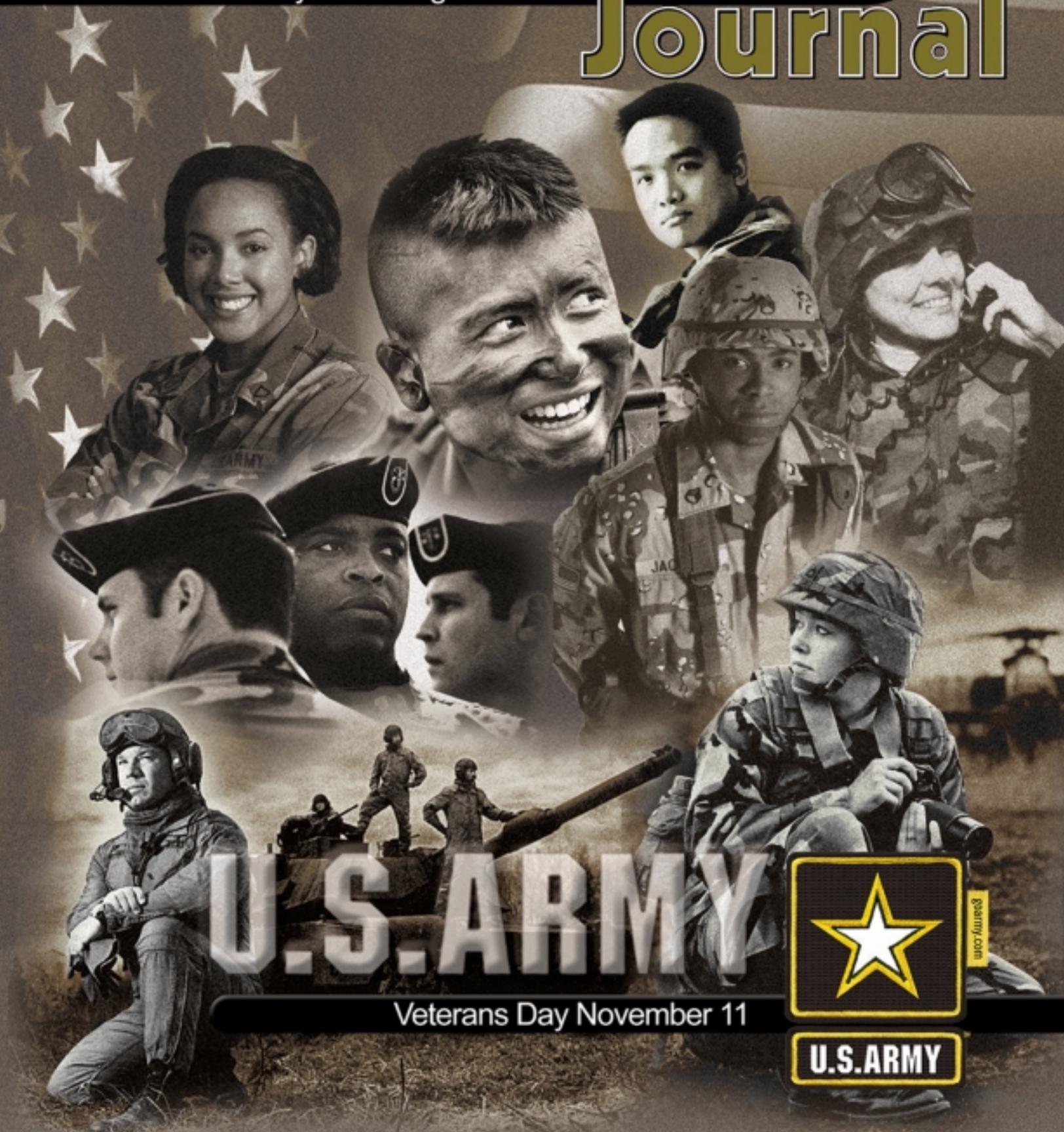


# RECRUITER

United States Army Recruiting Command

November 2001

# Journal



# U.S. ARMY

Veterans Day November 11



U.S. ARMY

usaarmy.com

# Recruiter

November 2001, Volume 53, Issue 11



The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCAPA-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial (502) 626-0167, fax (502) 626-0924. E-mail Address: [RJournal@usarec.army.mil](mailto:RJournal@usarec.army.mil). Printed circulation: 13,500.

**Commanding General** - MG Dennis D. Cavin  
**Public Affairs Officer** - S. Douglas Smith  
**Editor** - Pearl Ingram  
**Associate Editor** - Dottie Pack  
**Associate Editor** - Beverly Harrison  
**Cover Design** - Joyce Knight

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

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.  
POSTMASTER - Send address changes to:  
Cdr, U.S. Army Recruiting Command  
ATTN: RCAPA-PA (Recruiter Journal)  
1307 Third Avenue  
Fort Knox, KY 40121-2726

## Features

### 5 Army Recruiting Initiatives

In August 1999, the Secretary of the Army established working groups to assist the recruiting effort. The working groups focused on four areas: selecting, training, equipping, and managing the recruiting force. The original 22 initiatives have been combined into 19 initiatives.

### 6 Center of Influence

The Center of Influence program is designed to help recruiters and company commanders develop and use community support for Army recruiting efforts by associating and getting to know influential community people in key positions.

### 10 Battalion wives recruit family harmony

Mixing family commitment and career responsibilities can be challenging, but the Hiltabidel family seemingly has found the proper blend.

### 11 USAREC takes NASCAR for a spin

Kansas City Battalion led the field as USAREC takes NASCAR for an eight-week trial spin.



# Journal

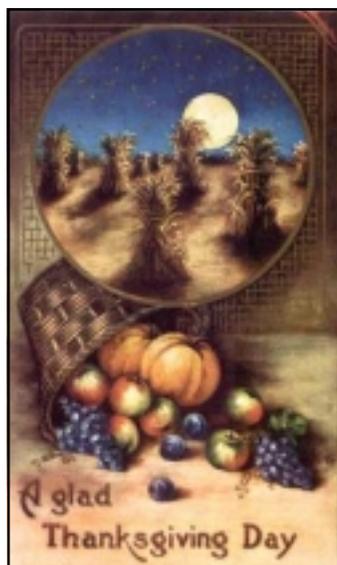
## Departments

- 2 Commanding General
- 3 Command Sergeant Major
- 4 Chaplain
- 8 Pro-Talk
- 14 Safety
- 20 Reserve News
- 22 Field File
- 26 News Briefs
- 30 Salutes
- 32 The Test



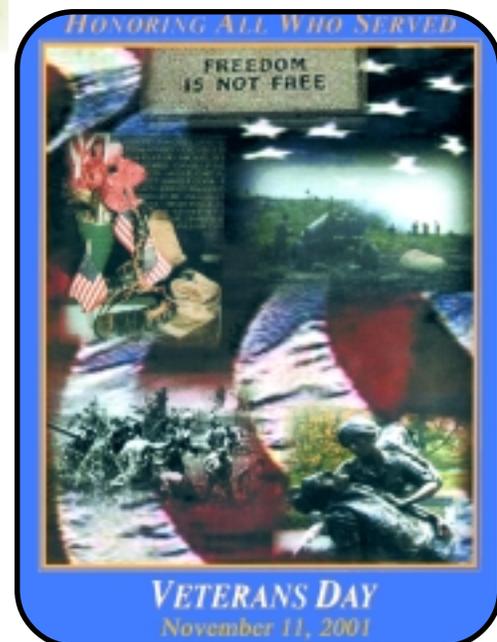
### 19 The psychological impact of terrorism

The terrorist attacks on the Pentagon and World Trade Center on Sept. 11, 2001, left our nation saddened, angry, and depressed. Now Americans must struggle to come to terms



### 12 Million-dollar *Survivor* winner Tina Wesson jumps with Golden Knights

Eating worms and surviving the Australian Outback just wasn't enough for million-dollar *Survivor* winner Tina Wesson.



# From the Commander



*MG Dennis D. Cavin*

Their names are SPC Jonn J. Edmunds and PFC Kristofor Stonesifer. Do you know these two young soldiers? They were ordinary Americans who did something extraordinary. They gave their life for this country. They were the first two U.S. soldiers to die since our military's attacks against terrorism began on Oct. 7. The Black Hawk helicopter they were flying in crashed in Pakistan.

This month we honor Edmunds, Stonesifer, and all veterans. They are our nation's heroes. In my book, heroes aren't basketball players, actors, or rock stars. America's real heroes are those average citizens who put their country before themselves so that all of us can live in a free society.

Clearly, the challenge to eradicate terrorism will not be easy or quick. Our soldiers will be asked to make more sacrifices, and our citizens will be asked to remain patient. Today's soldiers follow in the footsteps of generations of soldiers who have come before them.

Our nation set aside a day to honor those who served at the end of World War I. On the 11th hour of the 11th day of the 11th month in 1918 our nation celebrated the ending of hostilities in The Great War.

The following year, President Woodrow Wilson proclaimed November 11 as the first Armistice Day, suspending business for a two-minute period starting at 11 a.m.

Citizens in Birmingham, Ala., organized the first "veterans day" parade in 1947, and in 1954, President Eisenhower signed a bill proclaiming November 11 as Veterans Day.

Millions of veterans continue to serve our country during today's uncertain times. They serve as role models, proudly wearing their old uniforms replete with hard-earned medals and ribbons as a symbol of their patriotism. They display the American flag and visit schools in their communities to teach children how to properly do the same. Many of us have received touching phone calls from these great patriots wanting to know what they need to do to return to active duty.

Even though they can no longer serve directly in the armed forces, veterans can still assist you in reaching your mission goals. Veterans are often some of the most important centers of influence in our communities. You should reach out to them. As an example, 16 Mississippi recruiting stations hosted an open house for American Legion members this past summer. Raleigh Battalion commander LTC William Pedersen met with members of the North Carolina Veterans Council, a council made up of state veterans organizations commanders and officers. You can do similar things in your communities.

This past year, I visited the national commanders of the American Legion, the Noncommissioned Officers Association, AUSA, and the Retired Officers Association. I asked the commanders for their support in gaining recruiter access to schools. I asked them to visit their local recruiting station and provide assistance. I also asked them to tell the Army story through their own unique experiences to students, educators, business leaders and parents.

I encourage you to get to know the veterans in your community. Join local chapters of veterans' organizations through your unit membership program. Invite veterans to your TAIR events and Golden Knight appearances. Invite them to your DEP/DTP functions. What an ideal opportunity for the heroes of the past to meet the heroes of our future. Our veterans can observe the quality of today's new soldiers and your DEP/DTP members can hear testimonials from our veterans about what they gained from their military service.

We have a special way for you to say "thank you" to the veterans in your community. Present them our newly designed "An Army of One" veterans pin. Station commanders can order them online. They're listed as PPIs in the recruiting stations' online catalogs. Each station, battalion, and brigade can order a pack of 50 pins each month.

If you haven't visited the Operation SMART Web site recently at [www.usarec.army.mil/smart](http://www.usarec.army.mil/smart), you should do so and show those veterans in your communities how to visit it as well. We have added veterans to the list of persons who can make a referral via the Internet. A veteran can click on "Make a Referral" and input the name of his or her veterans' organization. This allows us to track the number of referrals an organization makes and recognize it for its support.

The HBO mini-series, *Band of Brothers*, is a spectacular tribute to veterans of the Greatest Generation. The 10-part series, which began airing on Sept. 9, profiles the hardships and sacrifices the men of Easy Company, 2nd Battalion, 506th Infantry Regiment, 101st Airborne Division endured during World War II. The young Americans you are recruiting today are willing to make equal sacrifices to halt the spread of terrorism.

Putting people in boots is how Army Recruiting Command pays tribute to our veterans. We must honor their legacy and providing the strength is how we do that. Now more than ever mission success is critical.

FY 02 is off to a super start. We must keep that momentum going. The Army's senior leadership has great confidence in our capabilities to make mission. You must remain flexible in regards to these mission requirements, because, obviously with current military operations, it's not business as usual. Remain prepared and stay the course.

Always remember to use your moral compass on that path to success. Mark Twain once wrote, "Do the right thing. It will gratify some people and astonish the rest."

In the job of recruiting young men and women for the greatest Army on the earth, there is no other way to accomplish your mission, other than to do the right thing each and every day. Don't judge your integrity by what others do. Your work is too important.

In daily living, personal integrity is taking responsibility. It's making the right choices. Integrity is what we stand for. It's our character. It takes courage and guts to have integrity, especially when there are easier roads to travel. You may not win a popularity contest, but we can never allow truth to become a casualty.

Integrity is a matter of honesty, doing what is morally and legally right. It's your life. Live it with integrity.

As the month ends, we'll celebrate another national holiday, Thanksgiving. It will most assuredly have extra special meaning this year. The first Thanksgiving was celebrated by a group of people who came to this land in search of freedom. We should be so thankful to live in a nation blessed with freedom and limitless opportunities. Spend time with your families and enjoy all of life's blessings. I wish you and your family a blessed, happy and safe holiday! 📣

This is going to be an exciting year! FY 02 is starting as strong as FY 01 finished. USAREC is projecting over 98 percent Regular Army and 105 percent Army Reserve net contract mission accomplishment with seven days to go in October. By the end of the month we could close out 1<sup>st</sup> quarter contract mission. Additionally, we will ship 110 percent Regular Army and Army Reserve while keeping DEP loss under 12 percent.

I'm impressed with the soldier performance in battalions I've visited over the last several weeks. Your hard work is making a difference. I was in Phoenix Battalion in September and had the rare opportunity to visit stations that had mission boxed for the year, without substitution. They had exceeded all enlistment categories. Tempe Station actually achieved their FY 01 mission in July. Every recruiter was successful, motivated, and professional. SFC Jeffrey A. Hankins leads a great team. I visited Orlando Company earlier this week. The CLT was confident their company would box before the end of this RSM. From the activity I saw, I'm sure they will too.

Success is contagious. Let's spread it and sustain it. How? There is no easy answer. But, we do know there is some seasonality in recruiting. That means long range planning that accounts for the changes in our market. For example – face-to-face prospecting is okay in the summer and early fall. However, as the weather changes and students go back to school, a solid telephone and college campus prospecting plan must be incorporated. This would be my one criticism in the stations that have experienced recent successes. It's great when station face-to-face, walk-ins, and call-ins are working. But, with the right mix of P-1 and P-2 (i.e., DEP/DTP referrals), we can minimize months when other lead generation fails. You've heard the old adage "Fail to plan and you plan for failure." How true that is in our business.

I give the recruiters and leaders a lot of credit for USAREC's success. However, they're not the only heroes in this command.

The CG and I recently attended an Operations Conference in Orlando. Participating were various

*CSM Roger Leturno*



staff officers, NCOs, and civilians. The number of former first sergeants who are now in master sergeant positions surprised me. That tells me the battalion and brigade staff are field tested and experienced. The number and array of waivers, exceptions, admin, test and medical issues that occur every day could stifle production without dedicated and competent support. Their expertise is invaluable to the field. The guidance counselors took the CG's glass ball to make the 11X, 13B, and 19K personally. Through their efforts we continue filling these high priority skills at the level and time the Army needs them.

There is another set of great Americans who work outside this command at the Pentagon and Hoffman Building. These organizations subordinate under the DCSPER work a myriad of issues that directly affect our mission and ability to accomplish it. If you didn't notice any decreased support in the days following September 11, it's probably because there wasn't any. The offices where SGM Mary E. Foreman, SFC Charles Tench and others worked were badly damaged in the attack on the Pentagon. In spite of those events, they were able to relocate and continue operations.

Finally, I'd like to take this opportunity to recognize the soldiers and civilians of Headquarters USAREC. They work incredibly long hours in support of the field, subordinate and Department of the Army staff, and the Commanding General.

No organization better epitomizes the Army's new slogan than ours. We truly are 'An Army of One.'

Best wishes to all on the year ahead. Good Recruiting. 📞



# Chaplain's Motivational Notes



*by Chaplain (LTC) Jim Stephen  
HQUSAREC*

## “This Will I Do”

The citizens of Athens gathered to choose which of two architects would erect a great building. The first, in a long discourse, boasted of how magnificent his work would be – how detailed, how strong, and how monumental. By the time he finished, he had all but convinced the crowd. Then, his competitor rose to speak. “O Athenians,” he told them, “what this man says, I will do.”

He reminded the Athenians how easily promises pass the lips and how rare it is to find individuals who follow through on the pledges they make. We all know people like this; they brag about the great things that they’re going to do when the time is right or when the breaks come their way. And so, they bide their time waiting for life to begin, and all the while it keeps passing them by.

The Roman poet Horace wrote that he who deferred the hour of living well “is like the fool who keeps waiting for the river to run by so he can cross.

But the river still runs on, and will run on, with constant course, to ages without end.”

So it is with time. And they who wait for the right moment to begin life will lament with the poet who wrote, “I have spent my life stringing and unstringing my instrument and all the while the song I had meant to sing has been left unsung.”

It is not enough to wish for what we want; we must work to achieve our dreams. Leonardo da Vinci claimed, “God sells us all things at the price of labor.”

Work is the miracle that transforms vision into reality. It “...is the grand cure of all the maladies and miseries that ever beset mankind. It banishes boredom, vice, and poverty.”

Whatever your worthwhile dreams, begin them. We can’t afford to be numbered among those who spend their precious energy boasting of what they will do in the future or explaining why they haven’t done what they promised in the past.

Time is too precious, too short, to waste on broken promises. The Athenian builder knew what we must all come to know: it is not enough to intend to do things.

**We must do them.**

Share with me your insight at **James.Stephen@usarec.army.mil.** 📧

# Army Recruiting Initiatives

By Warren Nielsen, Program Analyst, HQs USAREC  
(Member of the Fort Knox Chapter of the American Society of  
Military Comptrollers)

What's all this talk about Army Recruiting Initiatives (ARI) that the Department of Army has approved? It began in August 1999, when then Secretary of the Army, The Honorable Louis Caldera, knowing the need and importance of recruiting young men and women into today's Army, established working groups to assist the recruiting effort. The working groups focused on four areas: selecting, training, equipping, and managing the recruiting force. The original 22 initiatives have been combined into 19 initiatives and are divided into four categories:

## Evaluation

1. Develop a screening tool to help identify recruiter candidates.
2. Establish a center to provide assessment tools and coaching/training material to enhance recruiter potential in the area of wellness and enhanced performance.
3. Initiate and study recruiter incentives that reward successful recruiting behavior.
4. Study and identify what produces successful recruits and first-term enlistees.
5. Evaluate the Recruiter and Retention School's training of recruiters, station commanders, and leaders.

## Training

6. Provide leader and professional sales training using industry best business practices.
7. Develop training programs and support packages based on industry best methods.

## Enhancement

8. Outsource recruiters (guidance counselors, college recruiters and cyber recruiters).
9. Fund recruiter memberships in local organizations that build contact within community.
10. Develop a virtual office capability allowing recruiters to be mobile and available.
11. Establish a cyber station capable of providing key information for recruiters and potential applicants.
12. Design and place Kiosks in selected locations (malls, cinema-plexes, and at special events).
13. Schedule MOTORSPORTS (NHRA) marketing promotions linking the Army brand.
14. Implement an updated recruiting station furniture replacement program projecting an image of a modern, high-tech Army.

## Well Being

15. Provide bachelor leased housing for corporals.
16. Implement a paid POV parking program for recruiters.
17. Upgrade recruiter uniforms to present a more professional appearance.
18. Provide family focused chaplain programs.
19. Work to improve the recruiting family environment.

Now, let's look at two of the well-being programs:

### Bachelor Leased Housing for Corporals

What does it mean? Reduce out-of-pocket expenses for junior NCOs on a limited budget. The goal is to place corporals at housing parity with the remainder of the recruiting force. To accomplish this, funding has been allocated to increase the Corps of Engineers' involvement in obtaining housing leases for corporal recruiters.

How is it working? To date, 158 of our recruiting corporals are in housing leases.

What do you need to do? During battalion in-processing, the S1 section will inform you of the process and procedures and the availability of leases within your recruiting area. For general information,

contact Jeff Nade, Logistics Support Center, Recruiting Support Brigade, commercial phone number 502-626-0275 or DSN 536-0275.

### Recruiter POV Parking Support

What does it mean? Reduce or eliminate out-of-pocket parking expenses for recruiting personnel by obtaining contracts with local parking facilities or reimbursing GSA at government owed buildings that have limited parking spaces.

How is it working? To date 563 recruiting personnel are receiving this benefit.

What do you need to do? Your battalion will advise you on what contracts are in place to provide this parking reimbursement. Your headquarters contact for general information on this initiative is Jeff Nade,

Logistics Support Center, Recruiting Support Brigade, commercial phone number 502-626-0275 or DSN 536-0275.

All these initiatives, combined with the leadership and training provided, give the recruiting force an edge. We have a shared goal, to recruit young men and women into the Army. How we approach that mission is as diverse as each individual recruiter in the force. However, the support remains constant — use whatever resources and assets available to make recruiters successful.

The Department of the Army recognizes your importance in the overall security of the nation. These initiatives assist in augmenting your efforts. Your task is challenging, your mission is essential, and your success is paramount to the nation.

*"The choices we make, dictate the life we live."* 

# Center of Influence

By Phil Sammon

## 3rd Recruiting Brigade APA

The Center of Influence program is designed to help recruiters and company commanders develop and use community support for Army recruiting efforts by associating and getting to know influential community people. It is networking, with the operative part of the word being *working*.

But if you take a step back from the program for a moment, ask yourself, “How do I really influence the influencer to make him or her work as a truly effective part of my recruiting arsenal?”

In any sales situation, the prospective buyer, or in this case COI, will not become an owner of whatever you are selling until he or she takes mental ownership of the product. Your job, as the seller, is to help the prospective owner create, view, and realize that mental ownership image.

Try for a moment to visualize *honor*. How about *pride*? Or *selfless service*? Any easier to draw a mental picture of *integrity*?

What you are selling are concepts, ideals, intangibles...things you cannot toss onto a table and have a potential influencer pick up and examine, understand and like. We use real things, such as the Army College Fund, enlistment bonuses and the like, to attract prospects, but in the end the idea of Service is what we sell. So in order to develop and create that mental ownership you will have to make the Army, its ideals, mission and far-away operations a reality in the here-and-now for your potential COI. At the request and suggestion of the new Civilian Aide to the Secretary of the Army for Northern Illinois, the Honorable Dennis Coll, Chicago Recruiting Battalion’s new commander, LTC Kathleen Pennington, and her staff coordinated a COI group tour to Fort Knox, Ky. They chose the late July timeframe to coincide with the post’s annual Combined Arms Live Fire Exercise, CALFEX. Coll was instrumental in identifying seven other

influential community members from the battalion’s area to invite on the tour.

Since Fort Sheridan closed in 1995, the Army only has the presence of recruiters to show whom and what the Army is to the millions of northern Illinois residents. By bringing this select group of potential influencers to Fort Knox, the battalion made the Army tangible, in a big way.

With assistance from USAREC, the group arrived on Fort Knox on Sunday, July 29 and met with MG Cavin for an informal greeting and overview of what they could expect from their two-day tour. The group was accompanied by LTC Pennington, and guided by USAREC MAJ Veronica Zsido (PAE) and COL Robert Qualls (PAE).

Beginning Monday morning, the group was introduced to the breadth and depth of Army recruiting at the headquarters. Following their morning indoctrination, they were escorted to St. Vith Range to observe and experience the annual Combined Arms Live Fire Exercise and to tour some of the Army’s most modern armor and support equipment and talk to the soldiers who operate and maintain them.

To most of the guests, the live-fire exercise was the first time they had seen or heard, or felt, a tank or self-propelled artillery round being fired. Even with earplugs, they each held their ears and gasped at the thunderous report of the M1 tanks, multiple-launch rockets and Apache aerial attacks.

They spent their second day learning and operating the M1 and M1A2 tank driver simulators and tank crew simulator network system. Those among the group who tried the tank driver simulator were surprised and impressed at its realism and difficulty.

Their most fruitful part of the tour was a 90-minute round-robin discussion with six soldiers assigned to the Basic Combat Training’s Reception Battalion, all from Illinois.

The soldiers were open and candid about their views of various aspects of

Army life. They discussed pay and benefits, retirement and separation issues, family health care (TRICARE) and other quality of life issues. For most of the group it was the first time that they had spoken to a soldier about their life, their challenges and their concerns...and they found them to be strangely similar to the concerns that people in their own communities have.

This discussion time and the CALFEX provided the most eye-opening view of today’s Army to the COIs of anything they saw during their tour.

“It’s incredible, the things we ask of these young soldiers,” commented Carol Beese, a contributing editor to the Barrington, Ill., Courier. Beese remarked that she knew little about the military and even less about the Army until her two days at Fort Knox.

“These young soldiers have such a tremendous responsibility,” she said, in talking about the missions the Army is asked to do in defending our national interests all over the world. “It is so much to ask of any young person, and these soldiers deserve our country’s gratitude for their willingness to do this job.”

The Honorable Dennis Coll, CASA for the Chicago area, was impressed with the soldiers with whom he spoke and with the facilities, planning and execution of the entire tour.

“This is the kind of exposure that people need,” he said, referring to the experiences of the group over the two days.

All of the group members came away with a deeper, personal understanding of what it means to ask a young man or woman to commit to fulfilling the many roles and missions of a soldier. They have seen, felt, tasted and talked to the Army: it is no longer a distant, intangible *thing* that they know *of*, but don’t really *know*. And that gives them a better understanding and appreciation for the job asked of recruiters in their own communities.

# ce Program

“People really need to know about this stuff,” added Beese, referring to her newfound knowledge and understanding of the Army.

While their time at Fort Knox was short - only 50 hours or so - they took away the feeling of the tank engines and muzzle blast; the sound of the Apache whipping in over a hillside onto the battle scene; the looks on the faces of soldiers as they demonstrated equipment, answered questions and displayed the Army Values.

How you influence the influencers in your area depends upon many factors. Here are some guidelines you should follow:

**LEARN** what depth of experience your COIs have in terms of military experience and exposure. If their experience is from Korea or Normandy, another branch of service, or from a family member, respect that. But be ready to update them as well, using videotapes or DVDs, recent photos, HRAP soldiers, or tours of nearby installations if that is feasible, and Army publications such as Soldiers or Profiles;

**APPRECIATE** what knowledge or experience they have. You can't give someone a “new and improved” product unless they understand that the old one needed to be improved. Using their existing frame of reference and knowledge can make it easier for you to present your information in terms that they already understand;

**ELABORATE** on what they already know and understand to make An Army of One more tangible. Draw from their experiences to develop that mental image of the Army today, so they can visualize it and begin to take ownership of it;

**LISTEN** to them! They will tell you what they know, don't know, like and don't like and what they need to know to understand and help you! The old adage goes, “You have to ask the right questions to get the right answers.” The

second half of that should be, “And listen when they answer!” You will get more information from someone simply by listening to them talk than you will by handing them lunch, a lanyard, and a PowerPoint presentation.

**FOLLOW UP** on the things they ask about, ask for, or want to know. If someone in a group of COIs asks you for a business card at a luncheon, give him or her a dozen and ask them to hand them to folks *they* know that *you should know*. If it is some RPI material, a hard-copy photo of an Abrams tank or a battalion coin, don't waste that opportunity to follow up with a short note, handwritten, and whatever it was they asked for. They will remember you more for that simple gesture than anything you said at a luncheon or fair. And they will show and tell 10 people.

**REFRESH** your remarks, presentations, and your COIs every four to six months. In smaller communities it is possible for the same influencer to be part of two or three important groups to whom you offer information and presentations. If they see the same thing, they will be left with a stale taste of you and the Army and will tell others that, too;

**BE VISIBLE** to your COIs and to your community. Stop by the popular gathering spots, in uniform, and talk with the COIs whom you think you could benefit. Talk and learn about local issues, concerns and situations (which requires you to employ Nos. 1, 2 and 4 above) in order to get to know the group as well as the individuals. Don't worry right up front about dropping off your business cards or RPIs. If you have them with you, more than likely someone will ask you what you have in your hand...let them open that door and you walk in.

You need to remember that until you influence that COI or group of COIs in your area to take ownership of An Army of One - until they see and understand in their minds what you are “selling” — they will be an elusive tool whose true value will always be unknown to you. 📢

## Civilian Aides to the Secretary of the Army

Your area Civilian Aide to the Secretary of the Army, or CASA, is an influential and prominent member of your community. To be nominated and selected as a CASA, this person must meet the stringent requirements outlined in AR 1-15. Among these, the CASA should be, “...in a position to disseminate information about the Army to a broad cross section of the public and to other prominent citizens in his or her area.”

The CASA has many obligations to the Secretary of the Army, including interpreting the Army's missions and objectives to the civilian communities in their area of influence. His or her position carries the obligation to enhance the public image of the Army, assist in arranging speaking engagements for Army personnel and participate in ceremonies on behalf of the Secretary of the Army.

To tap into this valuable resource, you should consider inviting your CASA to appropriate functions, special events or ceremonies that he or she can reasonably attend. Any time you have an RSB asset, a national touring asset (Golden Knights, World Class Athletes, AMU, etc.) or perhaps a TAIR team visit to a local school invite your CASA.

Because the CASA knows many of the influential people you need to know, you should invite your CASA to any COI function reasonably close to his or her home. This is a great opportunity to use the presence of the CASA to encourage and increase participation by other COIs at the function.

Any invitation you send to your CASA needs to come from your battalion commander, on behalf of the company or station hosting the event. It should be at least 45 days in advance of the function to allow time for your CASA to plan to attend.

Your Advertising and Public Affairs office can help you prepare for any special event at which the CASA will be a guest. This can be a tremendous timesaver for you and your station, as the CASA can provide that crucial link between you and the COIs in your community with whom you need to be in touch.

# Powerful training for today's Army

## U.S. Army RTAC — a USAREC vision turned reality

By Sheila R. Garrett, Bedrock Inc.

LTC Rex L. Huffman, Chief, Training Division, Recruiting Operations Directorate places great emphasis on training. Because, in the world of sales only properly trained and motivated individuals will succeed. Recently USAREC decided to use contractors in three key elements within the training division. The result of the decision was the formation of the Recruiter Training Assistance Center (RTAC). The RTAC is responsible for supporting the USAREC Training Division by:

- (1) Establishing a customer service oriented Training Assistance Center (TAC) or "help desk"
- (2) Developing training support packages (TSP), and
- (3) Conducting an independent evaluation of training.

"When we started the RTAC project it was to augment the USAREC training shop," said MSG Daniel R. O'Keefe, Plans and Doctrine, Recruiting Operations Directorate. Time and resources have been scarce throughout USAREC as recruiters focus on making mission, O'Keefe explained. "We've always wanted to do this internally, but we just didn't have the personnel," he said.

"What we are doing is developing a total and consistent recruiter support package," O'Keefe said. "We are creating a support path for the recruiter

trainer that is unlike anything we have done before," he added.

USAREC believes the RTAC personnel will add the benefit of objectivity as they become working members of the training division team. "There are proven success stories here," said David Dawson, RTAC deputy project manager.

Dawson, who spent 13 years in various positions throughout USAREC, said the team that has been assembled to man the RTAC includes motivated Army alumni who are committed to the training division's mission. "They (RTAC personnel) have been the recruiter in the field, the station commander, the first sergeant, and the sergeant major ... all trying to sell the Army and make the mission. Now their focus has changed, but they are no less committed to the command's mission."

### The Training Assistance Center (TAC)

Recruiter trainers in the field will begin reaping the benefits of the RTAC in mid-October 2001, when the TAC will officially open for business. "The TAC, which will prove itself to be a valuable asset to the recruiter trainers and leadership in the field, is modeled after a typical help desk that will focus on training related issues, as opposed to technical problems," Dawson said.

"The TAC will provide a comprehensive collection of training resources, customized and innovative sales training ideas which will stimulate training throughout the entire command," explained Richard Downey, TAC

manager and a former operations NCO and trainer with 13 years of recruiting experience. "Most importantly, this is the place for recruiter trainers to find guidance and other resources from seasoned trainers," Downey added.

The most resourceful feature of the TAC is the electronic filing system/database. "An electronic file is established for each individual who calls the TAC," Downey explained. "The file will include the advice, training materials, and other guidance offered by the TAC, which is the key to the TAC's personal, customer-oriented service."

Downey said the electronic file/database will be a valuable tool that will help make future training decisions. "We will keep a database of recorded requests that come in from the field. The database will allow us to statistically show where training needs lie," Downey said. "Basically the information gathered will allow us to have concrete knowledge of the needs in the field, rather than trying to guess what the training needs are," Downey added.

Although the RTAC is an independent civilian organization, it is still very much a part of the "Army of One." Most of the personnel within the RTAC, and TAC are recently retired Army senior NCOs and officers with more than 100 years of combined recruiting experience at a variety of positions, including service as recruiters, station commanders, company first sergeants, sergeants major, senior and master trainers, IG inspectors, and guidance counselors. The RTAC also benefits from the leadership and experience of former battalion and brigade commanders.

# solutions recruiters

“There is just a good balance of personnel in the TAC that have touched on or have been involved in almost every area in which we are trying to develop or expand within recruiting,” O’Keefe said.

USAREC’s vision for the TAC is one that is versatile and adds the personalized customer service that no training support package alone can offer.

“The hotline (TAC) is for trainers who are looking to get help in specialized areas,” said MSG Dave Rosenfeld, USAREC Training and Development NCO. “It is a baseline, a foundation that will provide consistency throughout the recruiting field.”

Access to the TAC is available through email ([info@armyrtac.com](mailto:info@armyrtac.com)), phone (1-800-223-3735, ext. 61700), and will soon be available via a link on Recruiter Central.

## RTAC Training Support Packages

The RTAC is working with the USAREC training division to develop standardized training support packages that will be used across the command to train and sustain recruiting critical tasks. Additionally, the RTAC is conducting needs-based analysis to determine training requirements, supporting the integrated learning management system requirements and the ARISS program development team, and working to integrate training development products applicable for sales training endeavors.

Recruiters in the field got a glimpse of the quality of work produced by the RTAC in September. “After the RTAC

was established, we were given an immediate request by the Training Division to develop an ARISS Program of Instruction (POI) and certification package,” said Downey. “The POI was delivered one day, and the next day it was in the field being trained throughout the command.

“We were able to take on a labor intensive project, apply our past recruiting experience and ARISS related expertise, and develop a comprehensive certification program and corresponding training support package in about two weeks,” Dawson added.

Currently the RTAC is developing training for the ARISS update #4, which will be delivered to USAREC on October 19.

## Independent Evaluation of Training (IET) Requirements

Under the direction of USAREC, the RTAC is responsible for assessing the quality of training that is being received in the field, integrating future ARISS related training programs and systems into current Recruiting and Retention School (RRS) training, and validating the effectiveness of the RRS’s training and support services.

According to James Rosenberg, IET lead analyst, the first RRS evaluation is scheduled for October 2001 through March 2002. “We are currently developing benchmark measurement tools that will aid us in evaluation of the RRS.”

Rosenberg, who has more than 15 years of recruiting experience including



the positions of on-production station commander, limited production station commander, operations NCO (USAREC HQ), first sergeant, and Assistant IG (USAREC HQ), said the most valuable evaluation conducted by the IET team is happening in April 2002. “We will be validating the effectiveness of training transfer in the field. This evaluation will measure the effectiveness and usefulness of the classes being taught at the RRS.”

Rosenberg said that the evaluations will lead the Recruiting Command’s decisions to retain, redesign, or construct new training courses at the RRS.

“I see the value the RTAC will have to the field, because there has never been this kind of opportunity to develop standardized training support command-wide,” Rosenfeld explained. “We feel the RTAC is one answer to centralizing, implementing, and controlling the training information flow throughout the command, so training will be consistent and effective.”

A variety of value-added training items from the RTAC will also be in the field soon, including Web-based courseware that focuses on sales and marketing issues at recruiter and station levels.

For training guidance, information on how the RTAC is serving the Recruiting Command’s training needs, or to find out more about the personnel in the RTAC, contact MSG Todd Breen, RTAC POC at the Training Division, 1-(800) 223-3735, ext. 61442. 📞

# Battalion wives recruit family harmony

By Janet Heyl

Pittsburgh Battalion APA

Mixing family commitment and career responsibilities can be challenging, but the Hiltabidel family seemingly has found the proper blend.

While most families set aside time for special activities, at the Hiltabidel household, Sundays rule. Because mom, Glori, has officially designated Sunday as “family day,” Justin, 13, Scott, 11, and Sean, 7, aren’t allowed to have friends over to play. They also can’t go over to their friends’ houses to play.

It’s not that Hiltabidel is strict. Instead, she’s simply employing creative tactics to help make the best of a tough situation. Husband and father David Hiltabidel is stationed as a field recruiter in Indiana, Pa.

Glori Hiltabidel — who recalled that she was thrilled for her husband when he elected to become a recruiter — said that as his four-year tour nears completion, she has no regrets about his decision.

“I was happy for David because it was good for his career,” she said. “Plus, this was great for me. When you are used to him going out in the field for 260 days at a time, this was nothing...at least I get to see him.”

However, Hiltabidel readily admitted that the recruiting detail did not come without some problems.

“Since we weren’t near any military bases, the community closeness wasn’t there,” she explained. “We had to fend for ourselves. And because there was no commissary, I learned to look around for the cheapest prices.”

According to Hiltabidel, their family thrived in the recruiting arena — a feat she attributes to a positive attitude coupled with creativity and family togetherness.

“I believe a person’s job should have nothing to do with a marriage,” she emphatically stated. “If I were to sit at home and do nothing...then yes, it (this assignment) would bother me. But I don’t sit home and sulk.”

Instead, Hiltabidel maintains that life doesn’t pass her family by.

“We don’t wait for Dad to be off to do things, instead we make the best of every situation,” she said. “And when he is off,

we work him into our busy schedule.”

That schedule includes a Saturday game night, in which the children choose a game or two that the family plays together after dinner. In addition, active roles in both scouting and church are a big part of their lives.

“When he’s off, we make sure the time that we have with him is enjoyable ...like working on an Eagle Scout project.”

Anna Ours, wife of SSG Ronald Ours, LaVale Recruiting Station, said she enjoys being a military wife — even though her husband now is a recruiter and not the tanker he was some 16 years ago when he originally enlisted.

“I don’t mind him being a recruiter,” she stated. “I wanted him to stay in the Army because I like the security and benefits we have.”

Ours also found that recruiting has its drawbacks.

“I don’t like the unpredictability of the job...he can’t predict how an applicant will do on the test,” she explained. “He finds them (the applicants), but he has no

control over test scores. It’s frustrating to see him frustrated.”

Like Hiltabidel, Ours also has set aside Sunday as “family day.”

“We see him all day on Sunday and go to church and visit family members. We also play cards, watch a movie on TV, or just sit around and talk.”

And when Ours noticed the recruiting community provided no common gathering spot for spouses to foster friendships, she sprang to action and organized a monthly get-together usually held at her house.

“We play games and cards with each other and our kids. It provides a closeness that you tend to have with other MOSs and not recruiting,” she explained.

She credits her inner strength to her husband’s success, as well as their strong

marriage and family life.

“Women need to learn to be strong and not to rely on their husbands for everything,” she said. “I change the oil and mow the yard so we can have ‘down time’ when he gets home at night.”

Ours maintains her strong personality has helped her throughout life.

“When I was growing up my parents were divorced, so my mom took care of everything. She taught me how to do everything, and when my husband was a tanker and went on 45-day assignments, I was able to manage.”

After six months, Kelli Ryan, wife of SSG Thomas Ryan, Uniontown Recruiting Station, said she, too, is managing to adjust to life away from an Army post.

“We’re starting to learn the ins and outs of recruiting,” she explained. “It was hard at first because we didn’t know anybody here and had no family in the area.”

While her husband’s long hours certainly can present problems for a new mom, Ryan echoed that she is proud of her husband.

“He is doing well and his efforts can make a difference for somebody.”

She recalled how her husband recently placed a homeless applicant in the Army.

“The husband, his wife, and child were living in a car. It gives me a sense of satisfaction when he helps people,” she stated. “I would like to make a difference here, too, and be a volunteer for the (Indiana) Company.”

Hiltabidel said her husband’s recruiting detail has made a difference in her life. She believes her encounters will prepare the family for their impending retirement.

In fact, Hiltabidel even went one step further adding that her TRICARE billing experiences will further help her adjust to life as a civilian.

“Trying to handle our TRICARE problems is a biggie,” she explained. “But since he’s going to retire soon, we’ll eventually have to deal with medical bills ourselves.”

As she readies to depart from the Army, Hiltabidel offered some advice to those new to recruiting.

“If you want it to work, it will work,” she added. “It’s not hard once you start doing it.” 📌

*“Women need to learn to be strong and not to rely on their husbands for everything.”  
Anna Ours, Fairmont Company  
alternate Family Readiness Group  
leader.*

# USAREC takes NASCAR for a spin

Story and photos by Galen R. Putnam  
Kansas City Battalion APA

**K**ansas City Battalion led the field as U.S. Army Recruiting Command takes NASCAR for an eight-week trial spin in hopes of capturing some of the excitement surrounding the nation's fastest-growing spectator sport.

The first Army Recruiting/NASCAR event was held at the newly opened Kansas Speedway in Kansas City, Kan. The inaugural NASCAR weekend at the track featured the Mr. Goodcents 300 Busch Series race on Sept. 29 that was won by Jeff Green and the Protection One 400 Winston Cup Series race on Sept. 30 won by Jeff Gordon.

The Kansas City Battalion recruiters staffed a 50- by 70-foot interactive area featuring a rock climbing wall, inflatable bungee run, the Army's top fuel dragster, video games, and other attractions. The event ran for three days including practice, qualifying runs, and the races. Besides the interactive area, three satellite locations allowed recruiters to attract prospects as they entered the speedway from other gates.

The battalion also provided a color guard whose members had the opportunity to meet several dignitaries including Olympic gold medallist Maurice Greene, "The World's Fastest Human," baseball hall-of-famer George Brett and others.

"This whole weekend was an incredible experience. The patriotism of the NASCAR family is unbelievable," said SSG Scott Carlton who coordinated the color guard. "This is the best experience I've ever had as a recruiter."

Recruiters made the most of the Army's high visibility and huge crowds.

"I've already conducted three appointments with people I met this weekend," said SSG Tasha Hernandez, Kansas City, Kan., Recruiting Station, just three days following the event. "In fact I just contracted a grad alpha and have



another who is looking to contract next week. This event provided us with a great opportunity."

The Army had another unique success story at the event. The Goulds Pumps team, including driver Kenny Wallace, sported "Army of One" polo shirts and caps while at the track. Wallace even donned his "Army of One" cap on national TV during driver introductions for the Mr. Goodcents 300.

"The team has been real supportive of the Army," said Rick Truelove of the Morale, Welfare and Recreation Culinary Academy at the U.S. Army Community and Family Support Center, Fort Lee, Va. "The team owner has even offered to put Army of One decals on the Goulds Pumps car."

Richard Sharp of Raytown, Mo., also has plenty of reason to support the Army. Seven years ago he received the heart of an Army officer who passed away.

"That major helped more than 200 people. I'm just one of them," said Sharp. "I'm just grateful to have received the gift of life and grateful to the Army for having such quality people. If it weren't for that, I wouldn't be here today."

USAREC will participate in the final eight previously scheduled NASCAR events of the season, culminating in Atlanta Nov. 17-18. (The New Hampshire 300 was re-scheduled for Nov. 23 following the events of Sept. 11.)🔔



**Above:** Fans in the grandstand create an American flag with signal cards as the color guard from the Kansas City Recruiting Battalion prepares to present the colors during the national anthem Sept. 30 at the Kansas Speedway. The country duo, Brooks & Dunn, performed the national anthem.

**Left:** The crowd at the Army interactive area reacts as technicians fire up the Army's top fuel dragster "The Sarge." The vehicle was one of many displays and activities at the Army's interactive area used to entice prospects to visit.

# Million-dollar *Survivor* winner Wesson jumps with Golden Knights

By SGT Mellissa M. Novakovich

U.S. Army Parachute Team Media Relations

Eating worms and surviving the Australian Outback just wasn't enough for million-dollar *Survivor* winner Tina Wesson.

Wesson took to the skies and accepted the challenge of plunging toward the earth at 120 miles per hour on a tandem jump with the U.S. Army Parachute Team, "Golden Knights," at P.K. Air Park, Raeford, N.C., Sep. 5.

"Skydiving is something I've always wanted to try, it just seems like it would be a totally different feeling for your senses," Wesson said.

"I'm not real excited about jumping out of that airplane, but I like pushing myself," she said. "I like to see what I can do."

Wesson has seen the Golden Knights perform several times, most recently at a Tennessee Titans game in late August.

"The guys on the team were so nice and professional, I wanted to do the jump with them," she said. "They are so excited about what they do, and they want to share it with you, they were so professional."

Wesson arrived at the Air Park at 9:00 a.m. There she met SFC Paul Rafferty, tandem instructor for the Golden Knights. He talked with Wesson about her upcoming jump and left her in the skilled hands of SFC Michael Elliott, the tandem instructor who would be performing her jump.

It was Elliott's job to teach Wesson the techniques of tandem parachuting. Wesson performed a 'dirt-dive,' which is a practice version of what will happen during the exit of the aircraft and the actual freefall.

Suited up, trained, and ready to go, Wesson did one more practice run in the mock aircraft, kissed her husband, Dale

Wesson, goodbye and headed toward the Golden Knights' aircraft, a U-18 "Twin Otter."

Looking back over her shoulder with a smile and an enthusiastic wave, the 5-foot 3-inch, 115-pound, Tennessee native boarded the plane. The next time her feet touched the ground it would be after she soared through the air at 120 miles per hour.

As the aircraft rose to 12,500 feet, Wesson said, "It's good to be alive! Live the life less ordinary, that's my motto!"

Her husband and various media groups gazed into the sky waiting to catch a glimpse of Wesson's form.

Those on the ground could catch Wesson's reaction through a microphone attached to her jumpsuit. Her shouts of delight, "Oh, my stars! I don't want to land!" were transmitted to the onlookers through a small headphone speaker.

"This is so much better than I imagined!" Wesson said once her feet touched ground.

"You just rock back and forth and then you go. There is a rush of wind, it's so fast it's hard to breathe," she explained to the crowd.

"I'm going to call Colby first, because we are so close. He will die when he hears that I've done this," she said referring to her *Survivor* friends.

"Dale definitely has to do this! There is no other feeling like this in the world," Wesson said. "You will never be the same. It's unbelievable. There is nothing in the whole world it compares to. I about cried it is so moving – very few things are so moving."

Wesson was chosen to participate in the Tandem Orientation Program, which is designed to bring the American public closer to its Army. 📌



Tina Wesson practices exiting from a mock-airplane with SFC Michael Elliott prior to her tandem jump. (Photo by SFC Ken Kassens)



Tina Wesson with SFC Michael Elliott over Raeford, N.C. The jump was part of the Tandem Orientation Program that takes celebrities, VIPs, and select media personnel on jumps. (Photo by SSG Greg Windmiller)

# er Tina Knights



Tina Wesson and SFC Michael Elliott exit the U-18 "Twin Otter" aircraft. (Photo by PFC Mike Scott)



Tina Wesson with SFC Michael Elliott, SFC Ken Brown (right) joins her for the jump over Raeford, N.C. (Photo by PFC Mike Scott)



SFC Michael Elliott with Tina Wesson prepare to land following her 120 mile per-hour tandem skydive. (Photo by SFC Ken Kassens)

## Golden Knights Very Important Educator Program

The U.S. Army Parachute Team, "Golden Knights," is making a contribution to the recruiting mission by placing the Very Important Educator Program (VIEP) into action.

"The VIEP provides the opportunity for the recruiter to showcase the U.S. Army to public educators and officials that can influence American youth ideals and decisions," said 1LT Sean McKenna, Golden Knights operations officer.

There are two ways to take advantage of the VIEP. The first is a tandem orientation jump. "The participant is given the opportunity to experience the 'thrill of a lifetime' by making a tandem freefall jump with a member of the Golden Knights," McKenna said.

Another way for an individual to take part in the program is to become a Golden Knight for a day. The person selected gets placed in the shoes of a demonstration team member from "First Call" to "Lights Out."

A recruiting station, company, battalion, brigade, show or event sponsor, or public affairs office can nominate a very important educator. Nominations must be sent to the local public affairs for selection. Once a suitable candidate has been chosen, a request is forwarded to U.S. Army Recruiting Command point of contact Tom Tiernan. MG Dennis Cavin, USAREC commander, must approve all candidates considered for the program. Upon approval from Cavin, Tiernan will notify the local public affairs office and Golden Knights operations. The public affairs office then informs the participant of their selection, and the anticipation begins, said McKenna. The public affairs office also notifies the event or show

sponsor and the event coordinator for the Golden Knights. This eases coordination anxieties for the event and promotes a smooth operation, he said.

"To participate in the tandem freefall portion of the Very Important Educators Program, participants must conform to predetermined height, weight and health standards," said McKenna. A participant in the tandem freefall portion can be a maximum of 6 feet 4 inches tall, 220 pounds and have no health restrictions that would prevent such activity, a physical is strongly recommended, he said.

A VIEP tandem jump can be conducted in one of three locations. The first location, conducted throughout the year, is at or near a show event. The VIEP will be open to the 5th and 6th Recruiting Brigades January through March, during the Golden Knights Annual Intensive Training Cycle, located in Yuma, Ariz. This will help to reduce costs to the recruiting battalions. During the rest of the year, the remainder of the recruiting battalion's candidates will perform their tandem jumps at Fort Bragg, N.C., "Home of the Airborne."

"Recruiting battalions can invite one Very Important Educator per year to take part in the program," said LTC David Liwanag, the Golden Knights commander, "candidates chosen to participate in the program will be placed on invitational travel orders, which are funded by the host recruiting battalion."

"This program is for teachers, counselors, principals, professors and other individuals that support recruiting and help get quality people into the service," Liwanag said. 📌

# Safety while traveling

By John Kolkman  
Command Safety Specialist

**T**ravel, whether for pleasure with family or on the job, can be as enjoyable and safe as you make it. Since Sept. 11, we have added another safety concern to traveling in the U.S. as well as abroad. Today, more than ever, vigilance while traveling by air, land, or sea will be the order of the day.

While safety usually is concerned with accidents and finding out why and how to prevent them, it also has to be proactive. One must change personal behavior to avoid hazards brought by others intentionally. Some acts are hard to overcome because they are new to us, and we are not accustomed to seeing the warning signs for implementing counter-measures.

The best way to recognize and change complacent behavior is to identify areas that need extra emphasis. Training, reading, and observing can identify these areas. Since the training and observing can't be done in this short article, I'll put some ideas down for you on specific areas that may be helpful.

**Air Travel** is still the safest way to travel. According to the FAA, you are safer now than at any other time flying.

**What is the status of commercial air travel?** The nation's airports are open and operating, to include Ronald Reagan Washington National Airport. The nation's commercial airports, listed on the FAA Web site at <http://www.faa.gov>, have certified they meet FAA's heightened security standards and have reopened. All U.S. commercial airlines are operating substantial flight schedules.



**What new security will I notice at the airports?** There will be thorough searches of all airports and airplanes before passengers are allowed to enter and board aircraft.

- \* Curbside check-in is prohibited.
- \* Checking bags at off-airport sites is prohibited, but can still be used to obtain boarding passes and seat assignments.
- \* Ticketed passengers only through security checkpoints.
- \* Vehicles parked near the airport will be monitored.

\* Additional uniformed law enforcement officers and FAA canine teams are patrolling the airport.

**Can I carry my pocketknife on board?** No knives or cutting instruments of any size or material will be allowed in the aircraft cabin. Knives may be transported only in checked baggage. Airlines are no longer providing steak knives for on-board food service.

**Will I be allowed to meet an arriving passenger at the gate?** Only passengers with a ticket will be allowed beyond the security checkpoint. Provisions will be made for parents who need to meet unaccompanied minors, for disabled persons and persons with special needs who need to be accompanied by healthcare assistants or guardians, and for medical personnel who need to respond to an emergency beyond the checkpoint.

**When should I arrive for my flight?** Call the airline in advance to see how much time you should allow for check-in. Allow additional time for extra security.

Remember that while traveling on airlines the public feels more at ease when seeing their armed forces in uniform. The



commander's guidance is to wear uniforms while flying on official travel in CONUS.

## Driver Safety

Drivers can become complacent when driving in certain situations such as:

- \* Cell phone use. (Don't answer or use a cell phone while driving.)

- \* Wearing of seat belts is mandatory for soldiers at all times. Civilians must wear one when on military installations and when mandated by the state.



- \* Child seats are mandated in every state. Check with your safety officer for requirements. If under 12, "back is where it's at." Put children in the back seat away from airbags.

- \* Wear a DOT approved helmet when riding a motorcycle. Helmets are required at all times for soldiers. Civilians are required to do so when on installations. Most states also mandate helmet use.

- \* Wear a reflective vest, same requirements as for helmets. Ankle boots, long trousers, long-sleeved shirts, and gloves are also required.

- \* Commanders and supervisors are also responsible for ensuring motorcycle riders have had the Army approved motorcycle safety course. **No course/no ride.** *USAREC has had more fatalities on motorcycles than cars in the last three years.*

- \* Use lights when wipers are on, during fog, snow, and any reduced visibility situation. GOVs will use lights at all times.

- \* Take a 15- to 30-minute break for every two hours of driving.

- \* Don't drive more than eight continuous hours a day and no more than 10 when combined with work duties.

- \* Commanders should sign soldiers out on leave

in the morning and not at midnight after a partial or full duty day.

- \* Always be aware of what's around you and don't wear headphones while driving. Hearing is a very important part of driving.

- \* Keep at least a half tank of gas at all times. Pack a winter safety kit that will reflect the safety needs in your area of travel. Check with your local safety office or you can e-mail a request for a standard winter safety kit checklist to [john.kolkman@usarec.army.mil](mailto:john.kolkman@usarec.army.mil).



## Hotels

Hotels, motels, and bed and breakfast lodging should be reviewed for the simple fact that a fire, tornado, and other hazards can happen there too. Here are a few questions we should all ask during temporary duty and travel.

- \* When staying near the top of the building, can you give me a room near an exit in case of a fire? Can I have one on the ground floor?

- \* What happens if we lose power?

- \* What happens if a tornado is sighted nearby? Where do I go?

- \* What alarms will sound for different situations?

- \* If we evacuate, where do I go?

- \* Do you have any safety literature?

- \* What TV channel will have weather warnings?

- \* Are there safety escape routes on the roof if I can't get to ground floor?

- \* Where do I go if there is a bomb threat?

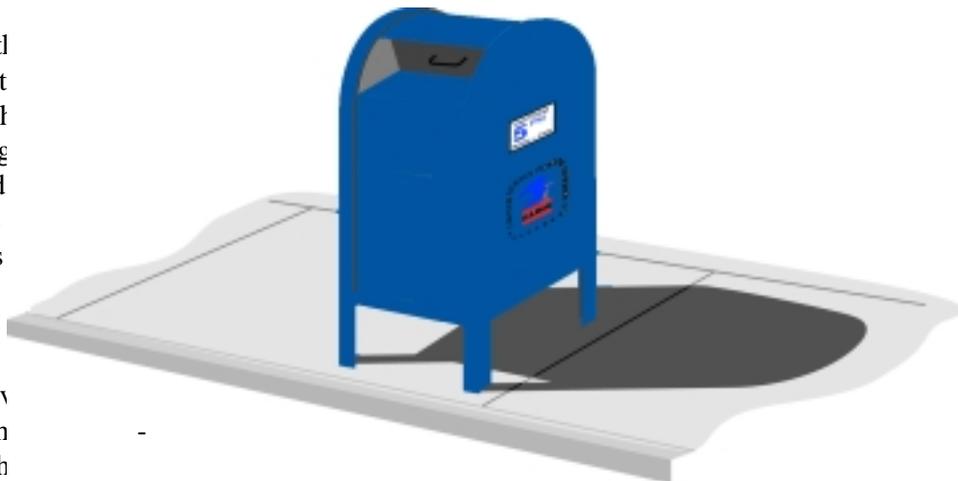
Travel can be fun, safe, and relaxing if we prepare for it. Don't let adversity and uncertainty get in the way. By being prepared at all times for most situations, you will have a better travel experience.

If you would like additional information on these subjects, drop me an e-mail at [john.kolkman@usarec.army.mil](mailto:john.kolkman@usarec.army.mil). 📧



## **A recruiter writes:**

We have been swamped with bogus leads that want a T-shirt, key chain, video, etc. I suggest recruiting stations receive all premiums, and when they agree to the appointment, he or she gets the gift. My second suggestion is that the lead is instructed by the nearest recruiting station to pick up the gift. This will greatly reduce the uninterested leads and minimize recruiters' time being wasted looking for disqualified and bogus leads. I am positive that this will save the Army thousands of wasted dollars on people that have no intentions of joining our great organization. The shirts and videos can get costly, and I know they will use this money elsewhere.



## **The Chief of Staff writes:**

Thank you for your input to "The Way I See It" program concerning the disbursement of premiums to recruiting stations and requiring potential leads to obtain premiums directly through recruiters.

Centrally storing premiums at the Leads Center is more efficient for the command. Typically, we have 25 direct marketing initiatives per year, which contain a premium offer of some sort. We receive approximately 600,000 responses and generate 462,000 leads. Of the 462,000 leads, approximately 200,000 require premium fulfillment. The Leads Center is responsible for the evaluation and distribution of those leads. The recruiter's efforts are better served at the next stage of the marketing contact process, which is to "purchase." Once a person becomes a lead, it's up to the recruiter to make the follow-up contact to sell them the idea of Army service.

Research confirms that recruiter contact too early in the process may decrease response rate. In a 1996 test, 104,997 prospects were offered the opportunity to mail in a response for a premium. An equal number of prospects were invited to walk into their respective recruiting stations for their incentive. Of the 104,997 prospects invited to visit their recruiting stations, only 31 responded. Of the 104,997 prospects offered the premium by mail, 1,107 responded. In May of 2001, 1.4 million prospects were offered to visit their local recruiting station to receive a free gift and talk to a recruiter. This campaign only generated roughly 500 leads.

Again, thank you and please continue to let us know how we can better support the recruiter. For further information contact MAJ Robert Gilpin (502) 626-1173, or e-mail Robert.Gilpin@usarec.army.mil.

## **A health care recruiter writes:**

Is it possible to include an article that may assist the health care recruiters in making mission. For example, an issue that affects all regions (1) DEP losses due to accepting another brainless HPSP, (2) how to attract MDs in the USAR. Just an issue which stifles us all across the board and to get a fresh perspective to enhance our recruiting efforts. Also is it possible to identify the top AMEDD recruiters by name in their respective detachments? Thanks. One Team, One Mission.

## **The Chief of Staff writes:**

Thank you for your suggestion to publish a Recruiter Journal article to assist health care recruiters in making their mission.

The Recruiter Journal editor has discussed your recommendation with the Director, Health Services, COL Dena A. Norton. She feels an article in the Recruiter Journal is a great idea, and we have planned for an upcoming story.

Since the AMEDD mission is a yearly mission, publishing names of the top recruiter each month would not be practical. We do, however, publish the Top AMEDD Health Care Recruiting Team in the Quality Volume chart on the inside back cover. Also, the top AMEDD recruiter for the year is published in our January awards issue.

Thank you for your input to the Recruiter Journal and for taking the time to write to The Way I See It department. For further information, contact Pearl Ingram at DSN 363-0167, commercial (502) 626-0167 or email Pearl.Ingram@usarec.army.mil.



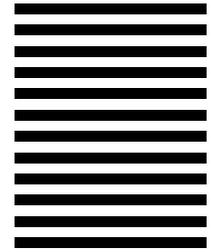
Fold here second and secure with tape

DEPARTMENT OF THE ARMY  
HEADQUARTERS  
U.S. ARMY RECRUITING COMMAND  
FORT KNOX, KY 40121-27 26

OFFICIAL BUSINESS



NO POSTAGE  
NECESSARY  
IF MAILED  
IN THE  
UNITED STATES



**BUSINESS REPLY MAIL**  
FIRST-CLASS MAIL PERMIT NO. 6 00 FORT KNOX KY

POSTAGE WILL BE PAID BY ADDRESSEE

ATTN RCCS CHIEF OF STAFF  
COMMANDER  
US ARMY RECRUITING COMMAND  
1307 3RD AVE  
FORT KNOX KY 40121-9972



Fold here first

# The psychological impact of terrorism

By MAJ Stephen Bowles, U.S. Army  
Recruiting Center One

The terrorist attacks on the Pentagon and World Trade Center on September 11, 2001, left our nation saddened, angry, and depressed. A Reuter's article on Sept. 20 titled "Depression strikes after World Trade Center attacks" by Janet Guttsman stated that 71 percent of 1,200 Americans surveyed report feeling depressed over the WTC bombings. One-fifth either knew someone who was killed, injured, or missing in the bombings, or have a friend or relative who knew one of the victims. Half of those surveyed said they are having trouble concentrating, and one-third said they were having trouble sleeping. In contrast, 50 percent of Americans reported depression during the Gulf War.

As our Nation prepares its long-term military strategy to these tragic events, Americans struggle to come to terms with the emotional aftermath of such violent acts.

Terrorist acts can produce debilitating stress reactions due to the shock of the event, the sudden violation of familiar settings, and the feelings of loss of control. The stress may impact not only the direct victims of the terrorists acts, but also the passive witnesses of the destruction, the immediate rescuers, caregivers, friends, coworkers, family, and the general public. Generally, the more terrifying and devastating the trauma, the greater the risk of developing problems, especially among those most closely associated to the events. The effects of trauma can affect anyone. Fortunately, most people survive such disasters without developing significant emotional problems.

Many people experience a range of emotional and behavioral symptoms in the wake of such trauma, most of which resolve with time and emotional support. For some, these can be more lasting and more debilitating and may require professional intervention. Professional resources that are available include military hospitals, chaplains, and the LifeWorks program (1-888-267-8126).

## Possible Symptoms that May Result from Terrorist Acts:

### Emotions/Thought Processes:

Shock, Guilt, Anger, Anxiety, Depression, Self-blame, Fear, Disbelief, Memory, Difficulty with concentration and decision making, Diminished situational awareness

### Physical Symptoms/Behaviors:

Tightness in chest or throat, Shortness of breath, Fatigue, Sweating, Headaches, Crying, Tearfulness, Difficulty sleeping (nightmares), Increased or decreased appetite, Social withdrawal, Substance abuse/use, Avoiding site or images of atrocities, Fear of flying, Increase in misbehavior in children, Regression to younger age of behavior in children

### Coping with Natural Reactions

The American Psychiatric Association offers a number of suggestions for coping with our natural reactions to these events. Information is available from their Web site at [www.psych.org](http://www.psych.org). Some useful recommendations include:

— Talk with others about how you feel.

— Return quickly to your normal routine.

— Participate in community activities and ceremonies that pay tribute to people who have been lost.

— Contribute to the rebuilding process in a way that fits who you are (for example, give blood, volunteer your time, donate).

— Draw strength from your family, friends, and spirituality.

### Tips for Parents

Children may require special efforts and in some ways can be more at risk for having problems coping with these events. The assistance that children require depends greatly upon their age. The South Carolina Department of Mental Health joined with other organizations to offer these tips, which were originally published in the September 12, 2001 edition of *The State*, Columbia, S.C., newspaper.

Preschool children through second

graders need simple, pointed answers to their questions. Avoid details. Keep them away from TV and photograph coverage of the event, and offer lots of loving actions that help them feel secure.

Third- through fifth-graders are more likely to comprehend the tragic loss of life. Give them just the facts and assure them that authorities are in charge. Keep their exposure to a bare minimum, and assure them that you as parents will protect them. Maintain a regular schedule with normal activities to restore a sense of security.

Sixth- through eighth-graders will have more of a sense of immediate danger and will want to know why it happened. Be willing to listen to their fears. For this age group, as the former, a regular routine is vital.

High-schoolers may experience anger, sadness, or anxiety as a result of terrible events. Listen to their concerns and complaints, and offer to help them find ways to express their feelings in a constructive manner.

### Recruiters Maintain a Positive Focus

As soldiers, recruiters are better prepared than civilians to cope with these events. Recruiters should remember to follow appropriate ThreatCon procedures, safety procedures, exercise regularly, and go back to normal station operations as soon possible. Recruiters may expect to receive an increased interest from the public in the Army (from new applicants to veterans interested in joining at this time to hostile calls/bomb threats from retaliatory actions we may initiate in the future). In addition, they should be prepared to reassure parents/applicants and provide accurate and open information on the current situation which will dispel fears and increase support for the military's mission. Remain positive and stress our commitment to our great nation and leaders. As an Army, we are prepared to carry on with our mission to defend the United States of America. 📢

(LTC James Picano and George Furlow also contributed to this story.)

## “When you see an Army Reservist, you see America”

*Story by LTC Randy Pullen  
Office of the Chief, Army Reserve*

“It is vitally important to us that the Army look like America,” Secretary of the Army Thomas E. White said at a Pentagon media briefing September 4. The Army Reserve fully subscribes to this concept. It can back up its commitment to diversity and equal opportunity with some impressive facts and figures.

Minorities comprise more than 41 percent of the total Army Reserve population, up one percent from last year. There are more minority officers in the Army Reserve than any other reserve force. Twenty-six percent of Army Reserve officers are members of minority groups, up one percent from 2000.

There are 51,012 women in the Army Reserve, 25 percent of the force -- more women than any other reserve force. This is more than one third of the women in the Total Reserve Force.

One of every four Reserve soldiers is black/African-American. The Army Reserve has 5,910 African-American officers, out of 10,639 in the Total Reserve Force. Fifty-six percent of the African-American reserve component officer strength resides in the Army Reserve.

There are 24,389 Asian Americans in the Total Reserve Force. The Army Reserve has 7,155 (29 percent) of these men and women. Forty percent of the Asian officers in the Total Reserve Force are Army Reservists (1,198 of 2,980 officers.) This includes Army Reserve BG Coral Wong Pietsch, the first Asian-American woman general in the Army.

Hispanics account for 9.2 percent of the Army Reserve’s strength, up from 8.0 percent in 2000. This is 28.8 percent of all Hispanics in the Total Reserve Force. Thirty-nine percent of

all Hispanic officers in the Total Reserve Force are Army Reserve officers.

Like all reserve forces, the number of Native Americans in the Army Reserve is low. The Army Reserve has 1,481 of the 7,911 Native Americans in the Total Reserve Force (18.7%). The Army Reserve did increase the number of Native Americans by 211 soldiers from last year. Sixty-two Native American officers were also added to the Army Reserve since 2000.

The effort to attract more Native Americans into the Army Reserve has been aided by the work of Army Reserve medical soldiers and engineers at Indian reservations on projects like Operation Walking Shield. Native Americans see first-hand Army Reserve soldiers building schools and providing medical care on the reservations. Native Americans can see that they can serve in the Army Reserve and also make a difference at home.

The total Reserve Force consists of the Army Reserve, Air Force Reserve, Air National Guard, Army National Guard, Navy Reserve, Marine Corps Reserve, and Coast Guard Reserve. The total selected reserve strength amounts to 865,000. There are some 205,300 soldiers in the Selected Reserve of the Army Reserve.

The recently released report “Population Diversity in the United States Army Reserve 2001,” shows that the Army Reserve is the nation’s most diverse and upwardly mobile (for minorities and women) of the reserve component forces. The Army Reserve attributes its success to education and promoting the basic principles of treating each other with dignity and respect. Opportunities to succeed are available to all Reserve members and success stories abound.

For example, the 2001 report shows that the Army Reserve has almost as

many women commissioned officers as the active Army, although it is 60 percent smaller than the active component. Moreover, the Army Reserve has a high percentage of women in its top three officer and enlisted ranks. There are currently six women general officers in the Army Reserve and several other women are awaiting general officer promotion nominations and Senate confirmations.

“Today’s Army Reserve is the most diverse and most representative of the United States of all the Reserve Components of our Armed Forces,” said LTG Thomas J. Plewes, Chief, Army Reserve. “When you see an Army Reservist, you see America.

“The Army Reserve has put a lot of work into training its forces on diversity issues,” said Plewes. “The key to our success in diversity training is to be inclusive of everyone’s racial and ethnic background.

To ensure success in getting the word out to more than 205,000 Reservists, the Army Reserve has formally trained 451 equal opportunity advisors at the Defense Equal Opportunity Management Institute over the last 10 years. Added to this recipe for success are the nearly 1,700 ‘Consideration of Others’ facilitators and some 1,200 trained and practicing equal opportunity representatives.

“The Army Reserve is rich in diversity and gender mix,” said LTC Ray Rosales, equal opportunity officer, OCAR.

“And our embodiment of the Army’s ‘Consideration of Others’ philosophy makes the Army Reserve a great place for people from all walks of life to work and achieve success.” 



# Lifestyle Segmentation

By CPT Dixon D. Kykman, Program Analysis and Evaluation Directorate

Lifestyle segmentation is a market research tool that ties demographics to consumer behavior in order to better understand the market. For several years USAREC has used a consumer segmentation system called MicroVision-50 (MV-50) for lifestyle segmentation and analysis. MV-50 incorporates census data linked with marketing and consumer survey information on purchasing and consumption patterns. That data is processed through complex statistical clustering algorithms to form 50 unique market segments. This allows USAREC to classify every prospect into one of the 50 segments. The segmentation data and algorithms are updated annually as census data and lifestyle behaviors change.

Through a process called “Geocoding,” a software program matches a segment to each applicant based on his or her address as recorded by the recruiter. An individual’s segment is then posted to the Enhanced Applicant File (EAF). Through detailed analysis of the EAF we have found that nearly 60 percent of Army contracts come from only 11 “Core Segments.” The precise definition of a Core Segment is a segment that accounts for more than 3 percent of all contracts and the percentage of contracts from that segment is greater than the percentage of households from that segment in the United States (the segment is over-represented). For a brief description of each of the segments go to the USAREC

Intranet at <http://hq.usarec.army.mil/PAE/DAC/MV50/index.htm>.

“Rustic Homesteaders,” MV-Segment 38, is the MV-50 segment that has the highest representation in the command. Roughly 9 percent of the households in the U.S and nearly 12 percent of Army applicants are “Rustic Homesteaders.” “Rustic Homesteaders” tend to live in rural areas and are comprised of middle-aged adults with older children. They are typically less likely to attend college and more likely to work in blue-collar occupations. They are likely to enjoy hunting and fishing. Most “Rustic Homesteaders” live in the southern states and along the Canadian border region.

While “Rustic Homesteaders” is the largest segment in the command, their representation is not as significant in 5th and 6th Brigades. Subsequently we developed a list of core segments for each brigade. “Rustic Homesteaders” is the top-producing segment in 1st, 2nd, and 3rd brigades with 8.47 percent, 11.19 percent and 10.7 percent of the FY 00 contracts, respectively. MV-16, “Country Home Families” is the top segment in 5th Brigade with 10.03 percent of the contracts. And MV-17, “Stars and Stripes” is the top segment in 6th Brigade with 7.95 percent of the contracts. Only three of the 50 segments are common to the core segments of all brigades: MV-11, (called “Family Ties”); MV-16 (“Country Home Families”); and MV-18 (“White Picket Fences”).

Station commanders can request a list of the top 10 MV-50 segments for his or her market from the Battalion S2 through the Company Leadership Team. The “Top-10” list provides a greater understanding of the economic, educational, and life-stage situation of the community within the station’s boundaries. Additionally, the battalion S2s can use DAM-ASCUS to provide a list of up to 40 different attributes associated with every segment. These attributes include types of jobs and leisure activities in which individuals within each segment are involved. The “Top-10” list and the associated attributes are excellent tools to augment the DIME report when analyzing the station, company, or battalion market situation. 📢

## Core Lifestyle Segments

MV-50 Segment	USAREC	1st	2d	3d	5th	6th
4-Mid-life Success						X
5-Prosperous Metro Mix						X
→ 11-Family Ties	X	X	X	X	X	X
→ 16-Country Home Families	X	X	X	X	X	X
→ 17-Stars and Stripes	X					X
→ 18-White Picket Fences	X	X	X	X	X	X
23-Settled In		X		X		
24-City Ties	X	X	X	X		
25-Beadrock America	X	X				
35-Buy America	X		X	X	X	
38-Rustic Homesteaders	X	X	X	X	X	
39-On Their Own			X			X
40-Trying Metro Times	X	X	X		X	X
41-Close Knit Families					X	X
42-Trying Rural	X		X			
46-Difficult Times	X	X	X	X	X	

- Based on Volume NPS contracts.
- Blue indicates unique Bde core segment; green indicates common to all Brigades.

## Tony “The Sarge” Schumacher visits Contra Costa Community College

*Story and photos by Mary Miller, Sacramento Recruiting Battalion*

Tony “The Sarge” Schumacher, the Army’s NHRA race car driver made his first stop in northern California at Contra Costa Community College on Aug. 2, 2001.

CPT Anna Friederich, East Bay Company commander and recruiters from the Livermore Recruiting Station welcomed Tony Schumacher at Contra Costa college’s final day of their summer session.

Tony explained to the college students how to get a job in the automotive racing field.

He also explained that the U.S. Army has equivalent mechanical repair positions among 212 part-time or full-time careers available.

On Friday, Aug. 3, 2001, Tony gave the same talk to the YES program high school students invited from various cities close to Sears Point Raceway.

Additionally, SSG Raymond Young, from 6th Brigade, talked about his personal experience of getting promoted relatively quickly from a mechanic position to a supervisory position. Young

also shared how exciting it was with his assignments in the Army, especially living in Germany for nearly eight years.

On Aug. 4, 2001, CPT Donna Fanning, North Bay Company commander, and her NCOIC, SFC Glenn Marlin, Fairfield Recruiting Station commander, laid out the red carpet for the famous race car driver and members of his crew.

Both North Bay Company and East Bay Company teamed up for a huge DEP function under the hospitality tent with every seat filled. Tony’s car was in the neighboring tent undergoing final touches by his crew between races.

Attending the race to support and applaud the Army’s greatest lead-generating asset was John McLaurin, Assistant Secretary of the Army (Manpower and Reserve Affairs).

McLaurin and Tony teamed up to promote a corporal to sergeant and also promoted several DEP members. They also presented award certificates to each DEP member for their accomplishments during their time in the DEP. 📄



**Honor Guard from Ukiah Recruiting Station, just before they marched onto the race track on Aug. 4.**



**L to R: CPL Manuel D. Salinas III, Tony “The Sarge” Schumacher, and John McLaurin, Deputy Assistant Secretary of the Army for Military Personnel Policy team up to present DEP member awards.**



**Honor Guard from Ukiah, Calif., poses with Tony Schumacher, SFC Glenn Marlin and CPT Donna Fanning from North Bay Company.**

# Hispanic Festival nets a contract

*Story and photos by John C. Heil III  
Great Lakes Recruiting Battalion APA*

The Hispanic Festival in Grand Rapids, Mich., September 7-9 drew over 45,000 people in a large part due to the Army's presence with a rock wall and booth. The result was 26 qualified leads, four appointments, and one commitment for enlistment.

"I thought it went excellent," Hispanic Festival NCOIC SFC Don McDonnell said. "We were well received by the general public and helped the festival draw more people. It was a win-win situation."

The Army also had 3rd Recruiting Brigade linguist SFC Brian Oakley and three Hispanic recruiters, SSG Miguel Valdez, SSG Andres Martinez-Forte, and SGT John Penn, on hand for the festival. Valdez was interviewed on Saturday by Bill Watson of WKLQ 94.5 FM Holland, which had a radio remote on site for much of the day.

"I thought SSG Valdez did an excellent job," McDonnell said. "He made a great impact. It was good for other Hispanics at the festival to see another Hispanic make it good in the Army. He helped out a lot."

The rock wall proved to be a big draw all three days despite sporadic problems with the weather. "We had people waiting in line prior to us opening," McDonnell said. "We ran from dawn to dusk."

"I think it worked out real well," Grand Rapids Company 1SG David Groce said. "The WKLQ broadcaster (Watson) even climbed the wall. Overall everything worked out great."

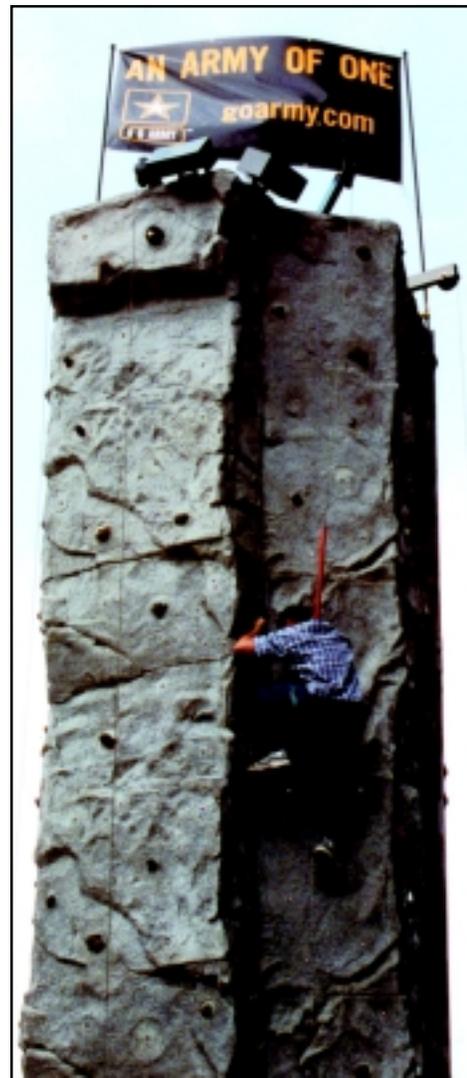
The festival proved to be a success in the Hispanic market, an increasingly important recruiting target of USAREC.

"I thought that the festival had more of our target market, which was the Hispanic community," McDonnell said. "We had a pretty big turnout," Penn added.

Hispanic Festival point of contact Ed Sosa was so enthralled by the rock wall that he suggested its use at the First Robotics Teen Event, April 5 at Grand Rapids Community College. This is an event where high schools students work with local companies to produce a robot. Over 3,000 students will be present at the teen party, which is designed for them to relax after the competition. 📣



**SGT John Penn gets a lead at the Hispanic Festival in Grand Rapids.**



**A potential applicant scales the rock wall at the Hispanic Festival.**



**SFC Don McDonnell talks with a potential applicant at the Hispanic Festival in Grand Rapids.**

## Recruiting couple work smart together

*Story and photo by Starlene R. Cork  
Phoenix Recruiting Battalion*

You would think that two ambitious recruiters in the same household would be competitive, but these two aren't.

"I was a field cannon direction specialist before becoming a recruiter," said SSG Christopher Ward, of the Black Canyon Recruiting Station. "In field artillery, we don't compete against each other ... we compete against the standards."

And that is just how Ward and his recruiter wife, SSG Tiphany Ward, of the Arrowhead Recruiting Station, treat their similar careers.

"We talk to each other about problems we might have during the day and rely on each other's experiences, but we don't talk about numbers," said Christopher, a Detroit, Mich., native.

Tiphany added that unless they need help from each other they try to keep the job away from home.

"We do sometimes share ideas with each other," Christopher said. "Like when we see good tools and ideas in the Recruiter Journal, we share them with each other.

"But basically we just talk to each other. We let each other know that it is going to be okay ... and remind each other that we volunteered for this."

The Wards were both stationed at Fort Knox, Ky. Tiphany was a medical specialist. Christopher came into the Army in the buddy system with his cousin, who was also in the medical field. The two met when Christopher would visit his cousin, who worked with Tiphany.

After marrying, the couple decided they wanted to do something different ... something more challenging. They considered volunteering to be drill sergeants but found out they would be stationed at different installations.

"So, we decided to volunteer for recruiting. We thought it would be a career enhancement. We both enjoy going out and talking to people face to face," Tiphany said.

"What makes me a good recruiter is running my mouth," Tiphany said with a smile. "I give people as much information as I can. I let them know it is hard, but everything in life is hard ... you just have to put that effort forward."

Christopher agreed. "I just like getting out and meeting people and hearing their views on the Army."

The Wards share their views on staying positive while recruiting. "You have to keep an open mind. Don't let people discourage you," said Tiphany, a Canton, Miss., native. "Keep your head up — nothing is better than what the Army has to offer."

"We just want to do the job," Christopher said. "Put them in boots." 📞

*(Military Family Week is November 18 through 24.)*

**SSG Christopher and SSG Tiphany Ward talk to each other about problems they might have during the day and rely on each other's experiences.**

The Wards share their most memorable recruit stories:

**It was Erin Baltzer. She was so outgoing. She wanted to hear all about the Army's programs. We never tired of hearing about the programs all the way up until she left. She is still doing well. She even inspired her older sister to join too.**

— SSG Tiphany Ward

**When I first started on recruiting, I met a young man named Nathaniel Snell. He wanted to join the Army really bad, but was about 280 pounds at 19 years old. I talked to him everyday about exercising and losing weight. He came into the station every day to get weighed. I worked out with him for two months. He got down to 230 pounds and met his tape test. He writes to me; he is still doing good.**

— SSG Christopher Ward



## Raleigh Battalion works with North Carolina Veterans Council



Raleigh Battalion Commander LTC William Pedersen discusses recruiting issues with members of the North Carolina Veterans Council during their monthly meeting in Raleigh. Pedersen explained the battalion's operations and accomplishments, and asked for the support of the member organizations in the battalion's efforts to recruit young men and women for today's Army. The council is made up of the state commanders and officers from the Veterans of Foreign Wars, the American Legion, Disabled American Veterans, and most of the other veterans organizations in the state. (Photo by Ed Drohan, Raleigh Battalion APA.)

## First soldier to ever win 3 times

### Army Marksmanship Unit NCO wins National Service Rifle Championship

By Paula J. Randall Pagán  
U.S. Army Marksmanship Unit Public  
Affairs Office

A service rifle shooter with the U.S. Army Marksmanship Unit went head-to-head with hundreds of America's best military and civilian competitive rifle shooters at the 2001 National Highpower Rifle Matches Aug. 1 to 14 and came out on top.

SFC Grant L. Singley won the prestigious National Service Rifle Championship for the third time in six years; he was also the 1996 and 1998 National Champion and finished second last year. This year's win makes Singley the first soldier ever to win the National Service Rifle Championship three times and ties him for the most wins by any shooter ever.

Shooting the USAMU modified

M-16A2, Singley also placed second in the overall National High Power Rifle Championship, shooting against more than 800 of the country's best shooters using highly sophisticated bolt-action competitive rifles. The soldier said his goal now is to win the overall National Highpower Championship.

Singley also made history in 1996 by being the only shooter to ever win the President's Hundred Match, which he also won in 1992, the Interservice Rifle Championship and the National Service Rifle Championship all in the same year.

According to Singley, the National Matches are the most important competition for service rifle shooters and are conducted once a year to determine who is the best in America.

"I feel great about winning and even better about being able to contribute to the success of the USAMU Service Rifle

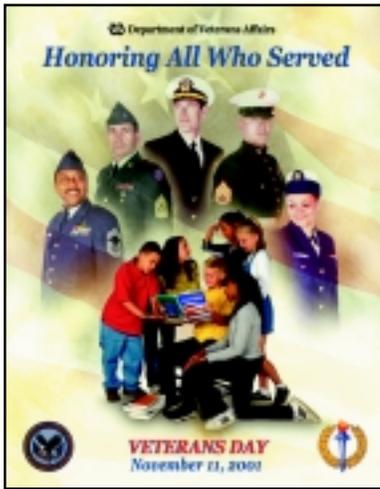
Team," Singley said. "I thank the coaches and members of my team for their support and encouragement."

Singley added that the work of the gunsmiths and ammunition reloaders of the USAMU Custom Firearms Shop was a direct factor in his success.

"The shop gives our team a great amount of support throughout the season and my rifle and ammo performed flawlessly," Singley said. "I won because everything flowed well and nothing went wrong."

USAMU Service Rifle Head Coach Donald L. Heuman echoed Singley's comments.

"Our rifles are great; without the constant support from our gunsmiths, the shooters could not be the champions they are," Heuman said. "We have the two best gunsmiths in the world — Chris Murray and Gene Clark." 📞



## Army Morale, Welfare and Recreation orientation CDs available for recruiters

*By Community and Family Support Center Public Affairs*

Getting to know the Morale, Welfare and Recreation and family support programs the Army offers recruits and their families is now as easy as loading a CD and clicking a mouse.

An interactive MWR Orientation CD, produced by the U.S. Army Community and Family Support Center and designed with input from USAREC hit the street in September.

With assistance from USAREC's Advertising and Public Affairs Directorate's Production Control Division, CFSC's public affairs officer and CD producer, Harriet Rice, made the product more "recruiter friendly." By including a downloadable, printable list of selling points for MWR programs, the CD puts information about athletics and fitness, arts and entertainment, child and youth programs, family support, dining out, support for deployed soldiers, and recreation right at the recruiter's fingertips.

"This CD supports CFSC's comprehensive marketing campaign to make MWR a

household word, not just among soldiers and families, but in civilian homes throughout America where youngsters might be considering a military career," said Rice.

The CD opens with video showing images of "how you can have fun in the Army of One" accompanied by upbeat music. The video is made with Macromedia Flash™ and Shockwave™, programs that are included on the disc and that download automatically from the CD. The CD works on both PC and MAC platforms.

After the video introduction, the rest of the presentation loads onto whatever Web browser the viewer uses and a Web-based menu pops up listing the 10 topics. Text and images in those 10 sections describe more than 30 major MWR programs and services as well as CFSC operations and MWR history.

The CD was designed for use with a variety of audiences from teen-agers targeted by recruiters to soldiers and families to members of Congress.

"In addition to worldwide distribution to the installation directors of family activities, we'll provide them to HQDA legislative liaison, TRADOC's Cadet Command, and Army Public Affairs," said Rice. "CFSC Commander, BG Taguba, will also hand them out when he briefs officers about MWR at the Pre-Command Course."

An initial distribution of 200 has been sent to each recruiting brigade. Units can obtain reordering information and request additional CDs by e-mailing [mwr-cd@cfsc.army.mil](mailto:mwr-cd@cfsc.army.mil).

"We'd also like recruiters to use that e-mail address to give us some constructive

feedback about the CD's content and layout," said Rice. "Let us know what works, how people react, and how we can improve the product."

Early feedback indicates a demand for the CD. Within the first week of distribution, requests for additional CDs were received.

The CDs have a shelf life of up to two years before they will be updated. They supplement a four-color MWR orientation booklet, which is currently out of print. Plans are to update and reprint the booklet in fiscal year 2002. 📢

## SGLI for family members begins Nov. 1

*By Army News Service*

Beginning in November, DOD will automatically provide insurance coverage for spouses and children under Servicemembers' Group Life Insurance, unless soldiers sign a form declining the additional coverage.

Soldiers will pay for their spouse's coverage in their monthly payroll deduction, officials said. Those who want to cancel or reduce that insurance for their family members need to submit a SGLV Form 8286A to their command's service support center.

Spouses will be insured for a maximum of \$100,000 and children for \$10,000, through the SGLI for family members.

Children will be covered at no cost to the sponsor, said Robert Wagner, deputy of the Army's Casualty and Operations Center.

Spouses will be insured for a monthly premium of between \$9 and \$32 per month, depending on their ages and amount of coverage desired. If no action is taken,

Wagner said the maximum premium will automatically be deducted from paychecks beginning in November for all soldiers, including those in the Army Reserve and National Guard.

A 30-day grace period for soldiers wanting to cancel or reduce their insurance begins with the program's implementation Nov. 1. Although Nov. 20 is the last date that paperwork can be submitted to the Defense Finance and Accounting Service to affect that month's pay, officials said soldiers who fill out the SGLV Form 8286A before the end of November will be later reimbursed.

The SGLI for family members was brought about by legislation sponsored by the Veterans Administration and approved by Congress in May. It will be the first time spouses and children have been covered under the military life insurance program.

"The spouse must be enrolled in DEERS (Defense Eligibility and Enrollment Reporting System) in order for the correct premium to be deducted from the sponsor's paycheck," Wagner added.

Spouses who opt to accept the automatic life insurance policies do not have to undergo physical examinations, Wagner said.

He said the spouses would, however, have to complete a document stating that they are in "good health" if they elect insurance after initially declining or decreasing the automatic coverage.

"This is one of the best deals on the market," Wagner said.

The policies are also "convertible," which allows insured spouses to convert their policies to a commercial

insurance plan once the sponsor separates or retires, Wagner said.

"We are still developing the details of the program, but it is important for soldiers to be thinking about whether they want or need the insurance and discussing it with their spouses," Wagner added.

If a soldier has SGLI coverage of \$100,000 or more, maximum coverage for the spouse will be automatic, officials said. But they explained the spouse's coverage can be no higher than the soldier's coverage.

For instance, if a soldier only had \$50,000 in coverage on himself, he can only get \$50,000 for his spouse, a DOD official said. He added that spouse coverage must be elected in \$10,000 increments.

Coverage for children up to age 18, or 23 if a fulltime student, is free and automatic, as long as the soldier is participating in SGLI, officials said.

More information about the program and necessary forms can be found at the VA Web site, [www.insurance.va.gov/sglivgli/sglifam.htm](http://www.insurance.va.gov/sglivgli/sglifam.htm). 

## Military TSP Savings Plans enrollments

*By Gerry Gilmore, American Forces Press Service*

Effective Oct. 9, service members could choose to contribute a percentage of their pay to the military's thrift savings and investment program as part of building a nest egg for retirement.

The TSP, administered by the Federal Retirement Thrift Investment Board, previously has been available only to federal civilian employees. The fiscal 2001 Floyd D. Spence National Defense Authorization Act extended

TSP participation to active duty and reserve component members of the Army, Air force, Marine Corps, Navy and Coast Guard, and uniformed members of the Public Health Service and the National Oceanic and Atmospheric Administration.

TSP is separate from and in addition to the military retirement system, which is based on years of service and rank.

The first enrollment window for persons who entered military service on or before Dec. 8, 2001, is from Oct. 9, 2001, to Jan. 31, 2002. Persons who enroll during this period will see TSP contributions deducted each month from their pay starting in January 2002. Persons who join the uniformed services after Dec. 8, 2001, will have 60 days after entering service to enroll in the TSP.

After the special first enrollment period, service members may use two "open seasons" each year to join, quit, or change the amount of their contributions. Currently these periods are May 15 through July 31 and Nov. 15 through Jan. 31.

Military members enroll in TSP by completing a TSP election form and submitting it through their local service branch finance office.

Enrollment forms are available for download on the TSP Web site, [www.tsp.gov](http://www.tsp.gov), or can be obtained at local military finance offices. Participants can invest any whole percentage of up to 7 percent of their base pay in any or all of five TSP funds:

\* The conservative G Fund consists exclusively of investments in short-term, nonmarketable U.S. Treasury securities specially issued to TSP. Since 1991, the fund has

earned an annual average of 6.74 percent.

\* The F Fund is TSP's bond market index fund. Since 1991, the fund has earned an annual average of 7.87 percent – and 12.78 percent in the past 12 months ending July 31.

\* The C Fund is TSP's large-company U.S. stock index fund. Since 1991, the fund has earned an annual average of 17.43 percent, but it has reported a 14.3 percent loss in the past 12 months ending July 31.

\* The S Fund is TSP's medium and small company stock index fund. The I Fund is its international stock index fund. Both funds opened in May, so neither has a long-term track record.

Only G Fund investments and earnings are backed by the U.S. government against loss. TSP participants risk losing some or all their investments and earnings in the F, C, S, and I funds – but the funds' earning potential is unlimited.

Service members can contribute as little as 1 percent of their base pay per pay period, up to the 7 percent limit in 2002. The limit increases by 1 percent per year until 2005, after which contributions will be limited by Internal Revenue Code guidelines.

Members may also elect to contribute any amount of incentive pay or special pay, to include bonus pay.

Like civilian workers covered by the old Civil Service Retirement System, service members generally will not receive TSP matching funds from the government. One exception is troops in specialties designated critical by their service secretaries; those receiving matching funds will be obligated to

serve a six-year active duty commitment.

Strict rules apply to service members' withdrawal of funds from TSP accounts before they retire. Federal and state income taxes on investments and earnings are deferred so long as the money stays in the TSP account.

The 47-page booklet "Summary of the Thrift Savings Plan for the Uniformed Services" and other information on military participation in TSP can be found on the Web at [www.tsp.gov](http://www.tsp.gov). The booklet requires the free Adobe Acrobat reader to view. 

## Deadline now for high school stabilization program

### Army News Service

Soldiers who have high school seniors that will graduate in 2002 or 2003 should start talking to their assignment branch now if they wish to be stabilized for graduation, said personnel officials.

This stabilization program was first offered in April and hundreds of soldiers have already signed on.

"Don't wait until the last minute," said SFC Angela Van Watson, who works at the Personnel Service Branch at Fort Belvoir, Va.

Watson was one of 378 soldiers who applied for the stabilization program in April. Of these 354 were approved. The remainder are pending.

In the future, soldiers must submit requests not later than 12 months prior to the beginning of the school year. For example, if the student's senior year starts in September 2002, the request must be submitted to PERSCOM not later than September 2001.

Soldiers may initiate a request for stabilization by submitting a DA Form 4187 listing the family member's name and social security number. The family member must be enrolled in the Defense Eligibility and Enrollment Reporting System. A letter from the high school stating when the family member is projected to graduate must be attached to the 4187.

Stabilizing Army families with high school seniors was among the top recommendations of an Army Community and Family Support Center Education Summit held in July 2000.

PERSCOM remains the approval authority for all stabilization requests. 📧



## Army Knowledge Online accounts now mandatory

By Diane A. Grant,  
Army News Service

Every soldier, reservist, and Army civilian was required to have an Army Knowledge Online account by Oct. 1.

This requirement was spelled out in a memorandum signed Aug. 8 by Secretary of the Army Thomas E. White and Army Chief of Staff GEN Eric K. Shinseki. The memo outlined the goals and direction for Army Knowledge Management, a strategy to transform the Army into a "network-centric, knowledge-based force." The Army Knowledge Online portal is a central part of that strategy.

"Army Knowledge Management will allow the

Army to leverage its knowledge as an enterprise," said LTC (P) Jane F. Maliszewski, director of Strategic Outreach, Army Chief Information Office. "Army Knowledge Management facilitates the move to an e-Business environment by harnessing best practices that will improve the efficiency and effectiveness of our management and operations."

In the future soldiers, reservists, National Guardsmen, and civilians will no longer have to send away for copies of their personnel and financial records; they will be able to access this information through an Army Knowledge Online account, officials said. Eventually, they will be able to view and update their personnel data on the Web.

All Army Knowledge Online users will also be given an e-mail account that they can use for the rest of their career and even after retirement. The e-mail address will stay the same no matter where soldiers and civilians are stationed worldwide, officials said.

Army Knowledge Online provides secured access for users, by using encryption mechanisms similar to those used in banks and investment corporations, said the chief of Army Knowledge Online, LTC Rod Wade. In the future, new soldiers and employees will be issued an Army Knowledge Online account with their identification card.

"Army Knowledge Online will allow the Army to tailor information to specific groups. If they need to get information out to a certain grade or branch of employees, they can target that group and tailor the information. This allows the Army to operate more efficiently," Wade said.

"Army Knowledge

Management will effect a faster more accurate decision cycle for the Army," Maliszewski said, "through greater access to proven information. Eventually, it will provide online employee support services for all soldiers and civilians, as well as a robust knowledge base to enhance our warfighting capabilities."

To sign up for an Army Knowledge Online account go to: [www.us.army.mil](http://www.us.army.mil) and click on "I'm a New User" to register. 📧

## Caterpillar and U.S. Army partner in recruiting program

Story by Julia Bobick,  
Photo by Greg Calidonna,  
USAREC APA

Caterpillar, Inc. and the U.S. Army Recruiting Command signed an agreement Sep. 26 to provide priority hiring consideration to qualified



soldiers participating in the Partnership for Youth Success (PaYS) program. Caterpillar, a Fortune 100 global enterprise and technology leader in construction equipment, diesel engines and industrial gas turbines, plans to use PaYS participants to supplement other recruiting efforts.

Participating in the ceremonial signing were BG Robert E. Gaylord, U.S. Army Recruiting Command Deputy Commanding General (East), Chris Glynn, director of Corporate Human Relations with responsibility for Corporate Employment

Services, and other Army and Caterpillar representatives.

"Caterpillar seeks to hire men and women with diverse backgrounds and solid leadership training and experience," Glynn said. "The PaYS partnership will provide a source of potential employees who possess these qualities. Recruiting directly from the U.S. Army will provide us with strong job candidates to supplement our other recruiting efforts."

"The U.S. Army is pleased to have Caterpillar join our winning team as a corporate partner in the Partnership for Youth Success program," Gaylord said. "Our partnerships with corporate America were a significant contributing factor to mission success this fiscal year. Adding Caterpillar further enables our recruiting force to offer post-Army employment opportunities to soldiers in a wide variety of jobs across America and throughout the world."

PaYS is a strategic partnership program between the Army and a cross section of U.S. industries. It was developed to help the Army attract, train, and deploy talented young people seeking careers in emergency medicine, electronics and computer services, manufacturing, sales, logistics, construction, communications, and automotive and aircraft maintenance.

"It helps business by guaranteeing participating companies a consistent, dedicated flow of skilled and responsible job candidates," Gaylord said. "It benefits soldiers. It benefits businesses. It benefits the Army. Basically, it benefits America."

Under terms of the agreement between USAREC and Caterpillar, enlistees interested in gaining specific

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

Caterpillar is the 14th company to join the PaYS program since its launch in June 2000. Other companies participating in the PaYS program include Lockheed Martin, General Dynamics, Pepsi Bottling Group, State Farm Insurance, and BellSouth.

Caterpillar Inc. is the world's leading manufacturer of construction and mining equipment, diesel and natural gas engines, and industrial gas turbines. Headquartered in Peoria, Ill., the company posted 2000 sales and revenues of \$20.18 billion. For more information about Caterpillar, visit [www.cat.com](http://www.cat.com). 📌

## Army not yet invoking 'stop-loss'

*By Gary Sheftick and MSG Jon Connor, Army News Service*

The Army has not decided to enact "stop-loss" authority to keep soldiers from leaving active duty, despite some rumors or reports to the contrary.

"We do not have a stop-loss requirement at this time," said Reginald J. Brown, Assistant Secretary of the Army for Manpower and Reserve Affairs.

On Sept. 19, Secretary of Defense Donald H. Rumsfeld delegated stop-loss authority to the heads of the military departments.

"We're studying it," Brown said about stop-loss. "It's under review."

Right now, however, Brown said the Army is at full strength and calling in the National Guard and Army Reserve for special needs has avoided the requirement for stop loss.

"If we had a major mobilization, that might change things," he added.

If the Army opted to implement stop-loss, officials said troops would be informed through command channels and internal information sources first, and through the news media later.

Stop-loss allows the defense secretary, through a presidential executive order, to involuntarily extend service members on active duty. This means that service members cannot retire or leave after serving their obligatory time of enlistment.

Exceptions to the stop-loss policy allow the involuntary discharge of soldiers for criminal acts, under the Uniform Code of Military Justice, or for medical reasons.

Stop-loss was last invoked by the Army during the Gulf War. 📌

## Army Recruiting Command achieves Army Reserve mission

*By Douglas Smith, USAREC APA*

The U.S. Army Recruiting Command has achieved its Army Reserve mission early for Fiscal Year 01, according to USAREC Commander MG Dennis D. Cavin. "USAREC's Army Reserve accession mission of 34,910 was successfully achieved on Sept. 20," Cavin said. This represents the second consecutive year that the

Recruiting Command has achieved its Army Reserve and Regular Army mission. USAREC's Regular Army mission achievement was announced by the Honorable Thomas E. White, Secretary of the Army, during a Sept. 4 Pentagon press conference. USAREC provides the primary recruiting force for the Army Reserve, and is responsible for all reserve non-prior-service recruiting. USAREC shares the prior-service recruiting duties with the Army Reserve Personnel Command (AR-PERSCOM) headquartered in St. Louis, Department of the Army Personnel Command (DA PERSCOM), and the Army Reserve Retention Transition Division, which is the recruiting and retention arm of the Office of the Chief of Army Reserve (OCAR). "The outstanding cooperation and partnership between the Office of the Chief of the Army Reserve and the Army Recruiting Command contributed immensely to this success. Additionally, AR-PERSCOM, DA PERSCOM and the Reserve Retention Transition Division contribution was paramount to our success and helped the Army Reserve surpass its annual accession mission of 41,591," Cavin said.

Cavin attributed the Army Reserve mission success to a number of factors.

"Foremost were the efforts of our competent, confident and hard working recruiters who spread the word on the life-changing opportunities the Army and Army Reserve provides," he said. "Additionally, the Army Reserve and our recruiting force are an integral part of the local communities across this nation. As An Army of One, we have not just reconnected

with America; we are America in the truest sense of the word. Nowhere is this more evident than in our Reserve units where fathers, mothers, sons and daughters, brothers and sisters serve as citizen soldiers epitomizing the best America has to offer," Cavin added.

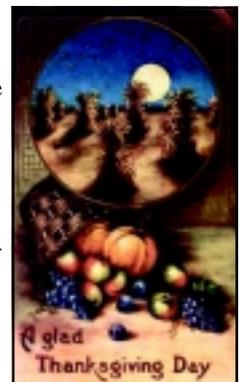
Cavin also said the Internet is changing the way recruiters do business.

"Two years ago we initiated a cyber-recruiting program," Cavin said. "Recruiters answer questions that have been posted to our **GoArmy.com** and **GoArmyReserve.com** Web site, and operate a chat room where people learn about the 180 ways to become a soldier in the Army Reserve. The cyber-recruiting initiative has been so successful, we now have 30 cyber-recruiters working the Web site full time."

The Army's new ad campaign, 'An Army of One,' was launched in January and is credited with increasing traffic to the Army's Web site. Visits to Goarmy.com are up 160 percent over last year and the Web site is averaging 30,000 hits a day.

Cavin said this was a total team effort.

"The essence of an 'Army of One' was exemplified by the Army leadership and at every level of the Army Reserve and Recruiting Command. This total team effort paved the way for the command to succeed in what has been a very challenging but rewarding recruiting year," Cavin said. 📌



# Gold Badges

**RSM SEPTEMBER 2001**

## **ALBANY**

SSG Paul Andes

## **ATLANTA**

SSG Anthony Jenkins

## **BALTIMORE**

SFC Brenda Shelton

SGT Tony Dawkins

SFC Patrick Martin

CPL Peter Hinds

SFC Bobby Terry

## **BECKLEY**

SSG James Hampton

SSG Gary Biggs

SSG James Long

SFC Love Jones

## **CHICAGO**

SFC Edward Ruff

SGT Harold Rogers

SGT Harold Sabatt

SGT Shawn Money

## **CLEVELAND**

SFC Arnold Tisdale

SSG Timothy Donovan

## **COLUMBIA**

SFC Ernest Sanders

SGT Michelle Jones

SGT Lavone Anderson

SSG Christopher Bender

SSG David Marino

SSG Samuel Turner

## **DALLAS**

SGT Juan Wong

SSG Kenneth Wright

SSG Russell True

SSG Michael Barnes

SFC Kevin Newman

SSG Stephen McCourt

SSG Christopher Whalen

## **DES MOINES**

SSG Adrian Ortiz

SSG Steven Lange

## **HARRISBURG**

SFC James Florentz

SFC John Torell

SSG Raymond Weldon

SSG Ryan Driscoll

SSG Donna Griffin

SSG Joseph Brignola

## **HOUSTON**

SSG Omar Swift

SSG Demetrial Washington

SSG Wilfredo Santiago

SGT Elieso Navarrette

SSG Travis Wewers

SSG Vidal Diaz

## **JACKSON**

SGT Dwight Brooks

## **JACKSONVILLE**

SGT Luis Alicea

SFC James Rubow

SSG Carlo Jackson

## **KANSAS CITY**

SSG Russell White

SSG John Burke

SSG Michael Alexander

SFC John Meek

SFC Godfrey Collins

## **MIAMI**

SSG Gustavo Soto

SSG Edward Taborn

SFC Maxine Samedy

SSG Rodrigo Baez

CPL Patrice Turner

CPL Gerardo Ortiz

## **MINNEAPOLIS**

SSG Richard Dean

SSG Troy Beadles

## **MONTGOMERY**

SGT Donna Smyre

## **NASHVILLE**

SFC Claude Hufford

## **NEW ENGLAND**

SGT Anthony Zarate

SSG Kevin Mcconkey

SGT Mark Ashley

SGT Jarrrod Heath

## **NEW ORLEANS**

SSG Larry Miller

SSG Celisa Bowie

SSG Peter Bracero

SSG Anthony Restivo

## **PITTSBURGH**

SSG Scott Dickey

SGT Jason Findish

## **RALEIGH**

SSG Michael Lovejoy

SSG Gregory Wright

SSG Matthew Mastin

## **SACRAMENTO**

SSG Robert Teague

SSG Victor Farrier

SSG Jeffrey Thomas

SGT Bryan Herndon

SGT Ana Nabors

SSG Byron Patillo

SSG Ronald Ramsey

## **SALT LAKE CITY**

SSG Albert Dekal

## **SAN ANTONIO**

SSG Paul Campuzano

SSG Francisco Ortega-Figueroa

## **SOUTHERN CALIFORNIA**

SSG Joseph Nofo

SSG Manuel Flores

## **SYRACUSE**

SSG Linwood Baker

SSG Patrick Rench

SSG Scott Ruff

SSG Chris Warren

SSG Ronald Bell

SGT Joseph Wetzell

## **TAMPA**

SGT Jamie Dayton

SSG William Griffith

# Morrell Awards

RSM SEPT EMBER 2001

**BALTIMORE**

SFC Robert Womer  
SFC Donald Still  
SFC Shari Younger

**DES MOINES**

MSG John Calderwood  
1SG Harold Francis

**MID-ATLANTIC**

SFC Rocke Evans  
SFC Clinton Hayward Jr.

**MIAMI**

SFC Raymon Arias  
1SG Carlos Camacho

**PHOENIX**

SFC Scott Allison  
SSG James White Jr.

**SAN ANTONIO**

SFC Michael Crooms

**SEATTLE**

1SG Mark Hanshaw



**SOUTHERN CALIFORNIA**

CSM Lucy Angelo

# Recruiter Rings

RSM SEPT EMBER 2001



**6TH AMEDD**

SSG Theodore Hewitt

**BALTIMORE**

SFC Albert Richardson  
SSG Cynthia Carroll  
SSG Sean Carrigan  
SFC Richard Ekdahl

**CHICAGO**

SFC Patricia Pesicka

**CLEVELAND**

SFC Robby Height

**DALLAS**

SFC Sedric Wade

**HOUSTON**

SFC Brent Gautreau  
SFC Michael Bortz  
SSG Patrick Robinson

**JACKSONVILLE**

SSG Anthony Booze  
SFC Derek Ferrell  
SFC David Fettketter

**LOS ANGELES**

SSG James Pomatto  
SSG Rene Vasquez  
SFC Robert Manzano

**MINNEAPOLIS**

SFC Donald Hiemstra  
MSG Bradley Stehly

**MONTGOMERY**

SSG Fredrick Johnson  
SFC Gregory Dorsey  
SFC Gregory Pamplin  
SFC Frank Giger  
SSG Michael McGauley

**NASHVILLE**

SFC Bryon Starks  
SSG David Martin  
SSG Marcelo Taylor  
SFC Leonard Parker

**SACRAMENTO**

SSG Michael Lampley  
SFC Robert E. Williams Jr.  
1SG Roscoe Hall

**SOUTHERN CALIFORNIA**

SSG Albert Surita  
SFC Martin Telles  
SSG Mark Raymond

**SYRACUSE**

SSG James Barnes  
**TAMPA**  
SFC Anthony Bess

# The Test

- 1. An applicant who committed two felonies eight years ago as an adult wants to enlist in the RA or the Army Reserve. IAW AR 601-210 is the applicant eligible for enlistment?**
  - a. Yes
  - b. No
- 2. Which of the following is not a symptom of heat exhaustion?**
  - a. Loss of appetite
  - b. Nausea, with or without vomiting
  - c. Muscle cramps of the arms, legs, or abdomen
- 3. What is the waiting period for resubmitting a disapproved battalion level waiver?**
  - a. Six months
  - b. Twelve months
  - c. Eighteen months
  - d. Twenty-four months
- 4. What is the purpose of face-to-face prospecting?**
  - a. Setting good rapport with your community
  - b. Visiting all of your COIs in a particular area
  - c. Posting your area with updated RPIs
  - d. Obtaining an appointment
- 5. As outlined in USAREC Regulation 600-25, which of the following is not a prohibited activity with a DEP/DTP or contact?**
  - a. Any social activity of a personal, unofficial nature
  - b. Any type of romantic or sexual conduct
  - c. Babysitting
  - d. None of the above
- 6. A prospect being processed by a recruiter is not normally eligible for referral by an applicant or DEP/DTP. However, the \_\_\_\_\_ may approve the credit in exceptional cases if the applicant played a major role in the prospect's commitment to enlist.**
  - a. Station commander
  - b. CLT
  - c. Recruiter
  - d. None of the above
- 7. DEP/DTP awards are authorized only for members of the DEP and DTP who \_\_\_\_\_.**
  - a. Refer one or more persons for possible enlistment into the RA or USAR to an Army recruiter
  - b. Tell the Army story
  - c. Give recruiter business cards to friends
  - d. None of the above
- 8. If a recruiter has been dating someone who decides to enlist, the company commander can authorize the recruiter to:**
  - a. Continue dating the applicant
  - b. Continue dating the applicant, however, inform the recruiter that he/she can have nothing to do with the enlistment process
  - c. Continue to process the applicant as well as continue to date the applicant
  - d. None of the above
- 9. An applicant's high school has mandatory ASVAB testing for all 10th, 11th, and 12th grade students. He/she took the test in the 10th and 11th grade and is now applying for enlistment. Does the applicant's 10th grade ASVAB test count as his/her first test?**
  - a. Yes
  - b. No
- 10. Applicants processing dual citizenship can enlist as both a citizen and an alien.**
  - a. True
  - b. False
- 11. A prior service soldier enlisting in the RA or Army Reserve, with an entry grade of E-3 or below and has three additional dependents, is eligible for enlistment.**
  - a. True
  - b. False
- 12. Prior service soldiers separated in the rank of E-5 are authorized to enlist in which following pay grade?**
  - a. E-3, if separated for 12 months from military service
  - b. E-4, if separated for 22 months from military service
  - c. Ineligible to enlist without a hard copy grade determination waiver
  - d. E-5, provided PERSCOM authorizes enlistment in that grade; E-4 if no vacancies in soldier's MOS at the rank of E-5.
- 13. What form is required for an Eagle Scout to be awarded an E-2 promotion?**
  - a. NSC page 19a
  - b. Local council promotion certificate
  - c. Letter from senior service instructor recommending promotion to E-2
  - d. BSA Form 58-708
- 14. DOS soldiers who return from IADT, have been awarded an MOS and enlist within 12 months from the date of release will be authorized enlistment in pay grade \_\_\_\_\_.**
  - a. Currently held in the reserve unit
  - b. E-1
  - c. Held at time of release but not less than E-2
  - d. Held at time of entry into the delayed status

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

# Mission Box

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



## RSM September 2001

### Top RA Recruiter

SSG Keith Brown  
(Baltimore)

SSG James Brunson  
(Columbia)

SGT Joseph Gonzalez  
(Indianapolis)

SSG Jason Lazowski  
(Kansas City)

SSG Elmo Polite  
(Southern California)

### Top USAR Recruiter

SFC Clifford Stein  
(Albany)

SFC Lisa Rose  
(Raleigh)

SFC Evelyn Greene  
(Milwaukee)

SGT Ursula Turner  
(Oklahoma City)

SGT Steven Anderson  
(Los Angeles)

### Top LPSC

Newport News  
(Baltimore)

Hollywood  
(Miami)

Milwaukee North  
(Milwaukee)

Hammond  
(New Orleans)

Escondido  
(Southern California)

### Top OPSC

Lebanon  
(New England)

Madisonville  
(Nashville)

Hillsboro  
(Columbus)

Mountain Home  
(Oklahoma City)

Issaquah  
(Seattle)

### Top Company

Manchester  
(New England)  
Roanoke  
(New England)

Montgomery  
(Montgomery)

Fort Wayne  
(Indianapolis)

None

Tempe  
(Phoenix)

### Top AMEDD

New York

Florida

Great Lakes

San Antonio

Northern California

## Answers to the Test

1. b. AR 601-21, para 4-24r
2. c. STEP 21-2 SMCT, page 710-711
3. a. AR 601-210, para 4-28a
4. d. USAREC Reg 350-6, Chap 3, Sec 4(b)
5. d. USAREC Reg 600-25, Chap 2, para 2-1(1)
6. b. Recruiter Update, USAREC Reg 601-95, 4-3(4)
7. a. Recruiter Update, USAREC Reg 601-95, 4-4a

8. b. USAREC Reg 600-25, Chap 2, para 2-1a(4)e
9. a. AR 601-210, para 5-11d
10. b. AR 601-210, para 2-4c(2)(f)
11. b. AR 601-210, para 3-8a(1)
12. d. AR 601-210, para 3-17(3)
13. d. AR 601-210, para 2-20j(3)
14. c. AR 601-210, para 3-17a(1)

# Salute to VETERANS

