toby Keith came back onto the stage for his grand finale.

“American girls and American guys, we’ll always stand up and salute, we’ll always recognize, when we see Old Glory flying ...” sang the 6-foot-4-inch former semi-pro football player as cheers erupted into a thunderous roar.

Keith may well be one of the most popular COIs in the big spotlight as the 2002 Country Music Entertainer of the Year tours the country, saluting our troops with songs like “American Soldier” and “Courtesy of the Red, White and Blue.”

“Courtesy of the Red, White and Blue” was written by Keith after his father, a former Soldier, died in a car accident in March 2001, followed by the 9/11 attacks six months later. The album stayed in the Top 10 Billboard Country Albums chart for 65 weeks.

In 2003, Keith released “American Soldier” ... “When liberty’s in jeopardy, I will always do what’s right, I’m out here on the front lines, sleep in peace tonight ...”

In 2005, Keith toured USO-sponsored shows in Iraq and Afghanistan with rocker Ted Nugent to show his support for the military.

### **Toby Keith’s song comes to USAREC’s Holiday Ball**

For the 2005 USAREC Holiday Ball, committee volunteer Gena Hasty, Web designer for PaYS, produced a video depicting the Army and accompanied by Keith’s song, “Courtesy of the Red, White and Blue.” It was a powerful tribute to the Army and was applauded with standing ovation by those present at the ball.

“Immediately after presenting it to the holiday ball audience, I started receiving requests for copies of the DVD,” said Hasty.

The video was created for a one-time showing and could not be duplicated due to copyright laws, yet the requests continued to grow. Hasty, with the help of fellow employee David Berman and his connections, contacted Keith and made a request to reproduce the DVD.

“At any time he could of told us ‘no,’ or charged us for the use of his song,” said Hasty, “but due to the unselfish, patriotic support of the U.S. Army by this major artist and his staff, we were allowed to copy a limited number of the DVDs and distribute them throughout the USAREC brigades and battalions.”

The DVD will be used to ‘awaken’ audiences at USAREC functions, said Hasty.

On March 12, USAREC showed their appreciation to Keith by awarding him an Uncle Sam and thanking him for his dedication and support of Soldiers. Hasty presented Keith with the award just before his Savannah concert.

“I believe this is the kind of support of the United States Army that all U.S. citizens should possess, but we see it all too seldom. Sometimes it takes a celebrity to get the masses involved in a cause, and if anyone can bring patriotism alive in a song or concert, it would be Toby Keith,” said Hasty.



**Country music star Toby Keith receives an appreciation award from Gena Hasty, representing USAREC.**



The

Cost

# of Knowledge

Earning a degree is expensive. The Army has programs to help.

## Tuition Assistance Program

Department of Defense tuition assistance policy allows Soldiers to receive 100 percent TA, or up to \$250 per semester hour, whichever is less. The annual ceiling is \$4,500.

TA is authorized for all Soldiers and may be used in support of Soldiers' professional and personal self-development goals. Soldiers may request TA to pay for courses offered in classrooms, online, by correspondence, and by other nontraditional means.

TA must be requested in sufficient time for approval and processing before registration in the course. Procedures vary by service component. Soldiers should contact their servicing Education Center well ahead of time for information. For contact information visit [www.aces.army.mil/aces/ACESsitesALL.asp](http://www.aces.army.mil/aces/ACESsitesALL.asp).

Starting April 1, active-duty Soldiers are able to request Tuition Assistance online at [www.GoArmyEd.com](http://www.GoArmyEd.com).

## Montgomery GI Bill

The Montgomery GI Bill is available to active-duty and reserve-component service members who meet the eligibility criteria outlined in Title 38, U.S. Code, Chapter 30. The law requires the active-duty Soldier's pay to be reduced \$100 a month for 12 months. This money is nonrefundable. Once eligible, Soldiers may receive up to 36 months in education benefits.

MGIB benefit rates can be found at [www.gibill.va.gov/education/rates.htm](http://www.gibill.va.gov/education/rates.htm). For more information on MGIB, call toll free (888) 442-4551 or visit [www.gibill.va.gov](http://www.gibill.va.gov).

The MGIB-Selected Reserve Program is available to Army National Guard and Reserve members. Current MGIB benefit rates can be found at [www.gibill.va.gov/education/rates.htm](http://www.gibill.va.gov/education/rates.htm). For more information about the MGIB, call toll free (888) 442-4551 or at [www.gibill.va.gov](http://www.gibill.va.gov).

## Army College Fund

The Army College Fund is an initial-enlistment incentive offered to applicants who meet certain criteria and enlist for a critical or shortage Military occupational specialty. It supplements the Montgomery GI Bill and must be included in a Soldier's initial-enlistment contract. When combined, the ACF and MGIB can award a Soldier as much as \$71,424 in veterans education benefits.

## Licensing and Certification Benefit

The Department of Veterans Affairs will award up to \$2,000 for licensing and certification tests that are approved for MGIB benefits. Reimbursements can be granted for tests taken on or after March 1, 2001. Soldiers may receive this benefit if they are eligible for the MGIB Active Duty, Veterans Education Assistance Program or Dependents Educational Assistance. For more information and application guidelines, go to [www.gibill.va.gov/](http://www.gibill.va.gov/).

## GI Bill — Vietnam Era

The Vietnam Era GI Bill, also known as Chapter 34, is authorized under Title 38, United States Code. Chapter 34 was offered Jan. 31, 1955, through Dec. 31, 1976. Chapter 34 benefits expired on Dec. 31, 1989. However, Public Law 98-525 may authorize some individuals to qualify for conversion to the current MGIB. For more information, see an education counselor or visit [www.armyeducation.army.mil/GIB\\_Vietnam.html](http://www.armyeducation.army.mil/GIB_Vietnam.html).

## VEAP

The Veterans Education Assistance Program was offered Jan. 1, 1977, through June 30, 1985. The program matched service members' contributions, which could not exceed \$2,700 — on a \$2 to \$1 basis. The maximum benefit available is \$8,100. First-time users of VEAP benefits must submit Department of Veterans Affairs Form 22-1990, "Application for Education Benefits", available at [www.va.gov/vaforms.htm](http://www.va.gov/vaforms.htm). For more information about the VEAP, call toll free (888) 442-4551 or visit [www.gibill.va.gov](http://www.gibill.va.gov).

## Loan Repayment Program

The Loan Repayment Program is a special enlistment incentive the Army offers to qualified applicants at the time of enlistment. Under the LRP, the Army will repay up to \$65,000 toward the remaining original unpaid principal of a Soldier's qualifying student loans. For more information about the LRP, visit [www.armyeducation.army.mil/lrp.html](http://www.armyeducation.army.mil/lrp.html).

*From Soldiers magazine, February 2006*



# Recruiters of the year

Positive attitude makes the difference for these winners

By Julia Bobick, USAREC G5,  
Public Affairs Division

Though the Army's top recruiters of the year traveled different paths to get to the top, they share an unrelenting determination to succeed and both agree that a positive attitude is crucial to achieve success.

"Applicants usually know what the Army is about. Your attitude is usually what makes the applicant want to be a part of the team," said Sgt. 1st Class Chad Christenson, the Army's recruiter of the year, assigned to San Antonio East station.

"Knowledge, dedication and hard work are the keys needed to complete the task, and you must maintain motivation and determination along the way, however your attitude is everything and it determines your outcome," said Sgt. 1st Class Johnnie Hulett, the Army's Reserve recruiter of the year, from Montgomery, Ala., station.

Though Christenson couldn't attend, he and Hulett were honored April 4 by Undersecretary of the Army Pete Geren at the Pentagon, alongside the Army's career counselors of the year.

"I believe I am successful because I have a competitive spirit and I strive to be the best at whatever I do," Christenson said. "To win this competition, against the best recruiters in [the U.S. Army Recruiting Command], is a tremendous accomplishment."

Christenson, who enlisted in 1992, said he volunteered to become a recruiter to help with his career progression.

"I was very excited to become a recruiter. From day one in Army Recruiter Course, I wanted to get out into the streets and recruit," he said. "I honestly believe that the Army can make a differ-



Sgt. 1st Class Johnnie Hulett



Sgt. 1st Class Chad Christenson

ence in anybody's life. It is a very satisfying feeling to know that I played a part in helping my applicants become Future Soldiers. I feel as if I am a counselor helping guide people to make a positive decision in their lives."

Since he joined Recruiting Command in 2003, Christenson has earned the Gold Recruiter Badge, Recruiter Ring and the command's highest recruiter award, the Morrell Award. After earning second place in the Army's top new recruiter category in 2004, Christenson had one goal in 2005: to earn the top spot. He said he is fortunate to have a great leader and team at his station that helped him become the best recruiter he could be.

Hulett agrees that is an honor to be selected as the best among her peers.

"It feels good being on top, but I will always remember it was in the valley where I gained my strength and desire to overcome my obstacles to reach the top," she said.

Though her first year in recruiting was filled with challenges that put a strain on both work and family, she was deter-

mined to become the recruiter she knew she could be.

"I think I am successful because I am motivated, dedicated . . . and not afraid to make mistakes," said Hulett, a Gold Badge Recruiter.

Hulett, who has a genuine concern for people, said she gets the most satisfaction from helping people accomplish their goals or change their lives for the better, regardless of whether or not they join the Army. She said she has faith that caring for people and treating them with respect will help her accomplish her mission.

Her advice to a new recruiter is to "always be open and honest when providing information, it will earn you the respect and credibility needed for the long haul. Never lose sight that you are there for the applicant, not just to make the mission. You are a Soldier first, always remember the Soldier's Creed, live the Army Values, commit yourself to the Warrior Ethos and never compromise your integrity. Success will come in due time."

# Rebuilding Recruiting

## Three Gulf Coast battalions are a long way from normal

By Mary Kate Chambers, RJ associate editor

Life and the recruiting mission along the Gulf Coast are slowly recovering, but “normal” is something many say may never return.

“Operations are back to normal, pretty much, but I don’t think the area will ever be the same,” said Maj. Rick Montandon, commander of Beaumont Company, Houston Battalion.

In New Orleans Battalion, personnel are still waiting to go back home.

“We’re in transient housing at Fort Polk. But we all want to get home,” said Roger Harmon, battalion APA chief.

Hurricanes Katrina and Rita littered more than 87,000 square miles across a four-state region, depositing nearly 120 million cubic yards of debris that the Army Corps of Engineers has been removing. More than three-quarters of a million homes were displaced; tens of thousands of trees were ripped from their roots and everything from cars to shrimp boats rest where homes once stood.

In Louisiana, all of the stations in New Orleans Company and parts of Lafayette and

Baton Rouge companies were damaged. New Orleans Company has been reduced to New Orleans Detachment, working out of three stations that are operable since Hurricane Katrina’s landfall on Aug. 29. The battalion headquarters will officially move to Baton Rouge, La., in August, Harmon said.

“In the entire battalion, we had about a dozen personnel who lost everything,” Harmon said. “Some of those people PCS’d, but some are rebuilding.”

In Jackson Battalion, Hattiesburg Company had four Soldiers lose their homes, and a few others had severe damage. One now lives in a trailer provided by the Federal Emergency Management Agency, said company 1st Sgt. Robert Mundy.

Hurricane Rita was the problem for Houston Battalion and southwest parts of New Orleans Battalion. Three stations in Baton Rouge Company were hit hard by that storm on Sept. 24.

Montandon prearranged sites to evacuate all of his 34 personnel. After the storm, he returned to find mostly “superficial” damage to the recruiting facilities, like lost or broken signage.

But the roofs at Orange and Port Arthur stations leaked and water damaged the inside of the buildings. Those two stations, plus Beaumont and Jasper, were without power for two to three weeks, Montandon said. During that time the recruiters mostly worked out of Deerpark and Baytown stations, which were not hit.

Montandon said he had to ask for mission reduction until November, but “it’s a different environment” for recruiting since the hurricanes.

**Left: Staff Sgt. Eric Starika, Beaumont Company, gives perspective to damage at his parents’ home in Orange, Texas. Photo by Maj. Rick Montandon. Top center: Storm surge devastated the beach in Biloxi, Miss. Top right: A convoy crosses floodwaters on Interstate 10 in New Orleans, La., in September.**







Photo by Senior Master Sgt. David H. Lipp



Photo by Senior Master Sgt. Mike Arellano

Residents along much of the Gulf Coast are dispersed. Louisianans who fled to Houston when Hurricane Katrina hit are changing the demographics, Montandon said.

In New Orleans, getting back to the normal has been a slow process.

“Recruiters’ main job is to start a market. We have to reestablish COIs, school events, everything,” said Harmon. “People are gone. We’re just trying to build as the city builds.”

Job fairs have been especially successful for finding recruits, he added.

But some businesses that have returned to Mississippi are paying very competitive wages to draw workers, Mundy said.

“They take folks away from the Army,” he said. “The biggest obstacle we have is no longer the war in Iraq.”

The high school market is an especially difficult one. Only 18 of New Orleans’ 117 high schools were open in late January.

And Harmon said schools that used to have 200 seniors now might have just 20.

In Hattiesburg Company, “an estimated 700 students are unaccounted for,” said Mundy. “We lost three high schools.”

The New Orleans Military Entrance Processing Station is located near the city’s French Quarter, which escaped major

damage from the storms. But the MEPS experienced some flood damage, said Maj. Elizabeth Cisne, the station’s commanding officer. It was closed just before Katrina arrived and reopened Jan. 25.

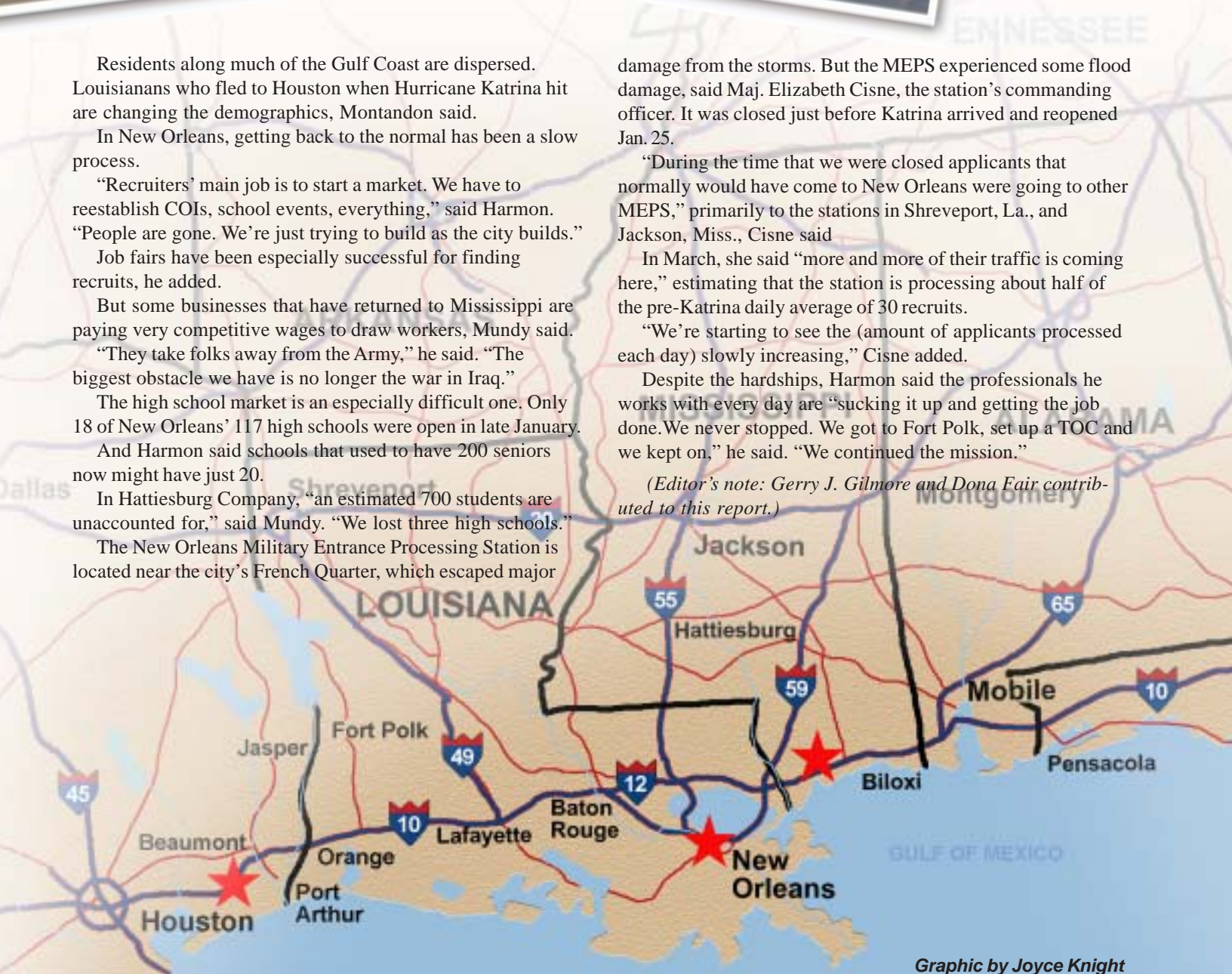
“During the time that we were closed applicants that normally would have come to New Orleans were going to other MEPS,” primarily to the stations in Shreveport, La., and Jackson, Miss., Cisne said

In March, she said “more and more of their traffic is coming here,” estimating that the station is processing about half of the pre-Katrina daily average of 30 recruits.

“We’re starting to see the (amount of applicants processed each day) slowly increasing,” Cisne added.

Despite the hardships, Harmon said the professionals he works with every day are “sucking it up and getting the job done. We never stopped. We got to Fort Polk, set up a TOC and we kept on,” he said. “We continued the mission.”

*(Editor’s note: Gerry J. Gilmore and Dona Fair contributed to this report.)*



Graphic by Joyce Knight





# Piecing it together

## Programs and incentives are part of Army support

By Mary Kate Chambers,  
RJ associate editor

The Army's "every Soldier is a scout" effort is paying off for recruiters, and for Soldiers. Literally.

That assistance put together with the TSP Matching Funds program shows that recruiters are getting support from Army leadership.

Expanding the \$1,000 Referral Bonus pilot program so that HRAP, SRAP, ADSW and Future Soldiers are eligible means more motivated "scouts" are out there.

"Soldiers continue to play an important role in the recruiting process and with this program we are able to recognize their contributions," said Lt. Gen. Franklin L. Hagenbeck, deputy chief of staff, Army G1.

Soldiers are starting to take advantage of the referral program that began Feb. 17. In April, 100 referrals were in the system.



### Matching funds

The Army also is working to increase enrollment in the Thrift Savings Plan through the TSP Matching Funds pilot program. It allows non-prior service recruits who enlist for five or more years in a critical specialty to receive matching funds on the first 5 percent of pay that is contributed during their initial term.

The first 3 percent of pay that is contributed will be matched dollar for dollar, and the remaining 2 percent will be matched at 50 cents on the dollar. Only those who sign up for the program during the recruitment process and make regular contributions into their TSP account will receive the matching funds.

"What TSP is really about is taking care of Soldiers," said John P. McLaurin III, deputy assistant secretary of the Army for human resources. "Did the Soldier get their I.D. card? Did the Soldier get their immunization shots? Is the Soldier investing in TSP?"

The Army is emphasizing that the TSP program is good for both long-term and short-term Soldiers. It can be rolled over into a traditional IRA or civilian 401(k) and it is sustainable in that it can remain in a TSP account until a Soldier needs it.

Recruiters should discuss the incentive with applicants during the Army Interview. Applicants should receive a flier explaining the program. Recruiters also should stress that saving through the TSP is just as important as other military benefits that are more commonly known, like the medical care and commissary.

### First referral

Sgt. Jeffrey Kauten, of the Army Reserves Detachment 4, 2300 Military Intelligence Group, Charlottesville, Va., was the first Soldier to qualify for the \$1,000 incentive.

"An old friend of mine was looking for a job in my career field and he called me because he knew that I was in the same field," said Kauten. "He had just graduated college and couldn't find a job."

Spc. Matthew Swedberg enlisted to become an Intelligence Analyst. He is scheduled to complete IET in August.

Sgt. 1st Class Teddy Wakeman of Winchester, Va., station, Baltimore



Graphics by Joyce Knight



Battalion, was Swedberg's recruiter.

"This kid walked into my office and said he needed to talk to a recruiter," Wakeman said. Soldiers should submit referrals through SMART online. USAREC connects the applicant with a recruiter.

"I didn't have to do a lot of selling," with Swedberg, Wakeman said, because he was already convinced he wanted to join the military thanks to his buddy.

He said the referral program is great and means less work for him because Soldiers send quality referrals.

"If it gets me somebody to put in the Army, that's great," he said.

Kauten said it is a team effort and

"the recruiter worked great with my referral."

"This story has a good ending all around in that the Army gets a new recruit who wants to be on the team," added Kauten, "and the financial incentive is definitely nice.

"I think that the referral bonus incentive program helps motivate people who are already in uniform maintain a more active role in the recruiting process."

## More details

To receive the \$1,000 referral bonus, the Soldier making the referral must provide the name as a referral prior to the applicant conducting an appointment with a recruiter.

Referrals under this program must be made via the Sergeant Major of the Army Recruiting Team. The referring Soldier must either submit the referral through <https://www.usarec.army.mil/smart/> or (800) 223-3735, ext. 6-0473.

The results of the TSP matching funds incentive will be studied with the possibility of making it a more permanent part of the Army's recruitment policies.

Currently, a Soldier can elect to

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

*(Editor's note: Sgt. Ken Hall contributed to this report.)*





# A Station



The charred USAREC flag is still recognizable inside the burned station. *Photo by Stacie Shain*

## *Fire forces recruiters in Vincennes, Ind., to move out of station*

*By Stacie Shain, Indianapolis Battalion*

**M**ost recruiters would love working in a station that featured an indoor pool, two restaurants and a bakery. And wouldn't every station commander love an office with a built-in coffee maker, refrigerator, gilded mirror and TV set?

Staff Sgt. Roger Nelms of the Vincennes, Ind., station would trade all that for his circa-1955 station that burned the night of Dec. 26.

According to Vincennes fire department officials, the fire started on the building's second floor in an office toward the back of the building. Although no specific cause has been determined, fire officials speculate that an electrical appliance malfunctioned and started the fire.

Department of Homeland Security and the Bureau of Alcohol, Tobacco and Firearms also investigated the blaze and determined that there was no evidence of foul play, including arson or terrorist activity. Because the building was a total loss, the Vincennes station now occupies a local hotel room. The temporary office has many accoutrements, but no signage or walk-in traffic.

"The local newspaper has been great by running several articles about the fire and where our new offices are," Nelms said. "They even put my cell phone number in the paper so people can get in touch with me. But we have zero walk-in traffic."

Nelms taped a sign to the burned building's door, giving the station's temporary address and his cell phone number. Until Feb. 7, Nelms and Sgt. Shawn Wombles used their cell phones and e-mail for all communication while battalion staff members worked with the hotel management and the telephone company officials to install direct lines for phones and a fax machine. The station is likely to remain in the hotel for several months, pending approval for a new location or a move into new offices built at the old site.

"Really, battalion bent over backward to try to help us," Nelms said. "The week of the fire we had new laptops, a new scanner, printers and office supplies. Sgt. Wombles got a new cell phone because his was in the office when the fire started. I can't say enough about the people from our IMO, supply and facilities."



Despite the challenges, however, the station made mission for the January RCM and shipped everyone scheduled to leave the week after the fire. Prior to the fire, the station had made mission for 10 straight months and been in USAREC's top 10 percent ... records Nelms and Wombles were determined to maintain.

"I got there 10 minutes after the fire department," Nelms said. "And one of the firefighters let me go inside once the fire was under control. I had eight Future Soldiers shipping within two weeks after the fire, and all their paperwork was in my desk. I was grabbing what I could and shoving it out the window."

Fortunately, the outer walls of Nelms' office suffered the most damage and all the paperwork in his desk drawers was salvageable. Nelms spent hours in his garage drying the paperwork so everyone could ship.

"Febreze is wonderful stuff," he said. "Although the papers looked funny from being wet, they smelled pretty good." In all, Nelms said he spent more than 40 hours drying, freshening and re-copying papers salvaged from the fire.

Still, the station lost all other paperwork because the file cabinets were located in the portion of the office that suffered some of the most severe damage. The station lost all the awards it had earned, and both Nelms and Wombles lost personal awards, photographs and memorabilia.

"We also lost just about every uniform we had," Nelms said. "We kept our uniforms here and we'd say, 'Let's go over to the school in our Class As today, or let's show up today in Dress Blues.' We had a long coat rack full of uniforms, and every one of them burned."

But not only did Nelms lose personal items, he also lost a landmark in his Army career.

"I joined out of that station in 1990," he said. "It's depressing being in a hotel room. The office was just like home to me because I was there more than I was at home."

The few items taken from the fire still bear smoke damage and water marks, yet they add some Army flavor to an otherwise sterile hotel room.

"We've put our awards out on the table, used a banner to make a tablecloth and tried to hang up some Army posters so it looks like a recruiting station, but even though we've moved out the beds and brought in tables for desks, it is still a hotel room," Nelms said.

Because of the location, the recruiters try to schedule all appointments at prospects' homes rather than in their makeshift office.

"We've had people say they'll come down to the office, and we try to decline," Nelms said. "They might get here and look at it funny. It's not very professional to be working out of a hotel room."

The challenge, according to Wombles, is to stay visible in the community. Overcoming that obstacle has proven difficult, with the station falling one Future Soldier short of its February RCM mission.

***"The office was just like home to me because I was there more than I was at home."***

— Staff Sgt. Roger Nelms

"Because the building burned down, some people don't think that the Army is still here," he said. "They don't think there is anywhere to go join."

To combat the confusion, Wombles and Nelms ordered new business cards with their cell phone and e-mail addresses and have been passing them out all over town.

"The problem is that we had postings all over the place with our old address and phone numbers," Nelms said. "We've had to go out there and re-post. Still, we probably have 7,000 to 8,000 business cards out in the community, and they all have the old address and phone number."

Wombles said that the two have maintained normal recruiting processes, too, in addition to the creative marketing. The station has 11 high schools and one university in its area, which covers 1,757 square miles.

"There are people out there who want to join. We just have to find them," he said.



**The Bergman Building, which housed the Vincennes, Ind., station, burned on Dec. 26, forcing recruiters to relocate to a hotel room. The recruiting station had been in the building for 50 years. Photo by Staff Sgt. Roger Nelms**

# Spouse Education Assistance Program

By Army News Service

**A**rmy Emergency Relief is expanding their Spouse Education Assistance Program stateside. The SEAP is a needs-based education assistance program designed to provide spouses of active-duty Soldiers and widow(ers) of Soldiers who died while on active duty with financial assistance in pursuing their educational goals. The purpose of the program is to assist spouses and widows or widowers in furthering their education to afford them increased occupational opportunities.

Financial assistance is provided as a grant and is awarded based on financial need as evidenced by income, assets, family size, special financial obligations and circumstances, with the maximum amount of \$2,500 for academic year 2006-2007.

The scholarships are awarded annually for up to four academic years to attend post-secondary school full time as undergraduate-level students. Second undergraduate or graduate-level courses are not included. The scholarship money can be used for tuition, books, supplies and fees and will be paid by AER directly to the college or university.

Applications are available for downloading on AER's Web site, [www.aerhq.org](http://www.aerhq.org); at AER sections; or by mail from Headquarters, AER.

The deadline for receipt of complete applications for the academic year 2006-2007 is May 22. Mailed applications and supporting documents must be received or postmarked by May 22, to be considered on time. Additional information on this new program may be found on AER's Web site, [www.aerhq.org](http://www.aerhq.org); within the Army Emergency Relief Officer's Reference Manual (Education); at AER sections; or by contacting Headquarters, AER, Diann Evans at [diann@erhq.org](mailto:diann@erhq.org).



## Army Emergency Relief

AER is a private nonprofit organization incorporated in 1942. AER's sole mission is to help Soldiers and their dependents.

AER is the Army's own emergency financial assistance organization and is dedicated to "Helping the Army Take Care of Its Own." AER provides commanders a valuable asset in accomplishing their basic command responsibility for the morale and welfare of Soldiers.

AER funds are made available to commanders having AER Sections to provide emergency financial assistance to Soldiers — active and retired — and their dependents when there is a valid need.

AER funds made available to commanders are not limited and are constrained only by the requirement of valid need.

For these reasons, the AER assistance program is conducted within the Army structure by major commanders and their installation/organization commanders through AER sections and other related organizations.

# Prepare for a Safe Summer

From USAREC Safety Office

The summer season is fast approaching and with it comes a myriad of hazards that require attention to ensure accident prevention plans are in place.

Soldiers and their families need to focus on five areas: heat injury prevention, weather hazards, water and recreational activities, seasonal hazards (i.e. poisonous plants, venomous snakes, insects, ticks) and privately owned vehicle travel.

In addition, special emphasis should be placed on motor cycle safety and military wheeled vehicle accident prevention.

## Heat Injury

The combination of heat and humidity common during the summer requires special attention to prevent heat injuries. Prevention strategies include proper water consumption, balanced meals, and a work-rest cycle compatible to the conditions.

Use sunblock to avoid sunburn and wear brimmed headgear to shade your face for additional protection.



## Weather Hazards

Primary weather hazards include tornadoes, lightning and heavy rainfall, of which all require a good plan to lower the likelihood of injury. It's too late, for example, if a tornado warning is broadcast to begin looking for shelter. Know where to go and what to do in a weather emergency.

## Water and Recreational Activities



Outdoor activities, particularly those associated with water sports, present a real safety challenge. The good news is that boating deaths are on the decline nationwide, an indication that safety education, compliance with boating rules, and enforcement are working.

More than 60 percent of boating fatalities result from capsizing, falling overboard, or flooding. Much the same as wearing a seat belt in a motor vehicle, your first line of defense against injury or death in a boating mishap is to wear a life jacket.

## Seasonal Hazards



Family outings in the great outdoors is an enjoyable experience, but not if you're bug bitten. Use insect repellent for mosquitos and chiggers, and wear light color clothing to better see ticks crawling. If a tick is embedded, use tweezers to grab the head as close to the skin as possible and slowly pull out to avoid leaving the mouth part embedded. Learn what poison plants and snakes look like and avoid them.



## Vehicle Travel

The summer vacation season, particularly the time between Memorial Day weekend and Labor Day weekend, brings about an increase in privately owned vehicle travel. Excessive speed, fatigue, alcohol and drugs, inattention, and failure to wear seat belts are contributing factors in most POV accidents and the resulting injuries and damage.

Whether it's a cross country trip or short weekend drive, plan accordingly. Allow plenty of time to reduce the need to speed, get plenty of rest before departing and make frequent rest stops, never use drugs or alcohol prior to or when driving, do not divert your attention from the road to use a cell phone or tune the radio, and always wear your seat belt.

And motorcyclists use extra awareness at intersections where most accidents occur. In FY 05, 45 Soldiers died in motorcycle accidents, the highest number since 1987. Let's make FY 06 a safer year.



# Free Falling



**Miss USA Skydives with Golden Knights**

*By Reesa B. Kossoff, Army News Service*

Miss USA, Chelsea Cooley, soared through the sky at an altitude of 13,500 feet during a tandem skydive with the U.S. Army Parachute Team, the Golden Knights, March 14. The tandem jump was coordinated in conjunction with her USO visit to Fort Bragg, N.C.

A native of Charlotte, N.C., Cooley has spent the past year as Miss USA, championing the causes of breast and ovarian cancer education and research. Cooley has also become a USO celebrity and has visited a variety of military bases, including Camp Lejeune, N.C.; Guantanamo Bay Naval Base, Cuba; and McGuire Air Force Base, N.J.

Her constant interaction and support of the military fueled her interest in performing a tandem jump with the Golden Knights, she said.



**Miss USA, Chelsea Cooley, makes a smooth landing with Sgt. 1st Class Greg Windmiller after freefalling from 13,500 feet. Photo by Sgt. 1st Class Brian Schnell.**

## **Training Puts Cooley on Cloud 9**

As part of her USO visit, Cooley arrived at Fort Bragg early and was flown to Laurinburg-Maxton airport. There, she was met by her family who accompanied her to a one-hour training session conducted by Sgt. 1st Class Billy VanSoelen. Cooley quickly learned about parachuting equipment, skydiving techniques and what to expect during the jump. As soon as the morning clouds cleared, Miss USA suited up and boarded the DeHavilland UV-18 twin Otter plane. Together with her tandem partner, Sgt. 1st Class Greg Windmiller, Cooley performed her jump from an altitude of 13,500 feet. Upon return to the ground, Cooley could barely contain her excitement.

“It was everything I thought it could be and more!” she exclaimed. “The Golden Knights are the best of the best, hands down.”

Following her jump, Cooley returned to Fort Bragg to eat dinner and sign autographs for the Soldiers in the Brigade dining room.

## **Jumps Span White House to MTV**

Established in 1959, the Golden Knights have had the honor of serving as Army ambassadors for more than 46 years. As the only Department of Defense and U.S. Army sponsored parachute team, the Golden Knights have earned an international reputation by continuously bringing home gold, silver and bronze medals from competitions. In addition to impressing American and international audiences at competitions and air shows, the Golden Knights have had the opportunity to connect to the public by performing tandems with a variety of celebrities, including former President George Bush, professional golfer Tiger Woods, NSYNC’s Lance Bass, MTV’s Vanessa Minillo and the Today Show’s Ann Curry.

“The Golden Knights Tandem team enables the Army to reach out to influencers and give them a taste of the professionalism, leadership and teamwork of the Soldier and the U.S. Army,” said Lt. Col. Dave Standridge, commander of the Golden Knights. Footage of Cooley’s Army experience was aired during the Miss USA pageant on April 21.

## Fort Sheridan: Old posts never die; they just fade away

By Justin Ward, Chicago Battalion

The cold wind from the shores of Lake Michigan blows unobstructed past the empty buildings and across the vacant parking lots of Fort Sheridan, Ill. Once the proud home of cavalry and infantry units that maintained order during the Hay-market riots, Fort Sheridan has led a storied past claiming residents such as the 4th Army, many Reserve units, and until 1992, U.S. Army Recruiting Command.

The post that was the first assignment for then 2nd Lt. George S. Patton Jr. said goodbye March 31 to the last vestige of USAREC: Chicago Battalion.

Headquarters employees have occupied the first floor of a squalid and neglected three-story building about one block from the lake since the BRAC commission's decision in 1988. As of April 1, this old headquarters, 35 miles

### Chicago Battalion

3202 Mississippi Street  
Bldg 3215, Room 123  
ATTN: Advertising  
& Public Affairs  
Great Lakes, IL 60088

north of Chicago, closed its doors for the last time.

Opening its doors to the battalion is the Great Lakes Naval Training Center, located only about 10 miles north.

"While it's nice to have a brand new headquarters building on an active military installation, even a Navy one, there's still a certain sadness in seeing the last Regular Army Soldiers depart this old post," said Lt. Col. David M. Sears, commander of Chicago Battalion. "The

cavalry drill field in front of the tower building is now overgrown and the cannons that once stood guard in front of the entrance to USAREC's headquarters are long gone, but as long as we still had an active Army unit here it seemed like the old fort had a place of importance in the community."

Despite the move of the headquarters, the battalion's footprint will remain the same, encompassing 26 counties from the Wisconsin border to its southern most counties of Iroquois, LaSalle, Ford, Henry and McLean, and east from Lake Michigan to the Mississippi River.

"While our location may have changed, the mission and its importance have not," Sears said. "On April 1, we began writing a new chapter in the continuing story of USAREC and this battalion, one that will be every bit as successful as the last."



## St. Louis team takes third straight season basketball title

St. Louis Battalion's basketball team captured its third consecutive Scott Air Force Base Intramural Basketball Championship with a 43-29 win over the 375th Services Squadron at the Scott AFB James Gym on Feb. 23. The title capped a three-year run during which the battalion cruised to a 47-2 record. Left to right, rear: Lt. Col. Gary Nicoson, Bryan Boyd, Sgt. 1st Class Cayford Campbell, Sgt. 1st Class Grover Quick, Master Sgt. Johnnie Caswell, Jimmie Jackson, Staff Sgt. Chris Robinson, Head Coach Master Sgt. (retired) Donald Keys, St. Louis Recruiting Battalion Command Sgt. Maj. Brian Pierce. Front: Staff Sgt. Gregory Parish, Robert Rooks, Sgt. Donovan Hart, Spc. Christopher Smith. *Photo by Rich Beckett*

## Like father, like son, like daughter

By Perry Edelbergs, Cleveland Battalion

On March 20, the MEPS in Broadview Heights, Ohio, was the site of an enlistment ceremony with special meaning to the Miller family of Malvern, Ohio. Sarah C. Miller, 18, followed in the footsteps of her father and brother by enlisting into the U.S. Army.

Sarah's father, Lawrence Miller, was in the Active Army from 1976-1979 and in the Army Reserve from 1979-1989. Lawrence returned to the Army Reserve as a sergeant this year when he reenlisted for six years. He is attached to the 762d Middle Truck Company in Akron, Ohio.

Lawrence Miller's recruiter was Staff Sgt. Todd Fitzwater of the Cuyahoga Falls station. Fitzwater said that

Lawrence, at 47, will be extremely valuable to the Reserve unit because he brings not only his military experience but also his life experiences. He will be able to assist and mentor the younger reservists at the unit, Fitzwater said.

Jacob Miller, Sarah's brother, enlisted last October for four years in the Infantry. The 20-year old private is currently stationed with the 25th Infantry, 3d Brigade at Schofield Barracks, Hawaii. His recruiter was Sgt. 1st Class Todd Hall of the Canton Main station.

Sarah noted that her brother's enlistment last year was the incentive she needed to give the Army a try. She enlisted for four years and entered the Mortuary Affairs field.



MEPS Operations Officer Lt. Antonio Soliz, left, Sarah Miller and guidance counselor Bill Wittrock posed after enlistment. Courtesy photo

"I'm honored to do this for my country," she said. She is scheduled to ship in August.

## Oklahoma City Battaion recruiter brings experience to the mat

Story and photos by Chris Wilson, Oklahoma City Battalion

Staff Sgt. Joshua Wood grabs the wrestler across from him and pulls him to the mat. The wrestler tries to roll to his stomach, but Wood traps a leg and finishes his pin.

"You have to keep moving," he advises the high school student.

The recruiter helps coach the Putnam City North High School wrestling team.

"I'm more like a wrestling partner if the guys need practice," Wood explained.

He started assisting the team in October when he joined recruiting.

"I wasn't really on numbers yet, so I

could help every day," he said. "We spent a lot of time on conditioning early in the season."

The high school is one of Wood's designated schools. He met head coach Mitch Brenlee and offered his experience.

Wood wrestled in high school, and he coached when he was stationed in Germany.

During practices, Wood works with wrestlers who need an extra push.

"Sometimes guys aren't practicing as hard as they need, so I'll step in and give them a challenge," he said.

The sweat and time have been a huge benefit for Wood and the wrestling team.

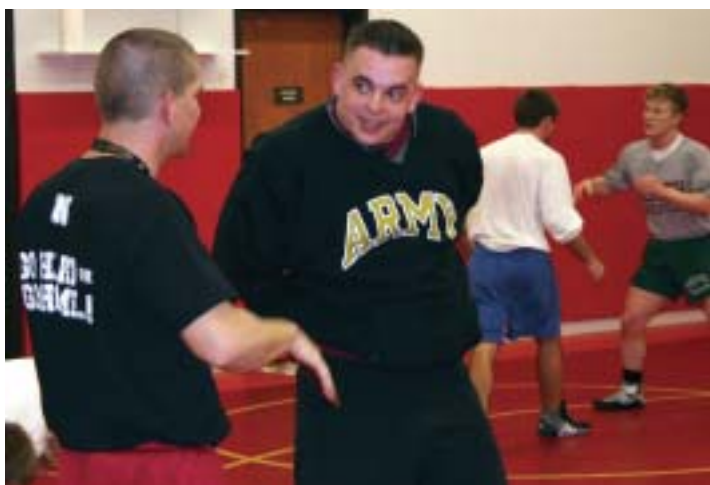
"We really enjoy having him around," said Brenlee. "He adds to the practice. He brings a certain discipline."

"He's the best; easy to get along with," added sophomore heavyweight Jordan Schrum. "I like to wrestle him because he's a lot quicker. It's a challenge."

The team has several wrestlers contending for the regional and state tournaments. Wood has also used the practice as part of his physical training and as a recruiting tool.

"The soccer coach's daughter is interested in joining the Army," Wood said. "He sent her to talk to me."

Far right: Staff Sgt. Joshua Wood and wrestling coach Mitch Brenlee discuss practice. Right: Wood works with student wrestler on ground positions.





## 100+ years of military service in family



The Isom family gathered Feb. 18 in Tallahassee, Fla., and celebrated more than 100 years of military service among 11 family members. The Rev. John Isom and his wife, Mary, are the parents of nine children; seven have served or are serving in the military. From left: Navy Cmdr. Roger Isom, 18 years in the Navy; Sgt. 1st Class John Isom, 24 years in the Army, 19 years in USAREC, now a 1st Brigade chaplain recruiter; retired Sgt. 1st Class Ronnie Isom, 20 years in the Army; Dianne Isom; retired Sgt. Maj. Kenneth Washington, 26 years in the Army, now a Department of the Army civilian; Mary Isom; the Rev. John Isom Sr., two years in the Army; Reggie Isom, eight years in the Army; Margret Isom; Staff Sgt. Jeffery Isom, 13 years in the Army; Clara Isom, 12 years in the Army. *Courtesy photo*

## Houston ATC: integrity, quality, professionalism are keys

*Story and photo by John L. Thompson III, Houston Battalion*

When it comes to filling the Army's ranks with Soldiers, the key messages during the Annual Training Conference in Houston Battalion was act professionally, do the right thing at all times, act within the guidelines of the Warrior Ethos and seek quality among those who wish to serve.

More than 200 recruiters, many with spouses, attended the conference in March. Classes included ones on Army Values, interviewing techniques and reviewing recruiting guidelines.

Speakers included Command Sgt. Maj. Harold Blount, of U.S. Army Recruiting Command, and Command Sgt. Maj. Michael D. Horner of 5th Brigade.

Lt. Col. Roger T. Jones, Houston Battalion commander, and Command Sgt. Maj. Curtis Bergeron, battalion command sergeant major, set the tone for the weekend's training.

Enlisting quality Soldiers can only be accomplished one way and that is the right way. Horner addressed the issue bluntly.

"If it is illegal, immoral, indecent or will cast you in a bad light – don't do it," Horner said. "That just about covers it all. If you can't get an exception to policy for a candidate, it is not worth trying."

Lesley Rubin, a civilian attorney for 5th Brigade, reminded

recruiters they were also responsible to actively report any perceived improprieties through the chain of command.

In order to promote understanding and to help spouses feel connected, Jones spent an hour discussing issues facing husbands and wives and their respective roles in recruiting Soldiers. Jones told the spouses they, too, have an Army story to tell. Their stories are those of sacrifice and dedication to their spouse and the job.

"Our most visible representatives out there in our American communities are our recruiters," said Col Joe E. Ramirez, deputy commander of the Combined Arms Center-Training at Fort Leavenworth, Kan. "You (Soldiers) have an obligation to tell our story. Not just to fellow recruiters but to all American citizens."



**Sgt. 1st Class Juan R. Canalda descends stairs going "ring to ring" after receiving his recruiter ring.**

## DoD cites fairness in ruling about on-campus recruiting

By Gerry J. Gilmore, American Forces Press Service

The March 6 Supreme Court ruling that military recruiters must have as equal access as other organizations to meet with students on college and university campuses is a matter of fairness, a military official said.

The court's decision upholds a law that eliminates federal funding for colleges and universities that ban military recruiters from conducting their business on campus.

Plaintiffs in the lawsuit against the Defense Department said the Solomon Amendment — which says military recruiters must have equal access to students as that enjoyed by corporate recruiters and other organizations — was unconstitutional and violated the right of free speech.

“DoD is not asking for any special treatment, and it isn't trying to suppress free speech in any way,” Air Force Lt. Col. Ellen Krenke, a Defense Department spokeswoman, told American Forces Press Service. “We simply want to be able to compete on an even playing field for the best and brightest that our nation's universities have to offer.”

About 2,500 law students are interviewed by DoD

recruiters each year, Krenke said, of which about 400 become military lawyers.

Krenke said the Supreme Court's decision won't affect military recruiting on most college and university campuses, because most were already complying with the Solomon Amendment. Only three schools have had their federal funding denied because of noncompliance with the Solomon law, she said.

Before the late New York Rep. Gerald Solomon introduced his legislation in Congress in 1994, a total of 12 colleges and law schools had banned military recruiters from their campuses, while others announced they might do the same.

The crux of the plaintiffs' case against DoD centered on the argument that the military discriminates against homosexual servicemembers' free speech rights because of the “don't ask, don't tell” policy adopted militarywide in 1994.

That policy prevents military officials from discharging homosexuals simply on the basis of suspicion of sexual orientation. In this environment, officials aren't to ask servicemembers of their sexual leanings, while homosexuals aren't required to disclose such information.

Krenke said DoD's don't ask, don't tell policy is a federal law.

“It's not just a DoD policy. For it to be changed there must be a change to the law,” she said.

## 'Phishing' scam targets Thrift Savings Plan participants

By Samantha L. Quigley, American Forces Press Service

Participants, as well as some non-participants, in the Thrift Savings Plan are targets of a “phishing” scam, an official with the board administering the program said March 20.

Tom Trabucco, director of external affairs for the Federal Retirement Thrift Investment Board, said phishing is an “attempt to get recipients of the unsolicited e-mail to compromise themselves by giving up their personal financial information.”

Thrift Savings Plan administrators would never request personal or financial information via e-mail, Trabucco said. “Do not respond to unsolicited e-mail, and never give out information of a personal nature (through) unsolicited e-mails,” he said.

The Federal Retirement Thrift Investment Board alerted Thrift Savings Plan coordinators to the scam in a March 17 memo, the day after the scam was discovered. The memo described it as an unsolicited e-mail

with a link to a bogus Web site appearing to be the thrift plan's account-access site.

The bogus site asks for a recipient's social security and Thrift Savings Plan personal identification numbers. Entering this information takes the user to another screen where they are asked for financial information, including a credit card number, he said, adding that this information can be used to steal an individual's identity.

As long as participants have not responded to this scam e-mail, their accounts have not been compromised, investment board officials said in the memo. Those who did respond should contact their financial institutions immediately for guidance. They should also call the Thrift Savings Plan at (877) 968-3778 and ask to have their account access blocked, according to the memo.

Phishing e-mails generally appear to be from a business or organization the recipient may deal with, according to a Federal Trade Commission Consumer Alert issued in June 2005.

It may request that the recipient update, validate or confirm account information, the alert said.

Participants are encouraged not to attempt to access their accounts by clicking links offered in any e-mail, according to the memo.



## Web site offers Future Soldier information

By USAREC G3

FutureSoldiers.com contains items of interest for both the recruiter and Future Soldier. Some of the highlights of the site are:

- Separate menus for Future Soldiers and Future Soldier family members.
- An Initial Orientation section for the recruiter to use.
- A “Now What” section for Future Soldiers.
- An improved Future Soldier Training section.
- An e-mail link to the Future Soldier Center.
- An online referral for Future Soldiers to

participate in SMART, and possibly receive a \$1,000 bonus.

It is imperative that the recruiter verify that Future Soldiers establish an AKO account during the Future Soldier Initial Orientation. In the event that a Future Soldier has not established an AKO account, recruiters should follow the instructions in USAREC Message 06-094. Without registering for an AKO account, the Future Soldier will not have access to the Future Soldier Training Page of the Web site, the Future Soldier chat or SMART to give a referral. Future Soldiers now have full accounts, not sponsored ones. Once the Future Soldier’s account is

verified by the recruiter, the recruiter must affix a white label on the back of the Future Soldier’s UF 1134, Future Soldier ID Card, with the Future Soldier’s AKO username and password. It is now mandatory that all Future Soldiers hand carry their UF 1134 to IET.

The Future Soldier Training Page is password protected. In order to access this training, the Future Soldier will enter their AKO username and password. The Future Soldier Training Page will contain training required for the completion of USAREC Form 1137, Pre-Basic Training Task List, as well as access to Corre-

spondence Courses and March 2 Success training.

Recruiters will conduct the Initial Orientation within 10 days of enlistment with the FutureSoldiers.com “Initial Orientation” section.

All talking points from UR 601-95 are there to assist the recruiter with the Initial Orientation. Recruiters will familiarize the Future Soldier with the site. Recruiters will review the Future Soldier Training and encourage all Future Soldiers to complete the courses included, in addition to the Correspondence Courses offered online through Army Correspondence Course Program.

## Convalescent leave and profiles

By USAREC G1, Soldier and Family Assistance Branch

All leaders should strive to take care of Soldiers. Ensuring Soldiers receive needed convalescent leave and profiles is part of taking care of Soldiers. Here are some guidelines on convalescent leave and profiles that all Soldiers and their leaders should be aware of.

Guidelines for convalescent leave are found in AR 600-8-10. When a provider recommends a Soldier be

given convalescent leave for less than 30 days (42 days for child birth), the unit commander is the approving authority. The unit commander should scrutinize the recommendation of civilian providers and seek guidance from his/her servicing Army Military Treatment Facility commander if there is any doubt or question about the recommendation. A provider (military or civilian) cannot recommend (and unit commanders cannot approve) convales-

cent leave in excess of 30 days (42 days for child birth). Convalescent leave in excess of 30 days (42 for child birth) can only be approved by the servicing MTF commander.

Guidelines for profiles are found in AR 40-501. Providers designated by the MTF issue profiles. Per AR 40-501, “unit commanders and personnel officers are responsible for necessary personnel actions, including appropriate entries on personnel management records and the assignment

of the individual to military duties commensurate with the individual’s physical profile and recorded assignment limitations.”

Ultimately it is the chain of command’s responsibility to ensure the welfare of Soldiers and to determine whether a profile is required. This depends on the severity of the injury or medical condition and the individual circumstances of the Soldier.

As a general rule, unit commanders should honor sick slips/limited duty slips

from civilian providers for 72 hours or less for new on-set and relatively minor acute medical conditions (i.e. bronchitis, flu and minor sprains, strains, lacerations, etc.) since most TRICARE Prime Remote enrolled Soldiers are not close to a MTF. Unit commanders should use AR 600-20 when directing medical evaluations for Soldiers with more severe, long-term (chronic) or major injuries and medical conditions.

Unit commanders should determine, based on input from the medical provider, whether the Soldier's welfare or the welfare of the Soldiers in the command may be jeopardized by requiring the Soldier to perform normal military duties or traveling to a Military Treatment Facility for a military evaluation/profile. The unit commander should refer a Soldier to a MTF when in doubt that the Soldier will not make a quick and complete recovery from an injury or medical condition.

The following guidance is offered for unit commanders to refer Soldiers to a MTF for temporary profiles:

- sick slips for new onset of acute injuries or illnesses indicating limitations on the performance of work or duty for more than 72 hours (may be longer under certain circumstances)
- chronic medical conditions that are not expected to improve

- anytime a Soldier does not participate in the APFT a second consecutive time
- subsequent sick slips after the initial sick slip for the same medical condition
- anytime the unit commander/first sergeant suspects the Soldier is malingering
- after the Soldier has completed the prescribed rehabilitation treatment for a surgical procedure or injury and any authorized convalescent leave

If a Soldier receives a surgical procedure from a civilian provider in a TRICARE Prime Remote area, the Soldier should be sent to the MTF after the rehabilitation period (physical therapy, occupational therapy, etc.) for a temporary profile or clearance to return to full duty and take the APFT.

Soldiers with catastrophic medical conditions (i.e. cancer, heart conditions, transplants, major traumatic injuries, etc.) that are considered long-term or chronic medical conditions (asthma, hearing loss, blindness, diabetes, etc.) should be referred to a "Fitness for Duty" medical evaluation.

The unit commander should send the Soldier to a MTF immediately for a medical evaluation or as soon as the Soldier is able to travel with catastrophic or chronic medical conditions. Anytime the Soldier is unable to perform his/her duties (including APFT)

because of a medical condition beyond one year or when optimum medical care (medical condition is not getting any better) has been achieved, the Soldier should have a MTF "fitness for duty" medical evaluation. If a Soldier needs a permanent profile, the unit commander should always send the Soldier to the MTF as soon as feasible.

## Corporate supporter extends free park visits

*By Paul X. Rutz, American Forces Press Service*

Anheuser-Busch's program offering free amusement park tickets to troops and their families will be extended another year.

"We recognize that this is a very difficult time, and we wanted to let (the troops) know that our company appreciates their service, their commitment to the country," said Fred Jacobs, communications director for Anheuser-Busch adventure parks. "It just

happens that one of the most meaningful things that we can give to the servicemembers is free admission to our parks. So it's lucky that we're in the theme park business. It allows us to deliver something meaningful to families."

The program is open to active duty servicemembers, active members of the Reserve or National Guard, and up to three direct dependents for one complimentary admission per year. Participants can go online to fill out a form for free admission at [www.heroesalute.com](http://www.heroesalute.com).

The parks participating in the program are:

- Sea World parks in Orlando, Fla., San Diego and San Antonio;
- Busch Gardens parks in Tampa, Fla., and Williamsburg, Va.;
- Sesame Place, near Philadelphia;
- Adventure Island water park in Tampa;
- Water Country USA water park in Williamsburg.



*Courtesy photo*



# Gold Badges

## MARCH 2006

### ALBANY

SSG Brian Hampton  
SSG Patricia Johnson  
SSG William Putnam  
SGT David Hamilton  
SGT Wallace Harrison  
SGT Enrique Franco

### ATLANTA

SFC Randy Ladson  
SFC Solomon Virgil  
SSG Daniel Hollis  
SSG Antoine Huff  
SSG Rahel Kibreab  
SSG Enrique Ortizoneill  
SGT Jeremy Griswold  
SGT Sabrina Vaughn

### BECKLEY

SSG Tema Brooks

### CHICAGO

SSG James Anderson  
SSG Reinardo Diaz  
SSG Elmer Frye  
SSG Aliya Greenlee  
SSG Erik Knight  
SSG Michael Olsen  
SSG Adrin Young  
SGT Donnie Bridges  
SGT Charles Rushing

### CLEVELAND

SSG Paul Evans  
SSG Brian Letterle  
SGT Vincent Stoakley

### COLUMBIA

SFC Danielle Dubose  
SFC Clayton Simmons  
SFC Charita Sims  
SSG Rory Barr  
SSG Brian Hancock  
SSG Stephen Mack  
SSG Shedric Moody  
SSG Steven Sprowl  
SSG Donyelle Vanhorn  
SSG John Waters

### COLUMBUS

SFC Christopher Gerald  
SFC Jeffrey Shoemaker  
SSG Jamie Able  
SSG Tyler Alexander  
SSG Joseph Baldwin  
SSG Shawn Bowers  
SSG Ramiro Primero  
SSG Thomas Stier  
SGT James Beaty  
SGT Terry Clements  
SGT Robert Davis  
SGT Brett Lewis  
SGT Michael Merles Jr.  
SGT John Renner  
SGT Philip Stewart  
SGT Steven Tischer  
SGT Thomas Werling

### DALLAS

SFC Subrina Johnson  
SFC Gustavo Martinez  
SSG Sherwood Earle  
SSG Michael Garcia  
SSG Anthony Griffin  
SSG Jesse Karisny  
SSG Kenneth Marion  
SSG Arturo Martinez  
SSG Willie Plummer  
SSG Kelly Reagin  
SSG David Smith  
SSG Dowoni Watson  
SGT Connie Chewett  
SGT Shaun Holman  
SGT Robert Lawson  
SGT Jimmy Marcom  
SGT Brian Meyers  
SGT Christopher Patterson  
CPL Joshua Johnson  
CPL Thomas Lerchenfelt  
CPL Oswald Marin  
CPL Howard Ray



### GREAT LAKES

SFC Sharon Elder  
SSG Matthew Beattie  
SSG Timothy Bearden  
SSG Timothy Brown  
SSG George Bonnell  
SSG Joshua Choate  
SSG Tyrone Duff  
SSG Jason Holley  
SSG Brock Ickes  
SSG Jamil Jackson  
SSG John Kratz  
SSG Anthony Krebs  
SSG Scott Mains  
SSG David Shamblin  
SSG Bennie Steiner  
SSG Roger Tkaczyk  
SSG Joseph Wolf  
SGT Manuel Delvillar  
SGT Michael Echinaw  
SGT Dominique Faulkner  
SGT Daniel Frick  
SGT Eric Hunt  
SGT Dondi Kowalski  
SGT Peter Reynolds  
SGT Rojas Manual  
SGT Evan Smith  
SGT Christi Turcotte  
SGT Wesley Watson  
CPL Shawn Halleck

### HOUSTON

SFC Antonio Holmes  
SFC Jack Tracy  
SSG Bertie Acevedo  
SSG Jeffery Boyet  
SSG Mario Campos  
SSG Brister Davis  
SSG Robert Harter  
SSG Christopher Hartsfield  
SSG Billy Jacks  
SSG Eric Kurzyniec  
SSG John Love  
SSG Raul Navaez  
SSG Lawrence Pervier

### INDIANAPOLIS

SSG Felicie Spencer  
SSG Melissa Terry  
SSG Daniel Wright  
SGT Alonzo Griffith  
SGT Jermaine Johnson  
SGT David Patterson  
SGT Waylon Petty  
SGT Antonio Salgado  
SGT Preston Willis  
SPC Timothy Tabellija

### JACKSONVILLE

SFC Jeremy Sutton  
SFC Gregory Thomas  
SSG Jeremy Grimaldi  
SSG Humphrey Vives  
SSG Jared McMahon  
SSG Clarence Sterrett  
SSG Bryant Treacle  
SGT Sean Jones  
SGT Jason Maheia  
SGT Robert Mullins  
SGT Mitchell Olson  
SGT Shawn Wombles

### KANSAS CITY

SSG Michael Wood  
SGT Thomas Chambers  
SGT Chance Butts  
SGT Marquis Ward  
CPL Joel Lofstrom

## MID-ATLANTIC

SSG Micheal Hurst  
 SSG Darrell Sherman  
 SGT Bonnie Barnhouse  
**MINNEAPOLIS**  
 SFC Kristoffer Hart  
 SFC Christopher Seaton  
 SFC Michael Smith  
 SFC Robert Szabla  
 SSG Daniel Chastain  
 SSG Eric Mathison  
 SGT Jonathan Hennessee  
 SGT Joseph Kelly  
 SGT Joseph Walsh  
**MONTGOMERY**  
 SFC Kenneth McCarn  
 SFC Shawn Smith  
 SSG Danny Kaczmarczyk  
 SSG Demian Lachance  
 SSG Michael Resmondo  
 SGT Terry Spangler  
 CPL James Kuppersmith  
**NEW ENGLAND**  
 SSG Val Graffa  
 SSG Christopher Irwin  
 SSG Glenn Nieradka  
 SGT Reid Biswell  
 SGT Jeremy Putnam  
 SGT Justin Woodward

## NEW ORLEANS

SFC Jermaine McElveen  
 SSG William Holland  
**NEW YORK CITY**  
 SSG Larry Hawkins  
 SSG James Richmond  
 SSG William Stephens  
 SSG James Webster  
 SGT Nicholas Wren  
**PITTSBURGH**  
 SFC Jerod Harbert  
 SFC Billy Laymon  
 SSG Timothy Brown  
 SSG Ryan Covington  
 SSG Shawn Jones  
 SSG Paul Mongera  
 SSG Christopher Mugnano  
 SSG Brian Toth  
 SSG Anthony Wiley  
 SGT Robert Hamrick  
 SGT Samuel Lorenz  
 SGT Seth Moore  
 SGT Bunnak Oum  
 SGT Jacob Potter  
**SAN ANTONIO**  
 SFC Juan Resendez  
 SSG Marshall Davis Jr.

## SOUTHERN CALIFORNIA

SFC William Batie  
 SSG Christopher Montera  
 SSG Stephen Rothenhoefer  
 SSG Preston Ruff  
 SSG Wedmaier Thenor  
 SSG Rodolfo Valenzuela  
 SGT Francis Castaneda  
 SGT Eric Montgomery  
 SGT Travis Thompson  
**ST. LOUIS**  
 SFC Douglas Krohn  
 SSG Todd Alexander  
 SSG Marcus Bishop  
 SSG Jay Emert  
 SSG George Smith  
 SSG Andrew Wade  
 SGT Robert Derouche  
 SGT Stephen Binash  
 SGT Terrill Davis  
 SGT Eric Hise  
 SGT Timothy Kay  
 SGT William Polanec  
 SGT Robert Riddle  
 SGT Brendan Sheahan  
 CPL Nicholas Avis  
 CPL Ryan Dubuque  
 CPL Christopher Feldhaus

## SALT LAKE CITY

SGT Lee Hicks  
 SGT Justin Jenness  
 SGT Jacob Difazzio  
 SSG Robert Judge  
**SOUTHERN CALIFORNIA**  
 SGT Jesus Melendez  
**SYRACUSE**  
 SSG Luke Bunner  
 SSG Brian Owens  
 SGT Timothy Bonnes  
 SGT William King Jr.  
 SGT Michael Pollard  
**TAMPA**  
 SSG Grady Parris  
 SGT Robert Barfield  
 SGT Sheldon Slack  
 CPL Seneca Newkirk

# Recruiter Rings

## MARCH 2006

### ALBANY

SFC Frederick Depka  
 SFC Joseph Perdieu  
 SSG Alfred Galindo  
 SSG Jeremy Price  
**BECKLEY**  
 SSG Gary Harney  
**CHICAGO**  
 SFC Mark Hall  
 SFC Loretta Hall-Weathersby  
 SFC Gary Walton  
 SSG David Haire  
 SSG Jason Hellstrom  
 SSG Joseph Navarro  
**CLEVELAND**  
 SFC Gerald Snider  
 SFC Jack Ward  
 SSG Robert Allbritten  
 SSG Robert Hunter  
 SSG Brian Slaymaker

### COLUMBIA

1SG Christian Pappas  
 SFC Kevin Henderson  
 SFC Fritz Hodges  
 SFC Richard Maine  
 SSG John Love  
**COLUMBUS**  
 SFC Timothy Campbell  
 SFC Andrew Horval  
 SFC Damon Stinger  
 SSG Andrew Kunert  
**DALLAS**  
 SFC Karen Alexander  
 SFC Tyrone McCoy  
 SSG Jeffrey Riddle  
 SGT Joseph Payne  
 SGT Lonell Zimmerman



### DES MOINES

SSG Toby Holland  
**GREAT LAKES**  
 SFC Delbert Brown  
 SFC Gerard Fuller  
 SFC Brian Gott  
 SFC Derral Redwine  
 SFC Walter Woolley  
 SSG Theodore Church  
 SSG Mary Goodnite  
 SSG Leonard Messina  
 SSG Jayson Molina  
**HARRISBURG**  
 SSG Keith Stettler

### HOUSTON

SFC Lucian Buky  
 SSG Michael Zachary  
**INDIANAPOLIS**  
 SSG Robert Thomas  
**JACKSONVILLE**  
 SFC Jason Brannan  
 SSG Roger Acco  
 SSG Lakeisha Youmans  
**KANSAS CITY**  
 SSG Michael Straw  
 SGT Christopher Batchman  
 SGT Christopher Kraus



*LOS ANGELES*

SFC Billy Dill  
SFC Derrick Wilborn

*MID-ATLANTIC*

SFC Anthony Steglik

*MILWAUKEE*

SFC Robert O'Brien

*MINNEAPOLIS*

SFC Michael Cole

SFC Marvin Tobin

*NEW ENGLAND*

SFC Paul Brunelle

SSG Joseph Frechette

SGT Joshua Smith

*NEW ORLEANS*

SFC Daniel Davis

SFC Christopher Diaz

SSG Brutus Carter

*NEW YORK CITY*

SSG Clayton Dickinson

SSG Troy Owens

*OKLAHOMA CITY*

SFC Hobert Park

SSG Terry Booth Jr.

*PITTSBURGH*

SSG Spencer Dahl

SSG William Nash

SSG Ralph Riggs

*PORTLAND*

SFC Corey Branning

SFC Scott Clark

SSG Byron Allred

SSG Mark Sinderson

SSG Nelson Jack

*SACRAMENTO*

SFC Gary Bradley

SFC Brian Knott

SFC Daniel Martinez-Aquino

*SEATTLE*

SFC Michael Nagl

SFC Kerry Thompson

SGT Christopher Collins

*ST. LOUIS*

SSG Marcus Bendy

SSG Michael Eaton

SSG Cory Purling

SSG Karl Reiter

SSG David Wright

*TAMPA*

SSG Javier Romero

SSG Dario Vasquez

# Morrell Awards

**MARCH 2006***2D AMEDD*

SFC Darryl Long

SFC Dereck Wilson

*ALBANY*

SFC Brett Elmore

SFC Richard Lange Jr.

SFC Shane Zelker

*ATLANTA*

SFC Corey Fitzgerald

*BECKLEY*

SFC Daniel Hughes

SFC Henry Mabry

*COLUMBIA*

SFC Osler Childress

SFC Tally Long Jr.

*COLUMBUS*

SFC Henry Brown Jr.

SFC Anthony Garrison

SFC Don Phillips

*DALLAS*

SSG Lionel Gilbert

*DENVER*

1SG Patricia Crowe

SFC Brett Gloss

SFC Darrell Martinez

SFC Timothy Schwarten

*DES MOINES*

SFC Keith Sollazzo

SSG John Fitzsimmons

*GREAT LAKES*

1SG Jason Peters

SFC Scott Brunner

SFC Terrence Hynes

SFC Cory Johnson

SFC James Peterson

SFC John Sacramone

*HARRISBURG*

SFC John Copeland

SFC Joseph Wetzel

*INDIANAPOLIS*

SFC Larry Arnold

SFC Chad Cloutier

SFC Gill Lang

SFC Garry Merritt

*JACKSONVILLE*

SSG William Reed

SSG Melvin Reid

SSG Eric Thompson

*KANSAS CITY*

SFC Colon Purdie

SGT Philip Hilton

*MINNEAPOLIS*

SFC Gary Capan

SFC Buel Needs

*MONTGOMERY*

SSG Jeffrey Slaughter

*NEW ENGLAND*

SFC Thomas Brown

SFC Gregory Grayson

SSG Loren York

*PORTLAND*

SFC Tommy Carder

SFC Marques Daniels

SFC Walter Washington

*NEW ORLEANS*

SFC Robert Maxwell

SSG Umika Terrell

*SACRAMENTO*

SFC Jeffrey Lyon

*SEATTLE*

SFC Richard Bielefeld

SFC Timothy Kelley

SSG Edward Holderbaum

*SORC*

SFC Paul Deihl

*SOUTHERN**CALIFORNIA*

SFC David Baker

SFC James Randall

SSG Tibor Belt

*ST. LOUIS*

SFC Raymond Bugg

SFC Jody King

SFC Grover Quick

SSG Reggie Gentry

SSG Jeremy Jurewicz

SSG James Pearson

*SYRACUSE*

SFC James Barrett

SFC Matthew Blair

SFC Michael Truax

*TAMPA*

SFC Jose Lamberty

SSG Lazaro Herrer-Anton

1. Which element of the RSS is considered the intelligence-gathering arm of USAREC?
  - a. G7
  - b. G4
  - c. G2
  - d. G3
2. What are some unique qualities a community college offers?
  - a. Serves a defined geographical area.
  - b. Offers courses to serve the economic base of that area.
  - c. Offers academic programs for students planning to transfer to a college.
  - d. All of the above.
3. The \_\_\_\_\_ will help recruiters generate target market leads that have a propensity to enlist or commission in the Army.
  - a. ASB
  - b. CSS
  - c. AO
  - d. none of the above.
4. What is the clearest form of communication but one of the least understood and most abused?
  - a. interpersonal
  - b. verbal
  - c. nonverbal
  - d. none of the above
5. What is the goal of targeted marketing?
  - a. To satisfy the goals of the company commander
  - b. To comply with headquarters USAREC and recruiting brigade targeting guidance and synchronization of resources
  - c. To develop strong local leads for recruiters
  - d. To accurately develop the local market
6. Battle rhythm is the process whereby the commander and staff bring into line their daily operating rhythm within the planning, decision, execution and assessment cycles to allow the commander to make timely decisions.
  - a. True
  - b. False
7. Which operations branch of the S3 manages the RPC and the ADSW programs?
  - a. APA
  - b. RA
  - c. GC shop
  - d. Army Reserve
8. What are stoppages between processing stages called?
  - a. gag points
  - b. funnel stoppage
  - c. choke points
  - d. filtering points
9. The high school program has absolutely no effect on the success of the recruiter's grad market.
  - a. True
  - b. False
10. Market share and market penetration are indicators of what?
  - a. How mission training is being implemented
  - b. Proper planning procedures
  - c. How the Army and other services fare
  - d. None of the above
11. What is the USAREC milestone for the amount of appointments made to conduct?
  - a. 50 percent
  - b. 83 percent
  - c. 36 percent
  - d. 75 percent
12. Which of the following is not one of the three major ways to view the population?
  - a. demographics
  - b. strategic
  - c. lifestyle
  - d. psychographic
13. \_\_\_\_\_ operations at any echelon enable shaping and decisive operations by providing support.
  - a. Tactical
  - b. Strategic
  - c. Sustaining
  - d. Supporting
14. Which of the following belong to the four categories of time?
  - a. urgent and important
  - b. not urgent and important
  - c. not urgent and unimportant
  - d. all of the above

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



# Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

## RCM March Fiscal Year 2006

### Top Regular Army Recruiter

**SSG Nicholas Dyer**  
New England

**SGT Randy Tice**  
Montgomery

**SSG Michael Kyle**  
Columbus  
**SGT David Treb**  
Milwaukee

**SSG Steven Vickery**  
Kansas City

**SFC Larry Cameron**  
Seattle

### Top Army Reserve Recruiter

**SFC Shane Zelker**  
Albany

**SGT Pierre Brudnicki**  
Jacksonville  
**SFC Galen Waddell**  
Montgomery

**SGT Brandon Lang**  
Indianapolis

**SFC William Paul**  
Des Moines

**SGT Chris Molina**  
Phoenix

### Top Large Station Commander

**SFC Wayne Jones**  
Baltimore  
Portsmouth

**SFC Jose Delgado**  
Orange Park  
Jacksonville

**SFC Gregory Goodwin**  
Piqua  
Columbus

**SSG Yvette Garcia**  
San Antonio South  
San Antonio

**SFC Richard Locke**  
Santa Clara  
Sacramento

### Top Small Station Commander

**SFC Jeremy Athy**  
Lewisburg  
Beckley

**SFC Freddy Moreno**  
Vero Beach  
Jacksonville

**SFC George Brace**  
Portsmouth  
Columbus

**SSG Thomas Hutchinson**  
Emporia  
Kansas City

**SFC Larry Cameron**  
E. Wenatchee  
Seattle

### Top Company

Brooklyn North

Fayetteville

Kings Mills

Waco

Coastal

### Top Battalion

Syracuse

Tampa

St. Louis

### Top AMEDD

New York State

Carolina

Chicago

St. Louis

Southern California

## Answers to the Test

1. c. UM 3-0, page 5-4

2. d. UM 3-0, page 10-14

3. a. UM 3-0, page 2-3

4. b. UM 3-0, page 6-3

5. c. UM 3-0, page 8-6

6. a. UM 3-0, page 7-7

7. d. UM 3-0, page 5-5

8. c. UM 3-0, page A-9

9. b. UM 3-0, page 10-15

10. c. UM 3-0, page 11-5

11. d. UM 3-0, page A-9

12. b. UM 3-0, page 8-4

13. c. UM 3-0, page 12-1

14. d. UM 3-0, page 10-6



Memorial Day  
May 29, 2006 