

RECRUITER

United States Army Recruiting Command October 2003

Journal



Army's Pro Stock Warriors

Page 16

RECRUITER

United States Army Recruiting Command

October 2003, Volume 55, Issue 10

Journal

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCAPA-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial (502) 626-0167, fax (502) 626-0924. E-mail address: RJJournal@usarec.army.mil. Printed circulation: 13,700.

Commanding General - MG Michael D. Rochelle
Public Affairs Officer - S. Douglas Smith
Editor - Pearl Ingram
Associate Editor - Beverly Harrison
Associate Editor - Walt Kloepfel
Front Cover Design - Beverly Harrison
Back Cover Design - Marjorie Lehman

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

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



Features

6 It PaYS to go Army!

This article answers some recently asked questions that address use of PaYS as a recruiting tool to help penetrate difficult markets and present evidence that Army skill training really does count in America's industries and corporations.



10 Taking on the RDEP

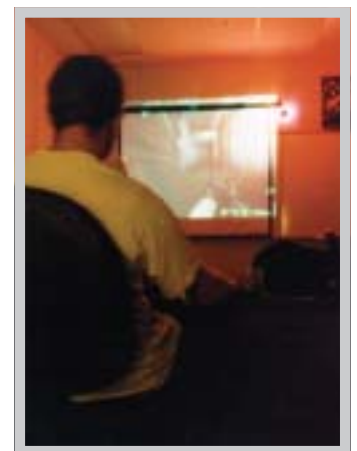
The Reserve DEP or RDEP implementation began Oct. 1 in 2d Brigade and the other brigades will phase in over the next two years. The Army Reserve soldier now becomes part of the DEP and will no longer report to the Reserve unit until after they are MOS trained.

11 Make Changes That Strengthen Families and Relationships

Every October, the Army joins its fellow services and our nation in recognizing the importance of preventing domestic violence. This year's theme emphasizes that prevention begins with each of us as we change our attitudes about domestic violence by taking the right actions to protect and assist victims. We can make a difference.

12 Army Game Invades Cyberspace

About 20 Tulsa teens laid plans and made assaults during an Army Game tournament. The combat was virtual but the competition was real. The Army-sponsored tournament is part of a growing enlistment in the "virtual service" through the America's Army video game.



Departments

- 2 Commanding General
- 3 CSM
- 4 Chaplain
- 5 The Way I See It
- 8 Pro-Talk
- 20 Safety
- 22 Field File
- 26 News Briefs
- 30 Salutes
- 32 The Test



19 USAAC Begins New Cell Phone Contract with Sprint PCS

USAAC has transitioned our cellular phone service providers from Verizon Wireless to Sprint PCS. Sprint states that off network agreements will allow USAREC to make and receive calls in virtually every area of the U.S. where wireless service is available.

13 Station Merchandising — Improving the Standards of the Recruiting Stations and Reinforcing the Army Brand

Merchandising is how we present and promote the Army brand to our target market and public. In the coming weeks, recruiting stations will receive guidance and materials that will standardize the layout of all stations across the command.



14 Benefiting From Unit Membership

Units should evaluate the benefits of memberships whether it's with the local chamber of commerce, National Urban League affiliate, Hispanic organization or educational association. By becoming involved in community organizations, recruiters are making an investment in the community that will pay dividends.



16 Army's Pro Stock Warriors

Get up close and personal with the two newest members of the U.S. Army NHRA Racing Team — Angelle Savoie and Antron Brown — bringing the Army message to a track near you.

Front cover shows Antron Brown, one of the newest members of the Army NHRA Racing Team, heating the rear tire for traction prior to his run. Photo by Walt Kloeppe.



Just a Warm Summer Evening; or Was It?

On August 12, more than 200 Soldiers (many Screaming Eagles among them) returned to families, friends, and a welcoming homeland at Fort Campbell, Ky. Each was still dressed in “battle rattle” and bore the stern look of determination that one might expect of Soldiers fresh from a combat zone. I had been invited to welcome these great Americans home from Iraq and seized the opportunity to shake each hand as Soldier after Soldier exited the aircraft. It is a night I will not soon forget.

As I stood on the tarmac at Campbell Army Airfield, enthusiastically grasping the hand of each Soldier exiting the aircraft, I noted that each man and woman stood proud and tall. Each one greeted me with a smile, though the stern look of commitment and pride of accomplishment shone through. I was reminded that evening that these truly are the best America has to offer. Further, they represent thousands of others who fit that definition. I was also reminded that the journey of each young warrior began with a firm handshake by a great Army Recruiter. While that may appear to be a blinding flash of the obvious, it speaks volumes about the quality of their Recruiters and reminds us of our responsibilities to those whom we recruit.

I have always maintained that Recruiters recruit in their own image. That is not an endorsement for females recruiting females, or for minorities recruiting minorities. On the contrary, that statement acknowledges that at some level, each applicant who agrees to enlistment does so because he or she wants to imitate the Recruiter. Accordingly, if the Recruiter is a staunchly professional noncommissioned officer, the applicant silently wishes to mimic that bearing, pride of belonging and professionalism, regardless of gender or race. It is neither the external attributes nor a particular affect that attract, but the internal qualities and values of the Recruiter that resonate. That is what I saw that warm evening at Fort Campbell, Ky.

I was also reminded we have a responsibility to prepare America’s best for what may lie ahead. While I have no idea how many of those young heroes, if any, were recent initial entry training (IET) graduates, one can safely assume they left teammates behind who were. Our responsibilities include not only instilling a keen understanding of Army values but also a far better preparation for the rigors of basic training than we generally do today. That, too, is what I saw that warm evening at Campbell Army Airfield.



MG Michael D. Rochelle

In summary, the selfless and values based performance of America’s finest around the globe should be a source of great pride to every American, most especially to those of us in uniform. Further, it should instill a special sense of pride and commitment to every recruiter, past and present. But it should also remind us of the responsibilities we bear for representing America’s Army and her magnificent Soldiers to citizens at home and abroad. Lastly, it should stir in us the desire to better prepare each new Soldier for the rigors that lie ahead.

That’s what I saw that warm summer evening at Fort Campbell, Ky., as I welcomed home over 200 great Americans.

“I was reminded that evening that these truly are the best America has to offer. Further, they represent thousands of others who fit that definition. I was also reminded that the journey of each young warrior began with a firm handshake by a great Army Recruiter.”

Evolving as a Learning and Growing Organization

MG Rochelle routinely challenges leaders to assess where they are, as individuals and within their organizations, on the “evolutionary continuum of development.” His challenge provokes critical thinking: Are soldiers and leaders sufficiently learning and growing to achieve standards, milestones, goals, and the mission? Are we developing self-aware and adaptive leaders and units able to understand the operational environment, assess one’s own capabilities, determine strengths and weaknesses, and actively learn to overcome shortfalls and deficiencies? He asks commanders to constantly look over the horizon in search of understanding for future market implications and to assess the potential “knowledge gap” of his/her organization to meet these challenges. It is expected that noncommissioned officers focus on the training implication of this “knowledge gap.”

Appendix B, FM 22-100 lists performance indicators for leaders to assess the leadership of oneself and others based on the leadership dimensions of “Be, Know, Do.” Appendix D of the same regulation provides guidance on how to develop a leader plan of action to facilitate learning and growing. In order for one to truly grow and mature as a member of a high-performing team, one must intuitively understand the mission, critical tasks, and functions required of them and the organization. They typically ask of themselves: How do my unit and I fit into the “Big Picture?” More importantly, learning and growing organizations progressively look for creative ways to apply doctrine, processes, tactics, techniques, and procedures (TTP), and to employ systems and technology. To prevent stagnation and complacency and to facilitate improved performance, they mandate use of the After Action Review (AAR) process.

I am becoming increasingly concerned that the AAR process is not being used to foster learning and growing. I find it troubling and disconcerting that unit training schedules, training records, and developmental counseling, or the lack thereof, are not sufficiently addressing individual and collective needs-based training requirements to improve behavior and performance. FM 7-0, Training the Force, paragraph 1-33, describes the NCO’s responsibility for the continuation of the soldierization process. Throughout my travels across the command, I have yet to see adequate focus on self-study and professional reading to aid growth on recruiting and NCOPD/OPD topics.



CSM Harold Blount

There is a school of thought that suggests that commissioned officers integrate collective, leader, and soldier training to accomplish the mission, while noncommissioned officers focus on individual training. Given my unrelenting focus on soldier and leader development, I choose to believe that all soldiers assigned to USAREC should embrace the notion of assuming some responsibility for their training and development. FM 22-100 and FM 7-0 address the importance of self-development as one of the pillars of military education, along with institutional training and operational assignments. I define self-development as self-motivated training by individuals to acquire new skills and enhance previously acquired skills, knowledge, and experience. I believe that this process improves readiness and increases individual potential for progressively more complex and higher level assignments. Having embraced this mindset as a young sergeant, I firmly believe it has been the foundation of my success.

Every MOS has a Career Development Model that lays out operational assignments, institutional and special skill courses, and recommended college-related courses prior to NCOES for all NCO ranks from SGT to CSM. Recruiting Central and Army Knowledge Online (AKO) portals have several links that provide awesome opportunities for self-development and enhanced performance. The July 2003 issue of the NCO Journal provides an outstanding source of links that will aid lifelong learning. Investing the time to navigate these sites, one can find all sorts of information to pursue higher learning through on-line distributed learning course and college courses. It is my desire for each soldier in this command to study their career model and develop an aggressive self-development program to increase learning, not only in recruiting-related and PMOS tasks, but mainly on soldiering and leadership tasks.

According to Proverbs 3:13-15: “Blessed is the man who finds wisdom, the man who gains understanding, for she is more profitable than silver and yields better returns than gold. She is more precious than rubies; nothing you desire can compare with her.” An investment in life-long learning is an investment in your and your families’ future, the team of teams and this great nation.



When the Leaves Fall

By Chaplain (LTC) Lyndell E. Stike

Fall is a gorgeous time of the year. Prior to re-entering active duty, I served in the North Carolina National Guard. The headquarters was located in Lenoir, N.C., but we had companies all over the western part of the state.

One of the units was in Boone, high up in the Appalachian mountains. One weekend in October I drove to Boone for a site visit. The forest was in the midst of change. The color was almost blinding. The reds, oranges, and yellows cried out in splendor. As I enjoyed the sight, I was reminded that the leaves were actually in the process of dying. In a few weeks they would turn brown and fall from the trees. It is an annual cyclical occurrence.

Death is a certainty for all of us. It can arrive unannounced and at any age. It is, therefore, imperative that we live every moment with the reality of death pressing us. There are times we live for the future and forsake the present. It reminds me of a story that I received from a friend.

"Bob opened the bottom drawer of his wife's bureau and lifted out a tissue-wrapped package.

"This," he said, "is not a slip. This is lingerie." He discarded the tissue and handed me the slip. It was exquisite; silk, handmade and trimmed with a cobweb of lace. The price on it was still attached.

"Jan bought this the first time we went to New York, at least eight or nine years ago. She never wore it. She was saving it for a special occasion. Well, I guess this is the occasion."

He took the slip and put it on the bed with the other clothes we were taking to the mortician. His hands lingered on the soft material for a moment, then he slammed the drawer shut and turned to me.

"Don't ever save anything for a special occasion. Every day you're alive is a special occasion."

If we are going to live and enjoy the present there are four things we must be vigilant in doing:

Mending our fences. Since death can strike at any moment, it is essential that our relationship with others be healthy. It is so easy for hurt feelings, misunderstandings, and conflicts to keep us away from those we truly love. The more we miss calling, e-mailing, or visiting, the more difficult it becomes to repair the damage. Express your love today, show your concern while you have the opportunity.

Building relational bridges. Today's society locks itself up behind iron gates, passwords, and ID badges. Friendships are difficult to create, maintain, and enjoy due to our fear of the unknown. Fear keeps us in bondage and loneliness. Reach out and make a friend. Your life will be enriched.

Updating the kitchen. Our homes are not the only thing that can become dated over the years. Our mental adroitness should not end with graduation. Each of us must gain new skills, knowledge, and dreams along this journey called life. Maintaining a program of personal growth should be part of our individual mission statements. Read that book, take that class, and increase your vocabulary.

Sitting on the deck. Living in the present demands that we take time to reflect and savor the moment. A mansion, luxury car, or a six-figure paycheck cannot replace the intimacy experienced watching the sun set or sharing conversation with your soul mate.

Enjoy the colors of your life today because we know not when the leaves will turn brown and fall from the tree. This is Chaplain Stike saying, "Go out and make a memory."





A Recruiter Writes:

The ARISS laptop should only be used to build packets and sales presentations. Everybody from the field recruiter to the first sergeant believes it. How is it that no one else does?

Why are we recruiting OCS, WOFT, and ROTC referrals? Shouldn't that be the officers job? They are always telling us how easy recruiting is. Are we going to see these questions answered in the Journal? I know it is on the mind of all of the recruiters.

The Chief of Staff Responds:

Thank you for your input to "The Way I See It" Program. In your letter, you state that "the ARISS laptop should only be used to build packets and sales presentations. Everybody from the field recruiter to the first sergeant believes it. How come no one else does?" You also ask why enlisted recruiters are recruiting for OCS, WOFT and ROTC referrals.

The ARISS system is an automated management tool that replaces almost all of the paper tools that have been in use for years. If properly used, ARISS is an effective management and leadership support system. If you need further guidance on the use of ARISS, please go to the "Recruiting Central" Web site or USAREC Pam 601-32.

The recruiting process has changed, as has much of the current business community, to a more computer-based way of conducting everyday tasks. When ARISS initially began, it was used as you described. ARISS has evolved into an electronic way of projecting our applicants for processing at the MEPS. That was followed by Leads/Reports: a recruiting management system. One of the major benefits to the recruiter is the single entry feature used when completing the enlistment packet. This precludes the recruiter and the guidance counselor from retyping the same information throughout the packet.

Army recruiters are exceptionally good at working with high school and college student populations. This skill makes the Army recruiter uniquely qualified to present the Army's OCS and WOFT enlistment options. It also gives the recruiter the first and best opportunity to refer those students who will attend college to Army ROTC. Likewise, soldiers assigned to Cadet Command (i.e., ROTC program) are a partner in the recruiting effort and work to provide leads and access on many college campuses previously not receptive to Army recruiters. Working together, USAREC and Cadet Command partner to ensure the success of the Army's enlisted and officer accessions missions.

I want to thank you again for your concerns and please continue to let us know how we can better support you. For further information contact MSG Steven Cardwell at 1-800-223-3735, Ext. 6-1194; DSN 536-1194; commercial 502-626-1194; or e-mail Steven.Cardwell@usarec.army.mil.

A Recruiter Writes:

It appears that while we are in a rapidly changing business we would allow NCOs to be able to use all available resources such as being able to load software to use a digital camera. This would come in handy for tattoos. A scanner to scan documents would make life much easier and being able to use a home printer with work computer also would definitely make things easier.

The Chief of Staff Writes:

Thank you for your input into "The Way I See It" program. Your suggestion for recruiters to use personally owned software, digital cameras, and scanners on the recruiter workstation is an interesting one.

In our never-ending quest to provide the recruiting force with quality customer service and support, USAREC recently evaluated the use of digital cameras for photographing applicants. Due to budget constraints and higher priority initiatives, the decision was made not to purchase digital cameras at this time. However, depending on year-end funding availability, the command may buy some digital cameras and scanners. Future modernization plans do include scanners and signature pads as part of the "Point-of-Sale" Program and movement toward a totally paperless environment.

The use of personally owned software and hardware is not permitted for many reasons, including configuration management, security, potential government liability, and technical support of varied non-standard devices. It is extremely important that all fielded systems be properly configured to run the command software designed to operate with those systems. This enables us to ensure technical support is available throughout the command and to restore systems when problems occur. Specific command guidance is outlined in USAREC Regulation 25-2 (31 December 2000), chapter 4 (Microcomputer Software and Hardware, paragraph 4-9 "Privately-owned, -leased, -rented, or -borrowed hardware."

Thank you for your interest and please continue to send us your ideas. If you would like additional information regarding your RWS, please contact Norma Hatfield at 1-800-223-3735, Ext. 6-1780, or e-mail Norma.Hatfield@usarec.army.mil.

TWISI letters can be sent e-mail to TWISI@usarec.army.mil. Written comments may be mailed to ATTN RCCS CHIEF OF STAFF, COMMANDER, US ARMY RECRUITING COMMAND, 1307 3RD AVE, FORT KNOX KY 40121-2726.

It PaYS to Go Army

By Cindy Misner, USAREC G5, PaYS and Alvin Burzynski, Columbus Battalion

The Partnership for Youth Success, now in its third year, is proof that people join the Army for skill training and the promise of future employment, possibly in their hometowns. This buying motive is so popular PaYS easily met its accession ceiling three months early. Great news for the program, but did we really use this recruiting tool to its fullest extent? Did the 7,900 job interviews really go to the enlisting soldiers who will use it or just to the first 7,900 applicants? We would like to answer some recently asked questions that address how to use PaYS as a recruiting tool that can help penetrate difficult markets and present FEBA (Facts, Evidence, Benefits, and Agreement) evidence that Army skill training really does count in America's industries and corporations.

When did the program officially launch?

The PaYS program went live in July 2000 with just a handful of partners, complex technology, and limited job variety. In three years, we have increased our partners to 67, mainstreamed into REQUEST, tripled online user products, and posted more than 35,000 Regular Army and 5,000 Army Reserve positions across America.

How long does it usually take for interested companies to become a full partner?

This depends on the size of the company. The larger the company the more layers we have to brief, sell, and educate. Smaller companies often have just one person wearing many hats and this expedites the process. Partnership can take five to 12 months on average.

How can recruiters and company commanders contribute to the PaYS mission?

MG Michael D. Rochelle said at the last Pre-Command Command Course, "The biggest hindrance to PaYS expansion is not partnership expansion. It's putting



MG Michael D. Rochelle and Lt. Col. Michael Finamore, Assistant Superintendent of Administration, Ohio State Highway Patrol, sign memorandum of agreement at the OSHP Academy on Aug. 20. (Photo by Alvin Burzynski)

the program into the mouths of recruiters so that they use it. It has to be in the hands and on the lips of recruiters when they go into schools and talk to guidance counselors. It clearly will help expand senior market share."

Educating yourself on the program is the starting place. www.armypays.com contains documents that will enlighten the recruiting force about PaYS. Find out the PaYS partnership companies in your area at <http://home.usarec.army.mil> Statistics/PaYS Reports.

Recruiters should as a minimum review the statement of understanding with any DEP member who has the PaYS program. Ensure the PaYS DEP member understands all the information contained in the SOU. It is not a job guarantee. DEP and DTP members should understand it is their responsibility to contact the partner and schedule the job interview and at a certain point in their careers. It's different for Regular Army and Army Reserve. PaYS soldiers can use AKO accounts given to each partner. They should retain a copy of the SOU, as it has their PaYS point of contact information. Recruiters should explain the program to applicants who are looking for skill training or who are planning to return home after their enlistment.

Company commanders can nominate potential companies in their command area through the battalion PaYS point of contact. Invite PaYS partnership companies to COI events, career nights, and high school recruiting events. Commanders should approach current partners for potential resume exchanges.

What is the long-term objective for the PaYS program? How many new partners does the command anticipate taking part in the pro-

gram in the next one to three years?

The long-term objective of the PaYS program is to have PaYS soldiers back home, all across America, working for PaYS partners telling the "Army story." We want your recruiting market and their influencers to know that corporate America values Army skill training and that an enlistment in the Army is the first step on the road to a rewarding career.

Not every company is a good fit for the PaYS program. Any company that can offer quality jobs, in numerous locations, with good benefits, to both Regular Army and Army Reserve soldiers of all specialties will be welcomed.

Is this a temporary program?

PaYS is here to stay. More than 16,500 soldiers have already taken advantage of the program. We are processing hundreds of companies and agencies that want to tap into the caliber of employees that veterans become.

What are some of the potential obstacles the command has to address with potential PaYS partners?

A potential PaYS partnership company must offer full time employment at or above the pay rate held by the exiting soldier. The company and their product must be ethically and morally in sync with Army values. Initially companies want a direct match between their job descriptions and our military occupational specialties. We educate them on combat arms/support soldiers. In fact, MG Rochelle addressed this issue recently when he said, "You can train these young men and women into anything you want. They are disciplined, skilled, talented, and highly trainable. Police departments should not just want to hire MPs, they want the skills and discipline of our soldiers."

What criteria does a potential PaYS company have to meet?

Requirements are outlined in UM 02-082, Part II, as well as UP 601-33, Chapter 2. Basically, a company should have more than 500 employees. The larger companies are better able to forecast future job openings. The referred company must have been in business for a number of years with a positive history. Franchises and companies whose products are not in keeping with the Army image (tobacco

and alcohol) are not eligible for partnership.

Do the companies that participate in the program also have some type of affirmative action program for Army veterans?

We select companies that are in keeping with all the Army values. Many companies come to us to tap into the Army's diversity.

How long does the soldier/veteran receive priority placement consideration?

The stop-loss initiative delayed several PaYS soldiers scheduled to interview earlier this year. It is strictly up to each partner if and how long they will hold positions. Stop-loss soldiers should contact their PaYS partners. If the original position is no longer available, many partners will consider PaYS soldiers for other positions within the company. The terms of the agreement between the PaYS partnership companies and the Army do not specifically address a timeline. The SOU does, however, instruct Regular Army PaYS soldiers to contact their PaYS partnership company point of contact six months prior to ETS to schedule an interview, and it instructs Army Reserve soldiers to make contact after IET.

If the soldier is a PaYS participant and decides to re-enlist in the Army, does the contract become null and void?

There is no contract. Companies sign a memorandum of agreement and soldiers sign a statement of understanding. In some cases, we are asking PaYS partnership companies to wait six years before the PaYS soldier is available for interview. Extending this timeline is unrealistic. This program is for first-term soldiers only, so when the PaYS soldiers re-enlist, they are no longer qualified. At this point we would encourage the PaYS partnership company to fill the position with an Army Reservist or search the ACAP database for a replacement.

Do PaYS partners get a tax break?

Not from the partnership with the Army. In fact, we post a disclaimer that by partnering the Army in no way is showing favoritism.

What is the return investment for the Army and for the PaYS partnership company?

Most near and dear to our hearts is the

fact that PaYS DEP members access onto active duty at a higher rate than non-PaYS DEP members. The PaYS program is attractive to markets that place value on returning home after enlistment and Army training to enhance their civilian job potential.

For the PaYS partnership companies the return is staggering. Recruiters are scouring the markets 24/7 coast-to-coast looking for the highest quality applicants available. The Recruiting Command spends \$13,000 per accession. The Army will test, physical, check mental and moral qualifications, administer drug tests, complete a national agency background check, provide skill training and experience on some of the most technically advanced equipment in the world, provide the opportunity for leadership experience, and the only cost the PaYS partnership companies incurs is the time it takes to load jobs into the PaYS database, schedule, and conduct the interview.

How many soldiers (veterans) are currently working for PaYS partnership companies?

None so far. Our PaYS DEP for 2003 only contains about 40 soldiers. Most have either re-enlisted, been affected by the stop-loss, or are not scheduled to ETS until the October-November time frame. The PaYS DEP for 2004 is made up of just under 700 soldiers, and we will see great things happen in this next year.

How is the program reconnecting the Army with America?

By giving back better-trained, experienced, drug free, highly motivated citizens. Invite a PaYS partner to your next career night. When your high school market sees the Army booth flanked with corporations that want to hire them after their Army enlistment, the "Army story" will get out.

Who monitors and mentors the PaYS soldier during a possible six year enlistment?

We all do. Recruiters ensure the PaYS soldier understands the program at DEP-in. The PaYS partnership companies are encouraged to send welcome letters and yearly newsletters. The PaYS soldier can contact their PaYS partnership company with the information provided in the SOU. Once the DEP member gets an AKO account, contact can be maintained

via e-mail. Periodic communication is important as some additional testing, certification, or degrees may be required prior to the interview. And finally, the HQ USAREC PaYS program Marketing Team is the constant link between the PaYS partnership companies, PaYS soldiers, and all recruiting levels.

Has the possibilities of increased deployments for Army Reservists had an impact on the Army's ability to increase the number of Reserve PaYS partners?

Not really. In fact PaYS partnership companies with Reserve units in their area have employed Army Reservists for decades. This partnership gives corporations an opportunity to publicly support their nation, its people, and the military.

From your experience, what are some of the basic questions potential PaYS partners have regarding the program?

All companies ask how much it costs to partner with the Army. They are accustomed to paying headhunter companies for each employee placed. There is no cost to the company to become a PaYS partner.

Can you share with me some of the feedback from PaYS partnership companies?

Vance D. Coffman, Lockheed Martin Chairman and Chief Executive Officer said, "Lockheed Martin is delighted to support the U.S. Army's recruitment objectives. We are gaining access to a pool of talented people whose skills are among those fundamental to our success and to that of our customers. Talented people are the foundation of Lockheed Martin's ability to serve our customers and to achieve our vision to be the world's best advanced technology systems integrator."



BG Leslie L. Fuller, DCG East, and Mark Wolfe, Manager Sourcing/Resources, Southwest Airlines, sign a memorandum of agreement at a USAREC ceremony. (Photo by Jim Welker)

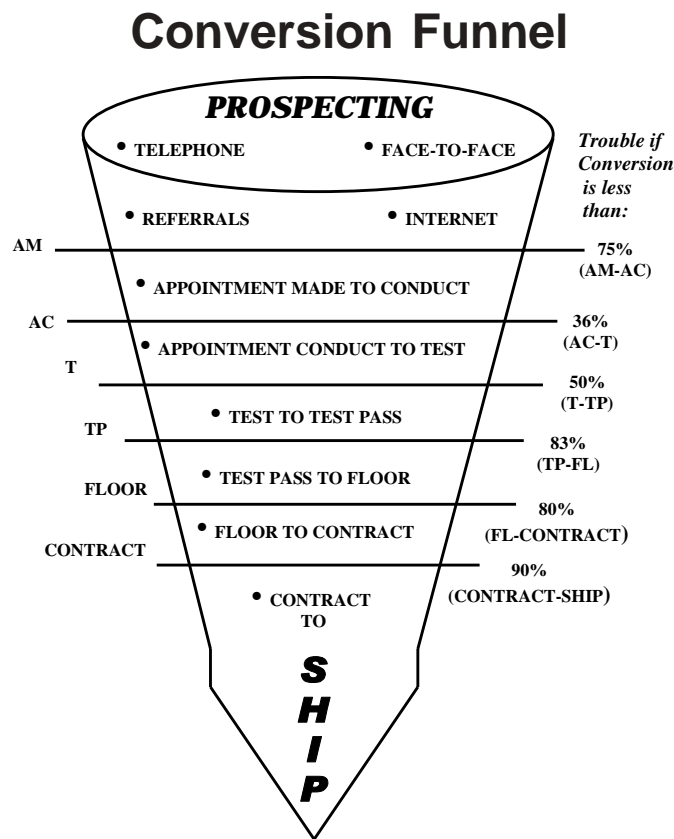
Improving Your Contact to Contract Ratios

By SFC Kenneth Simon, G3, Training Assessment

Wouldn't it be nice if everyone you talked to joined the Army? Is your station commander or first sergeant telling you to get your conversion ratio down? If so, then you are one of many who have had the same problem. This article should help you identify your "choke point" in the "prospecting cycle." Most seasoned recruiters know the "prospecting cycle" as the "conversion funnel." In USAREC Regulation 350-7, Recruiting Station Operations Update, Appendix E, you will find the troubleshooting guide that goes along with the conversion funnel. The conversion funnel, as depicted to the right, will be added to USAREC Reg. 350-7 in the next release.

PROSPECTING: The first step is prospecting, whether accomplished by telephone, face-to-face, Internet, or referrals. You have to prospect in order to fill the top of your funnel. If you have problems at this stage, there are a few areas that should be considered:

1. Are you getting enough blueprint information to establish rapport? Rapport is a important part of the prospecting cycle because throughout the prospecting cycle, rapport must be maintained and improved.
2. Once you establish rapport, ask open-ended, fact-finding questions to uncover the prospect's buying motive. You must **LISTEN** in order to find the buying motive(s).
3. Once the buying motive has been found, use it to sell the appointment. Do not oversell. Overselling will leave your prospect with no need to set up an appointment because they think they already have all the information. Remember you are only selling the appointment!
4. Make sure that you are prospecting at the right times and right places. For example, seniors should be in school during the day, so it wouldn't be a good idea to telephone prospect for them. The most important part is to ensure that you ask for the appointment. Don't assume that this is automatic because the prospect is responding positively.
5. Make sure that the prospect is given options of appoint-



ment dates and times. Give them a minimum of two dates and two times within the next 72 hours.

APPOINTMENT MADE TO CONDUCT: If you are making appointments, but have a high "no-show" rate, then you should evaluate a couple of areas:

1. How much time was there between when the appointment was made and when the appointment was to be conducted?

More than 72 hours increases your no-show rate because the lead will have more time to forget.
2. Are you confirming your appointments 24 hours in advance?

Remind your prospect that they have made a commitment to you.
3. Are you overselling?

You shouldn't tell the lead too much while trying to set the appointment or they will have no reason to come to see you.
4. While selling the appointment, are you keeping the interest level as high as possible?
5. Why are you making the appointment? Is it because your prospect is genuinely interested in finding out more about the Army or is it merely to meet your appointment goal for the day?

Make sure that the appointment is valid. Have another recruiter call the lead and verify appointment date and time.
6. Are you confirming the time, place, and mode of transportation of your prospect?

There is no room for a communication breakdown. The sender and receiver should be on the same wavelength or you will definitely have a “no-show.”

APPOINTMENT CONDUCT TO TEST: If you are having problems getting a prospect to test, consider these scenarios:

1. Was there a firm commitment from the applicant?
2. Does your prospect have the “power to buy”?
3. Was the applicant sold on the Army because you presented facts, evidence, benefits, and attempted to close on all buying motives?
4. Think about the word picture that you painted. Was it presented well enough that the applicant would rather test than go to the mall with friends?
5. Don’t assume that you know the dominant buying motive (DBM). **LISTEN**, and the applicant will eventually tell you their DBM.

6. Remember, don’t let your pride get in the way. If you are unable to close the sale, get a date when you can follow-up with the prospect. You may even want to consider having one of your mentors or peers to follow up with the prospect. A different approach or techniques may be all it takes. Use your unit’s experience, station commander, first sergeant, or master trainer.

TEST PASS TO FLOOR: Does your chain of command ask why are there so many applicants that have tested, but are not on your processing list? If so, you should ask yourself certain questions:

1. Did you sell the test only just to get your station commander or CLT off your back?
2. Did you give the applicant a reason to join the Army by finding the true dominant buying motive? Was the facts, evidence, benefit, agreement (FEBA) and word picture painted in such a way that Leonardo da Vinci would be in awe?
3. Was the sale closed properly by getting a firm commitment, or did you assume that the applicant would enlist?
4. How much time was there between the test date and the applicant scheduling a physical date? Did the applicant have time to think about the decision, get outside negative opinions, and change his or her mind?
5. Were the applicants properly pre-screened and hot-seated by you and station commander?
6. Were all medical records requested and received before MEPS processing? Was Dial-a-Medic used to answer any questionable cases?
7. Was drug testing administered at the office prior to official processing?
8. Was the applicant asked questions in such a way that implied that all answers should be “no” regardless of the obvious scars on their body?
9. Was the applicant sold on the Army or a specific job before going to MEPS for processing? Was the applicant sold on the fact that all jobs in the Army are important?

SHIP: Do you have a hard time getting the soldiers in your Delayed Entry Program to ship for training? If so, you should ask yourself certain questions:

1. Was a proper DEP orientation completed or was it just a quick gesture to satisfy a requirement?
2. Has your DEP been keeping in contact as scheduled?
3. Has the applicant been attending regular DEP formations?
4. Have your DEP formations been fun and exciting?
5. Have your DEP soldiers been giving referrals?
6. Have you assisted your DEP soldiers in getting promoted?
7. Have the major influencers been kept informed and involved in the DEP? Do the influencers understand the DEP soldier’s DBM and how the Army is going to help satisfy that need?
8. Do you show the DEP members the same attention that they were given prior to enlisting?
9. Was the DEP member sold on how important their contribution is to the country and to the Army?

Keep in mind, these suggestions are not going to fall true for everyone at all times. But, if you will make a thorough self-assessment using the examples above, your ratios should improve over a short period of time. The conversion funnel is a great tool that has been proven true and will help increase your contracts. The funnel gives you an excellent view of where your choke points are located. The greatest part is that you can assess yourself and redirect your efforts before being told to do so. In other words, you will have input and control as to what direction to take to ensure your success. Remember, professional development is part of being a proficient noncommissioned officer. Take charge and be a success in all your endeavors.

Bright Idea



Beginning of Month Intensity

Concern: Lack of Intensity at the beginning of the month.

Findings/Discussions: Had to recover from last month of flooring everything and it took too long. Didn’t have enough to cover unexpected events (DEP loss).

Strategy: “You never have enough!” — Don’t do the minimum. Maintain steady intensity throughout RSM. Ensure there is no break or slow down in prospecting.

LTC Claudia Wigglesworth, Nashville Battalion

Taking on the RDEP

By Pearl Ingram, Editor, Recruiter Journal

Implementation of the Army Reserve Delayed Entry Program, the RDEP, provides recruiters with a chance to take charge of their newly enlisted Army Reserve soldiers.

In addition, the RDEP will enhance Reserve readiness and improve DEP management. The program began Oct. 1 in the 2d Recruiting Brigade with other brigades gradually phasing in over the next two years.

"They'll be treated just like a Regular Army DEP," said MSG Joseph Malcolm, USAREC G3 Operations NCO, about the change from a DTP soldier to DEP soldier.

For the recruiter, the Army Reserve soldier now becomes part of the DEP. Recruiters will no longer turn over the new soldier to the unit. Recruits will no longer report to the Reserve unit until after they are MOS trained. The recruiter will now integrate the recruits into the DEP program while they are awaiting training.

"The regulation is the same," said Malcolm, "DEP management is DEP management. We do all the follow ups the same way. As recruiters, we're going to have more control of our DEP."

According to Malcolm, a Reserve unit may have 80 percent MOS qualified soldiers but at the same time show 105 percent unit strength.

"They may have a lot of people who are not MOS qualified," he said. "This new change will take all the nonqualified soldiers out, and the unit strength will depend solely on those who are MOS qualified."

The purpose of the RDEP is to achieve greater efficiencies in the management of new soldiers and to ensure retention and readiness for the Army Reserve. It will also maximize training seat use, a topic high on the agenda for the U.S. Army Accessions Command and the Reserve Command.

"It will help the readiness of the Army Reserve," said LTC Johnathon Wilson, G3 Special Projects Officer.

Soldiers will not be assigned to a Reserve unit until they return from IET training, according to Malcolm.

"They will know what unit they're enlisting for. They will know what job they're enlisting for. That will all be written into a contract for them, but they will not be assigned to the unit

until they return from training.

"It's almost a paradigm change in the way we do Reserve Delayed Entry Program maintenance," said Malcolm. "It's going to make a big difference."

The changes not only affect Recruiting Command but also effect the Army Reserve Command. Now, USAREC recruiters will maintain Reserve soldiers until they ship. With the exception of an initial introduction, Reserve units will no longer see DTP soldiers in their drill hall on weekends. When soldiers return from basic training and AIT, they will report to the unit as fully equipped, fully trained soldiers.

To support this program, the Army has made changes to several regulations. The most profound change is to AR 135-178, the regulation that covers discharges. The RDEP change gives Recruiting Command discharge authority for pre-basic training soldiers.

In addition to the RDEP establishment, the Reserve Command has established a Trainee, Transient, Holdee, and Student account manager who will handle records and track training.

"Now, we're holding everybody to the same standard and expecting the same from our recruiters both Regular Army and Army Reserve," said

Malcolm. "This is full cycle recruiting. It's getting the person to join at MEPS, stay within the Delayed Entry Program, and then ship to training to become a soldier."

The Delayed Training Program will soon be a way of the past. Recruiters are being charged with managing new enlistees from contracting until reporting for training. The RDEP is designed to mirror the active Army DEP in scope and responsibility.

"It will help the readiness of the Army Reserve."

***LTC Johnathon Wilson,
G3 Special Projects Officer***

RDEP Phases

Phase I

2d Brigade, Oct. 1, 2003

Phase II

3d and 5th Brigades, Oct. 1, 2004

Phase III

1st and 6th Brigades, Oct. 1, 2005

Make Changes That Strengthen Families and Relationships

Domestic Violence Prevention

By Jack Nix, Family Advocacy Program Manager

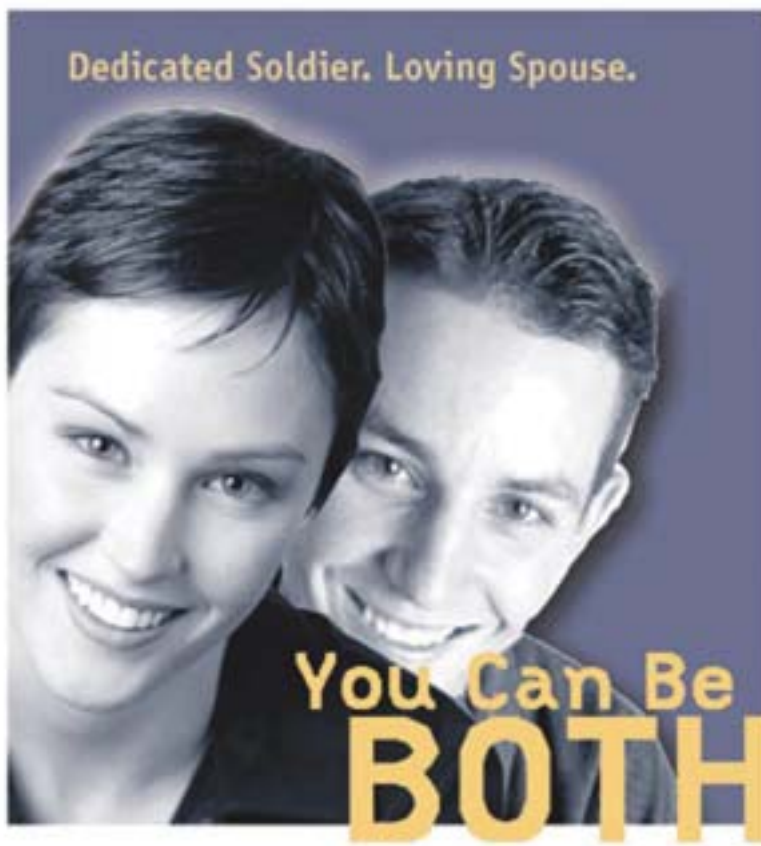
Every October, the Army joins its fellow services and our nation in recognizing the importance of preventing domestic violence. The theme this year — “Make Changes That Strengthen Families and Relationships” — emphasizes the fact that prevention begins with each of us as we change our attitudes about domestic violence by taking the right actions to protect and assist victims, as well as retraining perpetrators of abuse. We can make a difference and impact the lives of those affected by domestic violence.

So what is Domestic Violence Prevention? Let’s take a closer look at each of these words individually. “Domestic” refers to the fact that the abuse is perpetrated upon family members by family members. The impact of abuse by a family member — a ‘loved one’ — has a far greater effect on the victim because there are emotional, financial, and dependence issues. Victims ask “Why?” or “How?” could he/she do this to me, “Doesn’t he/she love me?” The abuse impacts all members of the family, even if they are not directly involved in the incident.

“Violence” is often misunderstood and underestimated. The definition of violence goes far beyond the simple meaning for physical injury to the victim. Even physical injuries are often not seen

— internal bruising and bleeding or broken bones. Beyond the physical injuries are emotional scars that often remain with victims throughout their life.

“Prevention” is the key word. While having excellent programs to protect and assist victims of domestic violence, there must also be programs to train the perpetrator in effective communication, discipline, and problem-solving skills in order to prevent a reoccurrence or escalation of the violence. Providing domestic violence awareness education to soldiers, family members, and civilians can help prevent domestic violence.



Prevention begins with each of us. Prevention begins in our homes — when life places undue stress on our families, we need to recognize it and take action to keep it from negatively impacting our families. Seeking assistance and counseling is not a sign of weakness, but a sign that we desire to strengthen our family unit.

Prevention also means taking care of our fellow soldiers and co-workers. When we see a friend or co-worker under stress, we need to encourage them to take time off or seek professional assistance if needed.

Together, we can prevent domestic violence and make a difference that strengthens families and relationships.



A teen participates in an Army Game tournament hosted by Kansas City battalion. (Photo by Galen R. Putnam)

Army Game Invades Cyberspace

— Occupies Young Gamers

By Chris Wilson, Oklahoma City Battalion

You aim down the barrel of your M-16A2 rifle, and wait for the squad leader to signal the beginning of the attack. The squad leader waves forward. You open fire on the enemy guards, while another member of your team hits them with a grenade ... the players on the computers never know what hit them.

About 20 Tulsa teens laid plans and made assaults during an Army Game tournament. The combat was virtual, but the competition was real, with winners of the match-play tournament receiving MP3 players.

The Army-sponsored tournament is part of a growing enlistment in the “virtual service” through the America’s Army video game. The game is a first person “shooter” developed by the U.S. Army as a realistic and entertaining depiction of Army life. Often called the Army Game, the Internet-based simulation starts players in basic training and allows them to play through a variety of combat and training.

“There’s 12 different missions,” explained SGT Carlos Ayala-Paygan, a Tulsa Army recruiter. “Depending on your mission you’re trying to take an objective or defending an objective.”

In the tournament, teams of four players face off in seven-game matches, two practice and five competitive. The first team to three wins takes the match and advances in the bracket.

The game is unique among entertainment titles because it focuses on providing an accurate Army experience.

“What makes it unique is how realistic it is, because in most games you play as one person shooting around,” Ayala-Paygan said. “You can’t just be running around shooting, you can’t jump 500 feet in the air, and you can’t slide 30 feet across the ground.”

Sixteen-year-old Sam Davis has been hooked on America’s Army since last summer.

“It’s different from the other games I play,” he said. “You don’t have any super powers or unbelievable weapons.”

Another unique feature of the game is the level of thinking and teamwork it requires of its players.

“You have to come up with a plan and execute; if the plan doesn’t work, you have to adjust your plan,” Ayala-Paygan said. “If you just run around in the game it’s like running around a battlefield in real life — you get shot. It forces you to think a little bit.”

Despite its lack of video game flair, the free America’s Army game has attracted a strong teen following. In April, more than one million players had completed the virtual basic training since the game’s public debut on July 4, 2002.

“In one tournament alone, I talked to 100 people about the Army,” Ayala-Paygan said. “Since then we’ve had 40 people come in to pick up a copy of the game and just chat with us.”

Part of Ayala-Paygan’s success using the game has come from his own playing experiences. The sergeant learned about the game through the Recruiter Journal and soon found himself a regular player.

“I play the game myself, probably about four nights a week,” explained Ayala-Paygan, who also visits Strike Net, a local networking gaming company, once a week to play the Army Game with interested kids.

“Basically, it’s like a challenge against the Army recruiter,” a laughing Ayala-Paygan said of the match-ups. “So far I haven’t been beat too many times.”

His involvement with the game allowed the recruiter to meet Strike Net owner, Mike Drake, and eventually led to the Army’s Game tournaments.

The tournaments are generating recruiting opportunities for Ayala-Pagan, but that’s not the only purpose of the game.

“Everyone has their own ideas about war and the Army because of movies and things like that,” he said. “This sets the record straight.”



ADDING REALISM – In this actual screenshot of the Army Game, the player loads his weapon prior to going to the range to qualify.

Station Merchandising

Improving the Standards of the Recruiting Stations and Reinforcing the Army Brand

By LTC Ward Wood, USAREC G5

Within the coming weeks, recruiting stations will receive guidance and materials that will standardize the layout of all stations across the command. We refer to this as “station merchandising.” In marketing terms, merchandising is defined as the practice of creating a consumer focused environment designed to reinforce the Army brand, increasing sales contracting, market share, and centering around the ability to have an effective in-station design and communications program. In recruiting terms, merchandising is how we present and promote the Army brand to our target market and public. We accomplish this by using appropriate signage, product placement, and consistent guidelines that are enforced by the chain of command, starting with the station commander.

By correctly representing the Army brand at the recruiting station, our brand and image as a professional sales organization is enhanced and reinforced. Just as our great recruiters, commercials, print advertisements, and other collateral material we present to the public communicate our professionalism, pride, and Army values, so too should our recruiting stations. With a more consistent and professional image, we can begin to better leverage the recruiting station as a stand alone sales

“I cannot think of any place in the advertising process where the Army of One brand is more vital than when an applicant opens the door of a recruiting station. They’ve seen the advertising, and this is their first look at the Army.” — USAREC CSM Harold Blount



The future recruiting station (top photos) reflects and promotes a consistent and powerful image of the Army of One. The current recruiting station (bottom photos) will be changed to reflect the new station merchandising concept and the reinforcing the Army Brand.

tool. By following a few simple guidelines, recruiting stations across the country will begin to reflect and promote a consistent and powerful image of the Army of One.

Currently, there are no enforceable standards in place to help us achieve this goal. As such, a large majority of our stations do not adequately reflect the intent of our marketing efforts behind An Army of One. Rather, the stations have become a reflection of how we used to market tangible benefits to our prospects (money for college/enlistment bonuses) or they have become an extension of what we see in our troop units or training bases throughout the Army. In most cases, this has created “visual clutter” that degrades our ability to clearly define our core brand and message and to retain the competitive edge in our recruiting efforts.

As we roll out this major initiative throughout the command, it is incumbent upon all of us as leaders to embrace this dynamic concept and begin to enforce the established guidelines. In FY 04 we will broaden this initiative throughout the entire accessions process to the MEPS, the reception battalions, ROTC offices, and Army Reserve centers. Additionally, we will be providing routine marketing guidance in the Recruiter Journal.

What's Unit Membership Doing for You?

By Julia Bobick, Public Affairs

It's clear from unit membership reports that many recruiting stations do not take an active role in their communities through organizations such as their chambers of commerce.

Feedback reports – even from within a single company – vary from “The chamber is great! It is a good avenue for recruiters to be vocal members of the community and bring the Army message to a wide audience,” and “It makes me feel like a business in the community, not an outsider,” to “Have never attended meetings” and “No benefit seen by recruiters; do not renew.”

Before choosing not to participate in or renew existing memberships, units should take the time to reevaluate the benefits of membership, whether it's with

the local chamber of commerce, National Urban League affiliate, Hispanic organization or educational association.

By becoming involved in community organizations, recruiters are making an investment in the community that will certainly pay dividends – just don't expect an immediate return, said COL Robert Qualls, Partnership for Youth Success program manager.

“Remember you are cultivating a relationship with community leaders who know very little about Army service. Be patient and before long you will have the right audience of leaders to give a perspective of the Army that they didn't know existed,” said Qualls, who served 10 years as President and CEO of the Marshall County Kentucky Chamber of Commerce and one year as President

Benefits of Chamber of Commerce Membership

- ☆ Recruiting station listings in local community business directories and Web sites, often with links to goarmy.com
- ☆ Community event information newsletters or e-mails, as well as invitations to participate in events, such as job and career fairs
- ☆ Access to and use of a community room in a central location for COI or other events
- ☆ Information about prominent community leaders via chamber newsletters to help you get to know the community
- ☆ Recruiting event listings in printed and online chamber calendars
- ☆ Tremendous networking opportunities with those actively involved in your communities

of the Paducah Chamber of Commerce before returning to active duty in 1999.

Developing community relations programs and partnerships is not a cut and dry process. It will be different for every community. But it is worth the extra time and effort it takes to develop relationships with community and business leaders.

Community partnerships and memberships are all centered around creating a positive recruiting environment to enhance recruiting for the future force.

“You want people in your community talking positively about the Army,” said MAJ Kathleen Johnson, Chief of the Outreach Division for the U.S. Army Accessions Command Strategic Outreach Directorate. “You never know how a positive presence in your community will shape your recruiting environment.

“[Outreach] is the weirdest mechanism; you don't know how or when, but you know that something positive is coming out of it if you are genuine and interested in your community.”

Getting involved in community



President of the Seattle Chapter of the Association of the United States Army, retired MG Clyde Cherborg (right), presents Stephanie Olson a certificate for her award winning essay, “What it Means to Be an American.” SFC Alvin Martin (left) from the Woodinville Recruiting station presented her a \$500 Savings Bond. The Seattle AUSA Chapter has provided support in the essay contest for 11 years.

organizations such as the chamber of commerce, Hispanic chamber or National Urban League is a terrific – and easy – way to meet the people who are actively involved and influential in the community, Johnson said.

There are numerous ways to get involved. Just attending the meetings and events to network with community leaders is one way that requires minimal time commitment.

“One of the best ways to connect with your local chamber of commerce is to get involved as a volunteer,” said Qualls, who was a chamber volunteer before becoming President and CEO. Chambers “depend on volunteers to accomplish the goals established in their annual program of work or campaign plan to use a military term.”

Typical chamber committees include human resources, education, business education partnerships, economic development and local events/tourism. Some chambers even have military affairs committees.

“Recruiters have the knowledge, skills and abilities to enable them to make a contribution in one of these areas,” Qualls said. “Business and civic leaders in the community are normally involved in one of the functional committees. Working with these leaders on a committee is an excellent opportunity to get to know these leaders and cultivate a personal relationship with a Center of Influence (COI).”

Recruiters who are new to the field or unsure where to start in their communities may want to take advantage of company training and unit activities to share ideas for enhancing community involvement and partnerships. Some stations are making tremendous gains in their communities as a result of contacts and programs developed through memberships.

For example, SFC Jonathan Dufriend, of Frederick Company in Maryland, gained access to a previously inaccessible high school in his area through chamber member influence.

The Wheeling, W.V., station’s successful relationship with its chamber of commerce has improved access to and awareness in the county school system. SSG Dale Treadway and his recruiters have been working with chamber members and a local school principal to conduct a job interview course for graduating seniors, thereby increasing their contact rate.

The station enlisted five seniors on active duty and two in the Reserve from one of its high schools for the first time ever. In addition, they achieved the first active duty enlistment in three years from another area school.

“There is an old saying that you get out of something exactly what you put into it,” Qualls said. “If you don’t put something into the community, don’t expect to continue getting contracts from the community.”

“Remember you are cultivating a relationship with community leaders who know very little about Army service.”

— COL Robert Qualls

One Station’s Success

One recruiting station’s involvement with its local chamber of commerce has led to much greater success than the station commander ever expected, and the partnership is still evolving.

The Fairmont Recruiting Company in West Virginia has used its membership in the Marion County Chamber of Commerce to develop relationships with area community leaders, school board members, the state superintendent of schools and a couple of state politicians.

“These types of influencers have never been established in this area. This has been our first step in our growing process to reestablish the interest in the Army with key leaders of the community,” said SFC Steven R. Laick, station commander.

It “has also allowed us to have a comprehensive role with high school seniors who are in a junior leaders program with the chamber, giving us an active role in developing their minds as leaders.”

The school access through the chamber program has increased the station’s senior market share by 50 percent, which is an increase of 10 contracts from the senior market during the past two years, according to Laick.

The biggest benefit of the chamber relationship, however, has developed from its connection with Fairmont State College. During the past school year, Laick and his company commander, CPT Gary L. Edmonds, met with the college president and presented a briefing on what the Army has to offer the college and what the college could offer the Army.

The meeting produced far better results than Laick could have imagined.

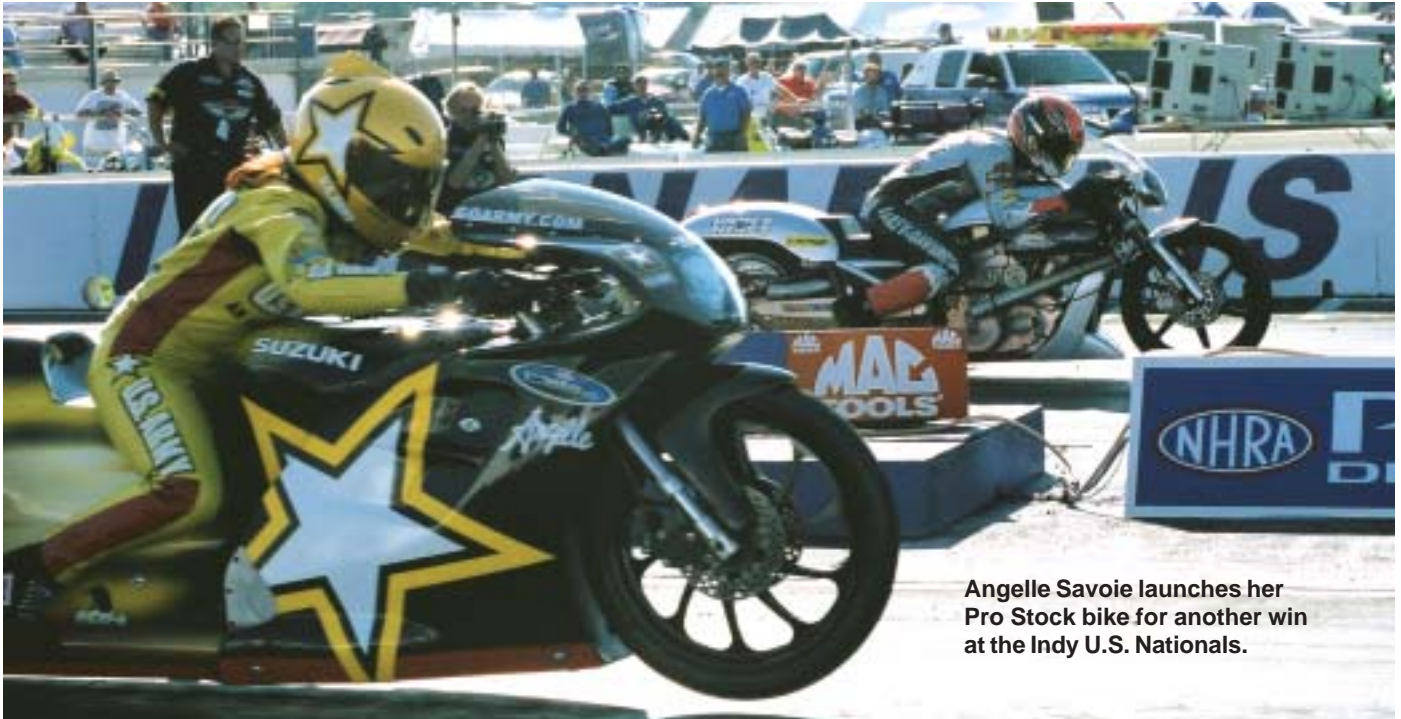
The recruiters may now “interact freely with the student government and resident student leaders, and obtain student directory information free of charge” for more than 6,000 students, he said.

“Today we can request a new list each semester after the final drop date to keep up with incoming and outgoing students,” Laick said.

The recruiters have also conducted leader training with more than 50 student government leaders, who have since been influential in promoting Army opportunities on the campus.

The relationship with the school’s resident leaders produced a referral that led to a GMA enlistment. In addition, the recruiters have gained valuable awareness and made a name for themselves on campus.

“Each year the Marion County Chamber of Commerce continues to grow, and with it we will as a recruiting station, as well,” Laick said. “As the Chamber brings new businesses to the community and as we continue to provide support to them, the partnership will be a benefit to the U.S. Army for years to come.”



Angelle Savoie launches her Pro Stock bike for another win at the Indy U.S. Nationals.

Army's Pro Stock Warriors

Get up close and personal with the two newest members of the U.S. Army Racing NHRA Team – Angelle Savoie and Antron Brown – bringing the Army message to a track near you.

Story and photos by Walt Kloeppe, Recruiter Journal

ANGELLE SAVOIE

As the light goes green on the starting line and the Army of One Suzuki screams down the track at over 190 mph in a little over seven seconds, pro-stock bike racer Angelle Savoie becomes larger than life.

At 5 feet, 1 inch, 105 pounds, with long, flowing auburn hair, Savoie looks like any other girl you might encounter from bayou country, down Louisiana way. Savoie's mom wanted her to be a ballerina, her dad wanted her in beauty pageants. Savoie wanted to race motorcycles. She started out with dirt bikes, building her passion for two wheels, but it wasn't until she bought her first street bike that she realized her destiny. She took her first street bike to the local drag strip to see how fast it would go. From that point, she wanted to go faster and faster.

"[I went] from one bike to the next, just bigger and faster bikes until I got to Pro-stock. Pro-stock is the ultimate, that's the one I really wanted to get to because it's the only professional category," said Savoie.

With three National Hot Rod Association World Champion-

ships under her belt, Savoie is the winningest female in NHRA history and only the second racer to ever win three championships consecutively (2000, 2001, 2002).

Friends and family told her she would never be able to compete with the men on the pro-circuit.

"I was told you're not going to be able to do it. You're too little, you're too small, you're too weak, men do this, not women. A hundred percent of the time while I was growing up trying to reach this goal, I was told this wasn't going to happen."

Savoie worked as an intensive care nurse after graduating from the Charity School of Nursing in New Orleans, La., in 1995, but the thought of becoming a professional drag racer would not wane from her dreams. In 1996 she made her NHRA debut, claiming her first win after only four races. By 2000 she won her first world championship, and then repeated the feat consecutively for the next two seasons.

So what's it like to pull the trigger on a 300 horsepower drag bike?

“It’s indescribable actually. We get so focused on what we’re doing that everything around us becomes a blur. The speed of the acceleration of the whole thing slows down drastically. It really freaks you out on what your brain is capable of doing because it reworks your speed and feel of exactly what’s happening. There’s no way we can comprehend it. It’s amazing to me how our brains slow everything down so we can process shifting through six gears in five seconds and hanging off the bike at 190 mph. I’ve seen it on the helmet-cam and it scared the hell out of me. I told them I don’t ever want to see that again,” laughed Savoie.

“When I’m on the bike and I’m focused, it feels totally different. While it looks exciting to you, it’s really calm and quiet and slow motion for me. It’s probably the same thing a fighter pilot would experience when they’re out there doing maneuvers and we wonder how they’re looking around and keeping from crashing into each other. I’m sure they experience the same thing. They get that tunnel vision, they get focused, and everything else disappears, every thought process, every worry. There’s no problems of the world when I’m on starting line.”

Pro-stock class bikes must all weigh 600 pounds with bike and driver combined. Because Savoie is the smallest racer, she has the heaviest bike of all.

“Which is an advantage sometimes because you can set up the weight where you want it to get better traction,” said Savoie.

“The disadvantage is when I’m having to maneuver it, especially in crosswinds.”

Savoie has to work out and stay in shape to handle the physical aspect of a bike leaving the line at 3Gs. She emphasized that it was mainly leg strength against the foot pegs that keeps her body on the bike.

“If I was any smaller, I don’t think I’d be able to do it. When I first started, I was 98 pounds. It was really hard for me to handle the bike. I didn’t have enough strength, enough weight. I started working out more, building up the right muscles. You want to have a small driver on the bike like a jockey on a horse, but too small is not good because you have to be strong enough.”

Savoie explained the rider’s motorskills involved when the bike leaves the line.

“It’s mostly a technique. It’s not balance as much as really, really quick reaction time. I find a target at the end of the track, my target’s a specific point on my windshield. When I take off, if my bike moves to the right, the target is going to move out of my windshield. That’s when I lean off of it and pull it back, it’s all really quick.”

So what motivates Savoie?

“Competition definitely. My passion is motorcycles, my passion is to compete on motorcycles, and this sport is so hard to master. Because when you think you’ve got it, something happens. I mean I’ve lost to them because I’ve backed out of the stage beam. You can’t ever get a perfect run, you can’t ever get a perfect race. You can be number one qualified, set a record, win the race, and [it] still will not be a perfect weekend. There is still something you could of done better. I have to have challenge.”

Savoie admits she had some problems with male racers in the past.

“I had pretty much a hard time in the beginning, but it’s so different now. After you start winning championships, the whole attitude changes. I think the only thing they give me a hard time about now is how emotional I get when I win or lose. They still make fun of me about that. It’s something I can’t change, that’s me.”

Savoie will tell you that racing is her number one focus, but she realizes that being a role model for women came with the territory.

“It’s something that I have to deal with, I know that I am a role model, it’s not easy all the time, because when you get out there, especially being a woman racer with a bunch of men, there’s times that are very frustrating. You want to show what you’re feeling, whether it be anger or disappointment, and you can’t. You’ve got to hide your feelings and be professional, it’s hard to do. It’s pretty difficult because I may have this little girl looking up to me and [I’m] having a really bad day, and I have to go up there and sign autographs and smile, like losing isn’t the worst thing in the world, but actually it does feel like it is. Winning is not everything, it’s the only thing,” laughed Savoie.

“But no, it’s not everything, you have to have a good time, you have to have a purpose in life, and I know what my purpose is. I know it’s to go out there and [use] my abilities, my talent, my opportunities to motivate others, and try to help direct others to reach their goals.

Savoie and teammate Antron Brown have already began serving the Army by speaking at Y.E.S. functions as well as talking to DEP members at various events.

“I cannot express how proud I am. It’s a responsibility that I’ve never had to deal with before. I feel I have to perform to thank the Army and all the soldiers for what they’ve done for me to be out there,” said Savoie.



Angelle hugs a young fan after qualifying number one at the U.S. Nationals. NHRA races appeal to young and old fans alike due to the racer/fan interaction allowed at events.

Antron Brown

Cutting a good light at the 'pro-tree' calls for superhuman reflexes, and Antron Brown's .421 'reflex average' is one of the best in the business.

"That is my average reflex time right now. What it does is, we run a pro-tree (three amber lights after stage and before green), it takes 4/10ths of a second for it [tree] to turn from yellow to green. I'm one of the elite 'leavers' off the start line in the class. I work real hard on that. I have a real good average. When you cut a .400, that's a perfect light, you can't get no better than that. Anything under a .440 light is an awesome light. I'm usually cutting a 4-0, 4-teens, that's like being as close to perfect as you can be, you're talking within a thousands of a second. A .399 is a red light, you left before the tree turned green," said Antron.

Brown says drag racing pro-stock bikes is 75 percent mental, 25 percent physical.

"We win or lose by thousands of a second. If you have a mental block on the start line, you can lose a race right off the start line. If you cut a .5 light, like that, you can be behind the eight ball when somebody else is already going in second gear. It's that quick."

Brown's father, Albert, is one of the pit crew members, working on Antron's bike between races. He was also a sergeant in service for 26 years, so as an Army 'brat', growing up in Chesterfield, N.J., Brown was raised with Army values.

"I was raised clean-cut, I mean ... got to make my bed up in the morning, even all the way down to my dirtbike. After racing in mud, my dad would come back and say clean that bike!" said Brown.

Brown had his first bike, a Honda Z-50, at the age of 5 and was racing motocross at age seven. By age 12, he was a highly ranked motocross racer, racing eastern and midwest circuits as a Suzuki support rider.

After getting hurt while motorcrossing in '93', Brown took a break from racing and entered college in '94', under a track scholarship, eventually returning back to racing motocross again. But then he wanted to try a different approach ... drag racing. After getting a degree in business administration, he received a phone call from his cousin, Troy Vincent, who plays for the Philadelphia Eagles. Vincent was building a pro-bike race team and gave Brown the opportunity to go the Frank Hawley NHRA Drag Racing School in Gainesville, Fla. Brown graduated first in his class. Ironically, his new Army Racing teammate, Angelle Savoie, was one of his instructors at the school.

Brown put his training to the test and after approximately 40 passes on a pro-stock bike, Brown qualified, finishing 7th place in the point standings his first year out.

Brown says he may venture into other forms of racing, such as NASCAR truck, or Indy IRL in the future but for now, his challenge is pro-stock bike.

"My heart right now is into bikes of course, I want to win some [world] championships. Angelle has three championships. I want to get at least three myself," said Brown.

"I did everything else in pro-stock bikes except for win a world championship. I won the All Star race, I won Indianapo-



Above, Antron Brown's fans congratulate him after another winning run. Fans will wait in long lines to get his autograph. The Army of One presence is everywhere from clothing to bikes, to the tractor trailer rigs which haul everything from track to track.

lis, I won almost [on] every race track out there. I just want to win a world championship.

Brown does hold the fourth fastest speed in his class at 193.24 mph. At age 27, it's just a matter of time before he reaches his goals.

"I just want to leave here and spread a little history. I feel I can race until I'm 65 years old. Dave Shultz was racing when he was 58 years old. When your body tells you it's time to stop, that's when it's time to stop. But I'm going to keep on pushing, I'm young, I'm 27, I've got plenty of years left in me."

Signing on with the U.S. Army Racing team has been a career blessing for Brown. Brown says he could not ask for a more wholesome partnership.

"Now I'm a part of an organization that has the same moral values. It makes me feel so good inside because I'm not representing a beer company, I'm not representing a tobacco company, I'm not representing a motor oil. I'm not trying to sell air filters. I'm out here representing an organization that can make a difference in somebody's life, and that's what makes me feel so good about it," said Brown.

Always having positive role models in his life, Brown said it was his turn to positively influence others.

"I had superstars when I grew up, and positive role models in my family. It's hard to come by these days. With the generation we have now, it feels cool to be a part of the Army because we have the same set values that I have, like morals, respect, discipline, integrity, loyalty, the trust ... I mean, that's what you have in the family. You could take any kid out there on the street who has the drive and determination to be something. The Army can make it happen."

Send comments to WALTER.KLOEPPPEL@usarec.army.mil

USAAC Begins New Cell Phone Contract with Sprint PCS



By Bruce Morris, Chief, Information Services Division, Information Support Activity, U.S. Army Accessions Command

If you have been a recruiter or leader for at least several months, you are probably aware that we have changed out your cellular phone for a new cell phone that looks a lot like your old phone. If you are a Limited Production Station commander, you turned in your cell phone and received a new pager.

USAREC has migrated our cellular phone service providers from Verizon Wireless to Sprint PCS. During the process, LPSCs were transitioned from cell phones to ARCH wireless pagers. (We are also collecting all the old Skytel pagers to return to SkyTel as they are rented.) Verizon Wireless, our former cell phone service provider, had supplied USAREC with cellular phone services in excess of 9,000 cell phones during the past three years.

In May 2003, the Information Support Activity-U.S. Army Accessions Command, began the procurement process to satisfy the known wireless telecommunications requirements of the USAAC HQs, USAREC, and Cadet Command. We were supported in this acquisition by the General Services Administration (GSA), Region 4, in Huntsville, Ala. Individuals from USAREC, USAAC, and the ISA-USAAC reviewed submissions by the competing vendors and the ISA-USAAC provided a Technical Review Board to evaluate their proposals. Based upon these reviews, it was determined that Sprint's offer represented the best value for the entire USAAC.

Sprint, the winning vendor, is reportedly the nation's largest "all-digital" wireless network and, including coverage by affiliates, provides services to more than 85 percent of the population of the U.S. Sprint states that off network agreements will allow USAAC to make and receive calls in virtually every area of the U.S. where wireless service is available.

Sprint's offer provides USAAC with shared/pooled minutes across all instruments throughout the entire command, with no long distance charges, no roaming charges, no land line charges, no associated fees, and no usage charges for voice mail. Sprint's service also included the provision of all digital service to Fort Knox, Ky., and Fort Monroe, Va., which are the headquarters for the USAAC and USAREC.

Sprint has provided the command with a 1-877-xxx-xxxx toll-free number for each recruiter's cell phone, which will allow potential applicants or Delayed Entry Program members to call the recruiter from any place in the country without a toll charge. All calls, whether outgoing or incoming, count against the recruiters minute cap (1,000 minutes per month) and calls are rounded to the next minute.

Sprint has also provided a 1-888-xxx-xxxx toll free number for each USAAC command and control cell phone to distinguish them from recruiter cell phones for accounting against a 2,000-minute total outgoing or incoming cap. Call times are rounded to the next minute.

Sprint has indicated they can provide faster access to call detail and usage — within two weeks following the billing period. Call detail will not only include the outbound calls, but also the date, time, originating area code, phone number, and duration of every inbound call to each toll free number. During the current usage month, we will also monitor our account for cell phones which pass preset usage glidepaths and notify the appropriate leader.

The enhanced reporting provided by the Sprint contract promises to give the ISA-USAAC the capability to better manage our scarce resources by providing monthly usage information and call detail on all registered calls to our leadership within two weeks of the billing cycle.

Point of contact is Bruce Morris, Chief, Information Services Division, Information Support Activity, U.S. Army Accessions Command, 502-626-0646.



By LTC Jerry Swanner, DA, Personnel Human Resources Policy
Reprinted with permission by Countermeasure magazine

I really liked the professor who taught my college Introduction to Psychology class. He had a great sense of humor and we often had coffee and talked after class. Two years later I was sitting in another class when we got the news that he had taken his own life. I sat there in shock. He'd taught me that in psychology there is something called "closure" — a need for a sensible end to things. When he killed himself, there was no closure. Just the awful, unanswered question, "Why?" — Countermeasure editor

The ABCs

Suicide can touch our personal or professional lives at any moment. Nearly 80 Americans take their own lives every day according to the Centers for Disease Control, and young people are especially at risk. The National Center for Health Statistics has ranked suicide as the third leading cause of death for people between 15 to 24 and the second leading cause for those 25 to 34. When you consider that the vast majority of active duty soldiers are between 17 and 35, those statistics are frightening. And because suicide also touches family members, friends, coworkers, and neighbors, the total number of people affected is huge. Odds are you know someone who has either attempted or committed suicide.

Each month as many as six active duty soldiers take their own lives. This ranks suicide with accidents and illnesses as one of three leading causes of death in the Army. Like accidents, suicides often result from an unbroken series of events. Often the person has just experienced or is facing a significant loss or change in their life and is feeling hopeless and desperate. Those feelings can lead people to commit suicide.

While not all suicides are the same, there are some apparent trends within the Army. Young soldiers tend to act very impulsively, often committing suicide within minutes of facing a crisis. Soldiers with impulsive personalities and easy access to lethal means (such as a firearm) are at much greater risk. Older soldiers tend to plan their deaths — making arrangements and placing their personal affairs in order.

Complicating the matter, soldiers who commit suicide rarely seek help through their chain of command, chaplain, or available helping agencies. In fact, only 20 percent previously sought help at an Army Behavioral Health facility. Adding to the challenge, few soldiers display the classic suicide warning signs while they are with their fellow soldiers. Instead, they typically act when they are alone and choose a very lethal means, effectively preventing any chance of rescue, according to Dr. David Orman, psychiatry consultant to the Army Surgeon General.

Many units and installations have taken action to successfully lower the suicide risk for their soldiers. The common denominator in these programs has been the personal involvement of leaders, from the installation commander and command sergeants major down to squad and team leaders. Effective installation suicide prevention committees and task forces emphasize leadership and training and follow the ABCs of a successful intervention.

of Suicide Prevention

- **Awareness**
- **Becoming Involved**
- **Compassion**

Awareness

Suicide prevention begins with peers, “battle buddies,” first-line supervisors, and leaders knowing what’s happening in the lives of their soldiers, family members, and civilian employees. In most cases, suicides are triggered by the loss of an intimate relationship such as a divorce, separation, break-up of a romantic relationship, the death of a loved one, or a child custody battle. In addition, financial difficulties, facing charges under the Uniform Code of Military Justice, or a pending separation from the service can trigger a suicide. In some cases, the loss may be internal, making the cause of the suicide less apparent. Such things include the loss of one’s self-esteem (humiliation), or the loss of social acceptance (being ostracized). Also, an unwanted permanent change of station or deployment can trigger a suicide.

Becoming Involved

If you know someone is facing a particular crisis, you need to act before the problem becomes so bad the person considers suicide. It’s important for you to recognize the danger signs and reach out to that person, because they might be close to acting. Be concerned when you see a person who:

- Talks or hints about suicide
- Makes a plan and acquires the means to commit suicide
- Has a desire to die
- Is obsessed with death, including sad music, poetry or art
- Writes about death in letters or notes
- Finalizes their personal affairs
- Gives away their personal possessions

One soldier wrote in his suicide note, “The Army does a great job of helping those who know how to help themselves. That’s the problem—I don’t know how to help myself.”

Other warning signs include:

- An obvious drop in a person’s duty performance
- An unkempt appearance
- Expressions of hopelessness or helplessness
- A family history of suicide
- Previous suicide attempts
- Drug or alcohol abuse
- Social withdrawal
- Loss of interest in hobbies
- Loss of interest in sexual activity
- Reckless behavior, including self-mutilation
- Physical health complaints or changes in appetite
- Complaints of significant sleep difficulties
- Frequent physical complaints and medical appointments

Soldiers and leaders have prevented many suicides by talking to at risk soldiers about their problems and, when needed, using the available installation and community helping agencies. However, people have to know about those agencies to get help through them. Sadly, many soldiers and families lack that knowledge.

Compassion

Chaplains are fond of saying that it only takes one person to save a life. Caring and understanding are essential to helping a person at risk for suicide, yet many people are afraid to get involved. Yet, not getting involved could be the worst thing possible because that person might be depending upon you for help. If you don’t reach out to them, they might think that you don’t care, which could worsen their feelings of hopelessness and desperation. Sometimes people are afraid to reach out because of differences in rank, age, and gender. However, compassion transcends those differences in the Army because we are all responsible to watch out for each other.

In Part 2, we will be taking a closer look at the Army Suicide Prevention Campaign plan and provide a checklist for units to help lower suicide risks.

Contact the author at 703-614-7946, DSN 224-7946, or e-mail Jerry.Swanner@hqda.army.mil.

Two Youngsters Sing of Their Pride in America's Army

Story and photo by Leslie Ann Sully, Columbia Battalion

Jamaal Ben and Jamaar Greg Tolliver, two young boys like many others, were touched by the events of Sept. 11. But, unlike most, they felt the need to put their thoughts and feelings into action.

"I was brushing my teeth and started humming a tune," Jamaar said as he remembered the morning before he went to school on Sept. 11, 2001. "My brother asked me what I was singing, and I said I didn't know."

They went off to school as usual, but after the attacks, they decided to put some words to Jamaar's tune. The 9-year-old twins were encouraged by their mother, Lashandra Tolliver.

Although their dad has served in the Army, they do not have a lot of military influence because they live with their mother. It was the feelings of everyone around them that spurred them to write and sing the patriotic rap song.

"When I ask people if they like the Army, some say no. I wanted to change that because I think serving your country is like doing a favor for your country," Jamaar said.

In their song they start out as if one of them walks into an Army recruiting station and tells a sergeant that he wants some direction in his life. Then he enlists in the Army and learns how to be a soldier. The song has a repeating phrase of "going to the U.S. Army and it's alright with me."



SSG Anthony Cooper, Pontiac Recruiting Station, Elgin, S.C., shows his appreciation for the performances of Jamaal and Jamaar Tolliver at his ring ceremony on July 11.

The song is very catchy and it was obvious from the applause afterward that everyone in the room was delighted. SFC Gregory Watson, commander of the Pontiac Recruiting Station, joked with Jamaal and Jamaar about remembering they had met him before they became famous.

They have received their inspiration from all around them. "We didn't know we could sing until we tried but our daddy can sing, so I guess we get the talent from him," Jamaal said. "My favorite rap singers are K-CI and JOJO, and I listen to them on the radio all the time so I guess they inspired me," Jamaar said. The twins said their dream is to be on the Oprah Winfrey Show some day.

Sisters Enlist in the Army

By CPT David Share, Jim Thorpe Recruiting Company, Harrisburg Battalion

The third Muthard sister enlisted at the Harrisburg MEPS with the assistance of their recruiter SSG Timothy Paul from the Hazelton Recruiting Station. The latest and youngest sister, Jessica Muthard, enlisted as a 92Y and will ship for basic training after her senior year at Palmerton High School is over in the spring. The other two Muthard sisters, Rebecca and Connie, will go to basic training in November and will be chemical weapons specialists. When asked why they all joined for Paul they uniformly said, "We all trust Paul and believe that the Army is the best opportunity for us. Our parents like Paul also."

CPT David Share, Connie Muthard, Jessica Muthard, Rebecca Muthard, and SSG Timothy Paul pose for a photograph after the youngest sister enlisted in the Army. (Photo by SFC David Clark, Guidance Counselor)



Columbia Couple Gears Up for Army Officer Training

Story and photo by Lee Elder, Nashville Battalion

David and Amelia Carter are born competitors. They met while competing on the Louisiana Tech University track team. After marrying in 1997, they continued their athletic fervor as coaches while she worked as a teacher and he practiced law.

The couple's next competition will involve the quest for the gold bar of a U.S. Army second lieutenant. They leave Columbia, Tenn., for Fort Jackson, S.C., where they will attend basic training and then will go to Officer Candidate School at Fort Benning, Ga.

"The part that appeals to me is trying something that will challenge us both physically and mentally," Amelia said. "With my teams, I talk to them a lot about going beyond where you are now and leaving your comfort zone.

"We really want to make the most of this opportunity."

The Carters were happy with their life in Columbia. He was an attorney and a volunteer coach at Zion Christian Academy. She taught math at the school and coached cross country, basketball, softball, and cheerleading. In addition, both were active at in their church where he was a trustee and a Sunday school teacher.

Why would they leave it all now for the rigors of the Army and the very real possibility of combat duty looming in the near future?

"It's something we were both interested in when we were younger," David said. "The situations in Iraq and Korea got me to thinking about it again."

At the same time, Amelia heard an Army recruiter's presentation at her school's career day. She mentioned it to David and their quest began.

The couple then contacted former Columbia recruiter, SSG George Reeves, who got the ball rolling for them.

The couple immediately impressed one of Reeves' supervisors, CPT Dan Erker, Nashville Recruiting Company commander.

"It really impressed me that two professional people would want to leave their homes and start all over again in the Army," Erker said. "David said he just wanted to serve his country. It shows me that patriotism is still alive in rural America."

David added, "It's something we both feel an obligation to do."

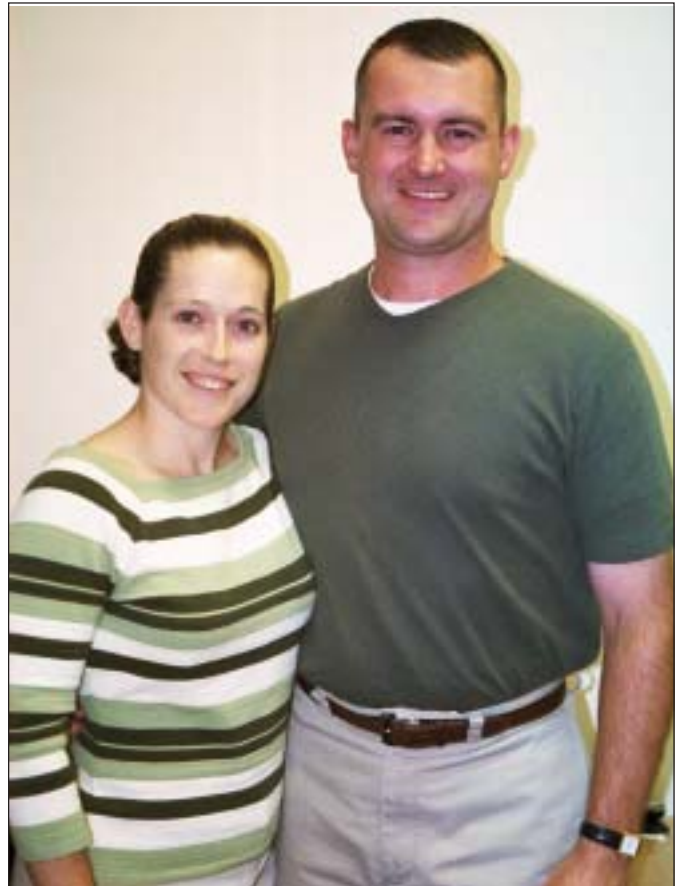
The couple met while he was a senior throwing both the discus and the javelin. She was a freshman middle distance runner. Their romance blossomed while he attended Vanderbilt University Law School.

They married shortly after his graduation in 1997. They came to Columbia soon after and added their beloved boxer Odin to their new family.

Now, they are packing up their home, selling their house, and preparing Odin to be in their family's care. They are also saying goodbye to their circle of friends.

So far, their friends and family's responses to their sudden career shift has been positive.

"Initially, they were speechless," Amelia said. "They didn't have a clue that we were envisioning this."



Former Columbia, Tenn., recruiter, SSG George Reeves, got the ball rolling for Amelia and David Carter above to enlist for Officers Candidate School.

Now, her father sports a bumper sticker on his truck boasting that he has a daughter in the Army while her mother already sports a yellow ribbon.

The couple had always intended to enlist as a team.

"I won't be left behind when he goes off," Amelia said. "I'll be busy with my own deployments."

David describes his wife as "a tough cookie" and is glad she's donning Army green as well.

"I'm not worried about her," David said. "She is more than capable of handling whatever there is for her to do. We view this as a shared experience."

"We're best friends," Amelia added. "We like to share all of our experiences."

After nine weeks at basic training, the couple will enter a 16-week Officer Candidate School. Upon completing the school, they will be commissioned as second lieutenants and be placed in one of 25 basic officer branches.

David is looking at the chemical or air defense branches while Amelia is hoping to land a position in the medical service corps.

Afterwards, David said he hopes to attend the Army's airborne school. Amelia is not sure yet whether she wants to be an Army paratrooper, but don't count her out.

"We're both very competitive," Amelia said. "We're always looking for the next challenge."

New Orleans Battalion Keeps Recruiting All in the Family

By Roger Harmon, *New Orleans Battalion*

Recruiting in the 5th Brigade area has definitely taken on an all-in-the-family appearance.

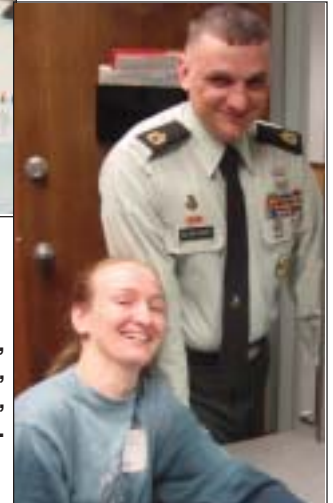
Recently, family members in the New Orleans Recruiting Battalion enlisted in the Army, joining a family member as a green-suiter.

Jennifer Glover took the Oath of Enlistment at the New Orleans MEPS in June. She is the daughter of SSG Neil Glover, who works at the Gonzales Recruiting Station. Jennifer enlisted as a 63G, Fuel and Electric Equipment Repair Specialist. She said her main reason for enlisting is money for college.

Ellen Brown took the Oath of Enlistment from the New Orleans Battalion commander, LTC Samuel Clear. Her brother, SFC Robert Blanchard, from Jennings Recruiting Station, helped enlist her. Brown enlisted as a Food Service Operator for a combined bonus of \$20,000.



Jennifer Glover with her father, SSG Neil Glover, Gonzales Recruiting Station, after enlisting in the Army.



Ellen Brown with her brother, SFC Robert Blanchard, Jennings Recruiting Station, after her enlistment in the Army.



CSM Thomas Campbell Jr. and his wife, Karen, pose with their son, 2LT Thomas Campbell III, who graduated Summa Cum Laude from Morgan State University.

In His Father's Boots

Story and photo by Cynthia Rivers-Womack, *Jacksonville Battalion*

CSM Thomas G. Campbell Jr., witnessed his son, 2LT Thomas G. Campbell III, graduate Summa Cum Laude from Morgan State University. Equally important, he witnessed that 22-year-old son take on the mantle of Army officer, commencing his family's third generation of Army service.

When young Campbell started high school at North Hardin in Kentucky, he was not too keen on the JROTC or a military career. But his father helped him see the light.

"At first he didn't want to enroll due to the fact that he didn't want anything to do with the military," said CSM Campbell. "But when I sat him down and explained what the purpose of JROTC was for, he went back to school the next day and signed up for the class."

What once was reluctance blossomed into a passion. 2LT Campbell remained active in North Hardin's JROTC program until his family moved to New York. There he immersed himself

in the JROTC program at Washingtonville High School, where he joined the drill team, participated in many competitions throughout high school, and rose to the rank of command sergeant major. And in keeping with his academic character, he was also a member of the National Honor Society.

"I'm very proud of my father's accomplishments and his rank," he said. "Not everyone can hold the rank of CSM." In fact, CSM Campbell is the standard that 2LT Campbell holds up when asked what motivated him to pursue an Army career. CSM Campbell enlisted in 1978, became a field recruiter in 1982 and achieved the rank of CSM in October 1999. He retires April 1, 2004.

Nowadays, as he prepares for OBC training, 2LT Campbell is walking in his father's recruiting boots on the Morgan State campus as a Gold Bar recruiter seeking to elicit the interest of college students in the ROTC program.

"It's a tough job trying to recruit on campus, and I can understand how recruiters may feel, but the task-management and team-building skills I learned in the ROTC program help a lot in accomplishing this mission," said 2LT Campbell.

Although the past four years have been hard work, 2LT Campbell's philosophy is that "anything worth doing requires work." And his future is very full of work. In October he leaves for OBC at Fort Knox. He'll begin his first assignment in Germany in April. Although his branch is Signal, his first assignment will be an Armor branch detail as a platoon leader, specializing in the M1 Abrams Tank.

"Young officers have an obligation to step up and lead the way. They must develop trust and selfless-service; putting your soldiers' needs above your own," said 2LT Campbell, whose family history and educational experiences helped mold his philosophy of "doing the work" and shaped his values about being an exemplary Army officer.

Rivera Uses His Own Vehicle to Recruit Anytime, Anywhere

Story and photos by Chris Wilson, Oklahoma City Battalion

SGT John Rivera has a black and gold Jeep Wrangler Rubicon detailed with Army of One and airborne stickers, and it lets him recruit for the U.S. Army anytime and anywhere. It's not the fact the high-end four-wheel drive can climb up a brick wall that makes the Jeep such a versatile accessory, it's the attention Rivera gets when he pulls up to a high school.

"It's a great attention-getter, especially in my school and at car shows," Rivera said.

Rivera makes regular visits to Mustang High School, part of his assigned recruiting area.

"The Mustang principal is nice enough to let me pull up into the commons area where they eat lunch," he said. "It's where they eat, it's not a parking lot," Rivera added, grinning.

The Rubicon is a big boost for Rivera's attempts to recruit high school seniors.

"Lots of kids have four-wheel drives and they know the Rubicon is the latest and greatest, so I get lots of respect," he explained.

Rivera, a recruiter with the Oklahoma City Battalion, put the Jeep on special order in February. He added larger tires and decals for the Army of One, Airborne, and Rangers.

"I wanted to get black so the big Army of One stickers would blend in," he explained. "Then I waxed over the stickers so it would look integral to the paint job."

The Ranger logos aren't just for show either. Rivera has completed the elite Army Ranger training and was assigned to

the tradition-rich 82nd Airborne twice. Now he hopes his vehicle will help him become part of the recruiting elite, and he's not done working on it.

"It's still a work in progress," he said.

Rivera plans to add airborne stickers to the doors and U.S. flags to the quarter panels.

"I also have a big 82nd Airborne flag that I want to fly out the back," he said. "I just need to find a way to anchor it."

The Jeep is good for attention in places other than schools and car shows.

"Saturdays I'll dress in my kakhis and black Army of One shirt when I go take care of my personal business," Rivera explains. "Then if I see any prospects I can say 'I'm representing the Army, if you're interested here's the number.'"



SSG John Rivera stands beside his detailed Army of One vehicle.

A Double Duty Thank You

Story and photo by Tamra Peterson, Salt Lake City Battalion

On July 2, Livingston, Mont. hosted a parade in honor and celebration of the nation's independence. This year's theme was "Cowboy up America – with a Salute to our Armed Forces."

Lucy Kincaid had designed and decorated a float to honor the armed forces and entered it the parade. Her husband, Robert, suggested that she contact the local recruiting station and ask if the recruiters would like the exposure of riding on the float. The recruiters were eager to assist. When the recruiters arrived, they were mistakenly "drafted" into the Color Guard detail since the original Color Guard didn't show. The recruiters executed this detail without complaint and executed it flawlessly. The crowd cheered, cried, saluted, and honored them and the flags they carried as they led the parade. By the time the recruiters got to the ending point, the float they were to ride was just starting to enter the parade route. The recruiters hustled back and rode on the float.

Kincaid sent a letter to the Salt Lake City Recruiting Battalion commander. In the letter, she praised the recruiters and commended SSG Steven Forcum, SSG Adam Hudgins, and hometown recruiter, PVT Jason Welch, of the Bozeman

Recruiting Station for their support of the Park County, Livingston, Mont., Independence Day Rodeo and Parade.

Kincaid and her husband are both retired from the Army and involved in Army recruiting. Kincaid spent 17 years in recruiting and was one of the first women to receive the recruiter ring. She stated, "No one will dispute that recruiting is a tough job. Unpredictable world conditions and our troops committed to combat conditions in a foreign country make it even tougher. Positive exposure of our military to the civilian community is paramount."

To make things even better, the float won first place in the parade theme division!



SSG Steven Forcum, SSG Adam Hudgins, and hometown recruiter, PVT Jason Welch, of the Bozeman (Mont.) Recruiting Station ride in the Independence Day Parade.

Delta Seeks Recruiters

Recruiting for Delta is a unique assignment. It requires the ability to interact effectively with prospective Delta candidates as well as senior Army leadership and be able to exhibit those personal qualities found in Delta members. It requires a competent speaker, a person who is highly self-motivated and who is capable of working alone without direct supervision.

A potential Delta recruiter should meet the following prerequisites:

- ▶ Male
- ▶ Volunteer
- ▶ MOS 79R
- ▶ SSG or junior SFC
- ▶ No history of recurring disciplinary action
- ▶ Possess or be able to obtain a secret security clearance
- ▶ GT score of 110 or higher
- ▶ Pass the APFT
- ▶ Volunteer for airborne duty
- ▶ Have demonstrated success as an Army recruiter
- ▶ Minimum 24 months successful station commander time

Interested recruiters should contact MSG Flores at 910-396-0689 or DSN 236-0689 or e-mail at SF-SOF-4@usarec.army.mil.

U.S. Army, Mizuno USA Inc. Partner in Recruiting Program

Representatives of the U.S. Army Recruiting Command and Mizuno USA, Inc. signed an agreement July 23 to provide priority hiring status to qualified soldiers participating in the Partnership for Youth Success (PaYS) program.

"The U.S. Army is excited to add Mizuno USA to its team of corporate partners in the Partnership for Youth Success program," said MG Michael Rochelle, Commanding General, U.S. Army Recruiting Command. "We are so proud of our partnerships like this that enable our recruiters to offer applicants quality employment opportunities during and after their Army service."

Rochelle signed the agreement with Bob Puccini, President, Mizuno USA, during a ceremony at the Atlanta Airport Marriott.

"We are honored to be a part of the PaYS program," said Bob Puccini,

President of Mizuno USA, Inc. "We highly respect the dedication and professionalism of our servicemen and women. The U.S. Army in particular does an excellent job of developing highly skilled individuals that could make immediate contributions in the business world."

PaYS is a strategic partnership program between the Army and a cross section of U.S. industries. PaYS was developed to help the Army attract, train and deploy talented young people who want to serve their country, but also want to help secure their future success once their Army service is complete.

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

"PaYS is a win, win, win opportunity," added Puccini. "It's a win for Mizuno to have access to such talented and well-trained individuals. It enhances the U.S. Army's marketability to high potential recruits, and it presents a variety of career options for individuals completing their military duties."



Bob Puccini, (seated right), President of Mizuno USA, formalizes what he called a "win-win-win" situation by signing a memorandum of agreement with MG Michael D. Rochelle, USAREC Commanding General, (seated left), at an Atlanta ceremony. Looking on are James Balkcom (standing left) and Duke Doubleday, who are both Civilian Aides to the Secretary of the Army for Georgia.

Mizuno USA jobs are scheduled to be available in the Army's PaYS database soon.

The Army's list of corporate partners is growing. Mizuno USA is the newest of 58 partners, including Bell South, Caterpillar, HCA, EDS, Lockheed Martin, DynCorp, Sears Logistics Services Inc., State Farm Insurance, John Deere Company, The Pepsi Bottling Group, Southwest Airlines and Goodyear.

"Each year thousands of young men and women develop valuable skills and gain experience in a broad spectrum of Army jobs. They are motivated, have professional work habits and high standards of conduct. This partnership is one way we can help ensure our soldiers continue to achieve success after leaving the Army and that American industry benefits by gaining quality employees," Rochelle said.

Mizuno Corporation is one of the world's largest general sporting goods manufacturers. Mizuno manufactures and distributes golf, baseball, softball, running, track & field, and volleyball equipment, apparel and footwear for international markets. Mizuno USA is based in Norcross, Ga. For more information, log on to <http://armypays.com/>.

eArmyU Helps Soldiers Meet Goals, Gain Success

Army News Service

An Airborne Ranger who had sights set on being an officer thought his only chance was to leave active duty and pursue a degree through "Green to Gold" — until someone told him about eArmyU.

The Army's initiative to provide enlisted soldiers with an online education helped 2LT Matthew Minnick, a Ranger from Fort Benning, Ga., reach his goal. Minnick graduated from Officer Candidate School Aug. 7.

"I can say a million good things about eArmyU," Minnick said. "In fact, I can't say enough."

There are positive testimonies from soldiers who have logged onto the eArmyU portal from Afghanistan and Kuwait. There's even a soldier who had to get his laptop replaced after it was hit with a bullet, said Elizabeth Nass, the eArmyU program coordinator.

“There are a number of success stories that can be told. Two hundred thirty-three soldiers have received degrees or certificates. That’s 233 success stories right there,” Nass said.

At 14 installations, soldiers can enroll in eArmyU, at almost every Army division including Fort Hood, Texas; Schofield Barracks, Hawaii; and Heidelberg, Germany. To find out where enrollment is offered, go to www.eArmyU.com.

The numbers are constantly changing, but almost 36,000 have enrolled in the program, Nass said. Soldiers in the same platoon, same squad and even the same family have signed up to get a higher education.

ISG Wanda Blackmon recently earned her bachelor’s degree in Resources Management from Troy University and her husband, ISG Billy Blackmon, is also pursuing the same degree that his wife just earned.

Both are now attending the Sergeants Major Academy at Fort Bliss, Texas. Wanda recently visited an Education Center in Virginia, and expressed that she and her husband are both grateful for the online university, said Andrew Fairbanks, the deputy program manager for eArmyU.

Just like the Blackmons and Minnick who have moved on in their Army careers, more than 9,000 students have changed duty stations and are logging onto the eArmyU portal from all the states and 47 countries.

Minnick deployed twice to Afghanistan while trying to complete the required credit hours he needed to apply for OCS. He completed 16 credit hours in 18 months.

“My instructors understood that I wasn’t a traditional student and allowed me to complete my finals before I deployed,” Minnick said.

“Then while I was in Afghanistan, I was able to check my grades and register for new classes for the upcoming semester. That quelled some hardships because I already had a game plan for the next semester.”

With the Army spread all over the world access isn’t going to always be available, and soldiers sometimes struggle to complete the program’s mandatory 12 semester hours in two

years. Due to current global military operations, a policy decision was to extend the program milestone by six months, Nass said. Additional extensions are also possible based on military duty and assignment.

If soldiers fail to meet the program milestones despite policy extensions, they must repay the Army a pro-rated cost of the technology package. Reimbursement is based on the percentage of semester hours out of 12 not successfully completed in 30 months.

Soldiers must also repay tuition for course failures, withdrawals or incompletes unless extenuating circumstances prevent successful completion as certified by the soldiers’ company commander and first lieutenant colonel in the chain of command.

“The only suggestion I have is that instead of having to get a lieutenant colonel to sign waivers for course withdrawals, lower it to the company commander. That way a junior soldier won’t have to stand in front of his battalion commander to get a form signed,” Minnick said.

Minnick recently ended his duty as a noncommissioned officer and his time with eArmyU. The program is only for enlisted soldiers.

“I would recommend this program to anyone,” Minnick said. “It gave me a chance to continue my career in the Army while achieving goals to enhance my future. It’s critical to get a degree today, and I would encourage everyone to take advantage of this option.”

The program that has enlisted Minnick and others as cheerleaders provides students with a laptop, Internet Service Provider, e-mail account and access to 138 online certificates and degree programs offered by 25 regionally accredited colleges and universities. The Army will also pay 100 percent of tuition, which includes books, fees, academic tutoring, program mentoring, Galileo Library, 24/7 Helpdesk and Internet access up to the tuition ceiling of \$4,500 and \$250 per semester hour tuition cap.

“One of the reasons this has been a success for soldiers,” Nass said, “is because it provides flexibility - a chance to work anytime and anywhere.”



SPC Liana L. Bombardier became the first woman to win the Service Rifle National Long Range Rifle Championship.

USAMU Soldier is First Woman to Win National Rifle Shooting Championship

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

She says she’s “just one of the guys.” But when this female soldier triumphed over hundreds of the country’s best rifle shooters, she also became the first woman to ever win a particular national shooting title.

Shooting her M-16A2 rifle, Spc. Liana L. Bombardier, a U.S. Army Marksmanship Unit service rifle shooter, became the first woman to win the Service Rifle National Long Range Rifle Championship at Camp Perry, Ohio. Bombardier was awarded the Billy C. Atkins Trophy as the highest scoring Service Rifle shooter in the National Highpower Rifle Long Range Championships Aug. 15 to 18.

The 21-year-old soldier is the first woman in the 100-year history of the National Rifle Matches to win the Atkins Trophy, which is awarded to the Service Rifle (M-1, M-14 or M-16) shooter with the highest aggregate score over the entire long range national championships.

“The Atkins Trophy is a hard trophy to win and I was thrilled to find out that I

had won it,” Bombardier said. “I was behind by 5 points going into the last day of competition. I shot well that last day and came up ahead. I never thought I was going to win it.”

Bombardier also fired her M-16A2 in matches at 600, 800, 900, and 1,000 yards, and won the Service Rifle Category in the Palma Individual Trophy Match and the High Master Category in the Porter Trophy Match. She also won the Annie Oakley Trophy for being the best female shooter at this year’s Interservice Championships at Quantico, Va.

“I attribute my success to the great equipment, the gunsmiths, and the coaching staff behind the line giving shooters advice and help,” Bombardier explained. “The training with the Marksmanship Unit is so intense that I was able to achieve some personal bests this year, and by the time we went to the competition, everything seemed natural.”

A native of Goodyear, Ariz., Bombardier graduated from Buckeye Union High School in Buckeye, Ariz., in 2001 and then joined the Army. She completed Basic Training at Fort Leonard Wood, Mo., and Communications Locator (Morse Code)/Interceptor School at Fort Huachuca, Ariz., and was then assigned to the U.S. Army Marksmanship Unit Service Rifle Team May 28, 2002.

And how does she feel about being the lone female training with more than a dozen of the Army’s best male shooters on the USAMU Service Rifle Team?

“I get treated like everyone else, but I expect a lot of myself,” she said. “I would like to tell other shooters, especially women, to get out there, practice and enjoy the competition.”

Bombardier started shooting in 1995 and has many shooting accomplishments. She was the 2001 Junior Service Rifle National Champion, a member of the 2000 Trophy Cup Championship Team won the Arizona State Junior Service Rifle Championship in 1996, 1999, 2000 and 2001.

The world-class soldier-athletes of the USAMU also promote the Army and assist recruiters in attracting young Americans to enlist in the Army.

For more information on the U.S. Army Marksmanship Unit, contact the Public Affairs Office at (706) 545-5436.

Voluntary Applicant Drug Testing Kits Available

By SFC Erick Hoversholm, Recruiting Operations, USAREC

In FY 01 voluntary applicant drug testing kits became available for use by all applicants prior to the MEPs physical. USAREC approved the use of the PHARCHEM Laboratories PharmScreen kits. These kits test for the presence of marijuana at the 50 ng/ml, the same level as the initial MEPs DAT.

The testing remains voluntary, although **USAREC Message 03-094** states that all applicants will be asked to participate in the program. Every applicant must sign a USAREC Form 1242, Army Pre-Processing Drug Screening Acknowledgement and Consent Form. The first paragraph of the UF 1242 states; “I understand that participation in the preprocessing drug screening program is highly encouraged. I further understand that taking the preprocessing drug test is voluntary and that I will be permitted to process for the Army or Army Reserve without prejudice should I decline to participate.”

The message goes on to explain that drug testing will be done at MEPs and will be mandatory. It also states that should the applicant test positive, he or she would not be allowed to take the MEPS physical for a period of 30 days.

All applicants will read the UF 1242 and sign the form regardless of their participation. This test assists the recruiter and applicant from spending time processing when the applicant may be unqualified.

This field drug test does not replace the need for a thorough prescreening by recruiters and “hot seating/pred-accession interview by the station commander.

Use this kit with each applicant as part of our “red carpet” treatment, ensuring the professional processing and welcome to the United States Army.

The program works.

“I have reduced positive DAT results by 90 percent during FY 03, good work by my recruiters and station commanders and using this test has resulted in one DAT loss this FY,” said ISG Kenneth



Recruiters should be aware that there are two type kits in the field. Both are approved. The kit at the top is the newest design, which uses a disposable dropper to collect the urine sample. The older style (bottom) uses a pull off protector cap allowing the bottom to be directly inserted into the sample.

Smith of the Waterloo Company, Des Moines Battalion.

Take time to review the current USAREC guidance on this program a few minutes spent facilitating this test could save six months to one year in mandatory waiting periods for a DAT positive enlistment. Point of contact for this program through your chain of command is SFC Erick Hoversholm at 502-626-1582 or e-mail Erick.Hoversholm@usarec.army.mil.

Army One Source Gives Around the Clock Human Touch

Army News Service

Now you get questions answered about the Army 24 hours a day — from a human, not a computer-generated voice.

It's reality, and it's called Army One Source.

It's a 24/7 toll free telephone number for information and referral service for soldiers, deployed civilians and their families, said Carla Cary, Family Advocacy Program specialist at the U.S. Army Community and Family Support Center.

The service was activated Aug. 15. It is fully operational for Army installations and U.S. Army Reserve components worldwide.

From the United States callers can dial 800-464-8107. From outside the United States dial the appropriate access code to reach a U.S. number and then 800-464-81077 — all 11 digits must be dialed. Hearing-impaired callers should use 800-364-9188, and Spanish speakers can dial 888-732-9020.

USAMU Looking for Pistol Shooters

U.S. Army Marksmanship Unit Public Affairs Office



The U.S. Army Marksmanship Unit is looking for a few good shooters.

The highly competitive unit is putting out its annual call for soldiers who are interested in competing in pistol competitions in the summer of 2004.

"We do this every year," said SFC Charles E. Gibbs, noncommissioned officer-in-charge of the USAMU Service Pistol Team. "Soldiers who wish to represent the U.S. Army in pistol competition, marksmanship instruction and recruiting assistance are welcome to apply. This is a highly visible, fast-paced mission."

The Marksmanship Unit trains its soldiers to win competitions and enhances combat readiness through train-the-trainer clinics, research and development. The world-class soldier-athletes of the USAMU also promote the Army and assist recruiters in attracting young Americans to enlist in the Army.

The Army Pistol Team is always looking for active Army soldiers who are highly motivated, disciplined and competitive by nature, Gibbs said, adding that no previous competitive shooting experience is required.

Soldiers in the rank of staff sergeant and below with fewer than 15 years of service who obtain approval from their commanders can travel to Fort Benning in April at the expense of the Marksmanship Unit to participate in the initial training. The soldiers are trained in advanced marksmanship skills.

Once that is complete, pistol team officials will select shooters to participate in the Interservice Championships in June and the National Matches in July.

After the three-month tour, soldiers return to their units with invaluable marksmanship training that can be harvested by unit trainers to improve the marksmanship skills of their soldiers, Gibbs said.

Interested soldiers can contact Gibbs at 706-545-7022 or 545-3893 or DSN 835-7022 or e-mail: Charles.Gibbs@usarec.army.mil

For more information, visit the unit's Web site at www.usamu.com, click on Joining The Teams, scroll down and click on Service Pistol or e-mail Rojelio.Arredondo@usarec.army.mil.

For more information on the U.S. Army Marksmanship Unit, contact USAMU Public Affairs Officer Paula J. Randall Pagán at 706-545-5436, paula.pagan@usarec.army.mil, or visit the USAMU Web site at www.usarec.army.mil/hq/amu.

Automated Awards Program

USAREC is implementing an automated awards program commandwide to increase processing efficiency.

1st Recruiting Brigade was used to test the program from May through August 2003. Feedback indicated the program was easy to use and increased accuracy with an editing capability. Also, the command will save thousands of dollars in mailing costs using this automated program.

The software being used is Adobe Approval and will be installed on computers, in limited quantities, down

to company level. There will be two copies per company, two copies per battalion including AMEDDs, and four copies per brigade.

The Adobe Approval program allows the user to type in and save changes on the DA Form 638, Recommendation for Award, and on the USAREC related awards forms required for submission. All the forms have been bundled into one package for ease of use and have been e-mailed to recruiting brigade S-1s.

Instructions for loading the program have been provided to the information management personnel at brigade and battalion levels. Distribution of the software is also currently being completed. The program is scheduled to be up and running no later than Oct. 1, 2003.

Questions concerning the use of the automated awards program should be directed to SFC Willie Lanier at commercial 502-626-0253 or MAJ Brian McDonald at 502-626-0092.

Electronic NCOER Processing

USAREC is working an initiative with the Army's Enlisted Records and Evaluations Center to go paperless with our NCOER processing. The intent is to send evaluations directly to EREC without going through the Personnel Service Center.

This initiative will start off out west with 6th Brigade providing the test battalion. The main objectives of this new process are to shorten the processing time on NCOERs, save money and time on the mailing of evaluations, and to cut the numbers of late reports to EREC.

USAREC is one of the most geographically dispersed commands in the Army, making travel time very lengthy and mailing time very costly. The test is tentatively scheduled to kick off first quarter 2004.

Questions concerning this new initiative can be directed to CPT Elmore J. Jones at commercial 502-626-0158 or e-mail elmore.jones@usarec.army.mil.

Gold Badges

RSM AUGUST 2003



ATLANTA

SSG Rodney Martin
SSG Rhonda Ingle
SSG Christopher Williams

BALTIMORE

SSG Terrance Houser
SSG James Hemsley
SSG Natasha Denmark
SSG David Toler
SSG Michael Trumble Jr.

SSG Robert Donner
SSG Robert Caldwell
SSG Walter Hyson
SGT Jerome Gerald
SGT Sonia Gray
SGT Terrance Smith
SSG Billy Carroll
SGT Luke Fortin
SGT Shannon Brison
SGT Amy Cervantes

BECKLEY

SGT Marco Robinson
SGT James Carter

CHICAGO

SSG Alberta Rodriguez
SGT Rex Ingram
SGT Robin Robinos

COLUMBIA

SFC Christopher Ball
SSG Cedric Lewis

COLUMBUS

SFC Brian Kisor
SGT Doug Snyder

DES MOINES

SSG Reginald Harris
SSG Shane West
SGT Matthew Wycoff

GREAT LAKES

SGT Laura Aneshansley

JACKSONVILLE

SSG Robert Leader

LOS ANGELES

SFC William Goodman
SSG Jesus Lopezfebo
SSG Jacqueline Dupree
SSG Robert Stone
SSG Ramsey Robertson
SSG Maurice McQueen
SSG Jose Salazar
SSG Roger Van-Order
SSG Arturo Ramos-
Martinez

SSG Kevin Connaughton
SSG Steven Bowling
SSG Sean Carmack
SSG Francisco Reyes
SSG Scott Collins
SSG John Fulton
SSG Andre Adams

SSG Antonio Rivas
SSG James Conner
SSG Stephen Wendt
SSG Billy Dill
SSG James Solano
SSG James Sanchez
SSG Jayson Yaryan
SSG Lucelda Edmisten
SGT Ivan Pinto
SGT Robert Franke
SGT Emanuel Harris
SGT Paul Catalano
SGT Morgan Fillion
SGT Jerry David

MIAMI

SSG Jimmie Horton
SSG Liburd Germaine
SSG Nathan Love III

MINNEAPOLIS

SFC Leslie Lehmann
SSG Michael Williams
SSG Gerald Beebe
SGT Leithan Schwartz

NEW ENGLAND

SFC Maki Shaun

PORTLAND

SFC Rick Dix
SSG Carlos Nievesgarcia
SSG Leard Boudreaux
SSG Tass Ryan
SSG Cassandra Ford
SSG Kelvin Bradford
SSG Daniel Lord
SGT Jimmie Akeang

SACRAMENTO

SFC Celestino Ranon
SSG Brad Normandean
SSG Jonah Lei
SSG Rolando Banados
SSG David Bryant
SSG David Rouhi
SSG William Villagomez
SSG Faaoga Ena
SSG Leon Castillo
SSG Will Wilson
SSG Christopher Gomez
SSG Oscar Moreno
SSG Ernesto Garcia
SSG Fernando Garcia Jr.
SGT Daryl Jewell
SGT Brannon Curiel

SGT Tony Johnson

SGT Luis Sanchez

SGT Clint Jassen

SGT Timothy Lucett

CPL Alegario Troncoso

SAN ANTONIO

SSG Andrew Delarosa

SSG Terry Ceasor Sr.

SSG Christopher Phillips

SSG Monica Mcleod

SSG Burt Medrano

SSG Salvador Figueroa

SGT Darel Ralph

SEATTLE

SGT Jeremy Hare

SGT Cory Houston

CPL Clint Griffin

ST. LOUIS

SFC John Meadows

SSG Jerel Clark

SSG Jason Schroder

SSG Dale Lee

SGT Steven Doolittle

TAMPA

SFC Chester Gayle

SSG Brian Mading

SSG Jose Velazquez

SSG John Vera

Recruiter Rings



RSM AUGUST 2003

ALBANY

SFC Freddie Blue
SSG Richard Lange Jr.

ATLANTA

SFC Scott Sickels

BALTIMORE

SSG Sultie Kenney

BECKLEY

SFC Lamonte Russell
SFC Daniel Nightengale
SSG Maurice Frink

CHICAGO

SFC David Dacillo
SFC Bernard Yates
SSG Floyd Dunn
SSG Gary Dunning
SGT Steven Maki

COLUMBUS

SFC Patrick Andrew
SFC Michael Buschur
SFC Corin Gillens
SSG Kevin Smith

DENVER

SFC Randy Adams
SFC Max Burda
SFC Julien Swain
SSG Bryan Cary
SSG Howard Misener
SSG Bruno Morra

DES MOINES

SFC Leo Chavez
SFC Frank Abalos
SFC Marcus Green

SSG Michael Greenlee
SSG Kevin Burrill

GREAT LAKES

SSG Forrest Moore
SSG Craig Russell
SGT Arturo Crosby
SGT John Warren

INDIANAPOLIS

SSG Terry Shaw

JACKSONVILLE

SSG Lanretta Covington
SSG Lee Maertz
SSG Michael Forcier
SSG Edison Hernandez
SSG Ronald Mitchell
SSG Charles Parker
SSG Mark Warnock

LOS ANGELES

SFC Dean Frazier
SFC Elizabeth Green
SFC Raymond Lolinco
SFC Richard Oliver
SFC Jeffrey Wilson
SSG Lisa Osgood
SSG Patrick Luley
SSG Rolando DeLeon
SSG Wanda Tappkratzer

MONTGOMERY

SFC Felicia Lecque
SFC Dan Seaman
SSG Bryant Ross

NEW ENGLAND

SGT Peter Shelton

NEW ORLEANS

SFC Kathleen Henry

SFC Kenneth Smith

NEW YORK CITY

SFC Edgard Valdiri

PORTLAND

SGT Michael Snell

OKLAHOMA CITY

SFC James Norris
SSG Carlos Ayall-Pagan Jr.
SSG Hector Benavides

SSG Jack Davis

SSG Tony Fette

SSG Nayon Marrero
SSG Terrence Mitchell
SSG Jeffery Osterdock

SSG Justin Peters

PORTLAND

SGT Kenneth Edwards
SGT Michael Winters

RALEIGH

SFC Johnny Cannon
SFC Michael Rometry
SGT Jonathan Roewe

SACRAMENTO

SFC Bolivar Toro Jr.
SFC Dominique Yuquimpo

SSG John Anderson

SSG Jeffrey Barton

SSG David Bradley

SSG Robert Brunsvold

SSG Nowell Davila

SSG Daryl Demay

SSG Steven Evans

SSG Victor Farrier

SSG Andrew Hope

SSG Hector Segura
SSG Seth Thomas
SSG Russel Thomas

SSG Eric Vanhees

SALT LAKE CITY

SSG Roosevelt Buckner

SSG Dallas Cochran

SSG Virgil Megill

SSG Michael Page

SSG Dominic Mirabal

SGT Jeffrey Legendre

SGT Marcus Laird

SGT Darin Thomas

SAN ANTONIO

SFC Lee Jackson

SFC Ernesto Jilpas Jr.

SFC Roberto Mollinedo-Aldana

SSG Rickey Smith

SGT Danny Neve III

SEATTLE

SFC Neil Julette

SSG Wayne Brown

SSG Rolana Frank

SSG Jessica Hicks

SSG Robert Perkins

SSG Tyrone Stacy

SSG Michael Toolin

SSG Robyn Ward

SGT Jamie Snook

SGT Steven Woods

Morrell Awards

RSM AUGUST 2003

ALBANY

SFC Bryant Cozart

CLEVELAND

SFC Bruce Johnson

COLUMBIA

SSG Dondra Cue

DENVER

SFC Alejandro Zamora

SFC Jennifer Russell

SFC John Casey

SFC James Monroe

GREAT LAKES

SFC Andrea Luke

SFC Sean Davies

SSG Jason Gallimore

SSG Nakia Nelson

JACKSONVILLE

SFC York Young

SSG Jesse Butler

MIAMI

SSG Ellis Colon-Rivera

SGT Bienvenido Colon

SEATTLE

MSG Catherine Thomas

SFC Sherwin Reynolds

SFC Carroll Porter



SSG Willie Jones III

SSG Dillard Remines

TAMPA

SFC Reginald Wilson

The Test

1. On-site visits will be conducted on non-regionally accredited non-public schools and all public and non-public adult education schools and/or programs how often?

- a. Not required
- b. Once a year
- c. Every three years
- d. Every other year

2. All on-site visits will be recorded on what form?

- a. UF 1015
- b. UF 1059
- c. UF 713-1
- d. DA Form 268

3. What is the approximate cost of each existing prior-to-service discharge that the Army has?

- a. \$1,500
- b. \$2,500
- c. \$4,000
- d. \$8,000

4. What is the primary source of commissioned officers for the Regular Army, Army Reserve, and the Army National Guard?

- a. ROTC program
- b. College recruiters
- c. Reserve recruiters
- d. Professor of Military Science

5. Prior service soldiers who enlisted in the Reserve Component and were on active duty for training only are eligible to enroll in MGIB.

- a. True
- b. False

6. What are the two types of DPR?

- a. Face-to-face and telephonic
- b. Face-to-face and remote
- c. First sergeant to station commander and station commander to recruiter

7. Upon arrival of the HRAP participant at the recruiting station, the recruiting station commander has 48 hours to update HRAP Web site.

- a. True
- b. False

8. Recruiter missions will not be changed after the start of the RSM nor for any completed RSM.

- a. True
- b. False

9. Recruiting battalion, recruiting company, and recruiting station commanders will process mission cross leveling prior to _____.

- a. The 15th of the month
- b. T-2
- c. The 1st of the month
- d. T-1

10. The recruiting company commander is the approving authority for enlistment eligibility for all tattoos.

- a. True
- b. False

11. Risk management applies to all situations and environments across the wide range of Army operations, activities, and processes.

- a. True
- b. False

12. How many steps are in the Risk Management Process?

- a. Three
- b. Two
- c. Five
- d. Four

13. Every soldier, NCO, warrant officer, and officer has one primary mission — to be trained and ready to fight and win our nation's wars.

- a. True
- b. False

14. How many Principles of Training are there according to FM 7-0?

- a. Six
- b. Seven
- c. Ten
- d. Five

15. Who is the primary trainer and has overall responsibility for the wartime readiness of their formations?

- a. Platoon sergeant
- b. First sergeant
- c. Commander
- d. Sergeant major

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

Mission Box

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



RSM August 2003

Top Regular Army Recruiter

SSG Anthony Anderson
Pittsburgh

SGT James Benn
Atlanta

SSG Jeremy Cousineau
Milwaukee

SSG Ryan Warner
St. Louis

SFC Neil Jullette
Seattle
SFC John Samillano
Portland

Top Army Reserve Recruiter

SSG Friedrich Blanke
New England

SFC Mary Pillsbury
Raleigh

SGT Todd Fitzwater
Cleveland

SGT Deana Huck
Des Moines

SSG William Coleman
Denver

Top Limited-Production Station

Melrose
New York City
SFC Marlon Reyes

Jonesboro
Atlanta
SFC Kenneth Reese

Dewitt
Great Lakes
SFC Derrick Gordon

St. Joseph
Kansas City
SFC Ricky Paige

Silverdale
Seattle
SFC Michael Mitchell

Top On-Production Station

Carnegie
Pittsburgh
SFC Mica Labiche

Asheboro
Raleigh
SSG Steven Pittenger

Wooster
Cleveland
SSG Clint Stevens

Uvalde
San Antonio
SFC Clark Brazil

Riverton
Denver
SFC James Doster

Top Company

Manchester
New England

Greenville
Columbia

Lansing
Great Lakes

Central Illinois
St. Louis

San Joaquin
Sacramento

Top Battalion

None

None

None

Dallas

Portland

Top Army Medical Department Detachment

Southeast

Carolina Team

Indianapolis

New Orleans

Rocky Mountain

Answers to the Test

1. c. UR 601-101, para 1-9d, page 2
2. a. UR 601-101, para 1-9f, page 2
3. d. UP 40-3, para 4b, page 1
4. a. UP 350-6, para 1-4
5. a. UR 621-1, para 1-5a(1)(b)
6. b. UR 350-7, Appendix M, M-1
7. a. SUR 350-7, Appendix Q-3b
8. b. UR 601-73, para 4c(1), page 2 (start of T-2)
9. b. UR 601-73, para 4c(b), page 3
10. b. USAEC Message 03-093
11. a. FM 100-14, page 1-4
12. c. FM 100-14, page 2-0
13. a. FM 7-0, page 1-1
14. c. FM 7-0, page 2-1
15. c. FM 7-0, page 2-10

