

RECRUITER

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Journal



ANNUAL AWARDS

page 16

RECRUITER Journal

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Commanding General

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Mobilizing the Army and the nation was the theme of this year's conference. Top honors for USAREC's best were awarded at a luncheon.



Maj. Gen. Thomas Bostick presents awards for top brigade career counselors to Sgt. 1st Class Ruben Garcia, Sgt. 1st Class Carlos Rodriguez, Staff Sgt. Patricia Castor and Staff Sgt. James Pashia. Also pictured are Col. Frank Caponio and Command Sgt. Maj. Michael Horner, both of 5th Brigade, and Command Sgt. Maj. Martin Wells.

18 We are Army Strong

The Army announced a new advertising campaign Oct. 9. Here's what it means for you.

Our Vision

The recent Annual Leaders Training Conference was an opportunity to share in lessons learned, celebrate the success of our Army and depart the conference with enthusiasm and excitement for the year ahead. I am sure your commanders and command sergeants major returned with that same enthusiasm and creative ideas to share with all of the members of our team.

The conference provided an opportunity to discuss the USAREC vision. It was carefully drawn up over a period of months to reflect the current environment of our nation at war. Yet, this vision will carry the command well into the future.

The USAREC Vision

Inspired by the Warrior Ethos and Army Values, recruit quality Soldiers with a highly trained team that is properly resourced, leverages technology and is a premier organization that is valued by the Army and the nation.

A thoughtful philosophy exists behind each of the phrases in the new vision.

Inspired by the Warrior Ethos ... I will always place the mission first, I will never accept defeat, I will never quit, I will never leave a fallen comrade. The Warrior Ethos on the battlefield is not different for our recruiters across the country. Ultimately, Soldiers in the field must accomplish whatever mission is assigned, while leaders work to balance mission and resources. Never settle for something less than mission accomplished. That is, never accept defeat ... never quit. Never leaving a fallen comrade ... never fail to assist your fellow units that may not be having a good month. We're going to accomplish this mission by working together, sharing ideas, and overproducing where we can to assist others who are having a difficult time.

and Army Values ... We must always remember that we are the Army's ambassadors across our nation. We hold a position of trust with the young people and influencers in our communities. We must never compromise our integrity. Integrity is the foundation upon which our continued success is built.

recruit quality Soldiers ... Quality Soldiers are the lifeblood of our Army. We must continue to recruit the best and brightest young people today who will become the leaders of tomorrow's Army.

with a highly trained team ... Training in this command is as important as anywhere else in the Army, if not more so, due to our dispersion and continuous mission cycle. Realistic, hands-on training is the standard; train your subordinates and Future Soldiers as if their lives depended on it. The contributions of each and every member of this team are important and can make the difference between success and failure. I believe that just about every Soldier with the desire, with the Warrior Ethos, can be trained. We must work at it. Everyone has a critical role to perform to enable the success of this command.

that is properly resourced, leverages technology ... Today's top quality applicants have many options open to them. We



Maj. Gen. Thomas P. Bostick

must properly resource the command at every level to reach these young people and persuasively describe to them how the Army could be their best option. By exploiting new and evolving technologies including the Future Soldier Remote Reservation System, Army Recruiting Information Support System, the Army Game, the Future Soldier trainer, Cyber Recruiting, the Lead Refinement Center and other emerging tools, we continue to improve systems and processes that enhance Army recruiting capabilities. When provided with the right Soldiers and leaders, the right skills and training and the right message — presented in an engaging and relevant way — we're able to successfully highlight the competitive benefits of service in today's Army.

and is a premier organization that is valued by the Army and the nation ... Success starts with people; encourage the right individuals, both Soldier and civilian, to join the Recruiting Command team as the challenges and opportunities in this command make it the ideal place to grow leaders. We must work within and outside the command to bring the best Soldiers to this command, and then acknowledge their service as they rejoin other parts of our great Army.

While we will always have career recruiters in the command, we must bring in leaders from all parts of the Army at every level, so that they can return to the operational Army renewed with an appreciation for the Soldiers and civilians that accomplish the recruiting mission for this nation. A valued USAREC will cause Soldiers and civilians to want to come to this command. It will lead to the continued great support from the rest of the Army and the nation in the accomplishment of this mission. Manning the Army is not a just a mission for Recruiting Command ... it is a mission for the entire Army and the nation.

Thank you for your great attitude and what you do for our Army every day. My thanks to your families, as well, who have provided us with such incredible support. The year will be most challenging, but I believe in each of you, and in our team's ability to succeed. Continue the mission.

Army Strong!

Remember — It's All About Freedom and Democracy

I landed at Washington's Reagan National Airport on Oct. 8, the day prior to Columbus Day. It was an unseasonably warm and clear day, temperature in the mid-70s, a great day to do some sightseeing. As soon as I checked into the hotel in downtown D.C., I headed straight to Constitution Avenue, a main thoroughfare in our nation's capital and an easy walk from the hotel; I had in my mind exactly where I wanted to go.

When on TDY, I always travel in my ACUs and, once I was situated in my room, I made a conscious decision to stay in my uniform as I ventured out into the city. It just seemed like the right thing to do at the time; as a matter of fact, it still does.

The spring-like weather resulted in throngs of people taking advantage of the opportunity to visit the various historical locations and points of interest in the heart of the city. When I arrived at my destination, there was a considerable line of people waiting to enter the building so I took my place at the end and patiently inched forward with everyone else. Due to my being in uniform, I was approached more than once by fellow citizens who would make it a point to come up to me and thank me for my service to our country. I assured each one of them that it is an honor and privilege to wear the uniform and serve our nation. That happens quite often nowadays and, as far as I'm concerned, it never gets old.

I finally made my way into the building, complete with security check, and into another line of people also waiting to look at what I had come to see. While still waiting, I crossed paths with a captain with whom I had recently served in the Soldier Support Institute in Fort Jackson, S.C. I told him I was in town for the annual AUSA convention and had just arrived about an hour earlier. He commented about my already standing in line after having just arrived in town. My reply was, "Sir, I came here to remember what it's all about." He looked me straight in the eyes and nodded his understanding and stated that was exactly the reason he was there as well.

Now it was time for the group of people I was in to finally approach what we had all come to see. I leaned over the security glass to get as close a look as possible at the huge piece of aged parchment lying beneath it. The document was difficult to read due to the ink slowly fading away. Nonetheless, I could still discern the careful penmanship that had been painstakingly applied to its surface some 230 years ago. The signatures at the bottom of the document were especially difficult to read but I knew they were there and what they looked like from countless history lessons throughout my lifetime. Thomas Jefferson, John Hancock, Benjamin Franklin and John Adams, just to name a few.

The Declaration of Independence, and, its neighbors within the National Archives, the Constitution of the United



Command Sgt. Maj. Martin Wells

States and the Bill of Rights, stand as the bare essence of why this nation was conceived and still thrives — freedom for all citizens and a democratic form of government to protect and guarantee that freedom for all time.

The fact that I have now served in the USAREC CSM position for some 17 days, as I write this, my first article for the Recruiter Journal, does not even register as being noteworthy when compared to the fact that we, as Soldiers in our nation's Army, have been charged with Providing the Strength for the greatest Army the world has ever known. I surely do not intend to insult anyone's intelligence by stating the obvious but rather to bring back into our collective conscience what this is truly all about. It's about freedom and democracy.

Our nation, and the ideals upon which it was founded, cannot survive without our Army. Furthermore, the people of this country know what you, the Soldiers, civilians and family members of the United States Army Recruiting Command have accomplished over the past year, and they are proud of you for doing so. Trust me when I say I am also proud to once again serve within your ranks.

Proud Warriors — Strength Providers! Army Strong!



Count Your Blessings

By Chap. (Lt. Col.) Terry Whiteside

As we enter into this season of Thanksgiving, each one of us has something that we are thankful for. If you woke up this morning with more health than illness ... you are blessed.

Many times we are tempted to forget the positives and concentrate on the negatives. But consider the story of Job in the Scriptures. He has come to represent the symbol of suffering. His children were killed in an accident. He is financially ruined. He has been stricken with an incurable illness. His friends have turned their backs on him. And then his wife gets sarcastic and says, "Job, dear, I think we're going to skip Thanksgiving this year!" If anyone would be justified in skipping Thanksgiving, it would be Mr. and Mrs. Job. Yet in the middle of all this suffering, the voice of God says, "Stop and consider the wondrous works of God." In spite of all the negatives, God is telling Job to count his blessings.

It is all in Job's attitude. Having a right attitude is the first step toward being a truly thankful person. Imagine a newsman interviewing Noah.

"Noah, wasn't it messy on board that ship?"

"Sure it was messy, but it was still the best ship floating," Noah answers.

Someone wrote, "It is not life's circumstances that determine the quality of our lives but how we respond to them." That is why this time of season is so important. It is a reminder of the thankfulness we need.

A Roman orator, lawyer, politician and philosopher observed

that thankfulness is the parent of all virtues. One who appreciates life becomes more happy and contented. This is true in families today. Families that enjoy time together will be more contented and fulfilled. This is one key to happiness in the family.

One writer describes thankfulness as a vaccine, an antitoxin and an antiseptic. A vaccine is preventive, an antitoxin kills poison and an antiseptic is a cleansing agent. A grateful person is a healthy soul.

Charles Dickens said that we are mixed up in America. He suggested that instead of having one Thanksgiving Day each year we should have 364. Use that one remaining day for complaining and griping. Use the other 364 days to thank God for the many blessings we have received.

With the proper attitude of thanksgiving, we can be a success, at work and in our relationships.

The story is told of a Scottish minister who always could find the silver lining in all things. On one cold, miserable day his congregation expected him to be as sour in his attitude as they were. However, his first words were, "We thank you God that it is not always like this." This is how we can truly become thankful. We can begin by looking for the best that is in all things and people.

If you are having trouble looking and finding the best in your relationships and work, don't hesitate to call upon your brigade Unit Ministry Team. They are as close as your phone and available at all times.

New CSM Arrives at USAREC

By Pearl Ingram, RJ editor

Command Sgt. Maj. Martin R. Wells accepted the Army Recruiting flag Sept. 22 as USAREC's top enlisted Soldier in a ceremony inside the Patton Museum at Fort Knox, Ky.

After the change of responsibility ceremony was complete, Command Sgt. Maj. Harold Blount was honored in a retirement ceremony. Blount had served as the Recruiting Command command sergeant major since May 2003 and has spent more than 30 years as a Soldier.

Wells came to USAREC from the Soldier Support Institute NCO Academy at Fort Jackson, S.C., where he was commandant. He served as instructor at the Recruiting and Retention School in 1995 and was assigned as first sergeant at New Haven Company, New Haven, Conn., in the Albany Battalion in 1997.

Following the passing of USAREC colors, Maj. Gen. Thomas Bostick, commanding general, said Wells is a superb Soldier, a great leader and up to the task of his new assignment.

"He comes with a great wealth of experience, energy and a wonderful family," said Bostick.

Wells said he did not progress to be the USAREC command sergeant major without the guidance and mentorship from outstanding leaders. Among the leaders he thanked were retired Col. Wayne Stevens and retired Sgt. Maj. Frank Shaffery.



"I will truly be honored to serve within your ranks," said Command Sgt. Maj. Martin Wells during a change of responsibility ceremony Sept. 22, at Fort Knox, Ky. Photo by Walt Kloeppe

With 94 percent of the 12,000 Soldiers serving in the command consisting of enlisted ranks, assignment as the top NCO is a huge responsibility, according to Bostick.

"There is no good day to do a change of responsibility or retirement for a noncommissioned officer," said Bostick. "There is no good day in this command, where we fight a mission each and every day for this country, for this Army," said Bostick.

Bostick said that Blount, like all great command sergeants major, has a crystal ball and that is how he chose Sept. 22 as his retirement ceremony date.

"He did not want to leave this team knowing there was still a mission to be accomplished," said Bostick. During the morning of Sept. 22, Secretary of the Army Francis Harvey had sworn in the Active Army's 80,000th recruit during a media event in Times Square, N.Y.

Bostick said that Blount had been a coach and a mentor to 47 battalion command sergeants major and that he had also trained company-level leaders and station-level leaders, which included 246 companies and more than 1,600 stations.

Wells' new duties include carrying out policies and enforcing standards relating to enlisted personnel performance, training, appearance and conduct. He will also advise and make recommendations to the commander and the USAREC staff on matters affecting enlisted personnel.

"I will truly be honored to serve within your ranks," said Wells.



Secretary of the Army Francis Harvey ceremonially swears in Shirley Salvi, the Army's 80,000th recruit for fiscal 2006. Salvi's enlistment marked the Army's achievement of its annual active-duty recruiting goal. Photo by B.J. Weiner

MISSION ACCOMPLISHED

Army News Service

The active Army met its fiscal year 2006 recruiting goal ahead of schedule Sept. 22 when the 80,000th recruit enlisted at the Times Square Station in mid-town Manhattan.

Secretary of the Army Francis Harvey conducted the ceremonial enlistment of Shirley Salvi, who enlisted under the 98XL option to receive language training before assignment as a Signals Intelligence Analyst or Cryptologic Linguist. Because she has a bachelor's degree and enlisted for five years, Salvi received a \$20,000 bonus and joined the Army's ranks as a specialist.

A graduate of Rutgers University, Salvi said she enlisted for the "travel, leadership and experience."

"I decided to join the Army after I obtained my four-year degree because I wanted an experience away from home," said Salvi, 23. "I am confident that the training I receive will prepare me for any tasks that I am to accomplish."

Harvey welcomed Salvi to the Army team.

"Ms. Salvi's enlistment represents the achievement of the full recruiting mission for the active-duty Army for the year. We are very fortunate that our nation's finest are responding to the call to duty and stepping forward to serve in a time of war," said Harvey.

Salvi will attend basic training at Fort Leonard Wood, Mo. "It is a common misconception that educated young people don't make the Army a career choice right after college," said Staff Sgt. Gigi Theocharides, New York City Battalion Regular Army recruiter of the year. "I feel that Shirley's decision to make the Army her first choice is a reflection of the opportunities that exist for individuals of her caliber."

In addition to meeting its active-duty recruiting goal, Harvey noted that the Army met its retention goal of 64,200 with the Aug. 31 reenlistment of a Fort Campbell, Ky., Soldier. The Army National Guard also met its retention mission last month.

The Army's accession goal of 186,072 is larger than the Navy's, Air Force's and Marines' combined, and is the largest goal since the early 1990s.

"We are at war and this sends a signal to our friends that the Army will continue to honor our commitments at home and abroad," Harvey said. "It also sends a signal to our enemies and those who oppose freedom, democracy and equal rights – fundamental values upon which our country is based – that our Army remains strong, relevant and ready to fight and win the nation's wars."

... And the Survey Says ...

By Tonika S. Butler, MPA, Center for Accessions Research

Three hundred and forty-three detailed recruiters had a chance to give their opinions in an online 79R conversion survey conducted May 24 to June 12. Of those, 237 recruiters responded, an amazingly high response rate by comparison with past recruiter survey response rates.

The detailed recruiters selected for the survey were in the 15-30 month mandatory counseling window. The survey was conducted in order to determine if changes to USAREC policy are needed to increase the number of detailed recruiters who desire to convert.

The survey allowed detailed recruiters to voice their opinions and provided opportunity for dialogue with policymakers.

“We want them to know that someone actually listens to what they say,” said Richard Bauer, Army Accessions Command.

The process began with Lt. Col. Linda Ross, USAREC command psychologist. She conducted focus groups with former recruiters at the Recruiting and Retention School and used that information for development of survey questions.

When the surveys came in, it was obvious that detailed recruiters would consider conversion to 79R if they had more choice in duty station, better treatment when performing their duties and a higher level of respect from those ranking above them.

Detailed recruiters answered that they wanted the ability to be home at night before 8 p.m. They want the same training holidays as the operational Army and less micromanagement from leadership.

The No. 1 reason given for not converting was the long duty hours. Eighty-one percent of respondents complained about long hours. The second highest rated reason recruiters gave for not converting is the feeling of excessive monthly mission pressure — 79 percent of those who responded. A third reason for not converting was the high level of documentation and paperwork required, which they feel accomplishes little in terms of getting Future Soldiers to contract — 78 percent responded.

Sixty percent of the detailed recruiters who took the survey believe that special duty pay is important to 79R conversion; 55 percent said helping others see the Army benefits is important.

There were mixed results for being home every night. Forty percent said it was important and 42 percent said it was not important; however, most protest the long duty hours that prevent them from spending time with family. Detailed recruiters provided comments that indicated that they believe being home every night is important.

As a result of the 79R conversion survey, recommended changes include reducing micromanagement to allow NCOs to perform on their own; enforcing station of choice, improving reporting systems and reducing unnecessary documentation to shorten recruiter work hours.

“We want to change the command’s culture on leadership,” said Maj. Gen. Thomas Bostick, USAREC commanding general. “We want to make it a place where recruiters want to come.”

Survey research is important in bringing about change and frequently assists in rewriting policy. It is Recruiting Command’s challenge to implement policy changes that improve the entire command by using the way ahead strategy proposed by senior recruiting leaders. To view the full report, see: <https://my.usaac.army.mil/portal/dt/usaac/HQ/CAR/RISD/Surveys.shtml>.

Recent Changes and Common Problems in Processing Waivers

By Sgt. 1st Class Patrick Scruggs,
USAREC G3

There have been quite a few changes in waiver processing and it is important that this information is disseminated to the recruiter. One of the changes that has occurred is that all Human Resources Command waivers, to include grade determinations, have been pushed down to USAREC level for approval or disapproval.

There have also been changes with AR 601-210. The definition for a burglary charge that is considered a misdemeanor is “when property is removed from a business during normal operating hours, without force to gain entry, without harm to others.”

This is typically shoplifting. Terrorist threats that are not considered to be a serious criminal misconduct are those that do not fall under the definition of “an act/acts committed by a person with violence or intimidation against an institution, teacher or government officials or such a degree that amounts to the true interpretation of what a terrorist threat implies, to achieve a political or racial objective.” These charges still require a suitability review by USAREC and are listed as a misdemeanor (serious offense).

Another major change to AR 601-210 is located in paragraph 4-26d and reads, “RA applicants currently serving in a RC of the Army and had a waiver approved for enlistment into that RC may enlist into the RA without processing another waiver. RC approval documentation must be provided for enlistment. However, if the applicant is currently in a TPU for six months or more, or served in a TPU after discharge from a regular component, no waiver is required. If an applicant has been in the TPU less than six months, a waiver is required.” These changes are located in USAREC message 06-140.

Recruiters should close the loop on police checks and court checks, making sure that all checks are run using known aliases and names that the applicant may have used.

Note that the court check is usually the final disposition and not the police check. Make sure to double check the final outcome from the court check or document to ensure that the



Recruiters should close the loop on police checks and court checks, making sure that all checks have been run using known aliases and names that the applicant may have used. Photo by Walt Kloeppel

case is closed. If a recruiter is unable to get a final disposition from the court, he or she should contact the district attorney’s office to see if they can provide a letter stating the final disposition. Also, the recruiter must ensure that the applicant’s statement closes the loop with the court’s final dispositions for the charge.

Common problems with submitting administrative waivers are: missing prior service documents for RE code waivers, proof that hardship no longer exists, valid family care plan, waiting period not met and missing proof of advance promotion on dependency waivers. By ensuring that these documents and areas are taken care of prior to submitting the waiver, the process should be smoother. In the case of a medical waiver for an applicant who was discharged for a medical condition, the recruiter must provide the medical discharge board proceedings prior to the command surgeon reviewing the waiver.

The recruiter’s assistance in these areas will help expedite the waiver process and allow a speedy process for their waivers.

Recruiting Forum Opens on BCKS



Photo illustration by Walt Kloeppe

— USAREC joins AKO's Battle Command Knowledge System

By Ray Kuklinski, USAREC G7

Would access to a virtual forum where you can ask questions and receive real-time feedback regarding almost any recruiting or leadership issue interest you? If it does, we have good news. It's called Recruiting ProNet and it's located on the Battle Command Knowledge System, BCKS, Web site. To become a member, use your AKO user ID and password to log on to the BCKS site at <https://forums.bcks.army.mil/CommunityBrowser>.

For those unfamiliar with BCKS, let me explain what it is in simple terms. BCKS transfers relevant knowledge from those who have it, to those who need it, through dynamic, collaborative and social processes. It is a way to share proven market strategies and real-time solutions for operational and market problems seen by recruiting professionals every day.

The concept of sharing good ideas is not new to USAREC. Up until a few years ago, USAREC published an unofficial document entitled "Bright Ideas." It was a collection of tried and true recruiting methods that were shared with recruiters throughout the command. That idea evolved into the Center for Lessons Learned (CARLL) located on the Enterprise portal. BCKS took the original concept of "Bright Ideas," put it in a virtual forum, added the dimension of dialog and created a collaboration site for recruiting professionals.

Virtual forums were developed by Soldiers in the late 1990s. They understood the importance of sharing their real-time battlefield experiences to enhance their war-fighting skills. Today, BCKS is an Army funded program and a major subordinate organization of the Combined Arms Center at Fort Leavenworth, Kan. The centralized knowledge management

center manages the Web site and provides professional facilitation to support its many members. BCKS's affiliation with AKO also provides users with a secure "dot mil" site.

The name, Recruiting ProNet, was selected to include all levels of command, from recruiter to the USAREC commander. Participation is voluntary, but necessary for the site to be effective. Recruiting ProNet is not an information source in itself; it relies on the participation and input of all recruiting professionals. The bigger the membership the more expansive and varied the knowledge base. In today's highly competitive recruiting environment, it is important to share successful ideas. The old saying, "knowledge is power," has been replaced by the more appropriate, "knowledge shared is power squared."

Recruiting ProNet facilitators welcome your candid observations, suggestions and criticism of recruiting doctrine, regulatory guidance, or other issues that may affect the mission. All questions and suggestions will be answered and considered by the appropriate staff. Members can post questions, join in discussion, or search for specific topics. Recruiting ProNet is not an authority to change doctrine, regulatory guidance or any other command requirements.

Each level of command and staff has their own forum. Membership in each forum is limited to those who occupy those positions. Command and staff forums are isolated from the general membership to encourage candid discussion and knowledge sharing in those particular areas.

That's all there is to it. Take advantage of this valuable combat multiplier. See you at the forum.



Carlisle Company handpicks Reserve recruiters based on their special talents to withstand the rigors of the job. Reserve recruiters from left to right are Sgt. Amie Smith, Sgt. Michelle Kerchner, Sgt. Jeffrey Einsig, and Sgt. Lisa Levack. *Photo by Bill Irwin*

Recruit the Reserve Recruiter

By Capt. Shawn Neely, Carlisle Company commander, Harrisburg Battalion

Every great sports team begins its climb to the top of the rankings with hand-picked recruited prospects. Every Fortune 500 company searches far and wide to recruit the best business-minded talent the nation has to offer. The United States Army screens applicants so thoroughly that less than 30 percent of the nation qualifies to enlist. The bottom line is that successful, top-notch organizations all have one thing in common: they surround themselves with talent.

Recruiting isn't for everyone. It takes a special breed of talented Soldiers filled with intelligence, charisma, mental stamina and the wherewithal to withstand the everyday rigors of a job that truly never ends. It also takes someone who cares — a deep rooted commitment to the applicant, the unit and the Army's success. Where can we find Soldiers that meet these criteria? Right in your own backyard.

With an average write rate of 2.27 per month this fiscal year, the four AGR recruiters Carlisle Company has hired this year have more than lived up to our expectations. Each was hired to fill a specific paragraph and line number. Instead of waiting for Human Resource Command-St. Louis to find replacements and hoping to receive Soldiers who have what it takes to be successful in recruiting, we took matters into our own hands.

The first AGR recruiter came to us through the battalion USAR operations NCOIC while he was visiting a local troop program unit. He bumped into a motivated young sergeant interested in becoming a local recruiter. We interviewed her and hired her for acceptance into a specific vacant paragraph and line number in a station that desperately needed a good Reserve recruiter.

Because we were involved in the hiring process, we knew

“For every potential vacancy that exists, I highly recommend you recruit a Reserve recruiter and fill that vacancy yourself. Your unit will prosper from your efforts.” — Capt. Shawn Neely, Carlisle Company

who we were getting: a young, vibrant, motivated, sharp-looking NCO. We were excited for her return from the Army Recruiter Course and with good reason. She hit the ground running and since her start has consistently averaged three contracts a month with some occasional months of fours and fives. We are proud to say she went on to become Harrisburg Battalion’s new Reserve recruiter of the year.

Based on her success, we put the word out to our recruiters to be on the lookout for additional candidates who had the potential to be good local Reserve recruiters. It wasn’t long before we found another. The second AGR recruiter we hired turned out to be a former Marine. Looking for active duty with stability in the local area, he thought he might have what it takes to be a recruiter. I interviewed him and agreed. Here was another young, vibrant, motivated, sharp-looking individual. He wasn’t in the Army yet, so we had to put him in the Reserve. We got with the retention NCO of the local TPU first and let him know our intent. The retention NCO was actually on a mission to hire AGR recruiters, so he helped us complete all the hiring paperwork. We hired him by specific paragraph and line number right where we needed him. Upon his return from the ARC, he hit the ground running and is the battalion’s new Reserve recruiter of the year for FY 06.

The last two recruiters we hired originally intended to go active duty: another former Marine and a drilling National Guard Soldier. They both saw in recruiting a chance to help others, stay close to home and receive all the benefits of being an active duty Soldier. After interviewing them, we again received assistance from the retention NCO to help us complete the hiring paperwork after we put them in the reserve unit.

Hiring by paragraph and line number, we were able to specifically place our new recruiters in the best interest of the company and the Soldier. These new hires have been blazing trails like their hired predecessors and I’m excited to see what accomplishments they will achieve next fiscal year.

I don’t hire everyone I interview. The point of being in control of your personnel hiring process is to be able to pick and choose. If my hires fail to produce, it’s because I made a

judgment error, not because HRC-St. Louis sent me a random Soldier. So what makes a good Reserve recruiter? Why do I hire some and decline to hire others? Attitude, motivation, appearance, and charisma.

Attitude and motivation are critical in recruiting. If a Soldier lacks either, chances are the recruiting tour will end poorly in about five months. During the interview, you can definitely assess their attitude and motivation. The great thing about hiring an AGR recruiter is that they know what they are getting into. Essentially, they are volunteering to do the job. The common theme these recruiters share is they all like to help people ... they care. They want to make a difference in peoples’ lives. This is extremely important because it says a great deal about their character and motivation.

Appearance is extremely important. A sharp looking Soldier is a walking billboard for our branch of the military — so is a Soldier who fails to maintain a professional appearance. Charisma is the counterpoint to appearance, but possessing both qualities is a recipe for success. Remember that AGR recruiters are going to be around for a very long time. They are hired as a 79R, not as a detailed recruiter. Networking is essential, so make sure the person you’re about to hire has the personality and charisma to network with the best of them and ideally is familiar with the area in which they will be recruiting.

The final thing I would say about hiring an AGR recruiter is that you have to provide a command climate in which your recruiters would willingly recommend the job to others. When recruiting the Reserve recruiter, he or she needs to find a unit they can see themselves making a career in. It is probably your recruiters who will first make contact with a potential AGR recruiter. If they aren’t proud of the unit, they probably won’t paint a rosy picture to your potential hire.

Have you ever wished you could influence who the Reserve recruiters were that arrived in your unit? Well, you can, and I suggest you do. For every potential vacancy that exists, I highly recommend you recruit a Reserve recruiter and fill that vacancy yourself. Your unit will prosper from your efforts.



The Office Friend

Conquering Identity Theft

By James Woodruff, USAREC Security

Take a moment and look around your office. You most likely have a comfortable and modern workplace equipped with all the latest technologies. However, one of the most important items of equipment may be missing. That piece of equipment is an office friend.

You may remember that not too long ago there was an idea that electronic technologies would create a “paperless” environment and thus eliminate the need for storage and disposal of mass quantities of paper documents. To some degree, the evolution did occur. However, in reality, the environment seemed to have developed into quite the opposite with production of documents at a faster and more efficient rate. The “need” for “hard copy” was not eliminated and seemingly more is produced.

We now have electronic devices, such as Palm Pilots, Blackberries, CDs, DVDs, jump/thumb drives, external hard drives, etc., that are used to transmit, retrieve, process and store electronic media. The procedures and requirements for protection of sensitive information on these portable devices are the same as for printed material with only a few differences in the way in which the information is destroyed. Of course,

most of these devices have the capability to be connected to that old standby and essential office tool, the printer.

Safeguarding of printed materials has been a necessity since information was first recorded on stone. Today’s faster, easier and higher volume information processing equipment and print devices create an equal measure of necessity and diligence to prevent information from getting into the hands of those who would capitalize on its discovery. Identity theft is the largest and fastest growing criminal activity in the world. I’m sure that you have become aware of the latest media coverage of the stolen laptop from a Veterans Administration employee. The compromise of the data on the laptop as well as the measures in place to safeguard it was the real issue.

Other than the unaware or otherwise careless person, the single most serious threat for identity theft is the trash can. All too often sensitive information is placed in the trash, which eventually winds up in an outdoor trash bin. The search for sensitive information has elevated “Dumpster-diving” to a lucrative occupation. Why? The identity thief is counting on those who are unaware or ignore proper procedures for the disposal of sensitive information.

“There have been incidents where FOUO, FOIA and personal data have been discovered in dumpsters associated with recruiting activities, and that information has been provided to the media.”

Here is a good rule to follow. Destroy and dispose of documents labeled For Official Use Only and Freedom of Information Act, and other sensitive information by shredding *before* it is placed in the trash container. Consider how you would want your personal data disposed of and raise the bar a notch or two. Although AR 25-55 and AR 380-5 state that the preferred method of disposal of sensitive information is “shredding” and the acceptable method is “tearing each copy into pieces to preclude reconstruction,” there have been incidents where FOUO, FOIA and personal data have been discovered in trash bins associated with recruiting activities, and that information has been provided to the media. The information was not shredded, not torn or was torn only in just a few pieces, which a young child could easily and quickly put back together. Although these incidents may be isolated and infrequent, they do not reflect current practices and they should not have occurred at all. The several “known” incidents create angst for the possibility for the “unknown” and what potential risks have or are occurring.



Photo by Walt Kloeppel

Fine and coarse shreadings are examples of how a cross-cut shredder works. Strip cut is the minimum recruiting stations should use. Never simply ‘tear’ up documentation.

The vulnerability of the office trash container and the outdoor trash bin must be eliminated. A term, TRASHINT, for trash intelligence was coined many years ago, even before the current advancements in electronic mediums. The application of the term is more significant today than ever before.

Here are some potential risks of improperly safeguarding and disposal of sensitive information;

- Exposure of proprietary information
- Exposure of sensitive employee, lead and applicant information
- Potential federal, state and local fines associated with exposure of sensitive employee or customer information
- Damage to USAREC’s reputation, brand and market share
- Potential of misuse to commit a crime or harass employees or others

The office’s best friend is the strip-cut shredder. Paper shredders vary in size and cost depending on the speed and volume of disposal necessary. They are simple to use, take up little space and provide the best method for disposing of sensitive and FOUO information. The simplest shredder for use at a company or station can normally be purchased as an office supply item. The larger and higher volume shredder can be purchased for battalion and brigade use. **A strip-cut shredder is recommended for use at every recruiting activity but a cross-cut shredder is better still.** Shredding FOUO, FOIA and sensitive information before it goes in the trash or recycle container is the best preventive measure. Proper disposal of diskettes, CD/DVDs, and other media and storage devices are equally as important.

Review AR 25-55 and AR 380-5, Chapter 5 for safeguarding and destruction requirements. Also, consider how you dispose of your own personal information. You may want to consider a shredder for home use as well.

Each person who has access to FOUO, FOIA and sensitive information has the responsibility to ensure its protection and proper disposal.

Leaders Train, Talk Mission at ALTC

By Mary Kate Chambers,
RJ associate editor
Photos by Julia Bobick

After taking back a vow to eliminate the Annual Leaders Training Conference, Maj. Gen. Thomas Bostick assembled more than 300 USAREC commanders, command sergeants major, contract recruiters, spouses and staff to reward success for fiscal year 2006 and prepare the command for the same this year.

“This is about training, it’s about leader development and it’s about team building,” said Bostick, commanding general of USAREC.

The conference, held Oct. 12- 18 at Hilton Head, S.C., involved several phases: the annual awards board, the 360 leaders development focus groups, Bostick’s strategic planning session, round robin training, unit awards presentations, best practices, team building, the annual awards luncheon and spouse training.

Repeatedly, the theme of mobilizing the Army and the nation was stressed.

Lt. Col. Mark Lathem, commander of the Mission Support Battalion, briefed the battalion leadership on the tasks of the Accessions Support Brigade: to put a face on Soldiers and increase media exposure.

He emphasized how assets such as the Golden Knights and Army Marksmanship Unit can reach centers of influence and urged more requests for the teams.

“Call and ask for the Golden Knights and the AMU,” Lathem said. “They are one of our most underutilized assets” and they can make a big impact, especially when a COI jumps with the parachute team.

Bostick frequently referenced the need for recruiters to work with Army Reserve Ambassadors, Civilian Aides to the



Above: Rosalind Waring-Moore, right, and Erica Cox listen to Amanda Schroeder during a session of the spouses conference. Left: Lt. Col. Mark Rice, Cleveland Battalion commander, accepts a trophy from Maj. Gen. Thomas Bostick, USAREC commanding general, along with other members of 3rd Brigade Oct. 18 at the Annual Leaders Training Conference.



Command Sgt. Maj. Allen Simmons and Lt. Col. Glenn Richie, both of Albany Battalion, checked out a demonstration of the Treo Smartphone given by Maj. Tim Daniel of USAREC G3. The display was one of more than a dozen in a technology exhibit.

Secretary of the Army, general officers and members of AUSA, for example. He said it is USAREC's responsibility to invite them into battalion areas.

"It's our job to pull them out there. They want to help," he said. "This is mobilizing the nation and the Army."

A variety of examples of technology were on parade, including GAMAT, Sgt. STAR, Army Career Explorer, Digital Training Management System, Battle Command Knowledge System and FAZR.

"Incredible, incredible," said Command Sgt. Maj. Eric Montgomery of Southern California Battalion. "The new technology that they have now is going to be awesome."

During the unit awards presentations, San Antonio and Kansas City battalions were repeat winners. But Bostick said he believes every member of the USAREC team makes a difference.

"Every single Soldier in this command deserves the recognition of this nation," he said. "It's a real team effort." And Bostick did recognize each battalion and brigade with trophies for being significant contributors to mission

success in fiscal year 06.

Command Sgt. Maj. Martin Wells, USAREC command sergeant major, said along with the board winners, it is Soldiers like Sgt. 1st Class Julius Lindsey, 3d Brigade's nominee for station commander of the year, who inspire him.

Lindsey fought through recitations of the NCO and Soldiers creeds. Wells remarked on his persistent effort and Lindsey said, "Roger, sergeant major. Never quit."

"These Soldiers are the true embodiments of the tenets of the NCO creed and the Soldiers Creed and the Warrior Ethos," Wells said. "These men and women live it, breathe it, walk it, talk it every day."

Guest speakers Gen. William Wallace, commanding general of Training and Doctrine Command, and Dr. Francis Harvey, secretary of the Army, told the leaders to congratulate their Soldiers for accomplishing the recruiting mission in fiscal year 2006.

"Recruiting is an area that we can never take for granted," Harvey said. "So

we are going to give ourselves a pat on the back, a big pat on the back, and then look forward to the challenges of 2007."

During his state of the command brief, Bostick said a survey among recruiters found that poor education and low ASVAB testing were the biggest factors that impair recruiters' mission.

Bostick said he often discusses education with his wife, Renee, a high school principal.

"We need to stay in the fight on education. It's impacting us directly," he said. "This is a national issue."

While Wallace noted that the fiscal year 2007 mission would likely be as tough, if not tougher than 2006, Harvey said the Army is ready for the challenge.

"This year we are starting off with a major new tool in kit bag," he said. He said the new Army Strong advertising campaign will be more than a recruiting slogan and recruiters will personify Army strength.

Bostick agreed.

"The only thing we need to be is Army Strong," he said. "That's what we're going to be, that's what we are."

Annual Awa



Regular Army Recruiter of the Year

Sgt. Derek Vasquez
Cheektowaga Station
Syracuse Battalion
"He consistently sets the standard for his peers in work ethic, proficiency and in leadership."

— Lt. Col. George Lumpkins,
Syracuse Battalion commander

Runner-up

Sgt. 1st Class David Mathews
Battle Creek Station
Great Lakes Battalion

Army Reserve Recruiter of the Year

Staff Sgt. Terry Spangler
Talladega Station
Montgomery Battalion
"Staff Sgt. Spangler's proactive attitude, can-do spirit and eagerness to win has been infectious to those around him."

— Command Sgt. Maj. Cory
Wilson, battalion command
sergeant major

Runner-up

Staff Sgt. Nicholas Compton
Omaha Station
Des Moines Battalion

Station Commander of the Year

Sgt. 1st Class Tasha Hernandez
Leavenworth Station
Kansas City Battalion
"Sgt. 1st Class Hernandez established herself as a truly dynamic leader, trainer and recruiter in the Kansas City Battalion."

— Command Sgt. Major Michael
Horner, brigade command
sergeant major

Runner-up

Sgt. 1st Class Willie Heard
Columbus Station
Atlanta Battalion

NCO of the Year

Staff Sgt. Thomas Putnam
Covington Station
New Orleans Battalion
"He is a self-motivator and devotes himself to the accomplishment of the mission."

— Command Sgt. Maj. David
Groce Jr., battalion command
sergeant major

Runner-up

Sgt. 1st Class Troy Paisley
New Cumberland Station
Harrisburg Battalion

Civilian Employees of the Year



Outstanding Administra- tive Support Employee of the Year

Marissa Vitug
Kansas City Battalion

Runner-up

Daniel Walker
Albany Battalion

Outstanding Technical/ Program Support Employee of the Year

David Smith
Headquarters, USAREC, G2

Runner-up

Lisa Olshove
Nashville Battalion

Outstanding Program Specialist Employee of the Year

Kimberly Levine
Dallas Battalion

Runner-up

Deborah Ward
Headquarters, USAREC, G3

Outstanding Professional Employee of the Year

Anne-Marie O'Sullivan
Chicago Battalion

Runner-up

Vennice Furlow
Headquarters, USAREC, G7

ards Winners



First Sergeant of the Year

1st Sgt. Larry Lee
Louisville Company
Indianapolis Battalion

Runner-up

1st Sgt. Gary Lynch
Clarion Station
Pittsburgh Battalion



Career Counselor of the Year

Staff Sgt. Luis E. Sanchez



Recruiting and Retention School Instructor of the Year

Sgt. 1st Class Michael Towne

Recruiting and Retention School Division Chief of the Year

Sgt. 1st Class Brian May

Unit Awards

Combined Gross Mission Accomplishment Kansas City Combined Net Mission Accomplishment Oklahoma City CG's Operational Mission "Top 5" Mission Accomplishment Kansas City San Antonio Atlanta Tampa Columbia CG's Operational Mission Special Recognition Syracuse Great Lakes Salt Lake Least Basic Training Attrition - San Antonio Most Improved Battalion by Brigade 1st Brigade-Harrisburg 2d Brigade-Jacksonville 3d Brigade-Columbus 5th Brigade-Kansas City 6th Brigade-Salt Lake City Most Improved Battalion - Volume Jacksonville Most Improved Battalion - GSA Jackson	Most Improved Brigade 2d Brigade Top Chaplain Recruiting Team 6th Brigade Retention Award Top Brigade-5th Brigade Top Career Counselors SFC Ruben Garcia SFC Carlos Rodriguez SSG Patricia Castor SSG James Pashia Top Quality Market Battalion Kansas City Top Quality Market Brigade 5th Brigade Top Battalions by Brigade 1st Brigade-Syracuse 2d Brigade-Columbia 3d Brigade-Milwaukee 5th Brigade-San Antonio 6th Brigade-Portland Top Medical Recruiting Battalion 5th Medical Battalion Special Operations Recruiting Battalion Lt. Col. David Roddenberry Command Sgt. Maj. William Bouyoucas Top Battalion San Antonio Top Brigade 5th Brigade
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Significant Contributors to FY 06 Achievement

1st Brigade
Albany Battalion
Baltimore Battalion
Beckley Battalion
New England Battalion
New York Battalion
Mid-Atlantic Battalion
Pittsburgh Battalion
Miami Battalion
Montgomery Battalion
Nashville Battalion
Raleigh Battalion
3d Brigade
Chicago Battalion
Cleveland Battalion
Indianapolis Battalion
Minneapolis Battalion
Dallas Battalion
Des Moines Battalion
New Orleans Battalion
Houston Battalion
St. Louis Battalion
6th Brigade
Denver Battalion
Los Angeles Battalion
Phoenix Battalion
Sacramento Battalion
Seattle Battalion

Significant Contributors to FY 06 AMEDD Achievement
2d Medical Battalion
3d Medical Battalion
6th Medical Battalion

FY06 Top Medical Corps Health Professional Scholarship Program
1st Medical Battalion

Contractor Awards

Top 5 Company
In Sam Kim, Seattle, MPRI
Top Small Station Manager
Bruce Jordan, Seattle, MPRI
Top Large Station Manager
Harold Davenport, Oklahoma City, MPRI
Top Integrated Recruiter
Lee Huggins, San Antonio, MPRI
Top Large Station
Bobby Gramling, St. Louis, Serco
Top Small Station
Stella McDowell, Raleigh, Serco
Top "10" Company Recruiter
Jeffrey Sessoms, Serco
Top Integrated Recruiter
Federico Suarez, Miami, Serco
Top Regular Army Recruiter
Todd Williams, Indianapolis, Sygnetics
Top Army Reserve Recruiter
David Wingrove, Sygnetics

STRONG STUFF.

RECRUITING STATION MERCHANDISING GUIDE



*By Mary Kate Chambers,
RJ associate editor*

The secretary of the Army, Dr. Francis Harvey, in unveiling the tagline Army Strong at the Association of the U.S. Army meeting Oct. 9, opened the door for recruiters to prepare for the boost that inevitably will come, USAREC's marketing director said.

"We expect a significant lift when Army Strong arrives," said John Myers, who manages marketing for USAREC in G5. "There's always interest in these things. Be ready for inquiries and renewed interest in the Army. Be able to respond, tell it like it is and show confidence in the campaign."

Get Ready for

Army Strong

The internal communications and education efforts were announced a full month before the external launch of the campaign, which replaces An Army of One. This time around, the Army is emphasizing understanding and embracing the movement.

"It is vitally important that the internal Army family understand and embrace this new campaign. I believe it speaks to an essential truth of being a Soldier," Harvey said at AUSA.

The message will go public Nov. 9 with television, radio and online spots, as well as an updated goarmy.com. The Army is employing Web-based technology to recruit the next generation of Soldiers through a vigorous online presence. Print ads are scheduled to begin in January, and will be directed to media that appeal to young adults.

By Nov. 5, new branding kits, with a guide, were to arrive at recruiting stations. Included are posters, banners, window clings and desk mat inserts. The kits feature the Army Strong message.

"As for other items with An Army of One on them, we're keeping it very simple, putting up new posters, replacing outdated items with the new," said Myers, "To avoid waste, we're using some materials with An Army of One until they are exhausted, and some items we'll 'sticker over' so otherwise good materials are not trashed. We're trying to use recruiter resources wisely."

Myers said that it would be ideal for Army Strong to be pervasive in a year to 18 months. The star logo will remain in use.

Reaction from campaign tests often was that the messages differentiated the Army from the other branches of service. Some participants in the research said their takeaway was that the tenets of Army Strong were something only the U.S. Army could deliver.

Army Strong explains that the U.S. Army endows a unique brand of strength to its Soldiers, a strength that is mental, emotional and physical—a strength the Army finds, forges and fosters.

"This advertising campaign isn't simply marketing jargon, it is a statement of truth about Soldiering in America's Army," Lt. Gen. Robert L. Van Antwerp,

Updated ad campaign information is available on the USAREC portal on the G5 page and the USAAC portal on the SOD page.

<http://hq.usarec.army.mil/apa/index.htm>

<http://home.usaac.army.mil/sod/launch/>

commanding general of Army Accessions Command, said in an e-mail when the internal campaign was launched.

In an e-mail advising USAREC about the campaign, Maj. Gen. Thomas Bostick, commanding general of USAREC, said it will help recruiters.

"Our Army is developing a powerful new communications platform to help you in your critically important task of providing the strength for the nation," said Bostick. "The new advertising campaign is carefully designed to build on the spectacular mission success you achieved in FY 06 and to sustain that momentum in the years ahead.

"It will be a tremendous benefit to you as you do your work, and it will generate excitement and interest in your communities."

The campaign will cost about \$200 million per year. Annually, the U.S. Army has a bigger recruiting mission than the other services, meriting the need for sizeable budget. The Army is the largest government advertiser in America.

Also, Myers said Army Strong advertising will use real Soldiers.

The change in slogan is not a result of recruiting problems. More than 175,000 qualified men and women enlisted in the

Army in FY 06, 32,000 more than FY 05. The Active Army exceeded its recruiting goal of 80,000 by 635, enlisting more personnel than any previous year since 1997.

"I am both inspired and confident that the campaign will build on the positive momentum within our recruiting program," said Van Antwerp.

Developing the campaign is McCann Worldgroup, a marketing communications agency retained in December after a competitive review of potential agencies. To develop the campaign, McCann extensively researched prospective Soldiers and their influencers, and interacted with hundreds of currently serving Soldiers.

More than 50 agency workers were sent to participate in a three-day mini basic training experience in July so they could, if only for 80 hours, stand in the boots of the American Soldier.

Army Strong is the sixth generation of Army advertising campaigns in more than 30 years of recruiting for the All-Volunteer Army. The campaigns since 1971 are: Today's Army Wants to Join You, Join the People Who've Joined the Army, This is the Army, Be All You Can Be, An Army of One and Army Strong.

Stand Up to Prevent Domestic Abuse!

By Jack Nix, Family Assistance Program manager

The Army policy is to prevent domestic abuse, including domestic violence, in all its forms, and to intervene and provide protection to victims.

Every member — Soldier, civilian or family member — of USAREC needs to know the official definitions of domestic abuse and domestic violence according to Army Regulation 608-18, The Army Family Advocacy Program.

- **Domestic abuse** is (1) domestic violence or (2) a pattern of behavior resulting in emotional/psychological abuse, economic control and/or interference with personal liberty that is directed toward a person of the opposite sex who is: (a) a current or former spouse; (b) a person with whom the abuser shares a child in common; or (c) a current or former intimate partner with whom the abuser shares or has shared a common domicile.

- **Domestic violence** is an offense under the United States Code, the Uniform Code of Military Justice or state law that involves the use, attempted use or threatened use of force or violence against a person of the opposite sex, or a violation of a lawful order issued for the protection of a person of the opposite sex, who is (a) a current or former spouse; (b) a person with whom the abuser shares a child in common; or (c) a current or former intimate partner with whom the abuser shares or has shared a common domicile.

“Domestic abuse” is the umbrella definition, describing acts that are both criminal (part one of the definition) and noncriminal (part two of the definition) in nature. “Domestic violence” focuses on acts that qualify as offenses or crimes.

Within relationships, prevention is based on love, respect and trust. Within the Army community, prevention starts with intensive public awareness, coordinated community education, and effective military and civilian partnerships. As individuals, prevention starts with modeling correct behavior, demonstrating leadership support, and using the system to assure protection of victims and hold offenders accountable. Any domestic abuse should be reported.

The Army Family Advocacy Program is charged with this prevention mission. Contact your brigade Family Advocacy Program coordinator to help you Stand Up to Domestic Abuse.

Contact Information for Brigade FAPCs

1st Brigade FAPC — Rose Smith, (301) 677-2571

2d Brigade FAPC — Ken Gain, (404) 469-3243

3d Brigade FAPC — Inge Nunn, (502) 626-0752

5th Brigade FAPC — Laurence Hunter, (210) 295-0254

6th Brigade FAPC — Paul Kilanski, (702) 639-2073

Other Resources for Information and Assistance

USAREC FAP Manager — Jack Nix, (800) 223-3735, ext. 6-0239 or (502) 626-0239

Military OneSource — (800) 342-9647

National Domestic Violence Hotline — (800) 799-7233

Stand Up To Prevent Domestic Abuse
TOGETHER WE CAN DO IT



No Pain, Know Gain

U.S. Army Combat Readiness Center

“No pain, no gain” is a phrase that typically means everything worthwhile takes effort, but pain sometimes indicates a more serious problem or injury, according to the command surgeon at the U.S. Army Combat Readiness Center.

Dr. John Campbell is one of many experts who believe that if a person is experiencing pain while participating in a recreational activity, there is a high possibility of it becoming an injury instead of routine muscle soreness.

“The statistics speak for themselves,” said Campbell, who pointed out that researchers report more than 7 million Americans seek medical attention for sports-related injuries each year.

While some sports injuries are truly accidents and are tougher to prevent, people can avoid nagging injuries by performing proper stretching exercises. Campbell recommends a three-step approach to prevent injuries — warm-up or stretch, perform the exercise or activity, and then cool down with stretches that target the worked muscle groups.

“Cool down for the same amount of time as you did warming up,” Campbell said. “Do not perform the same exercise every day. Cross-train to prevent boredom as well as target a different area of the body while giving the other areas time to recover and recuperate.”

In addition to the necessary exercises, people should take into account their physical capabilities, age, competition level and skill, said Julie Gilchrist in a WebMD medical article. Gilchrist is a medical epidemiologist at the Centers for Disease Control and Prevention.

Maj. Cindy Hazel supports Gilchrist’s suggestion and stresses it to her runners. Hazel is the captain of the Fort Bragg women’s team that trained for the Army Ten-Miler held in Washington, D.C. In order to prevent injuries of her team members, she considers many aspects before they train.

One area she said she pays particular attention to is the weather. Not only can conditions such as heat dehydrate people, it can cause injuries and lead to other damaging consequences. The body can sweat up to two quarts of fluid per hour while exercising in hot climates, according to the Field Manual 21-20 on physical fitness training. Without proper hydration, people can suffer from muscle fatigue and salt loss. These factors can lead to muscle cramping.

Drinking enough fluids such as water or a sports drink with the proper electrolyte replacement before, during and after any activity is vital, Campbell said. Also, people should exercise in the morning or evening to avoid the heat.



Exercise Errors

By Vicki Pierson, ACE Certified Personal Trainer

- Not stretching enough
- Not warming up prior to aerobic activity
- Not cooling down after any type of workout
- Lifting too much weight. Know your limits!
- Jerking while lifting weights
- Exercising too intensely
- Not exercising intensely enough
- Leaning heavily on the stairmaster
- Not drinking enough water
- Consuming energy bars and sports drinks during moderate workouts

As soon as possible after an injury, such as a knee or ankle sprain, WebMD.com recommends people relieve pain and swelling and promote healing and flexibility with RICE—rest, ice, compression and elevation.

- **Rest.** Rest and protect the injured or sore area. Stop, change or take a break from any activity that may be causing your pain or soreness.
- **Ice.** Cold will reduce pain and swelling. Apply an ice or cold pack immediately to prevent or minimize swelling. Apply the ice or cold pack for 10 to 20 minutes, three or more times a day. After 48 to 72 hours, if swelling is gone, apply heat to the area that hurts. Do not apply ice or heat directly to the skin. Place a towel over the cold or heat pack before applying it to the skin.
- **Compression.** Compression, or wrapping the injured or sore area with an elastic bandage, such as an Ace wrap, will help decrease swelling. Don’t wrap it too tightly, since this can cause more swelling below the affected area. Loosen the bandage if it gets too tight. Signs that the bandage is too tight include numbness, tingling, increased pain, coolness or swelling in the area below the bandage. Talk to your health professional if you think you need to use a wrap for longer than 48 to 72 hours; a more serious problem may be present.
- **Elevation.** Elevate the injured or sore area on pillows while applying ice and anytime you are sitting or lying down. Try to keep the area at or above the level of your heart to help minimize swelling.

Transmountain Station Meets TRADOC and Fort Bliss Commanders

By Capt. Robert Overgaard, El Paso Company

On Sept. 7, Soldiers from the Transmountain station, Phoenix Battalion, had the opportunity to sit down and talk about recruiting with the TRADOC commander, Gen. William Wallace, and Fort Bliss commanding general, Maj. Gen. Robert Lennox.



Gen. William Wallace, TRADOC commanding general, talks with recruiters at Transmountain station. Photo by Transmountain station

Wallace asked Sgt. 1st Class James Minter an array of recruiting specific questions about life as a recruiter in El Paso, including how he is missioned. Minter, the station commander, said every Soldier in the station is expected to enlist two Soldiers per month. Minter said incentives like Sergeant Major of the Army Recruiting Team and \$40,000 bonus are working well in the El Paso area.

Wallace wanted to know about pressure on recruiters. Staff Sgt. Allen Taylor said it is difficult, but not significantly more than in the past few years. Staff Sgt. Samuel Cabrales said there is pressure, but most of it is the pressure that recruiters put on themselves to do well. Furthermore, he said the pressure is not as bad as it is in Iraq.

Lennox said Fort Bliss is there to help in the recruiting effort. He explained there is a multitude of benefits that recruiters and Future Soldiers can receive by being so close to Fort Bliss. For example, SMART referral posters are displayed on all major gates at Fort Bliss to let Soldiers know they can receive \$1,000 for referring someone to enlist in the Army. Future Soldiers readily use Fort Bliss gym facilities to stay in shape before basic training. Lennox also encouraged recruiters to introduce Future Soldiers to the rappel tower.

Mother Finds Right Time to Join Army

Story and photo by Leslie Ann Sully, Columbia Battalion

These days most moms are reluctant to have their sons join the Army. After they hear of their child's desire and the benefits the Army offers, most usually understand and give their blessing. Hardly any follow suit; but then, most are not Kimberly Brown.

Brown enlisted in the Army a couple of months after her son, Derek Noe. Both enlisted in the same Army recruiting station in Hickory, N.C., and are pursuing a lifelong dream.

"I heard the Army raised the age limit and I couldn't get it out of my mind," Brown recalled. She had wanted to join the Army as a teenager but never did. When she became eligible, she decided to pursue her dream.

"It was something I always wanted and now that my children are grown, it is the right time," she said.

"When she first told me, I didn't think she was serious," said her husband, Robert Brown. "But when she brought it up a few more times, I knew then she was going to do it." Robert Brown is an Army veteran and works at Appalachian State in the Army ROTC department, so he knows the Army enlistment qualifications. He helped his wife get started.

Noe talked to an Army recruiter at the end of his sophomore year in high school to find out the specifics. He joined in his junior year and just completed basic training at Fort Jackson, S.C. He has another year of high school so he joined the Army Reserve. He chose a unit close to where he wants to go to college. But since he completed basic training and really enjoyed it, he now has other ideas to investigate.



Kimberly Brown and Derek Noe are interviewed after graduating from basic training.

"I really want to be a Cavalry Scout so maybe I can request a change and become an active duty Soldier," Noe said. Brown knows what that means and she said that does worry her a little.

"I know whatever he chooses to do, he will be good at it. He is so adaptable and independent," she said. She understands about following your dreams and she remembers he talked about being a cavalry man as early as age 4.

Both scored high on the Army entrance exam so they had their choice of jobs. Brown chose to be an Apache helicopter mechanic and Noe is a Light Wheel Vehicle Mechanic. The family lives in Boone, N.C., but Brown is currently at Fort Eustis, Va., attending advance individual training.

West Point Meets Texas A&M on the Football Field

By Adrian Salvatierra,
5th Brigade Field Marketing Representative

The Army Black Knights and the Texas A&M Aggies took their first gridiron meeting to the last second in the AT&T Corps Classic at the Alamodome in San Antonio, Texas, Sept. 16.

The game was everything fans expected as West Point made the Aggies work for their victory with a heart-stopping 28-24 win before a sell-out crowd of more than 64,000 fans.

Even though the Army lost on the football field, it had other “wins” of which they could be proud. The efforts of many commands across the Army created a day of events that will remain in the memories of the San Antonio community and Soldiers and cadets around the world.

Gen. Richard Cody, vice chief of staff of the Army, took the opportunity to recognize past, present and future Soldiers while in town for the Corps Classic. His day included visiting wounded Soldiers at Brooke Army Medical Center, recognizing local recruiters for their success, providing words of encouragement to Future Soldiers, commissioning two cadets and thanking the family of a currently deployed Soldier.

U.S. Army Accessions Command combined efforts with the Reserve Officers Training Corps and medical recruiting to engage prospects and centers of influence at the event with an integrated Army message. Their combined efforts included an interactive site outside of the Alamodome, a Future Soldier swear-in, a cadet commissioning and a center of influence function.

The interactive area included a rock wall, two Army H3s, the America’s Army Challenge Tour, a football toss, the Orange



Maj. Gen. Thomas Bostick, commanding general of USAREC, second from right, gives Soldiers West Point football game tickets that were donated to him. Photo by John Myers

County Chopper, and the NHRA show bikes. The site let prospects learn about the benefits and opportunities of ROTC, Army medical careers and the Regular Army.

During the pre-game ceremony, 30 San Antonio Future Soldiers took the oath of enlistment, administered by Cody. With a backdrop of more than 600 West Point cadets, the Future Soldiers became the next generation of the Army.

The recognitions continued when cadet Kevin H. Lawhon and cadet Michelle M. Campos, both graduates from Texas A&M, were commissioned as second lieutenants by Cody.



Vice chief of staff of the Army Gen. Richard Cody administers the oath of enlistment to San Antonio Future Soldiers during the West Point-Texas A&M game Sept. 16. Photo by Connie Dickey

General Welcomes OCS Candidate

Gen. B. B. Bell, left, poses with Jonathon Gresham, a candidate for Officer Candidate School, after a Future Soldier swear-in Sept. 21 at the Knoxville Military Entrance Processing Station. Bell, commander of U.S. Forces Korea, United Nations Korea and the U.S. Combined Forces Republic of Korea, swore in six Future Soldiers from Nashville Battalion.

Gresham has served with the Knox County, Tenn., sheriff's department for 15 years, but said joining the Army has always been something he wanted to do. After obtaining a college degree, he had to lose some weight. Gresham worked with his recruiter, Staff Sgt.

Johnny Caldwell, and lost more than 100 pounds to meet the weight requirements and enlisted into the Army. *Photo by Kenny Thompson*



Recruiter Idol

Sgt. 1st Class Mike Galaway, Nashville Battalion, competed in the Military Idol contest at Fort Knox, Ky., on Sept. 14. He was one of eight finalists.

Galaway said the first round of the competition was a cappella. The finals involved singing to a music track. The judges counted for 50 percent with the remainder coming from audience votes.

"I was suprised that I made it past this level of the com-

petition since I was an outsider from Fort Knox and didn't have the support in the audience that the others had," said Galaway.

Galaway grew up with a love of music. He also competed in rodeos and was a member of the Professional Rodeo Cowboys Association and the Professional Bull Riders.

Galaway has deployed to Afghanistan and Iraq. *Photo by Cathy Hubbard*

6th Brigade Celebrates Four New PaYS Partners

Story and photo by Shae Warzocha, PaYS

Denver Battalion welcomed Weld County Government to PaYS at a ceremony attended by the Greeley County, Colorado Board of Commissioners Aug. 21. The commissioners spoke about the value of military job candidates and their positive impressions of veterans' contributions to the workforce. Weld County is the first government agency for Denver Battalion and their second PaYS partner.

San Diego County Sheriff's Department and Southern California Battalion announced their PaYS partnership on Aug. 23 at the San Diego County Sheriff's Department headquarters. FOX news along with two other local news stations recorded the event as Under Sheriff William Gore and Southern California's battalion commander, Lt. Col. Kurt Ko, signed the memorandum of agreement.

"The Sheriff's Department recognizes the value of deputy sheriff recruits who have military experience," Gore said. "Many times they bring to the job greater maturity and the experience of having worked as a team." The department is the battalion's third PaYS partner.

With 17 Future Soldiers already committed to interview with the Los Angeles County Sheriff's Department, a PaYS partnership was announced Aug. 25. The event was attended by local TV media and included an Army recruiting booth and an H3 Hummer. The department's chief of administration, Bruce Pollack, welcomed the partnership saying, "Army values coincide with our values," a sentiment echoed by Los Angeles Battalion's commander, Lt. Col. David Walden.

One month later Los Angeles Battalion celebrated the

addition of their third PaYS Partner, Hyundai Motor America.

"Hyundai is proud to support the men and women of the armed forces and understands that the commitment and aptitude required to serve in the Army translate into high-quality candidates for vehicle service technician jobs," said Don Dees, vice president of service for Hyundai. "Hyundai's future need for skilled service technicians is expected to soar, and our partnership with the Army will help us fill the void with high-caliber professionals."



Los Angeles Battalion commander, Lt. Col. David Walden, Hyundai Motor America President O. S. Koh and Don Dees, vice president of service, announce the partnership.



Recruiters Teach Safety at Lewis and Clark Events

As part of the celebration of the bicentennial of the Lewis and Clark Corps of Discovery expedition, recruiters in North Dakota and South Dakota have been sharing outdoor recreation safety with local communities at Lewis and Clark events.

Sgt. 1st Class Raymond LaMontagne compares today's Army boots to moccasins worn by Soldiers on the Lewis and Clark expedition. *Photo by Ken Plant, Minneapolis Battalion*

Army Reserve announces new commands

By Army News Service

The U.S. Army Reserve announced Sept. 15 it will stand up four new Regional Readiness Sustainment Commands, continuing a transformation plan that was announced in September 2005.

As the four new organizations stand up, they will take the place of 10 Regional Readiness Command headquarters in providing “base support to Army Reserve units in their respective regions,” said Lt. Gen. Jack Stultz, chief of the Army Reserve.

“The result of this reshaping will be a more streamlined command and control structure and an increase in ready, deployable assets: An operational force to support the global war on terrorism,” Stultz, explained.

The realignment will:

- Increase unit and Soldier readiness;
 - Increase the availability of deployable units and Soldiers;
 - Provide improved facilities and training;
 - Streamline command and control;
 - Increase the number of specialties available to support the global war on terrorism;
 - Improve Army Reserve business, resourcing, and acquisition processes.
- The new 63rd, 81st, 88th and 99th Regional Readiness Sustainment Commands will begin their initial operating capability in phases throughout fiscal year 2007 and will provide personnel, information management, facilities support and equipment

support to the Army Reserve units in their respective geographic areas.

The current Regional Readiness Commands will disestablish in phases by fiscal year 2009 as the RRSCs become fully operational, and new smaller commands will establish in place of many of the RRCs, Stultz said.

The 81st will be the first RRSC to begin initial operating capability, projected for not later than first quarter of fiscal year 2007. It will be organized at Fort Jackson, S.C., supporting a geographical area that includes Kentucky, Tennessee, North Carolina, South Carolina, Georgia, Alabama, Louisiana, Mississippi and Florida.

The 99th RRSC is being organized at Fort Dix, N.J., and will support a geographical area that includes Virginia, West Virginia, Maryland, Delaware, New Jersey, Pennsylvania, New York, Rhode Island, Massachusetts, New Hampshire, Connecticut, Vermont and Maine. Projected operating capability for the 99th RRSC is not later than second quarter of fiscal year 2007.

The 88th RRSC is being organized at Fort McCoy, Wis., with a projected operating capability of not later than the fourth quarter of fiscal year 2007. Its geographical area will include Washington, Oregon, Idaho, Montana, Wyoming, Utah, Colorado, North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri, Wisconsin, Illinois, Michigan, Indiana and Ohio.

The 63d RRSC is being organized at Moffett Field, Calif., and will be responsible for a geographical area that

includes California, Nevada, Arizona, New Mexico, Texas, Oklahoma and Arkansas. Its projected operating capability is not later than the fourth quarter of fiscal year 2007.

America's Army game adds 'Real Heroes'

By Army News Service

“America’s Army” online video game launched its newest version, “America’s Army: Special Forces (Overmatch),” Sept. 14.

The new addition features “America’s Army: Real Heroes,” a program that honors Soldiers who’ve shown heroism in the war on terror. So far, “Real Heroes” are modeled after eight Soldiers who’ve received an award for valor for actions in operations Enduring or Iraqi Freedom. In addition to being virtual in-game characters, the heroes are being modeled for action figures that will be sold in retail stores.

Chris Chambers, deputy director of the Army Game project, said the new characters were created to inspire Americans and highlight the values, teamwork and courage that are the fabric of today’s Army.

“There are thousands of enlisted Soldiers who have been awarded medals for bravery and valor in combat, but their stories are largely unknown to the American public,” said Chambers.

In the past century, most Americans were well aware of, and looked up to, Soldiers like sergeants Audie Murphy and Alvin York, he added. “There is a great need for the public to learn the stories behind our



current generation of Soldiers.”

America’s Army shows more than 7.5 million registered users what it’s like to be a Soldier. Players assume virtual roles as Special Forces, infantry or medical Soldiers, explore individual and collective training, and eventually participate in simulated war on terror missions.

In the game’s latest version, players will be able to meet and interact with the Real Heroes and hear their stories told through a video and in the real Soldier’s own words at www.americasarmy.com.

The first four Soldiers to become Real Heroes are Sgt. 1st Class Gerald Wolford, Maj. Jason Amerine, Sgt. Tommy Riemann and Sgt. Matthew W. Zedwick. Action figures and in-game characters will launch later this year for Master Sgt. Scott Neil, Sgt. Leigh Hester, Spc. Jason Mike and Staff Sgt. Timothy Nein.

Wolford was most recently a reconnaissance platoon sergeant assigned to the 82nd Airborne Division at Fort Bragg, N.C., and is currently attending Officer Candidate School at Fort Benning, Ga.

Wolford said he's honored and humbled to be a part of the America's Army Real Heroes Program.

"I'm hoping that through this program people can read of the experiences of myself and others and find the motivation to succeed and work harder at what they do, whether in the Army or civilian life," he said.

Wolford also hopes the program inspires others to join the Army after seeing that "heroes" are really just ordinary people who face extraordinary situations and react in a way most people would hope to if faced with something similar.

"It's important for people to realize Soldiers are doing the right thing and living by the values that we have had instilled in us," he said. "Most Soldiers do exceptional acts every day and are so seldom recognized."

Wolford has worked closely with game developers to record his own in-game lines and ensure his character correctly conveys his story. Like other Soldiers in the program, Wolford wants to make sure the spotlight is not on him, but rather on his team.

"With or without the recognition of the Silver Star, or anything that comes with that, when I led my men in Iraq that day on the Euphrates, I had four of my men who had received bronze stars for valor, and that validated everything that I had been taught," he said.

Real Heroes is the 22nd addition to the America's Army game. Players will have access to such new weapons systems as the Javelin Missile and the Crew Remote Oper-

ated Weapon Station, as well as increasing mobility, action and firepower.

The game is available at www.americas.army.com.

ASEP helps spouses find jobs

By Barbara Purvis, Fort Jackson Leader

The phrase "I've got orders," is one uttered by service members around the world. For Army spouses, those words can evoke a host of emotions associated with the uncertainties of moving. Besides packing and preparing to leave, working military spouses face financial and employment uncertainty at the new duty location.

Enter the Army Spouses Employment Partnership, a program designed to support military spouses by helping them establish and maintain careers wherever the Army sends them. The partnership is an agreement between the Army and 21 Fortune 500 companies that offer a spectrum of career opportunities for Army spouses.

Renee Bosco, an Army spouse whose husband transferred to Fort Jackson, S. C., from Fort Riley, Kan., included assistance from the partnership in her job search.

"As a military spouse I had to be realistic," Bosco said. "I can find a job anywhere. But, I wanted something I could keep long term and hopefully make more money and get a little higher in the organization."

Bosco investigated ASEP positions, which includes federal jobs.

"Over 14,000 spouses have been hired through the ASEP program between October 2003, when the program began, and the most current figures available in 2005," said Barbara Martin, Fort Jackson Army Community Service Employment Readiness Program manager. "Not all of the companies provide jobs here in South Carolina, but most offer employment opportunities nationally, as well as internationally."

Several local partners have provided employment opportunities to Army spouses in South Carolina, across the nation and overseas, Martin said.

"ASEP is a great program because it allows us to work closely with military spouses to provide opportunities for employment," said Brett Wadford, a staffing specialist with Manpower Incorporated. "We've helped a lot of spouses of Soldiers from Fort Jackson."

Corporate America is embracing military spouses because they add varied backgrounds and skill sets to the workforce.

Wadford said military spouses tend to be more committed employees.

"A lot of what spouses bring with them to the job is their previous work experience, having worked around the world or in other parts of the United States," Wadford said. "Add to that the fact that they have a higher level

of commitment, especially when it comes to finding a position that fits their interests and staying with the assignment."

Positions available through ASEP range from beginner to advanced levels, Martin said.

"Even if the military spouse has limited skills, ASEP is still a good starting point for them," Martin said. "Some of them can come in at the entry level, while others can start as managers."

ASEP was established in 2003, and was driven by an initiative begun by Gen. Eric Shinseki, then chief of staff of the Army, when a statement of support was signed between the Army and 13 corporations. Since then, the ASEP partnership has increased to 21 companies.

Military spouses can apply for jobs online through the Army Spouse Employment Partnership at www.myarmylifetoo.com or www.militaryspousejobsearch.org.

'Universal' ID card part of federal security upgrades

By Gerry J. Gilmore, American Forces Press Service

New identification cards issued to Defense Department employees beginning in October will help standardize workforce identification and security access systems across the government, a senior Defense Department official said Sept. 15.

The new common access card eventually will be issued to all federal employees and is part of a standardized, secure



credentialing system that was mandated after the Sept. 11, 2001, terrorist attacks, Mary Dixon, deputy director of the Defense Manpower Data Center in Arlington, Va., said during a joint interview with American Forces Press Service and the Pentagon Channel.

Starting Oct. 27, the new “super CAC” ID cards will be issued to employees over the next three years as the old cards reach their expiration dates, she said.

The new cards interface with a secure, encrypted credentialing database and are interoperable for personal identification as well as access to federal buildings and facilities, she said.

However, each facility will still determine who is authorized access, Dixon pointed out. Information embedded on the cards is quickly referenced and compared to centrally stored personnel security clearance data, she said.

“It is an effort to try to improve the security in the federal government,” Dixon explained. The new cards also help employees secure their computer networks, she said, and provide improved security for federal buildings, military installations and campuses.

“So, I can use this card, not just in the Department of Defense, but it can be read in other agencies,” Dixon said. “If they choose to give me access, they can then read my card,” she said.

The new card features the user’s photograph, like other cards now in circulation, Dixon said. But its computer chip also will contain two encrypted fingerprints, as well as a unique personal identification number.

The new card can be read, either by swiping it or by waving it near a special card reader, she said.

Issuance of the new card has the potential of reducing the number of agency security badges, Dixon said, because federal agencies will refer to a standardized credentialing system. However, agency security administrators still have the authority to approve or deny access.

“The card, on its own, does not entitle you to any access to anything,” Dixon explained. “It is an authentication token.”

“Every time you use the card, it is authenticated, meaning somebody checks to make sure that that card is a ‘good’ card issued in the Department of Defense to you, and that it is still valid,” Dixon said.

As always, employees who believe their government-issued ID card has been lost or stolen are required to notify security administrators, Dixon said, who then deactivate the card.

This ensures that cards reported stolen or missing can’t be used in DoD, she said.

Martin, Smith to Co-drive Army Car

By Army News Service

MB2 Motorsports announced Oct. 6 that NASCAR icon Mark Martin and rookie Regan Smith will co-drive the team’s No. 01 U.S. Army Chevrolet during the 2007 Nextel Cup season.

Joe Nemechek, the current driver of the Army Chevy, will pilot a third MB2 entry in 2007 that will carry the number 13;



Mark Martin and Regan Smith will replace Joe Nemechek as drivers of the No. 01 U.S. Army car. Courtesy photo

the sponsorship will be announced at a later date. Sterling Marlin will continue to drive the No. 14 MB2 Chevrolet.

“It’s kind of sad not actually driving the Army car, but the association will still be there and I am going to continue to do a lot of stuff for the Army and I enjoy it,” said Nemechek.

Martin, who will be leaving his longtime ride with Roush Racing after the 2006 season, signed a multiyear contract with MB2. The agreement calls for Martin to drive the 01 Army car in 20 Nextel Cup races in 2007 plus the Bud Shootout (Daytona, Feb. 10) and the Nextel All Star Challenge (Charlotte, May 19). Martin’s first points race will be the Daytona 500, Feb. 18.

Smith will drive the Army car in the remaining 16 Cup point races and will also drive an MB2 car in the NASCAR Busch Series.

Along with driving in 22 races in 2007, Martin’s extended role with MB2 will be a mentor to the 23-year-old Smith and to MB2’s development drivers.

“Our goal at MB2 is to reach a new level, and with

Mark joining our organization it not only elevates our presence, but his knowledge and credibility will also be a viable asset to all of our race teams,” said team owner Bobby Ginn.

“While Mark brings a wealth of experience to MB2, we are also thrilled with the acquisition of Regan,” Ginn added. “He’s eager, talented and will be groomed by one of NASCAR’s greatest drivers of all time.”

Martin, who is currently third in the Chase for the Nextel Cup championship points battle, feels his new role with MB2 offers him an excellent opportunity for doing what he enjoys most and that is to compete as a driver and serve as a mentor.

“Joining MB2 is a win-win situation for me,” said Martin, a native of Batesville, Ark. “I not only get to drive, but I also get to teach and I love doing both. I have had a great 19 years with Roush Racing. It was a difficult decision to move on. But right now I welcome the opportunity to drive the U.S. Army car and represent our brave Soldiers who are fighting the global war on terrorism.”

Smith, who grew up in Cato, N.Y., 25 miles west of Syracuse, has been preparing for this opportunity since he started to drive a go-kart at age 4.

“This is an exciting time for me,” said Smith. “Driving an Army-sponsored car in Nextel Cup competition with Mark Martin as your coach is an incredible opportunity. I’m going to listen well and take advantage of what has been presented to me. I am ready to give it all I have in both Cup and Busch.”

Smith has been competing in the Busch Series this season, driving the No. 35 car for Team Rensi Motorsports. In his new MB2 Busch ride for 2007, Smith is expected to compete full time in the series.

“Mark Martin is one of NASCAR’s greatest competitors and having him come on board will greatly enhance and accelerate our development,” said Jay Frye, MB2’s CEO and general manager. “This is definitely a red-letter day in MB2’s 10-year history. We have the best of both worlds with Mark and Regan — a Hall of Famer, who will work closely with a talented and aggressive young driver.”

Frye also said that Ryan Pemberton will continue as crew chief for the Army car in 2007.

Since his first Cup ride in 1981, Martin has totaled 667 starts, 35 wins, 234 top fives, 372 top 10s, 41 poles and more than \$57 million in career earnings. He has finished second four times in the NASCAR Cup final point standings — 1990, 1994, 1998 and 2002.

Martin, 47, is one of only three drivers who have made the Chase each season since the championship format began in 2004.

Legacy lives on in Pentagon Memorial

By Andricka Hammonds,
Army News Service

Five years have passed since the nightmarish morning when terrorists shook Americans’ faith in the country’s security. As the nation responded by supporting the Defense Department’s war on terror, families of Sept. 11, 2001, victims rallied to create a Pentagon memorial.

“It’s my mission that the crewmembers, passengers and Pentagon employees who died in the Sept. 11 attack are remembered,” said Tom Heidenberger, director of the Pentagon Memorial Fund. Heidenberger’s wife, Michelle, was a flight attendant who died in the attack.

The Pentagon Memorial Project commemorates the 184 people who died in the attack on the Pentagon. It will include 184 benches, each illuminated by a small, lighted pool. A plaque with a victim’s name will be placed at each bench, and the benches will



be arranged according to victims’ ages.

“This memorial will be open to the public as a beautiful place for collective contemplation, remembrance, reflection and renewal,” said Jim Laychak, Pentagon Memorial Fund president.

Laychak and Heidenberger have worked passionately to raise money and create initiatives to support the building of the Pentagon Memorial ever since.

The U.S. Army Corps of Engineers took on the planning, site selection and design of the memorial. Corps personnel met with the Family Steering Committee, a group of victims’ families, to get loved ones’ input.

Design professionals, families and dignitaries reviewed 1,126 submissions. In September 2002 the family

members attended a private exhibition of entries from six design finalists. Those designs were also displayed for Pentagon employees.

The design by Kaseman Beckman Amsterdam Studio of New York won the final vote. Groundbreaking took place June 15, and the memorial is expected to be completed in 2008.

“The memorial will cost \$28 million to build,” said Heidenberger. “We’ve raised \$12 million so far.” Maintenance will cost an additional \$10 million.

The Pentagon Memorial Fund is part of the Combined Federal Campaign. CFC enables service members to donate money to nonprofit organizations.

For more information visit www.pentagonmemorial.net or www.opm.gov/cfc.

Contest seeks information assurance ideas

By Army News Service

The Office of the Army Chief Information Officer/G6 is seeking ideas on information assurance to feature in On Cyber Patrol, a series of cartoons and articles that reinforce IA’s importance.

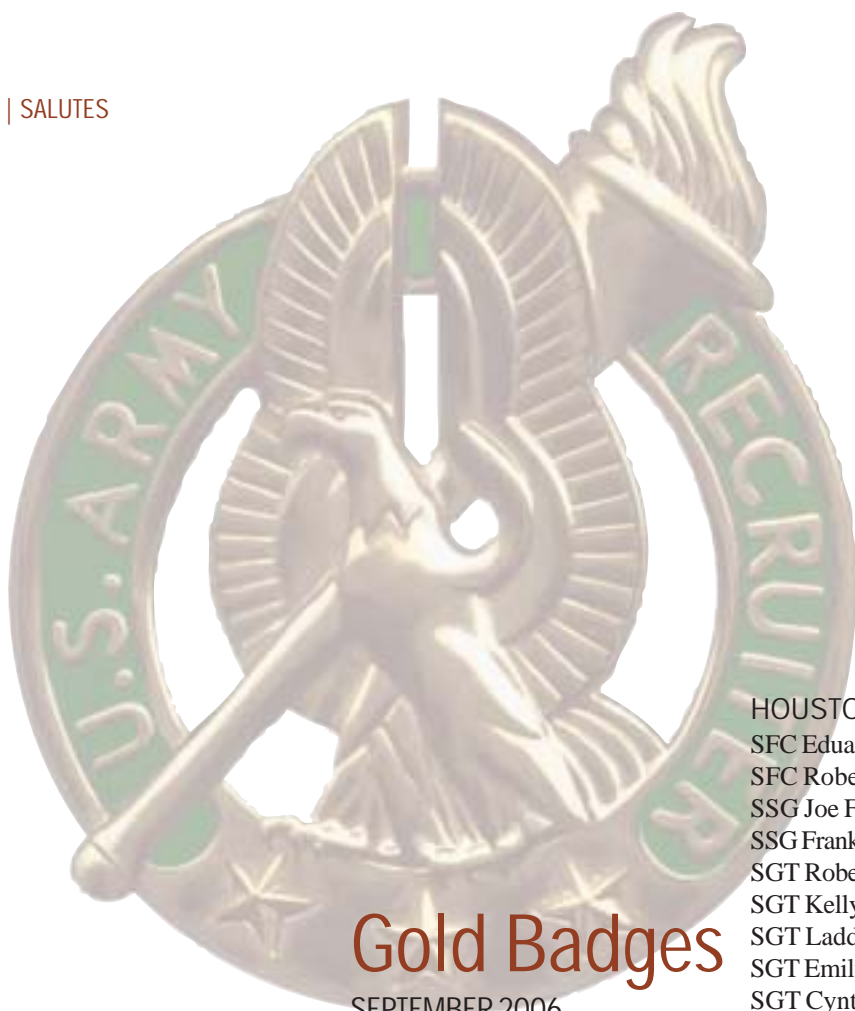
The contest is open to Soldiers, civilian employees and contractors.



Entries should include a 500-word description of an idea on how to keep Army networks, communications and information secure. The winner will have his or her likeness and idea featured in January’s OCP cartoon. Individuals may submit multiple entries in separate

e-mails. All material must be unclassified.

Entries with name, rank and unit should be e-mailed by 6 p.m. Nov. 27 to ocyperpatrol@hqda.army.mil with “OCP Contest” in the subject line.



Gold Badges

SEPTEMBER 2006

ALBANY

SFC Jamie Delmolino
SSG Paul Echols
SGT Shawn Gumlaw

ATLANTA

SFC Rodney Early
SFC Cheryl Watson
SSG Julius Allen

SSG William Caputo
SSG Janell Newell

SSG Ryan Turner

COLUMBUS

SSG George Robinson
SGT George Armstrong

DALLAS

SFC Christine Bell
SFC Clint Moosman
SSG Reynaldo Contreras
SSG Ross Cox
SSG Jason Isbell
SSG Nikika Myles
SSG Thomas Pistulka
SSG Endre Purnsley
SSG Shawnae Walker

SGT Kelsey Johnson
SGT Joshua Navarrette
SGT Stephanie Travis
CPL Andrew Brady
CPL Jeffrey McFadden

HOUSTON

SFC Eduardo Garza
SFC Roberto Pierre-Jacques
SSG Joe Flores
SSG Frank Ramirez
SGT Robert Corum
SGT Kelly Byrne
SGT Laddie Matula
SGT Emily Santiago
SGT Cynthia Torres
CPL John West

JACKSON

SSG William Keith
SGT Craig Briggs
SGT Lora Kelly
CPL Brent Harris
CPL Christopher Myers

KANSAS CITY

SFC Cheryl Cones
SSG Kristopher Tajchman
SSG Jeffrey Ward
SGT Michael Wall
CPL Travis Delzell

MINNEAPOLIS

SFC Jamie Kleppen
SSG Luke Grim
SGT Michael Hafner
SGT Brian Jacobson
SGT Becky Kjelbertson
SGT Andrew Sommer

MONTGOMERY

SSG Meltony Billie
SSG Tammy Brumback
SSG Derrick Johnson
SSG Randal Ranka
SSG Sean Schmitt
SSG Anthony Waller
SGT Michael Deleon
SGT Frank Moss
SGT Kyle Shimel

NASHVILLE

SFC Nathan Church
SFC James King
SFC Randy MacCoin
SFC James Ryherd
SFC Lawrence Williams
SFC Lillian Winchester
SSG Solomon Gholston
SSG Otis Meadows
SSG Willie Nettles
SSG Jerry Rice
SSG David Stills

SSG Eric Wells

SGT Steven Brown
SGT Darrell Ford
SGT Sean McCall
SGT Patrick MacDonald
SGT Christopher Vann
CPL Christopher Balcom
CPL Stephen Nix

NEW ORLEANS

SFC William Lee

RALEIGH

SFC Dexter Akers
SFC David Brooks
SSG Danya Cheek
SSG Eddit Davis
SSG Camuy Heremuru

SSG Kenneth Joyner
SSG Jonathan Millett

SSG Jerry Snider

SGT Michael Dumlao
SGT Lawrence Gambino

CPL Harold Liles

SEATTLE

SSG Stanley Hutto
SSG Richard Smith
SSG James Thomas

SOUTHERN

CALIFORNIA

SSG Daniel Figueroa
SSG Tremayne Netherly
SFC Manuel Olmo-Tortes
SSG Sean Im

SGT Seth Babcock
SGT Jacob Neumann

TAMPA

SFC Scott Phenicie
SSG Anthony Williams
SGT Lonnie Brock
SGT Brian Buckley
CPL Eric Gorham

Recruiter Rings

SEPTEMBER 2006

1ST MEDICAL BRIGADE

SFC Mark McGuigan

3D MEDICAL BRIGADE

SFC James Ebbers

5TH MEDICAL BRIGADE

SFC Ursula Turner

ALBANY

SFC Herbert Hatch

SFC Delton Smith

SSG Damion Orr

SSG Christopher Dunham

BECKLEY

SFC Daniel McIntyre

SFC Christopher Smoak

COLUMBUS

SFC Christian Watrous

SSG Justin Humphrey

DALLAS

SFC Alfreda Johnson

SSG Sherwood Earle

SSG Anthony Griffin

SSG Thomas Kovalski

SSG Gerald Smith

SGT Charles Franklin

SGT Christopher Pina

DES MOINES

SSG Stephen Feldhaus

GREAT LAKES

SSG David O'Dea

SSG William Weir

HOUSTON

SSG Alberto Castillo

INDIANAPOLIS

SSG Christopher Morris

SSG Edward Smith

JACKSON

SSG Roscoe Harris

JACKSONVILLE

SFC Mark Hadley

SSG Jamie Jackson

SGT Evron Folkes

KANSAS CITY

SSG Steven Beverage

SSG John Chaplain

SSG Joseph Reuting

SSG Nathan Testerman

MINNEAPOLIS

SFC Thomas Allen

SFC Bridgett Burns

MONTGOMERY

SFC Roosevelt Pierre-Noel

SSG Marc Erice

SSG James Frazer

NEW ORLEANS

SFC David Stanford

SSG Adrian Matute

NEW YORK CITY

SFC Joseph Roche

SFC Dawn Taylor

SSG Larry Nelson

PHOENIX

SFC Brien Aldridge

SFC Paul Camacho

SFC Fabian Diaz

SSG Richard Burton

SSG Christopher Loughner

SSG Sharena Murphy

SSG Ivan Rodriguez

SSG Larry Rowland

SSG Loyd Smith

PORTLAND

SFC Kimberly Christopherson

SFC Robert Gonzalez

SFC Renny Lutz

SSG William Cox

SGT Willie C. Jones

RALEIGH

MSG Tracy Haynes

SFC Natalie Jackson

SSG Carl McCord

SGT Michelle Daum



SALT LAKE CITY

SSG Luke Pearson

SEATTLE

SFC Anthony Clark

SFC John Gilfillan

SFC Hector Jebulan

SORB

SFC Christopher Ball

SOUTHERN

CALIFORNIA

SFC Hector Carrion-Jorge

SFC Charles Hall

SSG Troy Acosta

SSG Marc Taman Campos

ST. LOUIS

SFC Tara Johnson

SSG Lanail Booker

SSG Jason Byrd

Morrell Awards

SEPTEMBER 2006

1ST MEDICAL BRIGADE

SFC Michael Alves

2D MEDICAL BRIGADE

SFC Marvin McMillian

3D MEDICAL BRIGADE

SFC Garde Reliford

6TH MEDICAL BRIGADE

SFC Shauntenette Staten

ALBANY

SFC Maria Green

SSG Michael Therrien

COLUMBUS

MSG Michael Buschur

SFC Jason Trzebiatowski

DALLAS

SSG Wayne Lovell

SSG James West



GREAT LAKES

SFC Thomas Twigg

SFC Ronald Voisinet

INDIANAPOLIS

SFC Jeffery Schinabeck

JACKSONVILLE

SFC John Wallace

KANSAS CITY

SSG Melvin Mack

MILWAUKEE

SFC Charles Charlestin

MINNEAPOLIS

SFC Ovidio Correa-Rodriguez

SFC Danny Smith

MONTGOMERY

SFC Eddie Legston

SSG Michael Richardson

SFC Andrew Hendrickson

NASHVILLE

SFC John Docev

SFC Richard Falconberry

SFC Dennis Ford

SFC Charles Lashbrook

PHOENIX

SFC Michael Harvey

SFC Eric Johnson

SFC Kevin Johnson

SFC Todd Karch

SSG Corey Gavin

SFC Danielal Murphy

SSG Monica Patton

RALEIGH

SFC Michael Rometry

SSG Lori Jackson

SSG Rebecca Mazujian

SALT LAKE CITY

SSG Roy Roberts II

SEATTLE

SFC Bruno Acosta

SFC John Vasquez

SORB

SFC Robert Piette

SFC John Wylie

SOUTHERN

CALIFORNIA

SFC Collen Pagatpatan

SSG Nate Marone

ST. LOUIS

SFC Troy Bleyaert

1. When working with State Employment Services, the recruiter will _____.
 - a. refer all unqualified applicants
 - b. provide printed data on job opportunities
 - c. take part in group guidance sessions
 - d. all of the above

2. When enlisting into the Army Reserve, careful consideration must be given to all except _____.
 - a. number of dependents
 - b. conflicts with civilian occupation
 - c. commuting time
 - d. MOS restrictions

3. Prior service applicants are eligible to enlist if they are a high school graduate or have higher education.
 - a. True
 - b. False

4. Noncitizen prior service applicants, including Glossary Nonprior Service, may not enlist when total federal military service is more than eight years.
 - a. True
 - b. False

5. Persons applying for waiver of conviction or adverse disposition will provide _____ and documents to support the waiver request.
 - a. letters of reference from law enforcement
 - b. evidence of satisfactory rehabilitation
 - c. current MEPS physical
 - d. all the above

6. Applicants enlisting in the Future Soldier Training Program who conceal a charge that _____ can be retained and authorized to ship by the brigade commander.
 - a. was dismissed or dropped
 - b. was DA rejected or not charged to join the Army
 - c. do not require a waiver or USAREC review
 - d. all fines were paid or waived by the DA/court

7. Applicants accepted into a military academy preparatory school can enlist into the Army Reserve.
 - a. True
 - b. False

8. What is the only valid agreement between DA and the enlistee?
 - a. SF 86
 - b. DD Form 1966
 - c. DD Form 4
 - d. REQUEST reservation

9. Who controls enlistments under the Army Reserve enlistment program?
 - a. The Chief, Army Reserve
 - b. Commanding General, USAREC
 - c. Deputy chief of staff, G-1
 - d. Commanding General, Human Resources Command

10. Any prior service applicant who entered active duty for the first time after July 1, 1985, in any regular component of the armed forces and who has not declined the Montgomery GI Bill during his/her initial term of service is eligible for the MGIB.
 - a. True
 - b. False

11. For a Soldier to be qualified for Broken Service Selective Reenlistment Bonus, the Soldier must have breaks of service of more than _____ and fewer than _____ from the active component immediately before date of reenlistment.
 - a. six months, five years
 - b. two months, three years
 - c. five months, four years
 - d. three months, four years

12. Can a person who enlisted in the Army Reserve but who never shipped to IADT, and subsequently was discharged as an unsatisfactory participant, enlist without a waiver?
 - a. Yes
 - b. No

13. Any applicant who had lost time of _____ days or fewer, regardless of the type of separation or RE code, is required to have a waiver for enlistment.
 - a. three working
 - b. five working
 - c. seven
 - d. five

14. A person with two or more convictions/OAD within the _____ years _____ application for enlistment for driving while intoxicated, drugged, or impaired.
 - a. three, preceding
 - b. three, prior
 - c. five, preceding
 - d. two, prior

15. Prior service applicants who have been discharged with RE Code 3 for “alien without lawful admittance” will _____ for waiver.
 - a. have a two-year waiting period to process
 - b. must have documentation from INS to process
 - c. require USAREC G-3 policy control number
 - d. not be considered

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

RCM September Fiscal Year 2006

Top Regular Army Recruiter

SSG Scott Morgan
Albany

SSG Timothy McKinney
Nashville

SSG Roger Tkaczyk
Great Lakes

SSG Joel Velez
San Antonio

**SPC Christopher
Carlson**
Phoenix

Top Army Reserve Recruiter

SFC Kenneth Golder
Albany

SFC Michael Luff
Tampa

**SFC Ovidio
Correa-Rodriguez**
Minneapolis

SFC John Dotson
St. Louis

SFC Audra Greenwood
Portland

Top Large Station Commander

SFC Keith Saunders
Lynnhaven
Baltimore

**SFC Christopher
Walker**
Lake City
Jacksonville

SFC Gregory Goodwin
Piqua
Columbus

SSG Jeffery R. Nash
Harlingen
San Antonio

SFC Brian Homme
Victorville
Southern California

Top Small Station Commander

SSG Aaron Wilson
Torrington
Albany

SFC Thomas Fortner
Smithfield
Raleigh

SSG Jeffery Sexton
Marshfield
Milwaukee

SFC Michael Bush
Mountain Home
Oklahoma City

SFC Ronnie Sarmiento
Hemet
Southern California

Top Company

Carlisle

Dothan

Marion

Lewisville

Tucson

Top Battalion

Tampa

San Antonio

Top AMEDD

New York

Carolina

Minneapolis

East

Rocky Mountain

Answers to the Test

1. d. AR 601-210, Ch. 1-13b

2. d. AR 601-210, Ch. 1-8b

3. a. Operational changes to AR 601-210, Ch. 3-5a

4. b. Operational changes to AR 601-210, Ch. 3-4b

5. b. AR 601-210 4-4,b(3)

6. c. AR 601-210 4-2, g

7. a. AR 601-210, Ch. 1-5

8. c. AR 601-210, Ch. 1-11a

9. a. AR 601-210, Ch. 1-4b (1)

10. a. AR 601-210, Ch. 3-13

11. d. AR 601-210, Ch. 3-31c

12. a. Operational changes to AR 601-210, Ch. 3-22

13. d. AR 601-210 4-14a

14. a. AR 601-210 4-24s

15. d. AR 601-210 4-4d

HONORING ALL WHO SERVED

To be a veteran
one must know and
determine one's price
for freedom.

VETERANS DAY
November 11, 2006

