

# RECRUITER

United States Army Recruiting Command

October 2009

# Journal

RECRUITING PUBLICITY BUREAU, U.S. ARMY, 461 EIGHTH AVENUE, NEW YORK N.Y.

## THE BULLETIN

Series A

December 6, 1919.

Vol. 1, No. 38.

### THE CALL TO THE COLORS



WILL YOU ANSWER IT?

R. E. GREENWOOD  
Pvt. U.S.A.

Acknowledgements to Harrisburg Recruiting District



**Recruiting Journal**  
of the  
U. S. Army and U. S. Air Force Recruiting Service  
Vol. 4, No. 5 May 1951

**Successful MPPPO Conference in D.C.**  
FIELD RECRUITERS ARE WELL SUPPLIED WITH ARMED FORCES DAY MATERIAL

**Defenders of Freedom!**

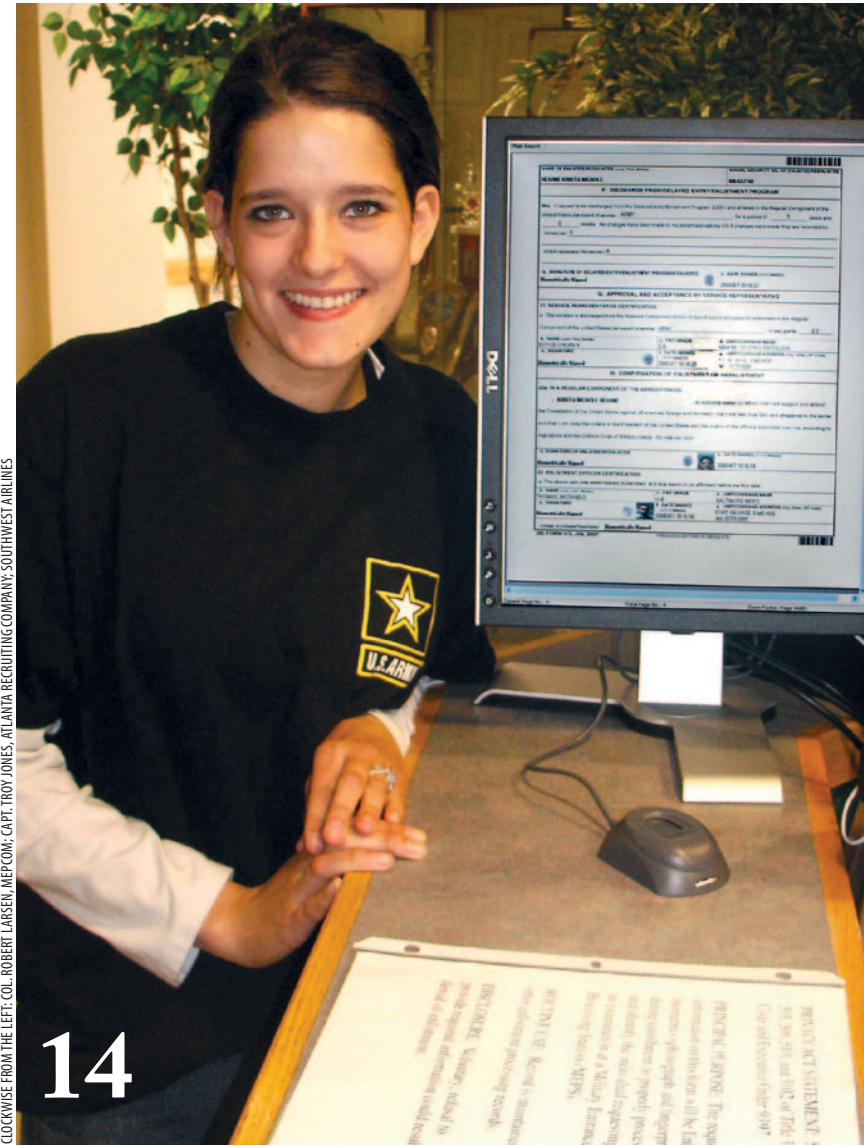
**ARMED FORCES DAY - MAY 19**

# I WANT YOU

The Army's professional recruiting magazine since 1919

# FOR U.S. ARMY

NEAREST RECRUITING STATION



CLOCKWISE FROM THE LEFT: COL. ROBERT LARSEN, MEPCOM; CAPT. TROY JONES, ATLANTA RECRUITING COMPANY; SOUTHWEST AIRLINES

14

# October 2009 Volume 61, Issue 10

# Contents

## DEPARTMENTS

- 4 Recruiting News
- 5 Command Sergeant Major
- 6 Chaplain *Light-Hearted Look at Marriage*
- 22 Family *Domestic Violence Prevention*
- 23 Safety *Motorcycle Safety & Mentorship*
- 24 Field File
- 28 News Briefs
- 31 The Test
- 32 Salutes



10



12

## FEATURES

**Spouses Go Back to School 8**  
DoD program provides military spouses up to \$6,000 for education and training.

**Recruiters Endure 'Special' Training 9**  
Recruiters headed to Special Operations recruiting assignment must complete New Recruiter Academy.

**Future Soldier Retention 10**  
Entering FY 10 with an active duty entry pool of more than 33,000, USAREC needs effective Future Soldier programs to ensure continued mission success.

**MEPCOM Updates Processing 14**  
Recruits no longer sign enlistment contracts with a pen; biometric signatures and electronic records are the future of military enlistments.

**USAREC Celebrates 45 Years 16**  
Command stood up Oct. 1, 1964, at Fort Monroe, Va.

**All-American Bowl 20**  
Agency offers tips for recruiters to make the most of the All-American Bowl Selection Tour.

**Community Covenant 21**  
American Legion signs Army Community Covenant to support Soldiers & families nationwide.

## RECRUITER Journal

**U.S. Army Recruiting Command**  
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The Recruiter Journal (ISSN 0747-573X) is authorized by Army Regulation 360-1 for members of the U.S. Army Recruiting Command. 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.

The Recruiter Journal is published monthly by the U.S. Army Recruiting Command Public Affairs Division. Send submissions and correspondence to Editor, Recruiter Journal, ATTN: RCMEO-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726. Phone: (502) 626-0172, DSN 536. E-mail: RJJournal@usarec.army.mil. Deadline for submission of material is the first of the month prior to publication.

Printed circulation: 13,000.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.

POSTMASTER - Send address changes to: Cdr, U.S. Army Recruiting Command ATTN: RCMEO-PA (Recruiter Journal) 1307 Third Avenue Fort Knox, KY 40121

Feedback: We want to hear from you. Send your comments, ideas and story suggestions to the editor at julia.bobick@usarec.army.mil.

# Congratulations USAREC

Congratulations to the entire command – Soldiers, civilians, contractors and families – on another successful recruiting year. I am extremely proud to be the 22nd commanding general of USAREC as we celebrate both mission success and the 45th anniversary of Recruiting Command.

This command has a proud legacy of service to the Army and to the nation. Our Army would not exist in its current form without this command; we recruit America's sons and daughters to maintain the strength. We must continue that legacy and maintain the trust of the American people by recruiting with integrity, adhering to standards and living the Army Values.

We are off to a great start as we enter Fiscal Year 2010 with the largest active Army entry pool in recent years: more than 30,000. But with that comes the added responsibility to keep those Future Soldiers engaged until the day they ship to training. In addition, we will need to continue to be good stewards of our resources – both time and funding. The road ahead will continue to be a challenge; we need to work hard, but smart, in all that we do.

As we start the new recruiting year, we also launch several new programs designed to improve the way we recruit. We will continue to become more efficient and more focused on team-based methodologies, which will lead to improved quality of life for Soldiers and families.

At the end of September, 3d Brigade's Radcliff Company began operating under the Pinnacle Recruiting concept. Five additional companies – one in each brigade – will follow

suit by the end of December.

The lessons learned in these companies will help us transition one battalion in each brigade to Pinnacle recruiting by the end of fiscal year 2010. It's a step in the right direction.

This month we also begin execution of a two-year Army Reserve Neighborhood Recruiting pilot to help us determine if Soldiers on Active Guard Reserve status or assigned to a Troop Program Unit in their hometown areas can perform recruiting duties as well as or more effectively and with equal or greater quality of life than the active duty recruiters they replace.

This pilot is part of a larger Accessions Command three-phase initiative to develop a Total Army Recruiting Concept. The first phase is to identify and test ways to increase recruiter quality of life, maintain productivity and return detailed recruiters to the operational force.

Improving the quality of life and ensuring the well-being of every member of the team are responsibilities I take very seriously. It is the responsibility of each and every one of us to look out for one another and keep our USAREC family safe and strong.

This month we observe Domestic Abuse Prevention Month. Make the Right Choice – act to prevent domestic violence. The key to effective prevention is for every member of the command to get involved. The only wrong choice is to do nothing. If you see fellow Soldiers, coworkers or families struggling, reach out to them and find out how you can help. At the same time, if you or members of your family need help – don't be afraid to ask for it.

Once again, congratulations on mission success. Thanks for all you do to provide the strength! Hooah! Army Strong!



## Pinnacle Recruiting Concept Begins in USAREC

The U.S. Army is currently re-examining the Army accessions process from an enterprise perspective.

U.S. Army Accessions Command, with input from Recruiting Command, is developing courses of action to improve its ability to support the Army Accessions Enterprise.

Recruiting has long been an individual process that does not maximize proven concepts of division of labor and specialization of skills nor capitalize on the synergy that can be achieved by conducting operations as a team.

In August, Maj. Gen. Donald M. Campbell, USAREC Commanding General, approved expansion of Pinnacle Recruiting - a team recruiting concept designed to make the recruiting process more efficient and support improved quality of

life for Soldiers and their Families - during FY 10 and beyond.

USAREC will implement Pinnacle Recruiting in 3rd Brigade Sept. 22 starting with the Radcliff, Ky., Recruiting Company, followed by company-size elements in each of the remaining brigades by mid-December in order to test and evaluate the Pinnacle concept for future transformation. Follow-on companies: 1st Brigade - Harrisburg, Pa.; 2d Brigade - Montgomery, Ala.; 5th Brigade - Tyler, Texas; and 6th Brigade - Los Angeles.

By the 4th quarter of Fiscal Year 2010, USAREC will have four recruiting companies and one recruiting battalion operating under the Pinnacle Recruiting Concept. Conditions are set for transformation of four additional battalions into Pinnacle battalions during Fiscal Year 2011.

## MAVNI Program Expands to Dallas, Chicago, Atlanta

The Military Accessions Vital to the National Interest (MAVNI) Recruitment Pilot has been expanded to the Atlanta, Chicago and Dallas Battalions effective Aug. 25, authorizing recruiters to enlist certain legally present non-citizens into the Regular Army only.

The pilot program became effective Feb. 23, 2009. The pilot program for non-citizens with critical language and cultural skills was originally limited to New York City Recruiting Battalion. It expanded to Los Angeles in May.

The pilot program for non-citizens with medical skills is nationwide.

This pilot program is an avenue to broadening eligibility for Army service to meet two of our most critical personnel needs: medical and foreign language and cultural skills. Through this pilot recruiting program the Regular Army and Army Reserve combined can bring in up to 333 people with medical skills, and up to 557 with critical language and cultural skills.

## Did you know? Recruiting Station Facebook Pages

Recruiting stations are authorized to have Facebook fan pages, however, they must not engage in active recruiting on their Facebook pages. Active recruiting (prospecting) violates Facebook policy and can lead to having the page restricted or shut down.

Social media policy continues to evolve. Recruiting Command, the U.S. Army Accessions Command, the Army and the Department of Defense are working to establish clear guidance for using Facebook, Twitter, and other social media. The benefits of using social media are evident, but the military services must weigh the benefits against possible security threats. When questions arise about social media, recruiters and station commanders should consult their chain of command.

Recruiting ProNet has a topic area to provide policy and procedures for using the various social media sites, such as Facebook, Twitter and YouTube. Included on the ProNet site are a comprehensive introduction to Facebook and social media and draft social media class presentation. New guidance and resources will be posted to ProNet and provided through public affairs channels as they become available.

## ConAP Registration Now at futuresoldiers.com

The registration process for the Concurrent Admissions Program (ConAP) is now available online at [www.futuresoldiers.com](http://www.futuresoldiers.com).

Recruiters will help Future Soldiers complete the application during the Future Soldier Orientation. This program is available for Future Soldiers who plan to attend college using their GI Bill benefits, and may allow them to receive credit for training and experiences in the Army. Educating Future Soldiers about this program reinforces the educational benefits that they will receive in the Army.

Reference USAREC Msg 09-172.

## ARMS Test Suspended

The Assessment of Recruit Motivation and Strength (ARMS) program was suspended Oct. 1. All Future Soldiers who enlisted as a result of a passing ARMS test and have yet to ship need to be monitored very closely to ensure they will meet current height and weight requirements to ship.

Reference USAREC Msg 09-178.

## USAREC Updates Tattoo, Extremist Organization, Gang Policy Message

USAREC published an updated message "Enlistment eligibility concerning extremist organizations, gangs, tattoos, brands, body mutilation" in September.

Reference USAREC Msg 09-166.

## FY10 Montgomery GI Bill, Army College Fund

Qualifying active Army recruits can earn up to \$84,648 for college with the Montgomery GI Bill and Army College Fund with a six-year enlistment. The Selected Reserve MGIB (Chapter 1606) remains at \$11,988.

The MGIB (includes ACF) can be transferred to the Post 9-11 GI Bill.

Reference USAREC Msg 09-180.

# Mission Accomplished!

To all members of the U.S. Army Recruiting Command:

*Congratulations to each of you for accomplishing the 2009 mission. Army Strong! This tremendous team of teams, through dedication and hard work, has done what the Army has asked of you and more. Just a few years ago, if the Army had asked me in August if USAREC could make mission and add an additional 5,000 by year's end, I would have said it would be impossible.*

*This year, you have shown the stuff you are made of, and lived the Army Ethos of **always place the mission first and never accept defeat!** You have a complicated mission, with many moving pieces, but you have accomplished all that we have asked of you. Each of you has a mission, and if any of you fail to accomplish that mission, the mission becomes that much harder to achieve.*

*All of you have done a magnificent job. With over 70,000 active duty accessions and another 23,500 Reserve accessions, you have once again "Provided the Strength" for our Army and our Nation.*

*You have done so with precision, mastering even the AMEDD, Chaplain, Special Operations, and Warrant missions with success across the board.*

*As we rebalance the Army, your success in filling the officer candidate mission in record numbers has significantly helped our Army in its officer missions. We are grateful for the way you embraced and actualized the new Military Accessions Vital to the National Interest mission, as well — bringing in those legal alien immigrants whose special talents will greatly benefit the Army.*

*I always tell young leaders that they should form and be part of a responsibility-based organization — that excuse-based organizations never grow. You have proven once again that you are responsibility based and will accomplish any mission. Congratulations on a job well done.*

*Army Strong!*

*Lt. Gen. Benjamin C. Freakley  
Commanding General, U.S. Army Accessions Command*

## Are You Leaving Our Army and Tomorrow's Soldiers in Good Hands?

This month we celebrate 45 years of the Recruiting Command — 45 years of recruiters telling the Army story and helping young men and women decide if the Army is the right path for them. It's fitting. This command leaves a lasting legacy to the Army in the Soldiers we recruit. Nearly every enlisted Soldier — and many officers — in the Army today are products of this command.

Being a recruiter is kind of like being a parent. When a couple creates a child, that child will forever be a part of that couple's legacy in this world whereas the Soldiers whom a recruiter has enlisted are, in a sense, the same thing. Recruiters not only help those individuals succeed in entering the Army, they also prepare them for training and their new life in uniform. And once they become Soldiers, they become a part of that recruiter's individual legacy to our Army. You just never know. Some Soldier you enlisted may one day become the chief of staff or sergeant major of the Army.

You not only leave a legacy through the Soldiers you recruit, but also through the junior NCOs and Soldiers whom you mentor and guide throughout your career. We can all have an impact on those around us, as well as those following in our footsteps. I hope that each of you feels like

you are leaving the Army and tomorrow's Soldiers in good hands.

That's why it must be reiterated that integrity must play first in everything we do in this command.

Anyone we influence or bring into the Army through cheating, improper conduct or immoral behavior negatively impacts our legacy. We have to keep this institution worthy of its reputation and make our legacy one to be proud of.

One of the best ways we can share good recruiting practices and lessons learned is through Recruiting ProNet. If you're a member, I commend you — if you're not, you need to be. Recruiting ProNet membership is growing daily with more than 4,300 members currently signed up. The discussions are very good and very professional.

The site is loaded with useful informa-

tion, such as where the command stands as far as meeting the monthly or yearly mission. In addition, all the OPS flashes are posted in this area.

We are getting very good feedback from the field through the site. I can tell you that headquarters really pays attention to what is being posted by recruiters. Many of you are giving us the honest, constructive feedback we need to continue improving our organization and our processes. Thank you. The G3 does a stand-up job on tracking the daily accomplishments on how we measure up to the mission. Share your recruiting knowledge with others by joining Recruiting ProNet.

Let me end this month with congratulating the entire command on a job well done on mission success. That's

90,000 new Soldiers — equivalent to more than four divisions of Soldiers that our great force accessed into the Army this year.

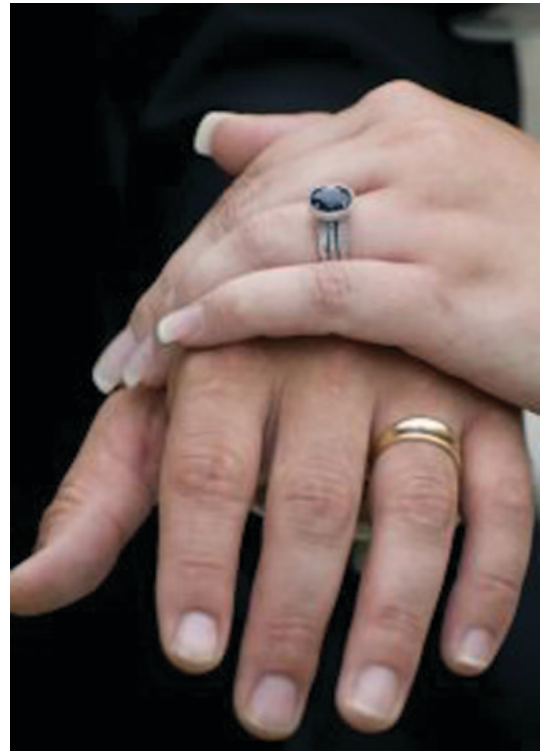
I am looking forward to the upcoming ALTC, where we'll announce the the best of the best. Hooah!



Command Sgt. Maj.  
Stephan Frennier  
USAREC CSM

# A Light-Hearted Look at Marriage

## for better or worse



By Chaplain (Lt. Col.) Doug Peterson

**T**his month we come back to the topic of marriage with a light-hearted look at the most serious of human relationships.

If you are ill-disposed toward humor, you might want to stop reading now. Consider yourself warned.

What follows is a bit unusual. Instead of a dry exposition on some aspect of wedded life, I offer some random musings that I have collected over the years:

- The average woman would rather have beauty than brains, because the average man can see better than he can think.
- Many girls like to marry a military man – he can cook, sew, make beds, and is in good health. And he's already used to taking orders.
- Trouble in marriage often starts when a man gets so busy earnin' his salt, that he forgets his sugar.
- Men marry women with the hope they will never change. Women marry men with the hope they will change. Invariably they are both disappointed.
- Before marriage, a man will lie awake all night thinking about something you say. After marriage, he'll fall asleep before you finish.
- I love being married. It's so great to find one special person you want to annoy for the rest of your life.
- I recently read that love is entirely a matter of chemistry. That must be why my wife treats me like toxic waste.
- When a man marries a woman, they become one; but the trouble starts when they try to decide which one.
- If a man has enough horse sense to treat his wife like a thoroughbred, she will never turn into an old nag.
- Too many couples marry for better, or for worse, but not for good.

- There are two times when a man doesn't understand a woman — before marriage and after marriage.
- Whether a man winds up with a nest egg, or a goose egg, depends a lot on the kind of chick he marries.
- When a man opens the door of his car for his wife, you can be sure of one thing: either the car is new or the wife is.

All levity aside, if you are not able to occasionally step back and laugh through the complexities of marriage, it could indicate that you are in some serious hurt. You may be going through a relationship crisis, and life right now is not a whole lot of fun.

If that describes you, don't try to go it alone. There is no shame in seeking assistance to sort through the painful dynamics of a souring marriage.

Help is all around. For example, points of contact include:

- your Brigade chaplain,
- the USAREC chaplain,
- your Brigade Military Family Life Consultant (MFLC),
- a civilian pastor, and
- [www.militaryonesource.com](http://www.militaryonesource.com) (referrals for several free counseling sessions)

Marriage done right can indeed be the most difficult endeavor a person undertakes. Appreciate the humor in it, or you may be in danger of losing your mind and/or your marriage along the way.

But you don't have to!



# Stop the Violence

G1 Sexual Assault Prevention & Response Program

**W**hether you know it or not, someone in your life may be facing violence at home — a friend, a co-worker or even a relative. For many reasons, it's hard for victims to acknowledge they are being abused — especially when the abuser is supposed to be a loved one.

But there are lots of ways you can tell if something is wrong. Perhaps she\* often has unexplained injuries, or the explanations she offers don't quite make sense. Perhaps you have noticed that she cancels plans at the last minute without saying why or that she seems afraid of making her spouse angry.

If your friend, relative or neighbor is being abused by her spouse, then she and her children need help — and you can be an important lifeline.

***Let her know you care.***

Ask direct questions about her situation, gently. Give her time to talk. Ask again a few days later. Don't rush into providing solutions.

***Listen without judging.***

Your friend, sister or co-worker believes her abuser's negative messages about herself. She may feel ashamed, inadequate and afraid that you will judge her. Let her know that it's not her fault. Explain that there's never an excuse for physical violence in a relationship — not alcohol or drugs, not financial pressures, depression, jealousy — not anything.

***Tell her that help is available.***

Encourage her to call the local domestic abuse center or the National Domestic Violence Hotline at 1-800-799-SAFE for assistance. She will find a caring person who can give her support and answer her questions.

## **The Army is Committed to Taking Care of Soldiers & Families**

Army leadership is fully committed to taking care of its people and investing in the health and mission preparedness of Soldiers and families. Domestic abuse undermines that commitment.

The Army is committed to emphasizing prevention, assuring that victims of domestic abuse are protected through a combination of reporting options and multiple sources of support and intervention, and to holding offenders responsible through treatment and administrative action for those who continue to abuse.

## **A CALL TO ACTION FOR THE PREVENTION OF DOMESTIC ABUSE: L-D-R-S-H-I-P**

**Loyalty:** Commit to the safety of the community — recognize the warning signs.

**Duty:** Reduce violence — report acts of abuse.

**Respect:** Value that everyone has a right to feel safe.

**Selfless Service:** Sustain personal and relationship preparedness — “never quit.”

**Honor:** Share a sense of purpose — watch out for one another and intervene.

**Integrity:** Lead from the front. Make the right choice. Do the right thing.

**Personal Courage:** Seek help and refer others, sooner rather than later — “a sign of strength.”

## **Make the Right Choice! Act to Prevent Domestic Abuse.**

“Doing nothing” is the only wrong choice. “The Right Choice” is to do something positive to end ongoing abuse and to prevent abuse from happening in the first place. Each person can lead from the front.

Everyone in the community can make a difference. Abuse exists on a continuum. It may start with ignoring small warning signs, progress to relationship distress and escalate to severe violence. Every positive action helps to change the climate.

The key to effective prevention is a commitment from command and all members of the community to get involved. Share a sense of purpose — watch out for one another and intervene.

Contact the Brigade Family Advocacy Program Coordinator for additional information and assistance.

*\*Though the majority of victims are female, males are also victims of domestic abuse; feminine pronouns were used to simplify reading.*

# DoD Program Pays Spouses up to \$6,000 for Education



Story and photos by John Thompson  
Houston Recruiting Battalion Public Affairs

Spouses of active-duty Soldiers are taking advantage of a unique DoD stimulus package. The Department of Defense's expanded Military Spouse Career Advancement Accounts (MyCAA) program, is a timely program that provides up to \$6,000 to pay for education and training programs, tuition, licensing and credentialing fees.

Once approved, spouses can use the funding toward earning associate's, bachelor's, master's and doctoral and post-doctoral degrees. The funding can be applied toward continuing education classes, application to the Bar Association, CPA licensure, and other similar exams, state certifications and many other costs relating to the pursuit of a professional field or career. MyCAA, however, does not pay for computers, school application fees, graduation or membership fees, student activity cards, child care, parking, transportation, or medical services.

Sgt. 1st Class Kevin Solomon urged his wife Keshia to return to school to earn a business degree.

"I told Kevin that I was going back to school this summer," Keshia explained. "After I completely use the \$6,000, I plan to check into another Army program that took effect for the transfer of the Montgomery G.I. Bill benefits from a Soldier to a spouse or family member."

Solomon supports his wife's efforts, acknowledging he will take over some of the household chores she performs, so Keshia will have the time to devote to her studies.



Sergeant 1st Class Ryan Murphy and his wife Amanda, who plans to get financial assistance through MyCAA to go into nursing.

Sergeant 1st Class Kevin Solomon, Sharpstown Recruiting Station commander, stands with wife Keshia. Keshia hopes to use MyCAA to work toward a business degree.

"She is clearly taking advantage of all the opportunities the Army is extending to Army spouses, which I think is a great benefit for her, especially considering all the time (22 years) I put into military service," Solomon said.

Army spouse Amanda Murphy plans to go into nursing. Married to Sgt. 1st Class Ryan Murphy, her educational career suffered many starts and stops due to a combination of raising children and making multiple military relocations.

"When Ryan retires in four years, it won't be so urgent for him to immediately find a full-time position (if I am employed in a better field)," Amanda replied. "So, hopefully, it will give us more family time. We are hoping he can work three days a week and, as a nurse, I can work three or four days a week and we can have a decent income.

"It is a great program," Sgt. Murphy said. "It is kind of like a scholarship to help spouses out.

The program is an added incentive for Soldiers with spouses entering the Army. When a married Soldier enlists in the Army, he often is able to gain education benefits. The junior enlisted Soldier could not afford to have a spouse continue his/her education, previously. However, with the Military Spouse Career Advancement Accounts program, once Soldiers complete their initial training, their spouses can work toward degrees or certifications using this program.



COURTESY PHOTO

# Teaching Recruiters the Mission of SORB

By Mark Brown  
*Special Operations Recruiting Battalion*

The Special Operations Recruiting Battalion conducted its annual New Recruiter Academy during the second week of August in the woods of Camp Mackall, N.C.

Recruiters who were assigned to the SORB within the last year were required to attend the course aimed at assisting them with their recruiting efforts.

The intensive one-week course is designed with two objectives in mind. The first objective was to provide the newly-assigned recruiters with the specialized training needed to bridge the gap between non-prior service recruiter training that they received at Fort Jackson, S.C., and the mission of the SORB.

The second objective was to provide the recruiters with firsthand knowledge of what the Soldiers they recruit will face at Special Forces Assessment and Selection, the first step in the process of earning the Green Beret.

The short duration of the course requires the maximization of the time available, according to Master Sgt. Andy Wilson, SORB master trainer.

“We have to balance the need of training these NCOs and officers against their requirement to accomplish the mission back at their home stations. This is important training that absolutely helps the recruiters achieve their mission. We know that to be the case through experience and time.”

With those two objectives in mind, the SORB recruiters arrived at Fort Bragg, N.C., and met up with the Soldiers they had recruited from various installations around the United States.

After receiving their TA-50 field gear, the recruiters departed for Camp Mackall where they began the specialized training program designed to hone their abilities as Special Operations

recruiters. The first requirement was to take the Army Physical Fitness Test. The recruiters, who had been divided into three squads, assembled at the training field at 4 a.m. to take their first test.

Filled with classes ranging from trip planning to mission analysis, the days started early and ended long after the sun went down. The recruiters were required to prepare and conduct briefings which were evaluated by the training staff. Included in the training were briefings by members of the U.S. Army John F. Kennedy Special Warfare Center and School (Airborne) cadre designed to help the recruiters understand the rigors of Special Forces training. The cadre are Special Forces Soldiers assigned to Camp Mackall for a two-year tour, after which they will return to their Special Forces units.

The ability to work cohesively within a team is an important part of Special Operations and many of the events at the New Recruiter Academy mirror the tests administered to the SFAS candidates. One of the requirements that candidates face is called the Water Can Carry. A 10-man team is required to carry 12 40-pound water cans over an unknown distance that can range up to five kilometers. The goal of the exercise is to demonstrate teamwork and the willingness to continue with the task until the objective is reached despite physical and mental fatigue.

One of the most difficult events of the New Recruiter Academy was a journey through Nasty Nick, the confidence course consisting of 35 extremely challenging obstacles. While this event is carefully designed to evaluate the strength, endurance and warrior ethos of candidates, it can also serve to inspire those who complete it successfully.

The teamwork that was demonstrated throughout the completion of the New Recruiter Academy forged bonds that will truly benefit these recruiters and the battalion.



# PaYS Soldiers Then & Now



COURTESY PHOTOS

Army Reserve Spc. Rosa Solano is a three-year employee of Sears Essentials in Palatine, Ill.



By Shae Warzocha  
PaYS Division

The career paths taken by Partnership for Youth Success (PaYS) Soldiers are as varied as their names, faces and companies they choose. Some PaYS Soldiers are using the program to start civilian careers, many see it as a stepping stone toward the career of their dreams, while others use the program as a first step in maneuvering in the unfamiliar civilian work environment.

But there a couple of consistent themes: PaYS Soldiers benefit from the program and partners are excited about the skills the Soldiers bring with them to their companies, even if it's only for a short time.

Rosa Solano, a specialist in the U.S. Army Reserve, is a three-year employee of Sears Essentials in Palatine, Ill.

Solano, who selected PaYS as a Reserve enlistment option, chose Sears because she was looking for a company with stability and a long history. During her three years with Sears she has observed the hard work and dedication of her co-workers.

"Teamwork is definitely a skill that everyone gains in the military," she said. "It is one of the skills, which has really helped me at Sears. In order for my department to run smoothly, my coworkers and I rely on each other to get things done."

Sears Holdings Corporation (SHC) joined the PaYS program

shortly after its launch in 2000 and has increased its participation to match the program's expansion. This is one of the reasons why SHC maintains the lead in PaYS interviews, hires and success stories. Philip Dana, Manager, SHC Specialty Talent Acquisition (Military & Diversity), is very involved in veteran affairs and a staunch PaYS supporter.

"At Sears Holdings we value the skill sets and competencies that U.S. Army-trained citizen warriors bring to our workforce. The traits that resonate include integrity, communication, work ethic and selfless service. Army Strong is about team, collaboration, innovation and positive energy. Soldiers know how to work as a unit and it shows in their integration with Sears Holdings," said Dana, himself a veteran.

Solano said that one of the things she has taken from her military experience is the patience to deal with all types of people.

"One unit can be composed of many individuals with different backgrounds, attitudes, and ideas. It's just the same with a civilian job; you deal with all types of people. Patience is a virtue and it makes the work environment a lot more enjoyable when you don't stress out over people who think differently from you," Solano said.

"Army training provides PaYS Soldiers skill sets, confidence,

and a culture set that they may not have had prior to enlisting or commissioning," Dana added.

Cavalry Scout Daniel Hillbush used his PaYS connection as a stepping stone toward his ultimate goal of becoming a Pennsylvania State Police Trooper. Following his enlistment, Hillbush became a vehicle damage and personal injury claims processor with State Farm, the Army's third PaYS partner.

"State Farm was very fortunate to have Dan with us, if only for a short time," said Sharon Jeffries, his supervisor at State Farm Headquarters, Concordville, Pa. "His claim team appreciated the time he was here. We all miss him but at the same time are pleased to know that Dan is progressing well in his other endeavors. I believe Dan would've had a strong career with State Farm."

The Army's PaYS partners understand that many PaYS Soldiers may decide to remain on active duty or transfer to the Army Reserve where they still have the potential for deployment, according to Cindy Misner, PaYS program operation manager.

"Our partners are very understanding of the call to service. For many partners, it is why they choose to partner with us and place such value on employing former Soldiers," she said.

Hillbush left State Farm in May 2008 after graduating from the Pennsylvania State Police Academy. He is deployed with his Army Reserve unit; his position and fellow troopers await his safe return.

Other Soldiers, like James Ludwig, considered the PaYS option their back-up plan in case they had trouble finding a job after leaving the Army.

By the time Ludwig completed his Army obligation as a food service specialist, he and his wife Kimberly found the stability and reputation of Southwest Airlines (SWA) appealing.

"Working at Southwest Airlines is a dream opportunity. It is a privilege to work here and to learn about the company's rich history! It's a way of life, not just a job!" Ludwig said.

Receiving more than 100,000 resumes a year, SWA joined PaYS in 2002 to find employees with Army values and a strong work ethic.

Southwest Airlines Ramp Supervisor Mark Deegan said he sees the Army's influence in Ludwig's performance.

"I believe James has benefited from his military service by being reliable and dependable each day that he is scheduled to work. James is a dedicated employee who takes pride in his work. He truly wants to provide our customers with the best customer service possible."

Ludwig sees his Army experience influence his job at SWA.

"The Army helped prepare me to work consistently with others and build a stronger team environment pushing the mission forward no matter what the obstacle."

The program's first ROTC hire, Matt Karg, followed a unique

path to PaYS through college. Karg joined the U. S. Marine Corps in 1994 as an F/A-18 power plant mechanic. He traded active duty for a Reserve tour becoming a special electronics device repairer while going to college. Another opportunity allowed Karg to transfer to the Army where he served in Jordan and Iraq. Full-time college lured him from active duty and into the Army National Guard and ROTC, when he selected a Raytheon position in Tucson, Ariz., when the PaYS Program expanded to ROTC in 2008.

"He was very enthusiastic about wanting to work for Raytheon," said Marie Totah, Raytheon's Corporate Innovative TA Solutions Specialist, who had been working with Cadet Karg for nearly eight months before he graduated. "I could tell from his Army experience that he had the leadership skills, integrity and commitment that we were looking for. I continued to keep in touch with Matt and am impressed by his ability to adapt to change."

Karg said his Army experience is of great value in the civilian workplace.

"Army ROTC and the Army in general require you to be loyal, take personal responsibility, and be flexible, think on your feet, respect diversity and work as a member of a team. These are values and skills any employer places a high premium on."

Raytheon instantly found Karg's resume and experiences a good match for their needs and offered him his choice of three positions.

"Matt exhibited strong engineering skills in several areas, as well as a willingness to be part of the Raytheon team," said Jerome Reuben, Raytheon's Missile Systems Talent Acquisition Recruiter who interviewed Karg.

After completing the Army's Basic Officer Leadership Courses earlier this year, Karg reported to work at Raytheon.

"I love my job, I am able to grow and learn professionally and I feel that I am able to make a contribution to national defense in my civilian occupation in addition to my service in the Army National Guard."

These Soldiers and

many others like them have found great success in the PaYS program.

Recruiters and commanders should discuss the PaYS Program opportunities with applicants and their influencers. Educating a Future Soldier about the program may result in their employment with a PaYS partner turning them into a useful center of influencers. Reach out and take advantage of one of the 338 current PaYS partners. Visit the PaYS Web site, <http://armypays.com>, to find a list of current PaYS partners and their contact information.



COURTESY PHOTO

Former Soldier James Ludwig used the PaYS option to land a job at Southwest Airlines.

# Future Soldier Retention

## Keeping them engaged until the day they ship to training

By Sgt. 1st Class Craig Hughes  
USAREC Future Soldier Training Program Manager

**N**ow more than ever, with Future Soldiers spending more time in the Delayed Entry Program, retention is a vital and large part of a recruiter's daily mission. It's critical.

Retention begins from the moment the interview begins and does not stop until the Future Soldier ships to initial military training. Good rapport, communication and involvement are instrumental to maintaining a healthy Future Soldier Training Program (FSTP).

Future Soldiers are exposed to a variety of influences that can challenge their commitment. Many begin to question the decision they made and may experience buyer's remorse. In addition to their own doubts, their decision may be affected by influencers such as their parents, spouses, boyfriends or girlfriends, close friends and employers.

While it is not always possible to gain the support of every individual who influences a Future Soldier's decision, or keep the Future Soldier motivated every day he or she is in the FSTP, recruiters must ensure that they work with their Future Soldiers and use every resource available to keep their interest.

Use resources like the Future Soldier Training System, Future Soldier Trainers, [www.futuresoldiers.com](http://www.futuresoldiers.com) and the Future Soldiers Center to keep their interest. In addition have Future Soldiers perform duty under the Hometown Recruiter Assistance and Active Duty for Operational Support for the Reserve Component programs.

Interaction with these Soldiers will help keep your Future Soldiers motivated and reinforce their commitment with the Army while helping to alleviate fears or concerns about their decision to join the Army.

Future Soldier functions are excellent for maintaining Future Soldier involvement. Remember, you are the primary influencer, trainer and leader to your new Soldiers and they are looking to you to show them what the Army is about while helping to prepare them for training. Functions offer you and the Future

Soldier an avenue to not only get to know each other better but, to also provide friendship and mentoring.

Functions do not have to be just training. They should be fun, exciting and give the Future Soldier a reason to look forward to attending. Activities such as softball, volleyball, basketball, and physical fitness training are just a few examples. Using local Reserve units and the assets they have available, offer a way to introduce the Army experience locally and expose Future Soldiers to equipment they will use during their Army career.

Whatever you do during your functions, be creative and ask them to bring their friends and family. Use USAREC Regulation 601-95, Chapter 6 Delayed Entry and Delayed Training Program, Management of DEP and DTP Functions as a guide.

Sharing what is successful is important.

New this year is the Drill Sergeant Exhibitor Program. Drill Sergeants are available to come tell their Army stories. They can relate Army Values to today's youth, and discuss how the values apply to everyday life and a successful career. They stress the benefits of education and discuss the importance of setting and reaching goals. They can conduct physical education classes where students can experience Army physical training.

Drill Sergeants give a personal hands-on glimpse of Basic Training and discuss benefits of military service and also provide team building activities, including challenge events, designed to motivate, illustrate the importance teamwork and enhance self esteem. This program has had great success penetrating hard-to-reach schools. Schools have requested that the Drill Sergeants return and work with their students and faculty members.

Total Army Involvement in Recruiting (TAIR) assets are also available to assist in FS retention. TAIR Soldiers are usually recruiter requested and must be planned well in advance. TAIR usually focuses on military occupational specialty and skill clinics, culinary arts, linguists, band clinics, sports clinics and military police K-9 demonstrations.

Other desirable assets include Special Forces and/or Ranger Soldiers, the Army Marksmanship Unit, and the Army's World Class Athletes, and the Army's Golden Knights jump teams.

Keeping families spouses, and influencers informed and involved is also critical. In the past year, direct focus on parents



Future Soldiers take the Land Navigation Challenge at Fort Gillem, Ga., Sept. 12. Hosted by the Atlanta Recruiting Company, the event focuses on basic map reading, land navigation, team building and basic Soldier skills.

and especially spouses of Future Soldiers has driven the creation of the Military One Source packet and the New Spouse Orientation Video, which are available for recruiting personnel to provide to families and new spouses.

These items assist in educating families and spouses about what their Soldier is going to experience during training. More importantly, these assist everyone with their integration into the Army while helping to reinforce the Army's commitment to the Soldier and their families. Keeping families and spouses involved means your Future Soldier can head off to training confident that his/her spouse and family members have resources available to help when needs or questions arise.

Finally, recognizing your Future Soldiers for their participation, completion of training task, and, of course, the referrals they have provided is critical. Use of awards, recognition letters, and certificates of appreciation, commendation, and achievement is a simple way of rewarding positive Future Soldier behavior, and achievement.

This type of recognition evokes feelings of achievement and being a part the Army. Local hometown news releases and public recognition for these types of rewards strengthen Future Soldiers' commitments and help put the local recruiting efforts in the public eye. Letters and certificates from the recruiting company commander should be used at every opportunity to recognize achievement.

Examples of available certificates are listed in USAREC Regulation 601-95 and include Certificate of Enlistment, Certificate of Achievement, Private (E-2) Promotion Certificate, Honorary Army Recruiter Certificate, DEP/DTP Member's Commitment to Excellence Certificate, DEP/DTP Member's Certificate of Training.

## Land Navigation Challenges Future Soldiers

Story and photo by Capt. Troy S. Jones  
Atlanta Recruiting Company

**T**he Atlanta Recruiting Company hosted its most anticipated Future Soldier event of the year, the annual Land Navigation Challenge, Sept. 12 at Fort Gillem, Ga.

More than 145 Future Soldiers participated in this year's event, which focused on basic map reading, land navigation, team building and basic Soldier skills. It's an opportunity to put their training to work.

"All of the Future Soldiers and Soldiers on recruiting duty look forward to this event and the chance to win!" said Sgt. 1st Class Melissa Terry, Atlanta Recruiting Company's event NCOIC. She said the opportunity to prove their knowledge fuels the Future Soldiers to succeed. Events like this help Future Soldiers realize their potential and prepare them for initial entry training.

"It is our responsibility to ensure all Future Soldiers are prepared for Basic Training," said Sgt. 1st Class Latonua Hawkins.

To promote Future Soldier retention, it's imperative that Future Soldiers stay engaged in positive activities to maintain their motivation.

"It is an opportunity for the Future Soldiers to make a smooth transition from a civilian to becoming a Soldier," said Sgt. 1st Class Gerald Ford.

Each Future Soldier receives training on basic map reading and land navigation prior to the event. The day of the challenge, Future Soldiers are organized into groups led by two Recruiters who assisted the Future Soldiers in navigating their points.

"Future Soldiers challenged me with some of their questions pertaining to land navigation" said Staff Sgt. Brian Jamison.

Future Soldiers also received their first lesson on staying hydrated and, because of oversight from great NCO leadership, there were no injuries or heat casualties.

The event concluded with the random selection of two Future Soldiers who were quizzed on their land navigation knowledge.

The winning team received Army Strong backpacks, participation in the Parade of Excellence and tickets to the Atlanta Football Classic. Overall the Wolfpack Nation Land Navigation Challenge was a great success - one of the most successful Future Soldier events in the Atlanta Recruiting Battalion. In addition to the recruiters, the company received support from the 3rd Battalion, 345th Regiment from Fort Gillem to make this event a success.



COL. ROBERT S. JARSEN, MEPCOM

Army recruit Krista Hearne, 19, of Salisbury, Md., is shown with her electronic contract. Hearn was the first person to enlist in the U.S. military using biometric signatures.

# USMEPCOM Sets Sights on Anytime, Anywhere Processing

U.S. Military Entrance Processing Command

In April 2008, Air Force applicant Janelle Jameson completed the first Department of Defense biometric identity enrollment by electronically registering her fingerprints and photo in the U.S. Military Entrance Processing Command's new e-Security system during her enlistment processing at the Baltimore Military Entrance Processing Station, Fort Meade, Md.

Later that same day, Army applicant Krista Hearne used her newly created e-Security identification to become the first recruit in the nation to sign her enlistment contract using e-Signature, the product of her biometric enrollment. To do this, Hearne simply pressed her index finger on a sensor pad. This transferred her biometric information to the electronic enlistment contract.

Her enlisting officer, Maj. Michael Thomas, U.S. Air Force, the Baltimore Military Entrance Processing Station executive officer, similarly signed the contract with his own biometric signature, making Hearne's enlistment a reality.

Thirteen months later, USMEPCOM completed the 100 percent phase-in of e-Security technology at all 65 MEPS, from Los Angeles to Jackson, Miss., to San Juan, Puerto Rico, to Butte, Mont., and Portland, Maine.

Fiscal Year 2009 was the last year Armed Forces recruits signed enlistment contracts with a pen-and-ink wet signature. Fiscal year 2010 is the first year that all enlistment contracts will be signed with biometric signatures at the MEPS.

When fully integrated with existing recruiting service data systems, e-Security technology will allow recruiters, service liaisons

*Fiscal Year 2009 is the last year Armed Forces recruits signed enlistment contracts with a pen-and-ink wet signature. Fiscal Year 2010 is the first year that all enlistment contracts will be signed with biometric signatures at the MEPS.*

and MEPS personnel to track the individual applicant's progress at the MEPS. Test scores, medical screening results and more will be readily available, saving all involved in the process time and effort while more efficiently accessing qualified recruits into the Armed Forces.

In September 2008, the first test of a web-based version of the Armed Forces Vocational Aptitude Battery, referred to as i-CAT (internet computer-assisted test), was successfully accomplished in San Luis Obispo, Calif., by the Defense Manpower Data Center. This was followed by a second successful test in June 2009 in Madison, Wisc., conducted by USMEPCOM. Thus the first two steps down a path leading to applicants taking the ASVAB when and where they choose. The integrity of the test and test-taker is provided by e-Security.

E-Security and i-CAT are early examples of the stage being set by USMEPCOM, in coordination with the Army, Marine Corps, Navy, Air Force and Coast Guard, plus an alphabet soup of other Federal agencies, to move today's military entrance processing system into the future. They are both products of USMEPCOM transformation initiatives aimed at modernizing and streamlining the military entrance process, the goal of which is to achieve "anywhere, anytime processing."

E-Security is the product of the first round of initiatives referred to as System to Standard. Known as StS, it includes enterprise Service-Oriented Architecture, which provides for web-enabled data exchange between the military services, USMEPCOM and other government agencies, paperless record-keeping, electronic medical pre-screening and more.

i-CAT, however, is a product of an entirely new and far-reaching transformation initiative: the Virtual Interactive Processing System (VIPS). The goal of VIPS is to make the applicant experience at the MEPS a short and seamless one visit, one enlistment contract encounter. The anticipated benefits include a paperless enlistment process, positive applicant identification throughout the process, instant accessibility of USMEPCOM data by the recruiter, and validation of applicant-disclosed information, all while complying with Department of Defense mandates to be-

come net-centric and utilize enterprise architecture.

"VIPS is a small part of [USMEPCOM's] transformation – it's the part that enables it," said Col. Mariano C. Campos Jr., commander of USMEPCOM. "What we're doing is blending existing technologies with emerging technology and applying it to how we do our business."

The VIPS concept emphasizes web-based applicant pre-qualification. In the VIPS environment, an applicant for enlistment will have utilized enlistment processing tools available online such as the i-CAT enlistment test, a medical pre-screen, a behavioral assessment and, if necessary, a waiver pre-screen, before entering a MEPS.

VIPS reflects the reengineering of the way USMEPCOM processes applicants for enlistment. At its foundation was the Business Process Review, completed in April 2008, in which the current processes used by the command to ensure all applicants meet DoD and service aptitude, medical and moral enlistment qualification standards were examined and evaluated to determine how new concepts and technologies could be leveraged to im-

prove service to accomplish USMEPCOM's mission with greater efficiency at a reduced cost in both time and resources.

"By having VIPS as the enabler – we're making it better for the nation, the recruiters, the applicants and ourselves," Campos said. "We're not having applicants go back and forth, going through a process that makes them sit in the MEPS for hours. I hate to wait. Can you imagine what they're going through?"

"The recruiters – they sometimes have to go back and forth as well, because one piece of paper wasn't prepared correctly or something wasn't screened properly," he continued.

"On the training center side, why are we handing out these manila folders full of paperwork that sometimes gets lost, and have to be filled out all over again? We can do better."

Projected to be fully implemented by 2013, VIPS is an Acquisition Category I DoD-funded program with executive oversight by the Business Transformation Agency.

"We've got the great support, we've got the funding, the technologies are out there," Campos said. "Now it's a matter of putting them together."



USMEPCOM

# U.S. ARMY RECRUITING COMMAND

## 1964-2009 TIMELINE

**1964**

**Oct. 1, 1964** - U.S. Army Recruiting Command is formed at Fort Monroe, Va., with an authorized staff of 92 officers, enlisted Soldiers and civilians

**Oct. 1, 1964** - Brig. Gen. Leonidas Gavalas is first commanding general  
Command is organized into six Recruiting Districts

**1966**

Authorized recruiter strength is raised from 1,750 to 2,200

The 2 percent Army limitation on female strength is lifted

Institute of Heraldry approves the USAREC recruiter badge to identify Soldiers on recruiting duty

**July 1, 1966** - Recruiting Command is placed under the Army's Deputy Chief of Staff for Personnel

**1967**

**January 1967** - The red, white and blue recruiting patch with the bell is authorized by Institute of Heraldry  
November 1967 - The recruiting tab approved for the USAREC patch

**1971**

The Army's first recruiting advertising campaign is "Today's Army Wants to Join You"

First television ads are aired in the spring - a \$10 million 10-week test

**1972**

**December 1972** - The last draftee enters the Army; he ships to training in June 1973

**1973**

Ad slogan changes to "Join the People Who've Joined the Army"

**July 1973** - USAREC begins recruiting an all-volunteer Army

**July 15, 1973** - USAREC headquarters moves from Hampton, Va., to Fort Sheridan, Ill.

**1974**

The five numbered Recruiting Districts are redesignated as Regional Recruiting Commands

USAREC phases in the REQUEST system

The recruiter badge is modified to include "pop-in" stars and the gold badge was created to denote recruiter achievement

**1975**

Secretary of the Army approves the incorporation of sapphires onto the gold badges, as well as the permanent wear of the gold badge once Soldiers leave the command.

Fiscal Year recruiting mission is 204,600

**1976**

**July 1, 1976** - Military Enlistment Processing Command (now the Military Entrance Processing Command) is established as a USAREC subordinate element at Fort Sheridan

**1978**

The command begins recruiting for the Army Reserve

Army Recruiter Ring is approved for presentation; 12 recruiters receive the award that year

**1979**

**January 1979** - the short-lived advertising campaign "This is the Army" begins two-year run

**Oct. 1, 1979** - MEPCOM becomes an independent command

**Nov. 15, 1979** - Maj. Gen. Maxwell Thurman becomes USAREC Commanding General

**1980**

**October 1980** - "Be All You Can Be" is introduced; first commercials air January 1981

**1982**

The Army College Fund introduced The JOIN (Joint Optical Information Network) system is introduced

**1983**

Secretary of Defense Caspar Weinberger declares All-Volunteer Force no longer experimental

**October 1983** - Regional Recruiting Commands are designated as numbered Recruiting Brigades; District Recruiting Commands are redesignated as Recruiting Battalions.

**1985**

Ad campaign introduces sub-theme "Find Your Future in the Army"  
Montgomery GI Bill enacted

**1987**

Ad campaign introduces sub-theme "Get an Edge on Life in the Army"

**1992**

BRAC relocates USAREC headquarters from Fort Sheridan to Fort Knox, Ky.

## PROVIDING THE STRENGTH FOR 45 YEARS



**2005**

**January 2005** - USAREC's five Army Medical Recruiting Detachments are redesignated as Medical Recruiting Battalions

**March 2005** - Army Reserve age limit is raised from 35 to 40

**April 2005** - Morell Ring is approved; the first rings were presented Sept. 26 of the same year

**July 21, 2005** - Special Operations Recruiting Battalion activated under 2d Brigade

**2006**

\$1,000 Referral Bonus Pilot is initiated as authorized by FY 06 NDAA

**Nov. 13, 2006** - Referral Bonus doubles to \$2,000.

**June 21, 2006** - Army and Army Reserve enlistment age is raised to up to age 42, as authorized by the FY 06 NDAA.

**October 2006** - "Army Strong" is introduced at AUSA annual meeting

**2007**

Contract recruiting company initiative ends

**Sept. 1, 2007** - USAREC Soldiers begin wearing Army Star shoulder patch on ACUs

**Oct. 1, 2007** - USAREC activates Special Missions Brigade

**Oct. 2, 2007** - Medical Recruiting Brigade Headquarters activates at Fort Knox, Ky., to assume control of the five Medical Recruiting Battalions.

**2009**

**January 2009** - PaYS signs 300th partner

**March 2009** - Referral bonus pilot program is suspended

**Sept. 30, 2009** - Special Missions Brigade is inactivated

**1994**

Glen E. Morrell Award is introduced, named after retired Sergeant Major of the Army Glen E. Morrell, who served as the USAREC command sergeant major from October 1981 to September 1982

**1995**

Army Medical Department medical specialty recruiting missions move from the Office of the Surgeon General to USAREC

**April 19, 1995** - Seven Oklahoma City Battalion employees and one family member die in Alfred P. Murrah Federal Building bombing

**Sept. 17, 1995** - USAREC dedicates headquarters building as Gen. Maxwell R. Thurman Center for Recruiting Excellence

**1998**

USAREC begins fielding recruiter ARISS laptops through 1999

**Oct. 1, 1998** - USAREC realigned under TRADOC

**2000**

The Partnership for Youth Success program is launched

**2001**

Army first sponsors the U.S. Army All-American Bowl

**January 2001** - "An Army of One" debuts

**June 14, 2001** - USAREC dedicates parade field in honor of James Montgomery Flagg, the artist who created the famous Uncle Sam recruiting poster

**2002**

**Feb. 15, 2002** - U.S. Army Accessions Command is established as a subordinate command of the U.S. Army Training and Doctrine Command headquartered at Fort Monroe, Va.

**October 2002** - USAREC realigns under USAAC

**November 2002** - USAREC transfers mission of 10 of its recruiting companies to civilian contractors for the contract recruiting company initiative required under FY 01 NDAA

**2003**

**January 2003** - Cyber Recruiting Station opens at Fort Knox

# Recruiting NOTES

# 90 Years Informing Recruiters

## Name Changes

- 1919-1923 U.S. Army Recruiting News The Bulletin
- 1924-1941 Recruiting News
- 1942-1945 Army Life and U.S. Army Recruiting News
- 1951-1955 Life of the Soldier and the Airman
- 1948-1962 Recruiting Journal
- 1964-1979 Recruiting and Career Counseling Journal
- 1980-1984 All Volunteer
- 1985-Present Recruiter Journal

## RECRUITER Journal



how much money Soldiers could expect to make – anywhere from \$30 to \$120 a month.

Over the past 90 years, the journal has changed names and styles a number of times.

For the first part of the 50s it was called “Life of the Soldier and Airman.” Heavy on photos, it sported a colorful front and back cover and featured stories about members from both services. For more than 15 years in the 60s and 70s, the RJ was called “Recruiting and Career Counseling Journal.” As late as the early 21st century, most photos were black and white. The magazine eventually evolved into the glossy, 32-page publication it is today.

Now laid out using computer desktop publishing software, the magazine has come a long way from its manual typewriter days, but the mission has remained the same – to inform recruiters of important recruiting news and helpful information.

By Fonda Bock  
Associate Editor

**L**earn a trade and travel the world at no expense. However, if you're making more than \$3.50 a day at your current job, that's better pay than the Army can offer.

That information was contained in one of the first articles ever printed in the Recruiter Journal. The year was 1919. At that time the magazine was called “U.S. Army Recruiting News, The Bulletin.” Hand typed on an old manual ribbon typewriter with high stand-up keys, the text-only bulletin was issued weekly. It ran anywhere from six to 20 pages, depending on the amount of information that needed to be released.

Several issues and a few months later, a hand sketched drawing donned the cover and photos were inserted into the bulletin. One cover showed a recruiter holding two bags of money symbolizing

## Smart Women



Photogenic photographer! Sgt. Davis Robeson on an engineering photographic mission at Eglin Air Force Base, Fla.

By SFC Walter W. Dowling

**S**MARTEST women of the year! That's what they're calling the young women who are joining the U. S. Air Force today — and with good cause, too! For they're not only “smart” fashionwise in their smartly designed uniforms but they're “smart” in that they've picked one of the most opportunity-packed career fields open to young women in America today. Not only that but they enjoy the deep satisfaction of knowing that they are serving in one of the most critical periods in American history.

That sounds interesting, doesn't it? It also brings to mind an important question: Just how well do women fit in the Services during the last war — the public attitude. Somehow it wasn't considered seemly for a woman to be in uniform. There were loud protests from many quarters that women's femininity would be lost, and that the whole structure of American society — with its central emphasis on women's place in the home — would be endangered.

But in course nothing of the sort happened. Women in the Services performed their military duties efficiently without lowering the dignity of their sex. In fact, they revealed new facets of strength and purpose. They proved that

that they are performing a professional service. What isn't so generally known is the fact that they are embracing a way of life check-filled with personal satisfactions and seeming with opportunity.

Is it hard for a young woman to orient herself to life in the Air Force? No, it's not difficult at all. The new Waf gets understanding and considerate treatment from the moment she arrives at Lackland Air Force Base, Tex., the WAF basic training center. There she spends the first few months absorbing the elements of Air Force life. And the chances are she'll have a good time doing it, too! She'll make new friends and discover that she's on the threshold of a new and exciting world. She'll find she can do many things she never dreamed she was capable of doing, and she'll glory in her newly found competence. She'll have plenty of time for recreation and dances, too! She'll probably look back on this period as one of the pleasantest of her Air Force career.



Andre Muzet, well-known hair stylist, creating special hairstyles with AF motifs for two smiling, appreciative Wafs — WAFgt. Janet R. Pucck, left, and Cpl. Lois Swenney, at Scott AFB, Ill.

When she's finished basic she may be assigned immediately to an Air Force job provided she possesses the technical know-how in that particular field. If not, she'll be sent to one of the numerous Air Force schools to be trained in her specialty. This brings up an important point:

A Waf's job is not left to chance in the Air Force. She gets the benefit of expert advice from experienced job counselors. Her natural aptitudes (determined by tests), her past experience, and her personal preferences are taken into consideration in selecting her job assignment. When into consideration in selecting her job assignment. When into consideration in selecting her job assignment. When into consideration in selecting her job assignment.

“You recently appeared at this Recruiting Station and applied for enlistment and you were accepted. As it is possible, notification of this fact has not been received by you, this is sent that you may know that you are eligible to join the large numbers of men who are not taking advantage of the most remarkable offer ever made by our, or any other army. If you want travel you can go to almost any part of the world at no expense to yourself. If you want to learn a trade you can select the one you want and be given the chance to learn it. If you want just “straight soldiering” you can have it.

But perhaps you did not come back because you found a job. If so we hope it is one to your liking and that you are making enough money to live well, even in these times of the H.C.L. If it promises advancement and gives you more than \$3.50 per day you are doing better than the Army can offer you, probably, unless by hard work and ability you secured unusual advancement.

## Summer Recreation

For the benefit of its guests during the summer months, the management of the William Sloane Memorial Y. M. C. A., better known simply as Sloane House, in New York City, has planned a series of outings to nearby resorts and has compiled



# All-American Bowl Making the Most of the Selection Tour

By Jake Ricker  
Weber Shandwick

Each autumn day, young people across the country huddle together on grassy fields, preparing for their next high school football game. Nearby, the school bands that add to the electric atmosphere of Friday nights rehearse, their band directors expecting the same precise performance and focus that football coaches demand on the field.

Among the millions of hopefuls, only 98 football players and 98 musicians will be selected to participate in the 10th U.S. Army All-American Bowl (AAB) Jan. 9, 2010, at the San Antonio Alamodome. Each will be honored with individual events in their hometowns to recognize them in front of their family, friends and peers. At each stop, Army representatives will present the honoree with a game jersey or shako while showcasing the similar qualities between these young Americans and Army Strong Soldiers. Selection tour stops began Sept. 29 and will continue through November.

"The selection tour allows the Army to honor these outstanding young athletes and musicians for their many achievements," said Lt. Gen. Benjamin C. Freakley, Commanding General of U.S. Army Accessions Command. "But the key outcome for recruiters is being able to demonstrate how the unique mental, emotional and physical strengths found in Army Strong Soldiers started as qualities found in these kids. We are proud to honor all of our U.S. Army All-American Bowl participants on their selection."

Every stop on the selection tour presents an opportunity for recruiters and representatives from local battalions to take a hands-on role in a fun event attended by hundreds of high school students, local community leaders and media. The chance to gain visibility in the community, meet with school officials and interact with prospects face-to-face can be invaluable, and active participation from the local battalions is highly encouraged.

Best practices for leveraging selection tour stops locally include:  
Providing your battalion or Sports Link a list of local media contacts to help promote and cover the event.

- Working with your battalion to identify viable stories around the Army's participation in the event, including alumni of the school who are now Soldiers, or decorated Soldiers from the local area interested in participating.
- Inviting local Centers of Influence (COIs) to the presentation to learn more about the Army's dedication to high school athletics,



musicians, and the many opportunities – educational and professional – the Army can provide for young Americans.

- Inviting local coaches, players and previous AAB attendees to the selection event.
- Providing key administrators and staff with information on the March2Success program and working with teachers on Army opportunities that align with their students' interests.

Following up with leads generated at the event via a recruiter zone e-mail and with phone calls to COIs and prospects to thank them for their participation at the event.

Battalion and company leaders should be actively involved in helping recruiters:

- Nominating key educators, COIs and local coaches as potential attendees for game week, halftime jersey presentations/recognitions, and inviting players and key school leaders to other recruiting functions as guests.
- Organizing a skills competition for players on the All-American's team. Incorporating local recruiters and Soldiers into skills competition.
- Challenging the local high school team and its All-American to a "boot camp" day of training.
- Leveraging local PaYS partnerships to recognize AAB participants.

Setting up local viewing parties for the game. Viewing parties can be conducted at schools, local Reserve or National Guard centers, VFWs or any venue willing to help support the Army viewing of the game.

If there isn't a selection tour stop in your coverage area, there are still creative ways to use the game to gain exposure in your local community, including:

Creating "Army Honors." Each week, recruiters and leadership from the local battalion honor a player, team or coach from the region for displaying the Army values.

Arranging 7-on-7 flag football game where local recruiters and Soldiers challenge local high school players.

Setting up local viewing parties for the game.

Identify AAB Alumni to see what professional or college team they are currently with and determine if they are willing to address your local HS players/students

Take the opportunity to share the local AAB Band details with your high school Music teachers in preparation for the 2010 game

*Jake Ricker is a senior account executive with Weber Shandwick, the Army's public relations partner on the Army Strong recruitment campaign and part of the McCann Worldgroup.*



Lt. Gen. Benjamin C. Freakley, U.S. Army Accessions Command Commanding General, presents Tom Savage his All-American Bowl jersey during a 2008 Selection Tour event at Cardinal O'Hara High School.

# American Legion Promotes Army Community Covenant

By Rob McIlvaine  
Family, Morale, Welfare & Recreation Command

The American Legion, the most active veterans' organization with a membership of 2.7 million men and women, brought nearly 6,000 state representatives, top political and military officials, to its 91st national convention in Louisville, Ky., to sign a nationwide Army Community Covenant.

The covenant aims to inspire the leadership in cities, towns and states to develop new or expand existing programs and services that support Soldiers and their families. The signing ceremonies visibly demonstrate community support for military families.

Begun as an Army-only operation, the covenant quickly expanded to include all branches of the armed forces, including the Reserve and the National Guard.

"We're in the eighth year of this war, the longest in our nation's history with an all-volunteer force," said retired Maj. Gen. Craig Whelden, a former commander of the U.S. Army Community and Family Support Center, now redesignated as Family and Morale, Welfare and Recreation Command. "The Secretary of the Army thought this would be an opportunity to engage the American public in their communities and raise the level of visibility of the dedication and sacrifices of our service members."

"It's also an opportunity for the military to thank the community for the support they provide," he said.

Whelden's organization has identified more than 1,500 best practices, from national initiatives to local programs that offer effective community support for troops and their families.

For example, 35 states provide full tuition to military families for higher education. Many nonprofit organizations also help military families with their financial needs, such as the American Legion's Temporary Financial Assistance program for families with children who are minors. Other groups focus on assistance to children and youth who experience trauma and loss, such as the Legion-endorsed Operation Military Kids.

Other groups focus on assistance to military families, such as the American Legion Riders and the Patriot Guard, who for years have protected the sanctity of military funerals across the country. Operation Wounded Warrior, an annual multi-state motorcycle run by the New Mexico American Legion Riders, supports wounded service members in VA medical facilities across the southwestern United States.

"I'm a Legionnaire," said Whelden. "And The American Legion seems to be a very good fit for the kind of support the Army Community Covenant is looking for. The Legion doesn't need to spend any money on this. We're just asking

USAREC shares in the mission of the Army Community Covenant Program to offer every state, city and town in America the opportunity to host a community covenant ceremony, thereby demonstrating support for service members and their families.

Brigades conduct an assessment of each recruiting battalion and formulate and discuss with retired Maj. Gen. Craig Whelden the targeting, planning, execution and signing of Community Covenant agreements.

Battalions coordinate with PaYS partners, community centers of influence, Civilian Aides to the Secretary of the Army and Army Reserve Ambassadors to add value to the ceremony and where necessary, to assist in getting the community decision makers on board with this Army-wide community outreach program in and around where Soldiers and their families live and work.

## Find out more

More information, including contacts and how to host a ceremony, is online at [www.acsim.army.mil/Community\\_Covenant/index.htm](http://www.acsim.army.mil/Community_Covenant/index.htm).

For more information on USAREC coordinated/participated Community Covenant events, check out USAREC OPOD 09-0041, dated March 6, 2009.

- Annex A Step-by-Step Guide
- Annex B Frequently Asked Questions
- Annex D Community Covenant Overview Brief

Or contact Rhonda Richards, USAREC Community Covenant Program Manager, at (502) 626-0430 or [rhonda.richards@usarec.army.mil](mailto:rhonda.richards@usarec.army.mil)

its members to help us with our outreach efforts to the mayors and other civic leaders in their communities."

Whelden emphasized the need to change what happened in the past.

"Let's not repeat what happened after Vietnam. Today, these men and women, who were about 10 years old when 9/11 happened, continue to step up and join in the fight with their families left behind. With the help of The American Legion, the hope is that all communities across this nation will also stand up and support those who risk their lives every day for our great nation," Whelden said.

The Army Community Covenant was signed by Adm. Michael Mullen, U.S. Navy, Chairman, Joint Chiefs of Staff; Gen. David H. Petraeus, commander, U.S. Central Command; David K. Rehbein, national commander of the American Legion and other dignitaries.

Since April 2008, 85 communities have signed Community Covenants. The goal for 2009 is to have every state, city and town host ceremonies and pledge their support to Soldiers and their families.

# RIDING FOR SAFETY



Riders at Mammoth Cave National Park in Kentucky give a thumbs-up for safety during the Aug. 21 USAREC motorcycle mentor safety ride.

## Army POV Motorcycle Fatalities

Year	FY03	FY04	FY05	FY06	FY07	FY08	FY09
USAREC	1	1	1	2	3	2	1
Army wide	19	22	49	48	38	49	29

AS OF AUG. 26

Story and photos by Walt Kloeppe  
Associate Editor

“Keep the sunny side up, the rubber side down, that’s my motto,” said Sgt. Maj. Patrick Corbitt, USAREC headquarters’ motorcycle safety mentor. Corbitt lead a group of 46 motorcyclists on a 165-mile ride through country back roads, two-lane highways through small towns and a four-lane expressway on the return trip. The purpose of the Aug. 21 ride had one focus – motorcycle safety awareness among Soldiers who ride. The Army lost 47 Soldiers to motorcycle accidents in FY 08, two of those in USAREC.

“Anytime we lose a Soldier, it’s one too many. If you lose one on a bike, it’s 10-fold worse,” said Corbitt. “We lost two Soldiers in July.”

As a result, Corbitt said he wanted to get USAREC and Fort Knox riders together to ride as a group and let new riders experience the red lights and group riding on several types of roads: back roads, scenic roads and highways. He considers it a good learning experience for the newer riders.

The riders met in the morning at Fort Knox’s Patton Museum parking lot where their assortment of bikes - from custom cruisers to sleek sport bikes - were inspected for safety (T-CLOCS). Riders were also checked for the required personal protection equipment. Though organized by USAREC, the ride was open to Soldiers of other units across post, as well. There was a mixture of riding experience, from new riders to people who have been riding 30 plus years. Mentors teamed up with the new guys, which allowed them to observe what each other was doing and then talked about it at the safety stops.

“That way, they can adjust and ride accordingly,” said Corbitt. “USAREC does two rides per riding season. We did one in May and we did this one and we may try to get in one more. It

is DoD driven and it is good for all Soldiers to get together and do this.”

The bikes rolled out on the highway in a staggered formation consisting of experienced mentor riders and those new to riding. Staff Sgt. Bobby Bailey, a 3d Battalion, 16th Cavalry Regiment Soldier at Fort Knox, was one of those new riders with less than three months experience on his first bike. He found the mentorship program helpful in understanding the rules of the road.

“The hardest part of riding is learning the curves. If you’re out [riding] with a bunch of people, you learn what speed for what curve. You get to watch your senior mentor ahead of you, what he does at intersections and how he handles it. It gives you a visual aid to look at as well as hands-on,” said Bailey.

The ride was trouble free and well controlled by the experienced riders leading as well as those laced throughout the formation. The rear of the formation was kept in line by a “tailgunner” - Staff Sgt. Mike Wheeler, a Fort Knox MP motorcyclist who made sure no one got separated from the group or broke down. With an after action review completed at the end of the day, Corbitt released the Soldiers with the confidence that an end result of safety awareness was learned throughout the day.

“Far too often when you’re riding a motorcycle, your split decision is the only decision you get so it has to be spot on,” said Corbitt. “Regardless if you’ve been riding one day, 20 days, 20 years, you never know what you’re going to see on a given day.”

That was proved when a deer leaped in front of Corbitt’s bike during the ride.

“You’re always going to experience something new just like you would if you were in an automobile but the reaction time on a bike is going to be 10 times faster than that on a car, it’s going to react differently and if you make a mistake in your judgment ... often there is no do-over.”

## Recruiting Soldiers a Family Tradition

By Sgt. 1st Class James R. Bellamy Jr  
Recruiting and Retention School

When Staff Sgt. Johnathan Turner graduated from the Recruiting and Retention School's Army Recruiter Course July 24, not only did he join the ranks of the many recruiters who came before him, he also followed in the footsteps of his mother.

Sergeant 1st Class Betty Moore graduated from the Army Recruiter Course in March, and is now back attending the Health Care Recruiter Course to become an AMEDD recruiter.

For Moore, seeing her son graduate will be a rewarding experience.

"I am proud that my son has followed in my footsteps," she said. "The Army has really enhanced the family values that I have instilled in him ever since he was a child. Now with the Army and its training, we're both Army Strong."

Sergeant 1st Class Timothy Luckett, Health Care Recruiter Course Instructor, said, "it is easy to see in Sergeant First Class Moore those values as she continues her military education." He also said, "She is a very ambitious student and really seems dedicated to the Army."

Moore was a master sergeant prior



Sergeant 1st Class Betty Moore congratulates her son, Staff Sgt. Johnathan Turner, on passing his final written examination of the Army Recruiter Course.

to leaving the Army to pursue a master's degree in health care management, which she achieved while her son was deployed to Iraq in 2006.

She then decided to return to the Army under the AGR program as a U.S. Army Reserve recruiter, despite the reduction in rank to sergeant first class.

Luckett also added that she often "talks about how the Army helped her to raise a very intelligent and hardworking young man / Soldier."

Turner will be a recruiter with the St. Louis Army Recruiting Battalion and Moore will be recruiting out of Gainesville, Fla.



## Recruiting iMPACT!

TNA iMPACT teamed up with Valdosta Station to give more than 30 Future Soldiers a rare opportunity to take their oath of enlistment in the Total Non-Stop Action Wrestling Ring at Universal Studios in Orlando. Pvts. Araenteanis Brown and Ryan Stephens carried U.S. Army Flags as they led the other Future Soldiers and their recruiters into the wrestling ring with a standing ovation from the audience. Jacksonville Battalion Commander Lt. Col. Donald C. Wolfe administered the oath of enlistment in front of a live studio audience. After the oath of enlistment, the Future Soldiers were given front row seats to view the TNA Wrestling event, which is broadcast weekly. TNA iMPACT provided the Future Soldiers backstage access to observe the making of the weekly TNA show and to meet the team of professional wrestlers including Bobby Lashley, a prior service Army NCO and MMA fighter. At the conclusion of the event, the Jacksonville Battalion command team and recruiters from Valdosta Station posed for a photo with the Future Soldiers and the TNA iMPACT promoters.

## Recruiter Uses DJ Skills To Reach Future Soldiers

By Maggie Smith  
Columbia Battalion

When they opened two years ago, business was moving very slowly at the Boone, N.C., recruiting station. Being brand new, locals were unaware that the station even existed and recruiting numbers were low. But now with the use of some creativity, Station Commander Sgt. 1st Class John Zimmerman has used his past career as a radio disc jockey to boost recruitment to an all time high in Boone.

Zimmerman, who has served in the Army for 20 years, was once a DJ for a local radio station while living in central Texas. Though he enjoyed the job immensely, Zimmerman's career as a radio DJ was cut short when he was transferred to North Carolina to fulfill his full time job as a Soldier.

Once he was settled at the Boone recruiting station, Zimmerman began listening to a country music station and really enjoyed the show of a particular DJ. Zimmerman soon became a regular caller on the show and made a point to go and meet the DJ and introduce himself.

And to his pleasure he found that they had much in common; in 1990 they had both worked in radio on different sides of Texas. The DJ told Zimmerman that he could come down and join him anytime. But, he declined at first saying, "I already have a full time job."

As business continued to move slowly in Boone, Zimmerman knew that the station needed more exposure. That's when he thought that he should use the skills he already possessed to reach Future Soldiers.

After contacting his connections at the local radio station, Zimmerman was given radio time on five different stations to give various public service announcements that promoted careers in the military as well as the Boone station. Almost immediately there was a response. People would not only call the radio shows,



Former DJ, now recruiting station commander, Sgt. 1st Class John Zimmerman uses his broadcasting skills to promote the Army and his station through the local radio station.

but were also calling the recruiting station to get more information about joining the Army.

Making connections within the community via the local radio station has given needed exposure to Boone station.

"It's a great place to start," said Zimmerman about joining the Army. Even after being a Soldier for so long he says he continues to see young people become responsible and dedicated citizens after pursuing careers in the military.

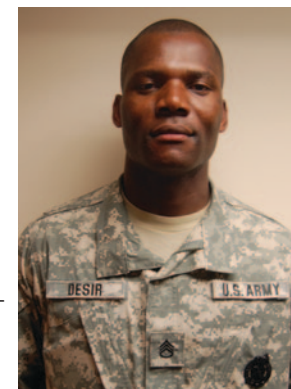
"There is nothing more rewarding than that."

## A Better Life

Story and photo by Maggie Smith  
Columbia Battalion

Staff Sgt. Faustin Desir of Salisbury Station has been a Soldier for six years. After attending basic training at Fort Benning, Ga., and advanced individual training at Fort Jackson, S.C., he was assigned to the 4th Infantry Division and deployed to Iraq twice. However, Desir's Army story does not begin at Fort Jackson or even in America.

Completely alone, Desir made the journey from his home country of Haiti to the United States when he was 20 years old. Desir, who had lived in Haiti his entire life, said he left to have a better life



and have opportunities he would never receive in his country.

"Before I left I was attending college, but I had to walk 10 miles back and forth to get there," Desir said. He made the long trip every day because receiving an education was extremely important to him.

"Life was very difficult," Desir said, "and that is why

I came to America. I was looking for a better opportunity." He sometimes went without meals just to make ends meet.

Once in America, Desir noticed that a young man, close to his own age was doing well for himself and his family. Desir inquired into the man's success. The man

answered that the Army had been very good to him and his career was rewarding. Desir joined the Army that day.

Now, on recruiting detail in Salisbury Station, Desir says he sees many young men and women who are in the same situation he was six years ago and helping them is very rewarding.

"I love being able to help young people who are in need of a new life and an opportunity," Desir said. "All it takes is a willing heart."

From meeting former Presidents George H.W. Bush and George W. Bush, helping the victims of Hurricane Katrina and providing wonderful lives for his wife and two daughters, Desir said the opportunities he has received from the Army are truly incredible and his story is a wonderful example of the American Dream.



### 3rd MRB Wife Donates Handmade Saddle to Center for the Intrepid

By Gini Sinclair  
Medical Recruiting Brigade

The Center for the Intrepid, at Fort Sam Houston, Texas, is well known for using cutting-edge technology in the physical rehabilitation of America's wounded warriors. Combining today's inventions with some of mankind's oldest, the CFI creates physical challenges to help integrate those with their own physical challenges into modern society.

A four-story, 65,000 square-foot facility adjacent to Brooke Army Medical Center, the center provides traumatic amputee patients, burn patients requiring advanced rehabilitation and those requiring limb salvage efforts with techniques and training to help them regain their ability to live and work productively. The center's main departments include the military performance lab, occupational therapy, physical therapy, prosthetics, case management and behavioral medicine. Much of the technology found in the center can not be found anywhere else in the world.

Using a Computer Assisted Rehabilitation Environment, or CAREN, is just one of the ways the CFI helps those going through rehabilitation to relearn physical balance. The CAREN can simulate a myriad of activities designed to help rehabilitate those with physical injuries. The activities in the CAREN can allow medical professionals to monitor the progress of rehabilitation. Wounded individuals can enter the CAREN and relearn activities man has been involved in for centuries such as walking/running on any terrain, paddling a canoe, or riding a horse.

"The horseback riding scenario is one in which the patient can work on core strength and balance," said Dr. Rebecca Hooper, CFI Program Manager. "It was a part of the initial development of the system, but we had no saddle."

That's where Danielle Cole came into the picture. Her husband, Staff Sgt. Jeffrey Cole, a recruiter for the 3rd Medical Recruiting Battalion, learned about the CFIs need for a special saddle. Danielle is a saddle maker by trade and Cole asked her about making and donating a saddle to the CFI. Danielle agreed and began by finding out what the specifications of the CFI saddle would be.

According to Hooper the CFI required a special kind of saddle.

"A normal saddle doesn't have enough tie-downs on it to allow us to use it for everyone," she said. "It's hard for someone to climb into a saddle that isn't firmly attached."

"Dr. Hooper told me what they intended to use the saddle for," said Danielle. "Most saddles have rigging that draws down on the horse. This saddle has rigging on the corners so that it will fasten to the apparatus."

Danielle did a lot of the design and color of the saddle based on her knowledge of what customers like.

"It took about 80 hours to build this saddle," Danielle said. "I selected a leather color that is popular right now. Built the saddle, then I drew all of the designs on the saddle."

The saddle is embossed with a design of the White House on the back, the American flag on both sides, the CFI seal on both sides of the back jockey and the U.S. Seal on the fenders, front and back.

This is not the first saddle Danielle has built that has a special destination. In 2004 Danielle and her mentor Jim Rice built a saddle that was presented to President George W. Bush.

Danielle has been building saddles for the last 12 years, the last two as the owner of her own business. She started working for Jim Rice when she was 13 and when he retired he gave her the business. She usually produces between five and six saddles a year, but if needed could produce as many as 10 or 12.

Cole and Danielle presented the saddle to the CFI during a Dental Corps COI/Educator Tour for the Medical Recruiting Brigade. During the ceremony Hooper said this saddle will never see a horse's back, but they will be able to make good use of this in their simulator. She added that Danielle's gracious gift will be a real asset to the care of the warriors in transition at the Center for the Intrepid.



Staff Sgt. Jeffrey Cole, 3rd Medical Recruiting Battalion, presents a saddle his wife, Danielle, made and donated to the Center for the Intrepid in San Antonio, Texas. In the background is Dr. Rebecca Hooper, program manager, Center for the Intrepid.

COURTESY PHOTO

### Professor for a day

Story and photo by John L. Thompson III  
Houston Battalion

The term 'Class Leader' in the military usually means the senior ranking individual in a training class who is responsible for the learning environment of a class. For Sgt. 1st Class Tyraka Dixon, 'Class Leader' took a different connotation when during his civilian college class he became the teacher.

Ironically, the topic which Dixon taught at DeVry University during this year's theme for the Army, "Year of the NCO," was leadership.

"The way I presented the class was basically the same way I discuss and provide information on how to be a Soldier [to a prospective Soldier]," said Dixon. "I wanted the class to understand how I developed my leadership skills through the Army and how I apply them to my everyday lifestyle."

"I also told the class that there's a difference in civilian leaders and Army leaders; Army leaders like me are very passionate about caring for their Soldiers. Ultimately, the decisions we make can determine life or death."

Professor Linda Schauer immediately recognized that the serious man in her class was goal oriented. Her class, "Leadership and Motivation," is one of many courses she teaches at DeVry University. What Dixon practices is something he can pass along to his fellow students.

"Critical thinking in anything is key, but particularly in leadership," Schauer said. She added that Dixon, "stands out. He weighs things very carefully and looks at it from both sides and presents it in an impartial way. Leadership starts with knowledge and it builds with what you do with the knowledge."

Dixon said his teacher offered him advice on his professor-for-the-day adventure.

"I guess the three best pieces of advice that she gave me were to be myself... incorporate [what I need] into my class... and last piece of advice, she gave me when I submitted my rough draft [of my class presentation.] ...she told me that I did not need to add anything and, she was very excited about hearing the presentation. That motivated me."

Dixon did have one additional person to impress - his boss. West Company Commander Capt. Tammy Fanniel made sure she had the opportunity to watch one

of her senior NCOs at the podium.

Dixon said his captain emphasizes the value of education to Soldiers and Future Soldiers alike. She was as excited as his professor that he was teaching at a college

level. Having his commander present showed his fellow classmates that Army leaders care and support Soldiers, a huge benefit to the Soldier.

Dixon indicated he would consider being a teacher when he retires from the Army. He admitted not everything can be learned from books; sometimes he said it takes a 'significant emotional event.'

"I have encountered those events

in my life but they say what does not kill you only makes you stronger" said Dixon.

"My mother passed away when I was 15 years old. I had to mature a lot faster than most of my friends. My mother has been my motivation to be my best. I always ask myself, 'What would my mother want me to do?' — and the answer is simply to be the best that I can be."



Sgt. 1st Class Tyraka Dixon serves as professor for the day at DeVry University.

### Facing the Challenges of Rural Recruiting

By D. Charone Monday  
Columbus Battalion

Anyone who's been in recruiting for any length of time knows that recruiting is like buying a home - it all comes down to location. And for some, that location means recruiting in a rural area.

"Rural recruiting has several unique challenges ... the biggest of which is windshield time," said Capt. Matthew Marzullo, commander of Lancaster Company located in rural Ohio. "It's very difficult when you have to drive two hours between an applicant's house and the station. The second challenge is that of not having many big events that draw large amounts of people."

Unlike recruiting in metro areas that have frequent events, a rural area may have only one or two events every couple of months. Since rural America consists of tiny towns usually separated by many miles, it makes hitting a large population in one event very difficult.

One such event, the annual Deerassic Classic (an event fo-

cused on deer hunting), was in full swing and the recruiters came out in force for what is possibly the most popular and biggest crowd-drawing event in the area.

"An event like this shows that there's a strong correlation between the interests of the people within our footprint and what we do in the military. But even beyond that, we're showing them a friendly and very approachable side of the Army."

"On a positive note, a rural setting provides a large group of people that are very outdoorsy. We're talking about hunters and outdoorsmen. People who like to go out and play in the woods. At the same time, we're finding that the majority of these people are very patriotic and strongly support the military."

One of Marzullo's recruiters, Cpl. Ayla Higgs, said what she believes is one of the best ways to get known in a small town.

"I hang out mostly at the American Legion and VFW posts especially on my off-duty time. A lot of business owners, parents and grandparents of the school-age children go there. Once you start building credibility with them, the children start gaining more respect for you, as well."



Weapons and Materials Research Directorate's Dr. Eric Wetzel (right), a mechanical engineer, teaches Kristin Kyburz and Morgan Sulzbach the properties of shear thickening fluids using blue corn starch during ARL's Gains in the Education of Mathematics and Science, or GEMS, program.

## High School Students Learn from Army Research Lab

Story and photo by Sarah Maxwell  
Army Research Lab

Hundreds of middle and high school students were exposed to world-class laboratories and scientific experiments this summer during the Army Research Laboratory's Gains in the Advancement of Mathematics and Science (GEMS) programs.

Every year ARL opens its doors at Aberdeen Proving Ground and Adelphi, Md., as well as at White Sands Missile Range, N.M., for students to attend the GEMS science camp.

"It's a whole week of hands-on action," said Dr. Sandy Young, a researcher at ARL's Weapons and Materials Research Directorate and APG's GEMS program director.

Her APG students did more than a dozen experiments — including building a robot and making nylon string — using lessons in chemistry, engineering, materials science and more.

"They get experience and equipment they don't have in schools," she added.

The students are introduced to lab experiments designed by ARL's active scientists, who are many times at the forefront of their fields, and they're allowed to use the equipment the scientists use every day.

WMRD is a national scientific and engineering resource in weapons, protection, and materials technologies. What the students learned in their laboratories reflected the skills of the scientists who developed the curriculum.

"I think it's really neat," said Brenna Gleason during an experiment on shear materials, which are used in body armor research. "I like to experiment and play with different things — see different properties."

Students from Las Cruces, N.M., learned about electronics, aeronautics, optics and lasers, and other subjects from the White Sands ARL employees, while the Adelphi students, mostly from Prince Georges County, Md., delved into fuel cells, generators and DNA extraction.

ARL scientists give their everyday expertise to the programs and teach some of the classes.

The GEMS program takes months to prepare, and each year is a little different, with the goal of improving on previous sessions, said Young. She and a group of ARL scientists volunteer their time and resources for the program.

Anyone interested in requesting information for next year's GEMS can visit the Army Education Outreach Program at [www.usaeop.com](http://www.usaeop.com).

## New Secretary of Army

Army News Service

John McHugh was sworn in as the 21st Secretary of the Army Sept. 21 following his nomination by President Barack Obama and confirmation by the U.S. Senate.

As Secretary of the Army, McHugh has statutory responsibility for all matters relating to the U.S. Army: manpower, personnel, reserve affairs, installations, environmental issues, weapons systems and equipment acquisition, communications, and financial management.

McHugh is now responsible for the Department of the Army's annual budget and supplemental of over \$200 billion. He leads a work force of more than 1.1 million active duty, Army National Guard, and Army Reserve Soldiers, 221,000 Department of the Army Civilian employees, and 213,000 contracted service personnel. Also, he provides stewardship over 14 million acres of land.

Also sworn in at the Pentagon ceremony was Dr. Joseph Westphal who assumed duties as the 30th Undersecretary of the Army. Westphal has served in distinguished positions within academia, private, and public service, including a brief tour in 2001 as Acting Secretary of the Army. He served as the Assistant Secretary of the Army for Civil Works from 1998 to 2001.

McHugh has served over 16 years as a member of Congress representing northern and central New York. During his service, he forged strong ties to Fort Drum and earned a reputation as a staunch advocate for Soldiers and their families, working tirelessly to ensure they had proper facilities, training, and the quality of life necessary to carry out wartime missions while caring for those at home.

During his nomination hearing before the Senate Armed Services Committee July 30, McHugh said that he was excited, humbled, and honored at this new opportunity to serve, but also that he understood the challenges facing the Army.

## Physical Fitness Research Institute Opens at Army Sergeants Major Academy

U.S. Army Sergeants Major Academy

In August, the sergeants major of the Army signaled a new phase of health and fitness education at the Academy (USASMA) with a ribbon cutting for the USASMA Army Physical Fitness Research Institute (APFRI) Annex — the day after the official opening of Sergeants Major Course class 60.

The APFRI program is a critical leader-development program contributing to individual leader development and sustainment, and reinforces the individual leader's awareness of the complex interaction of leadership, health and fitness for themselves and those they lead.

Senior enlisted leaders studying at USASMA now have access to senior leader health and fitness assessments and educational programs that have long been the hallmark of the Army War College education for senior officers. This annex opened as a result of the Year of the NCO year-long initiative.

The Army recognizes that more and more leaders attending Army schools have multiple combat zone deployments.

The APFRI program is proven to save lives, and participants report it enhances their ability as leaders to shape their units' health and fitness. The program allows the senior leadership to have the capability to target intervention programs that can sustain the performance of leaders and provide them with the

opportunity to maintain optimum health and readiness across their life spans.

The initiative takes the Army War College's valued program and significantly expands its scope of responsibility to include other senior leaders in the Army.

For 26 years the APFRI program at the Army War College has dramatically improved War College students' hardiness and resiliency through aggressive assessments, interventions and follow-up programs. APFRI's multidisciplinary staff includes dietitians, exercise physiologists, nurse practitioners, physical therapists, clinical psychologists, organizational behavior and administrative staff.

Further expansion to other Army leader schools will optimize the link between leadership and education. Teaching Army leaders to recognize physical, mental and emotional factors in resiliency will contribute to comprehensive fitness, health and leadership.

Army senior leadership supports APFRI's expanded professional development program to provide fitness and health assessments, identify leaders at risk for cardiovascular disease, provide effective interventions and gauge leader readiness for worldwide deployment in the contemporary operating environment.

## Schumacher Ties Garlits' Record With 8th U.S. Nationals Win

By Chris Dirato,  
U.S. Army NHRA Racing

U.S. Army Top Fuel driver Tony "The Sarge" Schumacher posted a record-tying eighth Mac Tools U.S. Nationals victory Sept. 7 at O'Reilly Raceway Park (ORP).

After beating Larry Dixon in the finals with a 3.861-second pass at 314.17 mph, Schumacher matched Don Garlits' Top Fuel record of eight wins in the NHRA's most prestigious race.

"I'm a little speechless right now," said Schumacher amidst a noisy winner's circle. "It's a little tough to comprehend just what we've accomplished here today."

On the way to his fourth consecutive victory at ORP, Schumacher wiped out the likes of T.J. Zizzo, Rod Fuller and Brandon Bernstein before leveling Dixon in front of an enthusiastic Labor Day crowd.

"We had a great car all day long," added the six-time world champion. "Mike Green, his crew chief and the team were just unbelievable. They functioned just like our Army Strong Soldiers do — with plenty of precision and perfection."



Tony Schumacher holds up his trophy from his record-tying eighth Mac Tools U.S. Nationals victory Sept. 7 at O'Reilly Raceway Park.

Schumacher won the inaugural race in Charlotte last year and in the process moved past Joe Amato on the all-time Top Fuel career win list.

"For sure, that's a race I will always remember," he offered.

## Real Warriors Campaign Removes Barriers From Seeking Help

*U.S. Army Stand-To!*

The Real Warriors Campaign, sponsored by the Defense Centers of Excellence for Psychological Health and Traumatic Brain Injury DCoE, is a multimedia public education campaign designed to reduce the stigma associated with seeking care or treatment with psychological health.

With an estimated 1.8 million service members deployed to Iraq and Afghanistan, psychological health is in the forefront for today's Soldiers and their families. In a recent Mental Health Advisory Team (MHAT) study, 12 percent of service members exhibited signs of combat stress or depression during their first deployment. Those numbers rose to 19 and 27 percent during second and third deployments, respectively. These Soldiers are not alone.

The campaign seeks to remove the barriers that often prevent Soldiers from obtaining care or treatment for psychological health and traumatic brain injury the same way they would for a physical wound or illness.

Seeking care and treatment can build resilience, facilitate recovery, and support reintegration for returning Soldiers and their families. Learn more online at [www.realwarriors.net/](http://www.realwarriors.net/)

## New Selection Process, Assignment Procedures for CSMs

*By J.D. Leipold  
Army News Service*

Beginning in October 2010, the Army will hold command sergeant major selection boards that will mirror the current officer selection process where new commanders are centrally selected and assigned to battalions and brigades. In addition, command sergeants major will be matched with commanders and assigned together for two- to three-year tours.

Army leaders at the Human Resources Command said the move was part of an overall change in how senior enlisted Soldiers are managed. It will eliminate appointments to command-sergeant-major billets for Soldiers who have not had experience as sergeants major in the field following graduation from the Sergeants Major Academy.

Under the current system, upon graduation from the academy, promotable master sergeants and sergeants major (designees) are assigned to command sergeants major billets and are awarded the 00Z military occupational specialty.

That process will change under the new rules for "Select-Train-Promote" whereas academy graduates will be frocked or promoted and assigned to an initial tour as a sergeant major within their MOS for a minimum one-year tour.

During that initial tour, these sergeants major will be eligible to compete for a battalion command sergeant major position or key billet. These Soldiers must complete a year in a sergeant major position before

they will be assigned to a command sergeant major key position if selected.

This means doing away with direct appointments to command sergeant major from master sergeant, said Sgt. Maj. Gabriella Russum, chief, Sergeants Major/Command Sergeants Major Branch, who is responsible for managing their professional development and assignments.

"Eliminating appointment to command sergeant major from master sergeant allows a sergeant major more time to grow or refine their skills," she said. "The other piece of this is the elimination of 00Z at the battalion and brigade level since the authorization document will be coded for the specific MOS."

While they're serving there in that first year as a sergeant major, they'll be eligible to compete for battalion-level command sergeant major position or a key billet," said Kurt Fedors who oversees the central selection process of command sergeants major. He noted that key billets are still being determined.

"Soldiers will be able to compete on equal terms with their peers across the Army for a command sergeant major position, whereas in the past, it may not have been equal, but now there will be a central board who will select command sergeants major," he said.

The overall change in the program will help the Army to grow experience and will open up command sergeants major selection opportunities to lower density MOSs in the Army inventory.

## Army Family Covenant Message Hits the Highway

*By William Bradner  
Family and Morale, Welfare and Recreation Command*

"The Army Cares." That message hit the road this month via The Army and Air Force Exchange Service.

One hundred AAFES 18-wheelers have become rolling billboards carrying the message "Army Family Covenant: Keeping the Promise – Honoring our Commitment to Soldiers and Families" in 4-foot-tall lettering. The graphics include a photograph of a real Army family featured in a variety of covenant-related advertisements.

"We wanted some way to reach out to the geographically dispersed," said Robin Hovey-Stapp, the FMWRC marketing representative who spearheaded the project.

"Our partnership with AAFES presented the perfect opportunity."

The trucks will spend an estimated 115,000 hours crisscrossing America's highways.

An estimated 69 million people will see the trucks during the next two years with a reminder of the Army's commitment to taking care of Soldiers and families.

They'll also see the Web resource, [ArmyOneSource.com](http://ArmyOneSource.com), prominently displayed on the rear panel of the trucks.

The entire truck fleet will be on the road by the end of November, and carry the message for two years.



The first 18-wheeler truck to display the Army Family Covenant message will be on display during the Army 10-miler registration.

**1. No other segment of the community network has as much impact on recruiting as \_\_\_\_\_.**

- a. City government
- b. Schools
- c. Local media
- d. Chamber of Commerce

**2. E-mail prospecting can be a highly productive recruiting tool. Which of the following e-mail prospecting templates is not found in Recruiter Zone?**

- a. College and high school market
- b. Influencer
- c. Grad workforce
- d. Work release program

**3. What is a key decision point when following up with high school seniors?**

- a. Beginning of their first semester
- b. During their second semester
- c. After graduation
- d. All of the above

**4. The \_\_\_\_\_ is the cornerstone of Army recruiting.**

- a. School Recruiting Program (SRP)
- b. Mission Accomplishment Plan (MAP)
- c. Recruiting Operation Plan (ROP)
- d. Army interview

**5. Never leave a school visit without asking the school officials \_\_\_\_\_.**

- a. For referrals
- b. What you can do for them and their students
- c. For the names of all mid-term graduates
- d. For free tickets to sporting events

**6. There are certain times during every semester when students are likely to drop out. Which answer is incorrect?**

- a. About six weeks into the semester when a student can withdraw with no academic penalty and still receive a refund
- b. About 11 weeks into the semester when a student can still withdraw with no academic penalty but does not receive a refund
- c. Right before the holidays, when part-time jobs become available
- d. After the semester ends, grades are received, and tuition must be paid for the next semester

**7. Which of the following is a function of the "Trial close"?**

- a. Prepare the prospect to make a decision
- b. Present features and benefits
- c. S-O-L-D-I-E-R
- d. Medical pre-qualification

**8. Which of the following is the first step in determining and overcoming obstacles?**

- a. Repeat the obstacle as a question
- b. Check for smokescreen
- c. Obviously you
- d. Show emotion

**9. "John, which day would you prefer, Wednesday or Thursday, to take your physical and enlist?" is an example of a \_\_\_\_\_ close.**

- a. Minor point close
- b. Contingent close
- c. Challenge close
- d. Two-choice close

You'll notice there's no answer key for the recruiter test. The answer key is in Recruiting ProNet. Look for the Recruiter Journal Test Answer link in the left column.

If you want to see the answer key, you must be a member of Recruiting ProNet. If you're not already a member, you're missing out on a great way to learn from other recruiting professionals. To apply for membership, click "Become a member" on the Recruiting ProNet home page: <https://forums.bcks.army.mil/secure/CommunityBrowser.aspx?id=51486>.

# GOLD BADGES



## August 2009

### Albany

SFC John Felton  
SSG David Franchitti  
SGT Mark Blease  
SGT Joseph Rouille  
SGT Isabel Saldana  
SGT Charles Thomas

### Beckley

SSG Joseph Berg  
SSG Charles Fisher  
SSG Ronnie Portillo  
SSG Joseph Watson  
SGT Juanetta Acevedo  
SGT Samuel Santopietro  
SGT Randall White

### Chicago

SFC Anthony Siler  
SSG Joseph Cabaday  
SSG Jeremiah Delrio  
SSG Tommikko Downs  
SSG Tammy Harris  
SSG William Jacobs  
SGT Jabar Harris  
SGT George Marshbanks  
SGT Marcus Pryor  
SGT Andrew Turner

### Columbus

SFC Brian Garling  
SSG Pedro Castillo  
SSG Justin Graff  
SSG Shawn Robbing  
SSG Heather Driscol  
SGT Boyd George

### Denver

SFC Donald Harris  
SFC Aurelio Sandoval  
SFC Corneluis Williams  
SSG Terrence Cole  
SSG Gary Connor  
SSG Meagan Galloway  
SSG Rey Guzman  
SSG Brian Livingston  
SSG Zachary Meade  
SSG Dylan Stroud  
SGT Jeremy Benefiel

SGT Vernon Blackwell  
SGT Shane Ferguson  
SGT Richard Mendiola  
SPC Jefferson Sund

### Fresno

SFC Herbert Lester  
SFC Rosalio Quintanilla  
SSG Larry Jorgensen  
SSG John Lavery  
SSG Lexie Mitchell  
SSG David Morganbenford  
SSG William Vickers  
SSG Alfredo Zaragoza  
SGT Nabor Alvaradohernandez  
SGT Marco Gomez  
SGT Martin Olivarez  
SGT Eric Tran

### Great Lakes

SFC Calvin Phelps  
SFC Dewey White  
SSG Elman Ford  
SGT Joseph Gordon  
SGT Kyle Heintz  
SGT Casey Samland

### Houston

SFC Fernando Galdamezcastellon  
SSG Torreon Carter  
SGT Arthur Hornby  
SGT Adam Norskog

### Indianapolis

SSG Eugene Breckenridge  
SSG Phillip McFarland  
SSG Thomas Miller  
SSG Steven Payne  
SSG Christopher Poeppel  
SSG Brandon Rogers  
SSG Brian Warring  
SGT Thomas Alderson  
SGT Antonique Armstrong  
SGT Steven Balmer  
SGT Christopher Hughes  
SGT William Sullivan  
CPL Stephen Mejean

### Jacksonville

SFC John Dukes  
SFC Ron Hudson  
SSG Benjamin Byrd  
SSG Sean Gillespie  
SSG Miguel Lugo  
SSG John Tilley  
SGT Timothy Cousins  
SGT Steven Martin

### Kansas City

SFC Charles West  
SSG Jonathan Enderle  
SGT Adam Browm  
SGT Victor Fleming

### Minneapolis

SGT Jack Stengel

### Montgomery

SSG Robert Black  
SSG Antonio Bradford  
SSG Mekisha Carter  
SSG Vince Edwards  
SSG Travis Holiday  
SSG Matthew Stafford  
SGT Antoinette Crutchfield  
SGT Randy Lawrence  
SGT Daryl Malone  
SGT Daniel Mayhall

### Nashville

SSG Billy Johnson  
SPC John Ritchie

### Oklahoma City

SFC Kyle Bradley  
SSG Timothy Hargrove  
SSG William Teale  
SGT Kenneth Aikins  
SGT Joshua Borst  
SGT Dustin Chamberlain  
SGT Jason Graber

### Phoenix

SFC Eric Price  
SFC Michael Vandersloot  
SSG Alexander Kolski  
SGT Aaron Cannon

### Portland

SFC Trampus Braun  
SFC Justin Weathers  
SSG Christopher Brown  
SSG Lisha Coppin  
SSG Kenneth Garrison  
SSG Edward Glidden  
SSG Donald Hema  
SSG Roecel Mercado  
SSG Derrick Smith  
SGT Charles Dickson  
SGT Christopher Hibbert  
SGT Christa Jacobson  
SGT Jonathan Luchsinger  
SGT Bryon Napoleon

### Raleigh

SFC Sean Gathers  
SSG Anthony Bridgeforth  
SSG Clarence Harris  
SSG Thomas Pryor  
SGT Latisha Graham  
SGT Robert Niemeier

### Salt Lake City

SFC Earl Echohawk  
SSG Charles Bondurant  
SSG David Brown  
SSG Che Craig  
SSG Bryon Holmes  
SSG Bud Imlay  
SSG Nathan Myers  
SSG Joseph Sawaya  
SSG Robert Tavares  
SGT Shawn Christensen  
SGT Jennifer Dixon  
SGT John Dunn  
SGT Roger Jordan  
SGT Russe Knorr  
SGT Daniel Ohl  
SGT Thomas Peebles  
SGT Kevin Ruark  
SGT Robert Spencer  
SGT Cody Tarver  
SGT Michael Wanless  
CPL Joseph Rocco

### San Antonio

SSG Rojelio Cortines Jr.

### Tampa

SSG Thomas Carter  
SSG Andrae Facey  
SGT Calvester Herlong  
SGT Thomas Misner

# RINGS



## August 2009

### Albany

SFC Roslyn Samuel-Crossdale  
SFC William Rahill  
SFC Arman Wright  
SSG Brian Clark  
SSG Christopher Farinella  
SSG Manley Frost  
SSG Scott McCartney  
CPL Daniel Shin

### Atlanta

SSG Joshua Johnson  
SSG Matthew Mcginn  
SSG Harry Simmons  
SGT Jeremy Thompson

### Baltimore

SFC Derrick Coleman  
SFC Joseph Williams  
SSG Ly Binh  
SSG Chris Bridson

### Baton Rouge

SSG Jason Linsday  
SSG Jermaine Massalene

### Beckley

SFC Scott Jobe

### Chicago

SFC Robert Hall  
SSG Marcus Brown  
SSG Daniel Mecum  
SSG David Phillips  
SSG Charles Risch  
SSG William Slade  
SSG Sherry Stokes  
SSG Jeffrey Thompson  
SSG Joshua Villa  
SGT Wilmer Moraidrovo

### Cleveland

SFC Roger Dray  
SSG Brian Baugh  
SSG Thomas Buchanan  
SSG Schiquita Butts  
SSG Robert Klingler  
SSG Shawn Riegle  
SGT Sherry Mohr  
SGT Travis Repass  
SGT Laura Spencer

### Columbia

SFC William Brisbane III  
SFC John Davis  
SFC Christy Lewis-Gadney  
SSG Nathan Berry

SSG Hector Lopez

SSG Kory Mayers

SSG Bryan Wylie

SGT James Johnson

SGT Patrick O'Bryan

SGT Aaron Smith

### Columbus

SGT Kellisea Coffee

### Chaplains

SFC Yuri Johnson

SFC Milton Shelly

### Dallas

SFC Bill Reneau

SSG Alvin Boatwright

SSG Daniel Cruz

SSG Kellie Grimes

SSG Charles Hill

SSG Justin Lidgett

SSG John Mullen

SSG Ricky Parris

SSG Shawn Rule

SSG Jonathan White

SGT Lennette Wells

### Denver

SFC Luis Marin

SFC Daniel Myers

SSG James Di Nola

SSG Robert Ruge

SSG Brandon Smith

SSG Richard Sosa

SSG John Webster

SGT Zachary Grady

SGT Jamos Loghry

SGT Robert Robledo

### Fresno

SSG Harry Beckwith

SSG Arthur Escalera

SSG Jeffery Fisher

SSG Mark Mizell

SSG Larry Sanders

SSG Joshua Wenzell

SSG Paul Yoder

### Great Lakes

SFC Joe Conway Jr.

SFC Jeffrey Hepting

SSG John Allen

SSG Fredrick Brodie

SSG Robert Riggio

SSG Adam Snow

SSG Charlene Stuckey

### Houston

SGT Joel Creamer

SGT Camila Fontes

SGT Steven Sanchez

### Indianapolis

SFC Douglass Hall

SSG Sean Bundy

SSG Daniel Hafford

SSG John Mayeu

### Jacksonville

SSG Deanna David

SSG Clayton Hardin

SSG Tonya Pena

SSG Shedrick Swain Jr.

### Kansas City

MSG Cesar Romero

SGT Russell Schalk

### Miami

SSG Rosemary Armijo

SSG Sandy Cornelio

SSG Torrence Hicks

SSG Roy Leon

SSG Lee Tucker

### Mid-Atlantic

SFC Michael Huson

SFC Patrick Williams

SSG DeLeon Kelly

SSG Johan Sandoval

### Milwaukee

SSG Brian Dietrich

### Minneapolis

SSG Sean Conroy

SGT Alejandro Saenz

SGT Lyle Wittmann

### Montgomery

SFC Steven Gunton

SFC Kara McHugh

SFC Devon Robinson

SSG Jason Henn

SSG Thurman Stubbs

SGT Sherman Bell

### 3rd MRB

CPT Paul Masters

SSG James Becker

SSG Latonya Jones

### 5th MRB

Maj. Amy Massaglia

SFC Stevie Byrd

### Nashville

SFC Erik Faris

SSG Marlon Butterworth

SSG Robert Douglas

SSG Jerod Pauley

SSG Jason Vickrey

SSG Roger Whaley

SGT Raymond Lowd

### New Orleans

SSG Christopher Lipham

### Oklahoma City

SSG Tony Brown

SSG Christopher South

SGT Juan Feliciano

### Phoenix

SFC Levar Butler

SFC Lucas Conner

SFC Julian Gonzalez

SFC William McClendon

SSG Joshua Chambers

SSG Kevin Thigpen

SSG Carlos Valladares

SSG Romauld Wamocho

SGT Leslie Danjou

### Portland

SSG Jordan De La Cruz

SGT Paul Teters

### Raleigh

SSG Wayne Christian

SSG Dalton Riggs

SSG Giovanni Selles

SSG Joseph Vernon

SSG Garrick Williams

### Salt Lake City

SFC Rodney Thomas

SSG David Savage

SGT Michael Smith

### San Antonio

SSG Robert Acuna

SSG Marlene Cantarero

SSG Joshua Vinson

SGT Jordan Gallimore

SGT Jonathan Garcia

SGT Daniel Rosenthal II

### Seattle

SSG Andre Bourgeois

SSG Jarrod Phillips

### Southern California

SFC Jeremy Sparks

SSG Paul Carrisoza

SSG Jacob Cramer

### Tampa

SFC Chris Doyle

SSG Joseph Craaybeek

SSG John Gans

SSG William Gazdagh

SSG Travis Pierce

SSG Noel Perez-Torres

SGT Adam Barnes

SGT Tamika Vaughn

# MORRELL AWARDS



## August 2009

### Albany

SFC Christian Meredith

### Atlanta

SFC Julia McCoy  
SFC Bryan McIntosh  
SSG Robert Silivelio

### Baltimore

SFC Jose Cruz-Carrasquillo  
SFC Michael Foor  
SFC Rachon Montgomery  
SFC David Williams  
SSG Calvin Hunter  
SSG Sherod Johnson

### Baton Rouge

SFC Cartica Kimmons  
SSG Melvin Herbin  
SSG Kedric McDonald

### Chicago

SFC Brian Kindley  
SFC Christopher Narvaez  
SSG Adam Newsome

### Cleveland

SFC Jeffrey Oliver  
SFC Benjamin Philpott  
SFC Duane Schrier  
SFC Nick Todich  
SGT Lee Meadowcroft

### Columbia

SFC Earl Jenkins  
SFC Laura Peterson  
SFC Dereck Sneed

### Columbus

SSG William Allen  
SSG Daniel Morson

### Dallas

SFC Heath Magnum  
SSG Dennis Brown  
SSG Edward Delapena  
SSG Eric Leuschner  
SSG Eddie McAfee  
SSG Nickey Odoms  
SSG Chad Persinger  
SSG Phillip Smith  
SSG Charles Vanzandt

### Denver

SFC David Gauthier  
SSG Juan Barron  
SSG Dale Burdick  
SSG Bruce Emberley  
SSG Michael Manahan

### Fresno

SFC Andrew Ackley  
SFC James McPhearson  
SFC Timothy Usrey  
SSG Ruben Acosta  
SSG John Buschmann  
SSG Anthony Cotton

### Great Lakes

SFC David Henry  
SSG Evan Smith

### Houston

SSG Eugene Robinson

### Indianapolis

SSG Jacob Lopez  
SSG Christopher Stoltie  
SSG Brent Sweeney

### Jacksonville

SSG Allan Mitchell  
SSG Raymond Morro  
SSG Winona Pierce  
SSG Jason Reed

### Kansas City

MSG Vita Baker

### Miami

SFC Javier Rabell  
SFC Alberto Garcia-Vega  
SSG Sandy Cornelio  
SSG Yamil Santiagopadin

### Mid-Atlantic

SFC Samuel Welden  
SSG Jose CabanDelgado

### Minneapolis

SFC Andrew Antolik  
SSG Jacob Sackman

### Montgomery

SFC Gregory Meadows  
SSG Fredrick Guyton  
SSG Thomas Miller  
SSG Jerry Shore Jr.  
SSG Nicolas Solerorodriguez  
SSG Daniella Suttle

### 3rd MRB

SFC Milton Kamala

### Nashville

SFC Shemya Brown  
SFC Joshua Delancey  
SSG Bobby Stepro

### Oklahoma City

SFC William Kennedy  
SFC Erik Lawhon  
SSG Bo Lathrop

### Phoenix

SFC Brian Bell  
SFC Jacob Brannan  
SFC Yunton Craig  
SFC Marcello Dean  
SSG Rene MosqueraCabezas  
SSG Gary Tetreault  
SSG Bryan Tucker

### Portland

SFC Ira Uiagalelei  
SFC Upuese Upuese

### Raleigh

SFC Michael Ament  
SFC Hugh Lyon  
SFC Earnest Taylor Jr.  
SSG Leonel Castillo  
SSG Ashley North  
SSG Aljamar Ward

### Sacramento

SFC Adam Verkest  
SSG Thomas Christesen  
SSG Edwin Esmenda  
SSG Brian Filipowski  
SGT George Stewart

### San Antonio

SFC Teresa Pereyra  
SSG Juan Barrios  
SSG Kenneth Sineath

### Seattle

SFC Joseph Mason  
SFC James Veach

### Southern California

SFC Hugo Echevarria  
SFC Pedro Sandovaldiaz

### Syracuse

SFC Ian Winters  
SSG Jonathan Linde  
SSG Russell Sparling

### Tampa

SFC Brian Jakstis  
SFC Aric Ward  
SSG Eric Breeze  
SSG Daniel Fields  
SSG William Hamren  
SSG Antonio Howard  
SSG Derrick Smith

# PHASE LINE SUCCESS



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Brigade

## August Fiscal Year 2009

### Top Large Station

Colonial Heights  
Beckley

University  
Tampa

Madison  
Nashville

Terrell  
Dallas

Silverdale  
Seattle

Dallas MRS  
5th MRB

### Top Small Station

Virginia Beach  
Beckley

Sawgrass Mills  
Miami

Shively  
Nashville

Bolivar  
Kansas City

Kaysville  
Salt Lake City

San Diego MRS  
6th MRB

### Top Company

Richmond  
Beckley

Aguldilla  
Miami

Nashville  
Nashville

Lewisville  
Dallas

Los Angeles  
Los Angeles

MDW MRC  
1st MR

### Top Battalion

None

Tampa

Nashville

Denver

Los Angeles

1st MRB

MAKING A POSITIVE IMPACT ON AMERICAN SOCIETY  
LOGRANDO UN IMPACTO POSITIVO EN LA SOCIEDAD NORTEAMERICANA

# HISPANIC

☆☆ AMERICANS IN THE U.S. ARMY ☆☆



[WWW.ARMY.MIL/HISPANICAMERICANS](http://WWW.ARMY.MIL/HISPANICAMERICANS)

October is **DOMESTIC ABUSE**  
**PREVENTION MONTH** in the **ARMY**



Make the **RIGHT CHOICE**: **ACT** To Prevent **DOMESTIC ABUSE**



**L**

**LOYALTY**  
COMMIT to  
the safety  
of the  
community  
**INTERVENE**  
at the  
first sign  
of abuse

**D**

**DUTY**  
END  
abuse  
**REPORT**  
domestic  
abuse

**R**

**RESPECT**  
VALUE  
that  
**EVERYONE**  
has a  
right  
to feel  
safe

**S**

**SELFLESS**  
**SERVICE**  
**PROMOTE**  
a climate  
of zero  
tolerance  
for  
domestic  
abuse

**H**

**HONOR**  
**SHARE** a  
sense of  
purpose  
**EVERYONE**  
has a  
responsi-  
bility  
for ending  
domestic  
abuse

**I**

**INTEGRITY**  
**LEAD**  
from  
the front  
**MAKE** the  
right  
choice  
**DO** the  
right  
thing

**P**

**PERSONAL**  
**COURAGE**  
**SEEK**  
help  
**REFER**  
others  
sooner  
rather  
than  
later



**U.S. ARMY**

**ARMY STRONG.**