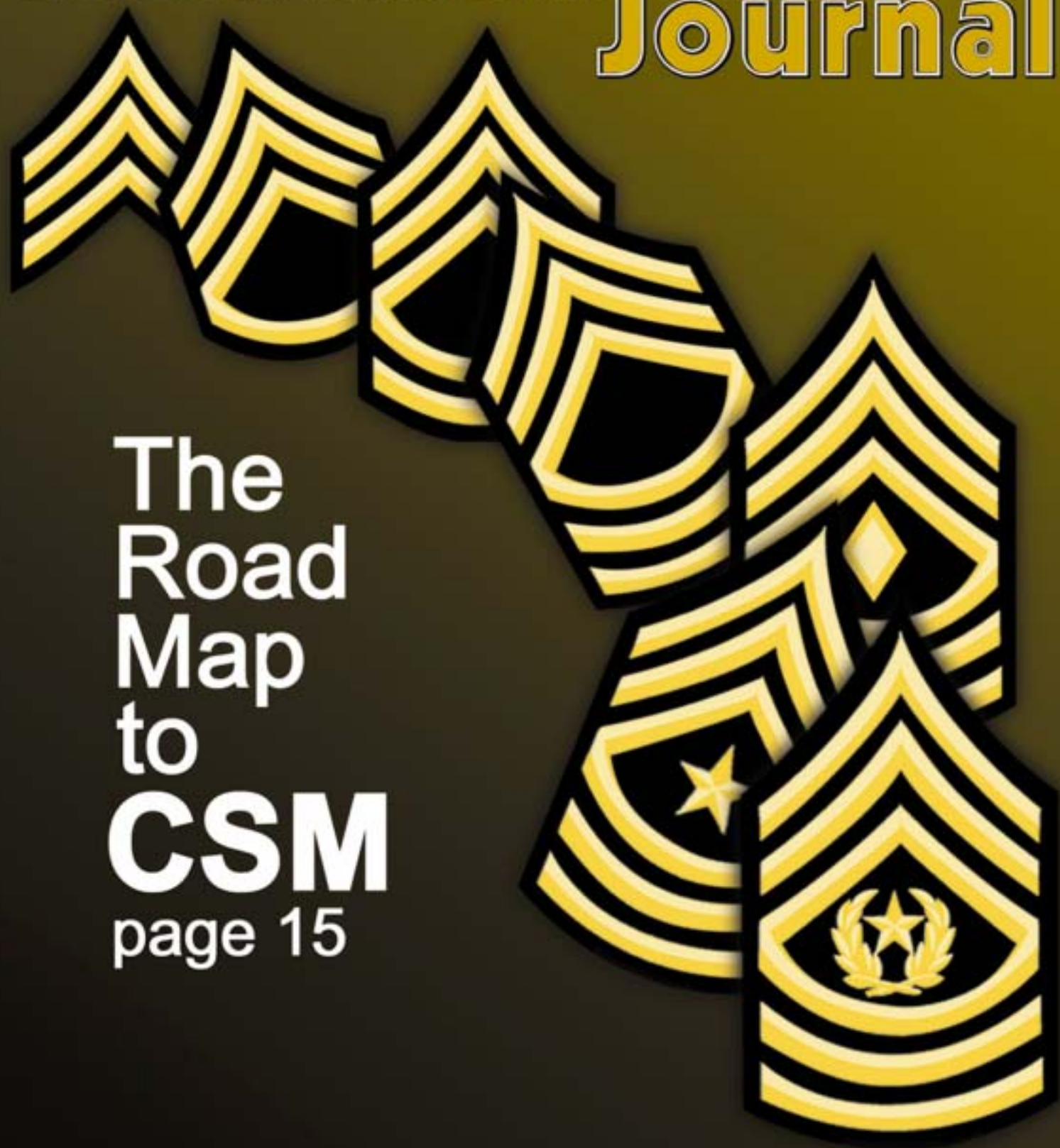


RECRUITER

United States Army Recruiting Command

September 2003

Journal



The
Road
Map
to
CSM
page 15

RECRUITER

United States Army Recruiting Command

September 2003, Volume 55, Issue 9

Journal

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

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

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

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

POSTMASTER - Send address changes to:
Cdr, U.S. Army Recruiting Command
ATTN: RCAPA-PA (Recruiter Journal)
1307 Third Avenue
Fort Knox, KY 40121-2726



Features

6 The 2-year College Market

Know your market. Target your market. Work your market. These steps are the only sure way to get consistent results in recruiting especially when trying to attract individuals from the two-year colleges.

10 Army Family Symposium

Ten Army Family Action Plan delegates representing all five recruiting brigades converged on Kentucky to work on issues submitted from five brigade family symposia.



12 Arabic Language Mission رسالة البرنامج العربي



Dima Almoamin, who was born in Iraq, now works in the cyber recruiting cell at HQs USAREC providing cyber leads to recruiters during a two-year test program for recruiting Arabic, Dari, and Pashto speakers into the Individual Ready Reserve.

14 Mission 2 Success

Recruiters have a new tool in their kit bag. It is called Mission 2 Success. It is an online course that provides about 30 hours of self-paced instruction in math and English as well as test-taking strategies.



Hispanic Heritage Month
Sept. 15 - Oct. 15.

Departments

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

15 Professional Development Career Map

The Recruiting and Retention School wants to ensure that all soldiers understand the importance of taking control of their own career. The Leadership and Professional Development Program provides detailed and converted recruiters with professional guidance to stay on top of their professional development career map.

18 New Battalion Command Sergeants Major Attend Leadership Course

Because USAREC experienced a 25 percent turnover of the senior enlisted leadership in the past month, 12 new command sergeants major have been assigned to battalions. The new CSMs attended a two-week course at the U.S. Army Sergeants Major Academy in Fort Bliss, Texas.



19 Recruiter Earns Meritorious Promotion

Noncommissioned officers should take heed to what recruiting duty could do to further enhance their military careers. SGT Joseph A. Beimfohr received the recruiter ring and was meritoriously promoted to staff sergeant by MG Michael D. Rochelle during a BNCOC graduation ceremony at Fort Knox, Ky., July 31, 2003.

20 Basic Combat Training Graduation — Recruiters' Results Seen Firsthand

USAREC cadre saw firsthand the results from recruiters in the field when they attended a Basic Combat Training graduation July 30 at Fort Knox, Ky.



Front cover shows the career progression to CSM.

The Past Meets the Future



MG Michael D. Rochelle

A somewhat unusual and rather exciting event took place inside the USAREC headquarters building recently. Past, present, and future USAREC leaders came together in one building, within a one-week timeframe, to exchange ideas and express views.

As David McCullough, a Pulitzer Prize winning historian once wrote, "History is a guide to navigation in perilous times. History is who we are and why we are the way we are." That profound statement is truer today than at any other time in recent history.

During the week of August 4, 12 distinguished leaders from recruiting's historic past traveled to Fort Knox to take part in the annual Board of Advisors Conference to receive updates on USAREC's new business processes and to offer their insights into future challenges. Participants included such notables as USAREC commanders LTG Dennis D. Cavin, retired LTG Allen K. Ono, retired MGs Evan R. Gaddis, Jack C. Wheeler, and Alfonso E. Lenhardt, as well as former deputy commanding generals retired MG Patricia P. Hickerson and retired BGs Billy R. Cooper and James E. Shane Jr. Also included were distinguished senior noncommissioned officers: retired SMA Glen E. Morrell, for whom the Morrell Medallion was named, and retired CSMs Thomas R. Brooks, Ernest H. Hickle Jr., and Raymon P. White.

Concurrent with the Board of Advisors Conference, the Pre-Command Course was ongoing at Fort Knox with 26 new brigade and battalion commanders in attendance, along with several of their spouses. The unique timing allowed new commanders an opportunity to interact socially and take note as former leadership spoke of past programs, events, and changes that paved the way for the recruiting success we enjoy today. One thing both groups could readily agree on is the importance of maintaining standards.

As CSM Brooks discussed, most recruiters today have no idea what it was like when the All-Volunteer Army began taking its first steps 30 years ago. He recalled making regular visits to radio stations in his area delivering public service announcements as the best way to get the word out. Compare that or our

other early advertising efforts to the exciting An Army of One campaign we have today! If our advertising is any indication, the art and craft of recruiting has evolved significantly since the inception of the All-Volunteer Army experiment 30 years ago.

Both the Army and the command learned valuable lessons from the mission failures of the late 1990s, lessons the command's former senior leadership thinks it vital to remember. One former commander pointed out that the Reserve AMEDD mission could very well be the bellwether for future recruiting challenges, as the market reacts to both a higher demand for medical personnel and current world events.

How appropriate, in this the 30th Anniversary of the All-Volunteer Army, to have the past meet the present and future. My goal in bringing these two groups of leaders together was simple: Let the seasoned wisdom and experience of past leadership merge with the vigor and intellectual curiosity of the new commanders. If we can capitalize on the excellent leadership of yesterday, today, and tomorrow, USAREC will be the Army's beacon for navigating into the future force.

Special thanks to all our participating Board of Advisors for their time and continued interest in recruiting. We are all richer for it.

If we can capitalize on the excellent leadership of yesterday, today, and tomorrow, USAREC will be the Army's beacon for navigating into the future force.

Technology for Technology Sake

How should we view the technological changes fielded in USAREC in recent years? Is it technology for technology sake or technology for the sake of enhancing business practices? One could conclude the former about our field force's ability to use ARISS and other technologies for their intended purpose — managing the entire recruiting process from a scientific and systematic approach.

ARISS was not designed to be an end in itself. It was designed to be an integrated information management tool that would enhance our business practices. Having grown up in a paper-based recruiting environment, it was my hope that this new technology would allow for a more efficient and effective approach to production management. Certainly, ARISS was not designed to be a cure all that would somehow magically, within and by itself, replace time-tested application of recruiting doctrine, systems, principles, and theoretical and philosophical approaches.

The Connelly Investigation of 1979 revealed insights as to the need for a scientific approach to recruiting. These revelations still hold true today, regardless whether we leverage paper-based or paperless technology. This investigation uncovered widespread recruiting improprieties and misconduct largely due to lack of management systems, doctrine and TTPs, control measures, and viable recruiter and leader development programs. In the ensuing years, the command put numerous systems in place to rectify the identified shortcomings and developed a field force that would sustain consistent success in achieving the Army's accessions mission until FY 99. While numerous factors played into the command's mission failure in FY 99, I feel that the lack of an appropriate focus on doctrine and a systematic approach to doing business in the preceding years played a key role in our inability to respond to a changed recruiting environment.

It is my contention that once we stopped focusing on the basics of recruiting, e.g., use of Mission Accomplishment Plans, Lead Source Analysis, UF 816, and other critical management tools, the field force's ability to leverage the "art" of executing time-tested business practices slowly deteriorated. I am referring to closing the loop, effective and efficient DPRs, packet QC, and



CSM Harold Blount

subordinate leaders understanding production management systems to manage the five critical tasks as prescribed in UR 350 series. As we evolved and searched for better business practices, paper-based systems were viewed as burdensome and redundant. As technology slowly supplanted paper-based systems and processes, the emerging mindset assumed that new technology would manage, lead, and think for us. Absolutely flawed thinking!

ARISS is only a tool, another medium to assist in managing the recruiting process. But it truly touches everything we do from sales presentation, organization, and time management to applicant and personnel management. While not as visually coherent and structured as paper-based systems — 200 cards, 200 card boxes, paper-base LRLs for recruiters and "Redbooks" for station commanders and CLTs — ARISS provides for a higher level of execution, assessment and analysis, and troubleshooting.

ARISS will only be able to improve upon our paper-based functions to the degree that we leverage scientific (doctrinal-based) approaches against its application. Recruiters who want to be empowered as self-led leaders must understand how ARISS helps them to organize and execute the five critical tasks at their level. For station commanders and CLTs, the UR 350 series outline vital leader functions that must be integrated into ARISS use. As we get back to the basics of recruiting, both application of art and science, we must find innovative ways to leverage technology and enhance business practices. The future leadership of this command rests on this premise.

I count on each of you to invest in yourselves and your soldiers. Thanks again for making our Army the greatest in the world!

As we get back to the basics of recruiting, both application of art and science, we must find innovative ways to leverage technology and enhance business practices.

Staying Focused

Talk about pressure. On Day Six of the ill-fated Apollo 13 mission, the astronauts needed to correct their course. If they failed, they'd never return to Earth. To save power, they shut down the onboard computer that steered their spacecraft. The astronauts needed to conduct a 39-second burn of the main engines. Somehow, they had to steer themselves back on course. But how?

Jim Lovell knew that if they could just keep their eyes on a fixed point in space, they could steer manually. Their focal point turned out to be their destination — Earth. So for thirty-nine agonizing seconds, Lovell kept his focus on Earth and saved the lives of himself and his crewmates.

Success in life often hinges on maintaining a fixed focus. That's why every building needs a blueprint, and every vision needs a clear strategy. Unless you keep focused, you'll become distracted by lesser priorities and fail to reach your long term goals.

Distractions come in all shapes and sizes. They can appear without warning and catch us off guard. Often, we are taken in by their seductive appeal to our deepest desires. Developing boundaries can assist us. They should alert us to the danger of changing priorities. Boundaries are ineffective if we fail to respond to the red flags.



Chaplain (LTC) Lyndell E. Stike

Remaining focused can be a difficult task especially if we have not constructed clear goals. Our objective must be achievable and measurable. When we put the goal posts too far away, we become frustrated and discouraged, which can lead to failure. If there are no yard markers, we cannot determine our progress. Knowing where you are on the field of play is imperative.

Over three centuries ago a preacher by the name of Habakkuk had a vision of the future. He was told to write it down “in large, clear letters on a tablet, so that a runner (could) read it and tell (others).” He was reminded that the vision wouldn't happen instantly, but would slowly and steadily come into focus.

By writing the vision on a tablet, Habakkuk had something that would realign his focus and renew his faith as time passed.

What are your long-range goals? Whether you're aiming for that next promotion, trying to balance your budget or working toward a college degree, stay focused on your goal. It may not happen overnight, but you'll reach it if you keep after it, one day at a time.

Success in life often hinges on maintaining a fixed focus. That's why every building needs a blueprint, and every vision needs a clear strategy.

A Recruiter Writes:

I have been a recruiter for the last three years and have been reading the Recruiter Journal on a monthly basis paying particular attention to the article "The Way I See It." Many times as I read the articles from my fellow brothers and sisters in recruiting, I have seen some great ideas that I feel were blown off by the command. I have seen a lot of changes since becoming a recruiter, some good and some not so good.

One of the things that I feel was a huge mistake was the purchase of the Verizon cellular phones. These phones are costing USAREC an enormous amount of money each month; money that could be better spent on advertising or new laptops or incentive awards for recruiters who do an outstanding job. Each month we use a great portion of our cellular minutes calling other recruiters or back to the recruiting station to inform the station commander of our current status. This in itself is a huge waste!

I truly believe that a soldier should not point out a problem unless he or she has a solution, so here it is. We should strongly look into the Nextel phones. I recently purchased a Nextel phone and it is awesome. I have free incoming minutes, free direct connect, free long distance, free nights after 9 p.m. and free weekends, and 400 anytime minutes that I never even come close to. I also use my Nextel direct connect to contact my applicants who also have Nextel phones. I never fail to contact these applicants and the connection is instant and it costs me zero dollars. Nextel is getting ready to go nationwide Direct Connect, this means if USAREC would switch over, I could be in Jacksonville, Fla., and contact a fellow recruiter anywhere in the country for police court checks without picking up the land line whereby saving the cost of a long distance phone call. This in itself would save USAREC a pile of money each month.

Also, there is a safety factor to consider. The Nextel phones are equipped with a speakerphone. With the current phones you need an earpiece. I have used the earpiece and have stopped because the cord would sometimes get tangled in the steering wheel. I have used my Nextel speakerphone in my car and it's great. All you have to do is answer the phone, hit the speaker option, lay it on the seat next to you, and talk. I am able to keep both hands on the wheel and both eyes on the road and conduct business. The best thing about it is the reception is crystal clear and is much safer than the current phones. I feel we really need to look at this very seriously. Imagine what we could do out here in the field with all the money we could save and we would be a much more efficient recruiting force. And that's the way I see it, what do you think?

The Chief of Staff Responds:

Thank you for your input to the "The Way I See It" program. This correspondence is intended to address your recommendations regarding the command's cellular phone contract.

The recruiter mobility program was created by the Secretary of the Army to provide a cellular phone to each on-production recruiter in order to support the Army recruiting mission. When USAREC received direction to obtain a best value contract, Verizon was the only known vendor that could meet our specified requirements for nationwide fielding. To save scarce Army funding, we required full zone coverage, a single nationwide integrator (to avoid working with over 20 providers), no long distance charges, no roaming charges, pooled minutes across all cell phones (to avoid millions of dollars in over charges), and assignment of a local telephone number (to allow potential applicants within the station area to call without long distance cost).

The command has evaluated a number of vendors, to include Nextel. Nextel informed us that they would be unable to support many of our recruiting stations with service across their entire area. Additionally, expended minutes within their contract would have to be managed separately and not able to be pooled with other contracts required to



cover the remaining recruiting areas. Using multiple vendors would significantly increase the administration cost of the contract's day-to-day activities. While in some cases an individual may be able to acquire a better service package for their specific locations, the vendor must satisfy the full range of requirements for the command.

I want to remind you that USAREC Regulation 385-2 prohibits the use of cellular telephones while operating a government owned vehicle. This restriction applies to the use of speakers and hands-free devices as well, which often pose distractions for the vehicle operator and safety risks.

Thank you for responding to "The Way I See It" Program. Please continue to query your chain of command. For further information contact Roger K. Bates at 1-800-223-3735, Ext. 6-0653; DSN 536-0653; COM 502-626-0653; or e-mail batesr@usarec.army.mil.

A Recruiter Writes:

I just ran into a problem with the SF 86, Release of Medical Information. In an attempt to obtain medical documents for an applicant, I gave a health care provider the signed medical release form and the records clerk told me that the release was not acceptable because the release is for the release of mental health treatment records only. The general release of information states a specific release is needed for financial or lending institutions, medical institutions, health care professionals, hospitals, and other sources of information. Is there a specific medical information release form? If there is, where can I find it; if there isn't, why not? I need to know this to provide better service to my applicants and to cut down on processing time.

The Chief of Staff Responds:

Thank you for your comments to "The Way I See It" Program. There is no specific medical information release form. Different agencies may have different requirements for the release of information. It would be impossible to meet each agency's requirement with one form, (i.e., doctor offices, hospitals, and state agencies). The SF 86, Authorization for Release of Information, was actually designed for use by the Defense Security Service in the completion of an investigation for the purpose of granting a security clearance. The SF 86 states that a specific release may be required for certain agencies.

In order to expedite obtaining documents in the future, you may try calling the agency involved and ask if they require anything specific in order to authorize the release of information. If they do, ask if they could provide a copy which will expedite your request.

Thank you for responding to "The Way I See It" Program. I appreciate your support and your dedication to our mission. For further information contact SFC Joseph Downs at 1-800-223-3735, Ext. 6-0436; DSN 536-0436; COM 502-626-0436; or e-mail Joseph.Downs@usarec.army.mil.

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

The 2-year College Market

By Diana White, Education Division

Know your market. Target your market. Work your target. These steps are the only sure way to get consistent results in recruiting. This is especially true when you wish to attract individuals from the two-year colleges. This article gives you a starting point for each of the three steps.

Know your market

The two-year market is dramatically different in comparison to four-year colleges. One of the main differences between four-year and two-year institutions is the makeup of the student body. For example, the average age of students in a two-year college is 29 years of age, a considerably higher average age than in four-year schools. Furthermore, 63 percent of two-year students attend college part time often while simultaneously working full time, and these students can take as many as six years to complete their first associate's degree. Another significant difference lies in the campus community itself. The two-year schools tend to have commuter students rather than students in residence on campus. The students at two year schools are however, quite likely to live in your recruiting area and also will be taking classes year-round. You don't have to worry about losing valuable recruiting time to summer closings.

Institutions classified as two-year schools include community or junior colleges and technical colleges. These schools offer education or training programs that are two years in length or shorter. The programs may lead to licensure, certification, associate of arts, associate of science, or associate of applied science degrees. Below are more specific characteristics of the institutions that make up the two-year market.

Community colleges are usually public, two-year institutions. These schools generally serve people from the nearby communities. Curriculum offerings at these schools run the gamut from academic and continuing education through

technical and vocational training. There are approximately 992 public community and 148 private community colleges across the nation. The majority of these are state operated. Community colleges can also have branch campuses, that while located significant distances from the main campus are still part of the same college. (American Association of Community Colleges — as of April 2000)

Many community colleges have reciprocal agreements with some area four-year colleges and universities. These agreements or plans allow an easy transfer from the community college and associate level of higher education to baccalaureate level studies. Essentially, this means that approximately one out of five community college students will transfer to a four-year institution.

Junior colleges are similar to community colleges. These schools may also have residential facilities to support students who come from locations outside of convenient commuting distance.

Vocational and technical training schools usually have specialty programs of one year or less. These programs generally lead to a certificate or a license in a particular career field. Many of these schools are private-for-profit organizations. The program costs are generally high. The school will run on a year round schedule and will award clock hour credits rather than academic credits. Admission standards are generally low or non-existent. Additionally, because these schools are businesses, they can shut down operations with little or no notice to their students. Accreditation can also be a problem if

Opportunity is Knocking OPEN UP!



Enroll in a class.

Offer to tutor students.

Meet instructors who teach courses related to your MOS. Offer to give talks and make presentations.

Schedule formal interviews.

a student decides to transfer to another institution. Many two and four-year schools will not recognize credits or training acquired at these kinds of schools.

Target Your Market

You will want to work directly with the financial aid officers at the two-year colleges in your area. One way to approach these offices is to ask them about the entire financial aid process. At a recent education symposium, financial aid, personnel stated that they wished more recruiters knew the ins and outs of this topic. Becoming knowledgeable with the processes of financial aid will offer you a powerful recruiting tool because there is a higher student loan default rate among students who have attended vocational/technical training programs. The Army's Loan Repayment Program can assist students in repaying their loans, thus lowering the college's student loan default rates. The administrators of these schools will welcome your assistance.

Another way a recruiter can reach these graduates is to appeal to their career focused choices. One out of three students has a specific career or job in mind when they enroll in less than four-year programs. Listed below are the top 10 associate degrees and the top 10 certificate programs sought out by two-year market students. Note that a portion of those pursuing general studies will probably transfer to a four-year institution.

Work Your Market

Once you have done your homework, gathered the right materials, and made up your mind how to approach the students and graduates within this specific market, it is time to take the plunge.

Graduates of specialty programs are sometimes unhappy with job placement and starting salaries, because these salaries are lower than the student anticipated after completion of the program. In other cases, there is a lack of available work in the specialty for which the students trained due to market saturation by numerous area schools offering similar specialty programs. All of the above reasons give you, the recruiter, a hook that will help you grab the attention of students, because you can offer them better job placement, decent starting salaries with benefits, and additional education benefits.

A few ways to get your foot in the door, so to speak, are:

Enroll in a class at your community college. There is no better way to become familiar with the campus, the administrators, and your fellow students. Even after you have completed the class you will have the advantage of being an alumnus.

Offer to tutor students taking classes that relate to your MOS. Not only will you develop personal relationships with potential applicants, but also the people you work directly with will recommend you to their friends.

Meet instructors who teach courses related to your MOS. Offer to give talks and make presentations. You are a subject matter expert in your MOS and that expertise can translate into face time.

Top Ten Program Choices in Two-Year Market

Associate Degrees	Certificates
Liberal/general studies and humanities	Health professions and related sciences
Health professions and related sciences	Business management and administrative services
Business management and administrative services	Mechanics and repairers
Engineering related technologies	Protective services
Protective services	Precision production trades
Mechanics and repairers	Vocational home economics
Education	Personal and miscellaneous services
Visual and performing arts	Engineering related technologies
Multi/interdisciplinary studies	Construction trades
Computer and information sciences	Transportation and material moving workers

National Profile of Community Colleges: Trends & Statistics Third Edition
Table 3.6 1998

Schedule formal interviews. For many of the shorter programs, schools will offer to train graduates in how to present themselves at a formal job interview. You can give these students the opportunity to practice new skills, while simultaneously selling the Army. Work with the school's career placement center to discover what kinds of things the students have been trained to expect in an interview and include those in each interview. Be prepared to offer critical feedback on a student's interview performance.

Remember – the ideas and information in this article offer only a starting point. You need to become familiar with each of your assigned schools. You will also want to make certain you abide by restrictions the school administration has in place regarding recruiting activities on campus. Good Luck!

Incentive Awards

By SFC Larry D. Luden, G3, Training and Development Branch

USAREC's Incentive Award Program is a sequential progression of awards toward more prestigious honors, starting with the basic recruiting badge, gold recruiting badge, recruiter ring, and the Glenn E. Morrell award.

The basic recruiter badge is the first level of award in the USAREC Incentive Awards Program and was authorized for wear on the Army uniform after February 1999, in accordance with USAREC Supplement to AR 600-8-22. The approval authority is the Army Recruiting School commandant. To earn this badge you must successfully graduate from the Army Recruiting Course. The steps to the next award is the first Gold Star, which is awarded after receiving 300 points. There is no time limit for achievement of the first Gold Star. The second and third Gold Stars are awarded after achieving 300 points within a six month period for each award.

The second level of award in the USAREC Incentive Awards Program is the gold recruiter badge. The gold recruiter badge is awarded after receiving the third gold star on the basic recruiter badge. A recruiter must receive 300 points within a six-month timeframe. Approval authority is the recruiting battalion commander. This award cannot be presented without the appropriate announcement memorandum being published. The announcement memorandum must accompany the awards certificate for the recruiter's personnel files.

The third level of award in the USAREC Incentive Awards Program is the recruiter ring. The recruiter ring is presented to recruiters after earning the third Star Sapphire on their gold recruiter badge. The approval authority is the USAREC commanding general. A recruiter must earn 1,200 points within a 24-month period. Additionally, his or her spouse will receive a certificate. Upon receipt of the award, the recruiting battalion commander will have one week to determine who will present the award. The recruiter ring will be presented during a ceremony by one of the following personnel depending on their availability:

- USAEC general officer or the USAREC command sergeant major
- General officer designated as the recruiting battalion sponsor
- General officer of any command
- Current or former sergeant major of the Army
- Brigade commander or brigade command sergeant major

The highest level of award in the USAREC Incentive Awards Program is the Glenn E. Morrell Award. The Glenn E. Morrell Award can only be worn at the USAREC formal functions. The approval authority is the USAREC commanding general. A recruiter must earn 2,400 points to receive this award. There is no time limit for earning the Glenn E. Morrell award. Upon receipt of the award the recruiting battalion commander will have one week to determine who will present the award. The recruiter ring will be presented during a ceremony by one of the following personnel depending on their availability.

- USAREC general officer or the USAREC command sergeant major



Progressive Contract Points

Recruiters are awarded incentive points each RSM due to their applicants enlisting into the Delayed Entry Program. The below table explains the amount of points earned by category of enlistment, 30M with the Annual Recruiting Edge.

Type of Enlistment Contract	1 st Contract	2 nd Contract	Each Additional Contract
Graduate Applicant (GA)	20 points	30 points	40 points
Senior Applicant (SA)	20 points	See additional contracts	25 points
Other Applicant	10 points	See additional contracts	15 points
Four Service Applicant (USA4)	20 points	See additional contracts	25 points

- General officer designated as the recruiting battalion sponsor

- General officer of any command
- Current or former sergeant major of the Army
- Brigade commander or brigade command sergeant major

Recruiters will receive 50 points for recruiting station mission box accomplish if they accomplish certain requirements within the following time periods. A recruiter may receive:

Monthly Points — To receive monthly mission box points, the recruiter must write a positive net contract during that month.

Quarterly Points — To receive quarterly points the recruiter must write a positive net contract two out of the three months in a quarter.

Annual Points — To receive annual points the recruiter must write a positive net contract nine out of the 12 months.

Team Concept is a provision that allows recruiting personnel who meet certain criteria to be awarded 50 points when a higher level of command accomplishes both Regular Army and Reserve mission box. Recruiting personnel awarded 50 points under team concept may also be awarded production, bonus, and referral points. A recruiter may receive:

Recruiting Battalion Team Concept Points apply if a higher headquarters has accomplished mission box status and the battalion has accomplished its volume mission.

Recruiting Company Team Concept Points apply if a higher headquarters has accomplished mission box status and the company has accomplished its volume mission.

Recruiting Station Team Concept Points apply if a higher headquarters has accomplished mission box and the station has accomplished its volume mission.

DEP/DTP Points are awarded once the DEP/DTP member ships to basic training. If a recruiter has a DEP/DTP that does not ship to basic training, he or she may have points subtracted from his or her earned RSM total points. Award points must be calculated on net accomplishments.

To get up-to-date point values and information, refer to The Commander's Annual Awards Recognition Categories and Criteria, and Annual Recruiting Edge, which are published yearly.

Commanding General's (CG) Bonus Points

The USAREC CG authorizes recruiters to receive bonus points when one or more of their applicants fall into one of the special categories listed below. These points are subject to change and will be reflected within the Annual Recruiting Edge.

Type of Category	Points Awarded
91 HMO (ACASP only)	10*
PS/RES STAFF	10*
ACASP Linguist (RA/USAR)	10*
HE (ORAD) Enlistment	10*
DEP/DTP Referral Enlistment	10*
COMAP (Limit 5)	5
AMEDD Referral	5
Chaplain Referral	5
ROTC Referral	5
ROTC Enlistment	25
IAO Referral	5
ASR/HMO Completion	50
OCS/WOFT w/NA contract points	100*
OCS/WOFT post-let accepted at USAREC	20

* Denotes that the points are awarded after the enlistee ships to training

Bright Idea



The college career center can be more than just a place to drop RPIs. They typically have computer databases for job searches, they may have Web-based postings and resume search capabilities, and may also schedule on-campus interviews for job-seeker/recruiters. Our recommendation is to research each career center. Ask what their future plans are, they may be planning a system upgrade in the near future. If they do schedule and host interviews, schedule WOFT and OCS interviews, etc. APA can also place ads in school papers, but be proactive — it requires 60 days notice.

LTC Philip Parker and MAJ Lewis Doyle,
Montgomery Battalion

Army Family Symposium

By Marty Skulas, *Soldier and Family Assistance*

Ten Army Family Action Plan delegates representing all five recruiting brigades converged on Kentucky to work on issues submitted from five brigade family symposia. They were accompanied by brigade Soldier and Family Assistance program managers, subject matter experts, a group facilitator, and the Headquarters USAREC Soldier and Family Assistance staff. The mission was to review 49 issues that suggested how to improve the well-being of soldiers and families.

Agenda

Delegates had three days to review issues submitted to the headquarters and provide the commanding general with recommendations on those issues. Their compressed work week began with an Army update by David White, Chief, Army Family Liaison Office, for the big picture of what was happening in Army well-being. COL Wanda Wilson, former USAREC Chief of Staff, gave delegates a thorough briefing on the USAREC vision and how the command was accomplishing the mission. The symposium focused on how the AFAP process works at USAREC and Army levels and on past successes in changing regulations, programs, and legislation. The morning's briefings concluded with Patricia Brooks, AFAP Issue Manager, Community and Family Support Center, showing delegates how well-written issues led to improvements in the well-being of soldiers, civilian employees, and their families across the Army.

People

The delegates, coming from different assignments in and out of USAREC, brought a wealth of experience to the conference. Some of the delegates were Army spouses while others were noncommissioned officers with years in the command. Delegates to the 2003 USAREC AFAP Conference included Donna Kislan, Marion Barrington, Wonza Singleton, SFC Keith Singleton, Mary Cheney, Carmen Benton, Leah Honeycutt, Annette Wolf, Joyce Henager, and CSM Rick Henager.

The brigade SFAs were on hand as representatives of their brigades to answer questions concerning the issues submitted by commanders for attention at Headquarters USAREC level. Brigade SFAs included William Morrison, Sarah Raines, Debra Kirksey, Gary Carlson, and Stacey Moody.

Subject matter experts from the Community and Family Support Center, Patricia Brooks, and Army Medical Command, retired LTC Gregory Howard, were on hand to assist delegates with information on current issues being worked and other



Photos by Marty Skulas

Delegates participate in discussions during the 2004 USAREC Army Family Action Plan Conference held in June. Top photo (l-r): Wonza Singleton, Carmen Benton, Joyce Henager, Donna Kislan. Bottom photo (l-r) front row: CSM Rick Henager, Marion Barrington, Annette Wolf, Leah Honeycutt; second row: William Morrison, Gary Carlson.

issues happening in the Army. The staff members at Headquarters USAREC, Rose Marie Tinker, Jack Nix, and Edwina Drake, provided program information support, as well as conference administrative support.

Results

The delegates identified the top 14 issues of concern and refined them into the quality issues to be briefed to the commanding general. Everyone contributed to the successful review of the issues and the intense crafting of final issues.

Annette Wolf, Wonza Singleton, and Mary Cheney briefed the resulting issues to MG Michael D. Rochelle. All three briefers handled the clarifying questions asked of them and presented 14 new ideas on how to improve the well-being of soldiers, civilian employees, and their families.

Wrapping up the conference, Rochelle shared with the attendees how pleased he was with the work that was accomplished. Comparing it with the previous year's staff review of issues without delegates, he spoke about how the delegates gave this year's issues a greater depth of involvement that was so necessary to this grass roots process.

Epilog

The 12 issues presented to Rochelle were sent to Department of Army Army Family Assistance Program for inclusion in the Fall 2003 Conference.

Family Symposium Issues Listed in Order of Importance

No.	Issue Title	Action Required
1	Survivor Pension Plan	Forward to DA AFAP
2	Inadequate Chaplain Support in USAREC	Forward to DA AFAP
3	Privatized Housing Accounting Procedures	Forward to DA AFAP
4	Required School Enrollment Physicals	Forward to DA AFAP
5	Dependent Parent/Parent-in-Law Health Care	Forward to DA AFAP
6	Compensatory Time for Non-Duty Hour Travel	Forward to DA AFAP
7	Composite Dental Fillings	Forward to DA AFAP
8	Army Family Team Building Program Effectiveness	<i>Retain at HQ USAREC</i>
9	E Army U Not Available at All Locations	Forward to DA AFAP
10	Rank Restrictions in Government Leased Program	<i>Retain at HQ USAREC</i>
11	Family Service Members' Group Life Insurance Beneficiary	Forward to DA AFAP
12	Inadequate Disaster Relief Funds for Soldiers	Forward to DA AFAP
13	Standardized Exceptional Family Member Categories	Forward to DA AFAP
14	Medically Indicated Orthodontic Coverage for Spouses	Forward to DA AFAP



Photo by Greg Callidonna

The 2003 USAREC Army Family Action Plan Conference participants following the outbrief to MG Michael D. Rochelle, USAREC commanding general. Front row, left to right: Rose Marie Tinker, Stacey Moody, Edwina Drake, Debra Kirksey, Donna Kislan, Marion Barrington, Leah Honeycutt, Annette Wolf. Second row: Bill Morrison, Carmen Benton, Wonza Singleton, Sarah Raines, Mary Cheney, Jim Woodruff. Third row: MAJ Brian McDonald, SFC Keith Singleton, Joyce Henager, Marty Skulas, CSM Rick Henager, Jack Nix, Gary Carlson, MG Michael D. Rochelle.

Arabic Language Mission

رسالة البرنامج العربي

By Pearl Ingram, Editor, Recruiter Journal

In February 2000, Recruiting Command was not aware of an urgent need to recruit Arabic language speakers. Nor had anyone at the headquarters thought about a need to recruit for the Dari or Pashto languages. However, Dima Almoamin, an Arabic language specialist in Baghdad, had been thinking for sometime about leaving her homeland of Iraq and coming to the United States.

In February 2000, Almoamin arrived in Cleveland, Ohio. Almoamin's Lebanese-American mother was an American citizen and she wanted her children to join her in the U.S.

After her arrival, it took Almoamin a few years to land a job using the translation skills she learned while studying at the Almustansaria University in Baghdad. She now works with the cyber recruiting team at USAREC headquarters and provides cyber leads to recruiters. Her job is part of a two-year test program for recruiting Arabic, Dari, and Pashto speakers into the Individual Ready Reserve.

"This is new," said MSG Josephine Swartzentruber, USAREC G3 office. "This is the first time recruiters have had to do this," she said about recruiting non-prior service for the IRR.

The goal of the pilot program is to fill the critical foreign language requirements that now exist, and if needed, plans are to institutionalize this recruiting initiative at the end of the two-year pilot test.

There is no minimum required ASVAB score for enlistees according to Swartzentruber, although applicants will take the ASVAB. They must be a U.S. citizen or a permanent resident. They must pass the physical with a profile of IIs. They must also have an oral proficiency interview.

The IRR recruits can attend English as a second language at Lackland Air Force Base, Texas, if English language training is needed. In addition to English language training, inductees will attend a modified six-week Basic Combat Training course and a three-week Advanced Individual Training at Fort Jackson, S.C. Recruiting Command's accession mission is 85 for the remainder of FY 03.

Personnel will enlist for either translator/interpreter or the newly established MOS translator aide, which mirrors 97L but does not have a security clearance requirement. The translator aide, MOS 09L, will be used for those applicants who are not

yet citizens but who are permanent residents.

Applicants must score 80 on the English Comprehension Language Test and a level of two in listening, speaking, and reading in the target language. If scores reveal that English as a second language is needed, applicants will complete the 26-week Defense Language Institute English course at Lackland. A score of at least 80 is required to continue in the program.

"But this is the kicker," said Swartzentruber. "During that period of time when they go to the Defense Language Institute, a class may not be available for them to attend right away. If that is the case, then the soldier comes back to his recruiting station and performs special recruiting duties — like an HRAP."

The age restriction of 35 years for recruitment has been extended to age 40 under the pilot program. In other words, an enlistee must not have reached their 41st birthday at the time of enlistment.

In working with this new program, recruiters may find that recruiting in the Arabic community may differ somewhat from the traditional English speaking community.

Almoamin says when recruiters are talking with Arabic prospects, it is acceptable to ask them where they work. They would likely not feel that the recruiter is

prying. The questions to be careful about asking are questions concerning religion. In general, conversations about religion can be rather sensitive depending on the person, said Almoamin.

"The recruiter might notice that the person wants to talk about their experience in the Middle East and this is normal," she said. She advises that bringing brochures to an appointment is important, especially if the brochures explain that discrimination is not permitted in the U.S. Army.

According to Almoamin, a male recruiter would not want to enter the home of a Middle Eastern family if no male relatives are home. Also, a male recruiter would not want to talk with a Middle Eastern female, even on the telephone, without first asking if a male relative is available to speak with. In addition, she said, recruiting females into the IRR might be somewhat more difficult than recruiting male prospects.

Almoamin feels the pilot program will be a success. The Iraqi people in the U.S. are eager to help their country get back on its feet. She had provided 77 pre-qualified cyber leads by the end



Dima Almoamin (right), an Arabic linguist specialist, with her friend, Khalida Gazy, at Almustansaria University in Bagdad, Iraq.

of July. Nine leads went to 1st Brigade, eight to 2d Brigade, 35 to 3d Brigade, 14 to 5th Brigade, and 10 to 6th Brigade.

It is estimated that more than 116,000 Arabic speakers between the ages of 17 and 29 reside in the U.S. The priority market for USAREC includes the Great Lakes Battalion, New York City Battalion, and Chicago Battalion. These numbers suggests that a mission of 408 accessions can be achieved during FY 04.

When an applicant completes Active Duty for Training, they are permitted to return to civilian status; however, an IRR member may at any time be ordered to active duty. The period of enlistment for an IRR member in this program is eight years.

“Out of the 12 languages the Army recruits for, Arabic is the top right now,” said Swartzentruber.

Top Ten Arabic Enclaves

Location	Percentage of Arabic Speakers
Dearborn, Mich.	10%
Brooklyn, N.Y.	3%
Newark, N.J.	2%
Homewood, Ill.	2%
Pontiac, Mich.	2%
Springfield, Va.	2%
Brooklyn, N.Y.	2%
Falls Church, Va.	2%
Mt. Clemens, Mich.	2%
La Mesa, Calif.	2%

Source: U.S. Census 2000



SSG Rene Fournier (right) instructs Free Iraqi Forces volunteers with the aid of a translator at Taszar Air Base, Hungary, on March 10, 2003. Soldiers from 31 units across the U.S. Army are training Iraqi opposition volunteers on developing skills in civil military operations to assist coalition forces in coordinating humanitarian relief efforts. Fournier is deployed to Taszar from the U.S. Army's Noncommissioned Officer Academy at Fort Knox, Ky. (DOD photo by LTC John Randt, U.S. Army.) (Released)

Arabic-Speaking Soldier Spends Free Time Teaching Fellow Troops

By SSG Ward T. Gros, Special to American Forces Press Service

Soldiers in Kuwait have started studying Arabic twice a week thanks to a fellow American soldier who grew up speaking Arabic in Alexandria, Egypt.

SPC Suzan Oliver spends Tuesday and Thursday afternoons teaching Arabic to soldiers assigned to the Port of Shuaiba.

“They seem very interested,” Oliver said of her students. “The whole class is pretty responsive.”

The specialist, who speaks seven different Arabic dialects, deployed to Kuwait as a crane operator with the 11th Transportation Battalion from Fort Story, Va. She extended her deployment to work as a member of the 143rd

Transportation Command's civil affairs/G-5 office.

She said she wanted to be a linguist when she joined the Army, but that required a security clearance that she couldn't get at the time because she was not an American citizen. She took the Defense Language Proficiency Test as soon as she could and received the skill identifier for Arabic linguist.

Born in Khartoum, Sudan, Oliver took her citizenship oath while home on leave in March. “I'm an American now,” she said.

Oliver says her friends said she was crazy for extending her tour in Kuwait, but she finds the experience she is gaining as a linguist dealing with Kuwait officials worth it.

“I spend most of my time with port passes, verifying nationalities, and filling out forms in Arabic,” Oliver said. Her other duties with civil affairs range from answering the phone in Arabic to translating for generals and sheiks, such as Sheik Dr. Subah Al-Jaber Al-Subah.

“Meeting the Sheik of Sabah is definitely the highlight of my being here,” she said. Second to that would be translating for BG Jack C. Stultz, deputy commander of the 377th Theater Support Command and commander of the 143rd TRANSCOM (Forward).

SFC George McGill, noncommissioned officer in charge of G-5, said that Oliver assists when Kuwaiti and other local officials visit. Official visitors often start speaking English but turn to Arabic when discussions become more complicated. “When she's here, there's no misunderstanding,” McGill said.



SPC Suzan Oliver prepares to teach Arabic at the Port of Shuaiba. She is assigned to the 143rd Transportation Command and works in civil affairs.

U.S. Army photo

March 2 Success



By Dr. Naomi Verdugo, Office of the Assistant Secretary of the Army

Recruiters have a new tool in their kit bag that will help them gain access to schools, establish and improve relationships with guidance counselors, improve students' performance on tests, and enhance the Army's image as an organization that promotes education.

"I just want to say how much March 2 Success helped me. I heard about it from the cyber recruiters at GoArmy.com. It helped me a lot with the ASVAB test; I got a 97! I would recommend it to anyone planning on taking it. In fact, I have."

This message came via e-mail from an Army recruit named Eric. Recruiters can inform applicants, students, parents, school teachers, and guidance staff about March 2 Success, the program that helped Eric. Developed under the leadership of the Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs, it is an online course that provides about 30 hours of self-paced instruction in math and English as well as test-taking strategies.

Schools will embrace this free online course as they are under intense pressure to demonstrate improvements in student performance on standardized tests. This Web site, www.march2success.com, helps schools prepare their students for tests like the PSAT, SAT, ASVAB, and state-mandated tests. As a result, recruiters will find a receptive audience with high school guidance counselors when they tell them about how M2S can help their students, that it was developed by Princeton Review, a company well-known for its test preparation courses. A student would have to pay \$500-\$700 for an online course of this caliber, but courtesy of the Army, it is available for free to all those who log on. By offering something of great value to schools, we expect that M2S will help recruiters in establishing or improving relationships with high school and college guidance counselors.

MG Michael D. Rochelle also sees the value of March 2 Success. "The No Child Left Behind legislation (which requires school districts to assess the performance of their students and their schools on the basis of standardized tests) puts tremendous pressure on educators. March 2 Success provides them a tool to help their students prepare for these state-mandated tests. The timing couldn't be better for the introduction of this program. Guidance counselors and other school staff members will be very happy to see Army recruiters when they hear about March 2 Success."

M2S also improves student performance on tests like the ASVAB, yet takes no recruiter time. March 2 Success has been pilot tested in the New York City Recruiting Battalion since November 2002 where it has been enthusiastically embraced by recruiters. "March 2 Success is a definite combat multiplier for

the recruiting force. It allows many applicants to score 15-20 points higher after only a few weeks on the program. M2S has increased our quality production as well as assisted in our efforts to penetrate high schools," said LTC Arnold Piper, the New York City Recruiting Battalion commander.

M2S enhances the Army's image as an organization that values and promotes education. The Army contracted with Resource Consultants, Inc. to develop these materials. RCI, in turn, subcontracted the course content to the Princeton Review. Princeton Review has a national reputation for test preparation including online interactive preparatory programs. School guidance counselors familiar with the Princeton Review will recognize the value of this excellent tool in preparing students for state assessments, college entrance examinations, and the ASVAB. This no-obligation program is available to help students improve test-taking skills and enhance their English and math skills. Department of Defense has agreed that this course has value and that recruiters can recommend it to applicants.

March 2 Success contains 50 lessons. Each lesson contains drills and exercises to assist students in improving their performance on tests of math and English, and also contains blocks of instruction to improve test-taking performance in general. There are three diagnostic tests provided to assess skills and direct students to portions of the course that can remedy weaknesses. Students set their own pace. They may select all or portions of the instructions and review lessons. Students may also retake tests. Online assistance is available for students having trouble logging on (e.g., forgotten password) or who, for example, need additional assistance with a math problem. Students need an e-mail account to use the site, but the registration page provides links to obtain free e-mail accounts.

You may view the site by going to www.march2success.com. To enter the site, students need to register. The online registration form has a question asking if the student wants to be contacted by a recruiter. If so, they are prompted for contact information. However, students do not need to agree to be contacted by a recruiter to use this site.

MAJ Brenda Arzu, the education support specialist from the New York City Recruiting Battalion believes in March 2 Success. "March 2 Success allows students the flexibility to focus solely on their weak math or English skills. Many students have indicated that not only have their standardized test scores improved, but so have their grades. I have heard from many New York City and Northern New Jersey school officials who are elated that the course is offered by the Army for free and that Princeton Review assisted in developing it. This course is unequivocally fabulous."

Professional Development Career Map

By MSG Detral Hillanbrand, Recruiting and Retention School

The Recruiting and Retention School wants to ensure that all soldiers understand the importance of taking control of their own career. The purpose of the Leadership and Professional Development Program is to provide detailed and converted recruiters with professional guidance to stay on top of the professional development career map. By taking control of their career, the detailed recruiter can make a serious decision about their conversion and the career recruiter will remain competitive for promotion.

The detailed recruiter's map begins at the RRS upon completion of the Army Recruiter Course. They are then sent to their first assignment at a recruiting station and begin the New Recruiter Program. If the new recruiter does not complete the NRP, they will be returned to their PMOS. Upon successful completion of the NRP, the detailed recruiter will face many challenges in the coming months. Those who choose not to convert will return to their MOS after their 36-month tour of duty.

Detailed recruiters who wish to convert to 79R may begin the conversion process no earlier than the 15th month of their initial tour with USAREC. The recruiter's station commander, first sergeant, company commander, and battalion command sergeant major must complete the Recruiter Conversion Assessment Guide, USAREC Form 1143. The candidate must enroll in Phase I of the Station Commander Course, a self-paced distributed learning program. This is a Web-based training product, delivered to students via USAREC University. The candidate has 90 days from date of enrollment to complete Phase I.

The next step is attendance at Phase II of the SCC, a resident course conducted at the Recruiting and Retention School at Fort Jackson, S.C. The candidate must submit a DA Form 4187, Request for MOS conversion, with the candidate's USAREC Form 1143 attached during attendance at the resident phase. All recruiters who wish to convert to PMOS 79R must complete and pass all phases of the SCC. Upon graduation from the SCC, the RRS commandant will forward the DA Form 4187 to HQDA for final approval. The

newly converted recruiter is then assigned to a station commander position and begins the 79R/Recruiter career succession path. Any unsuccessful performance during the conversion process will result in reversion to the detailed recruiter path for a period of time to be determined by the battalion command sergeant major.

Career progression begins with the successful management of a recruiting station. The key leadership position for the 79R is station commander. The recommended duration of assignment in this position is 24 to 36 months. The following are operational assignments: guidance counselor, operation NCO liaison, inspector general and ESD investigator, recruiter trainer, recruiter management NCO, instructor/developer/writer, Mission Support Battalion exhibitor, career management NCO, equal opportunity advisor, special missions recruiter, and AMEDD recruiter. When seeking an operational assignment, it should not exceed 24 months, and to remain competitive for promotion, recruiters should alternate leadership and staff positions.

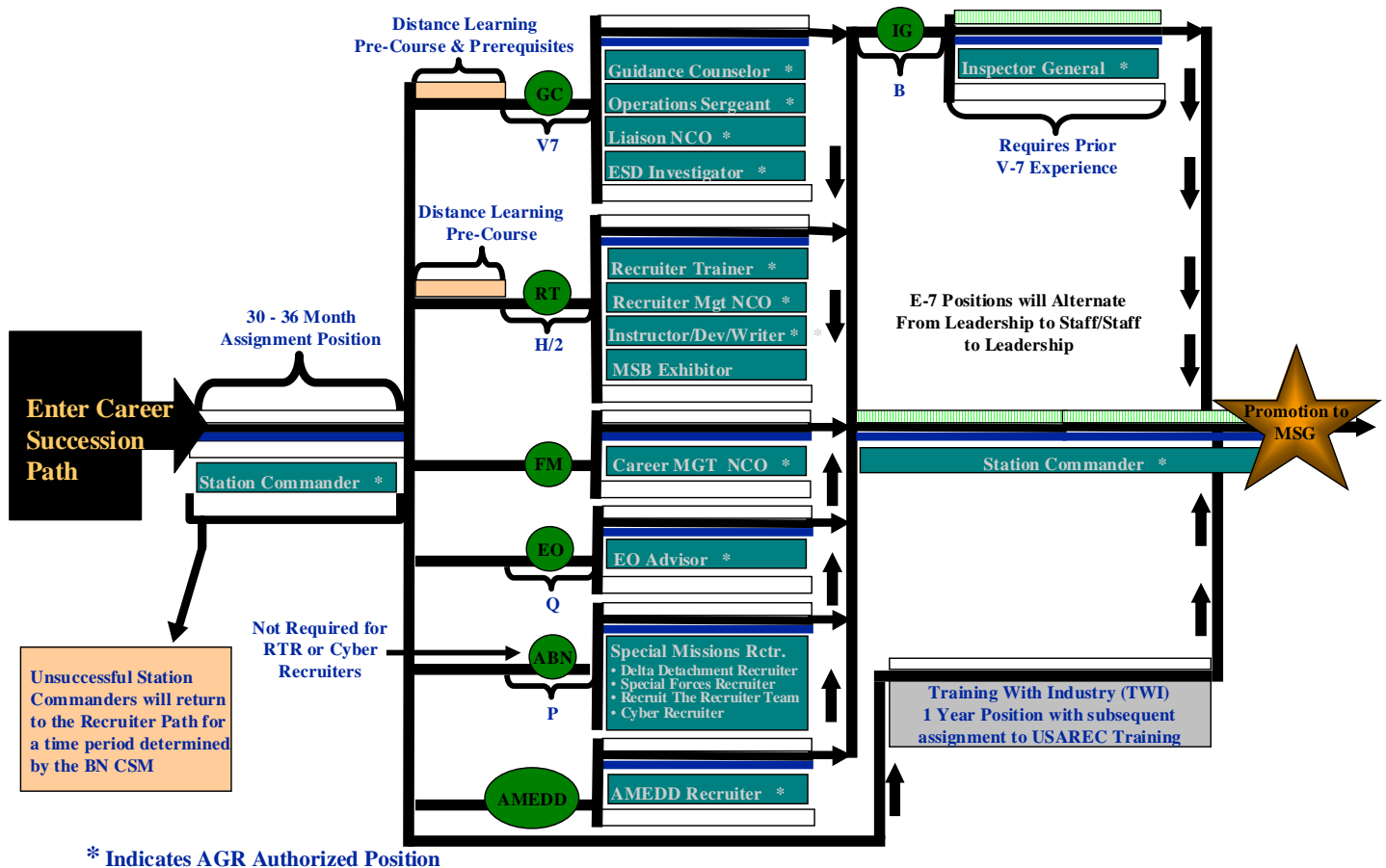
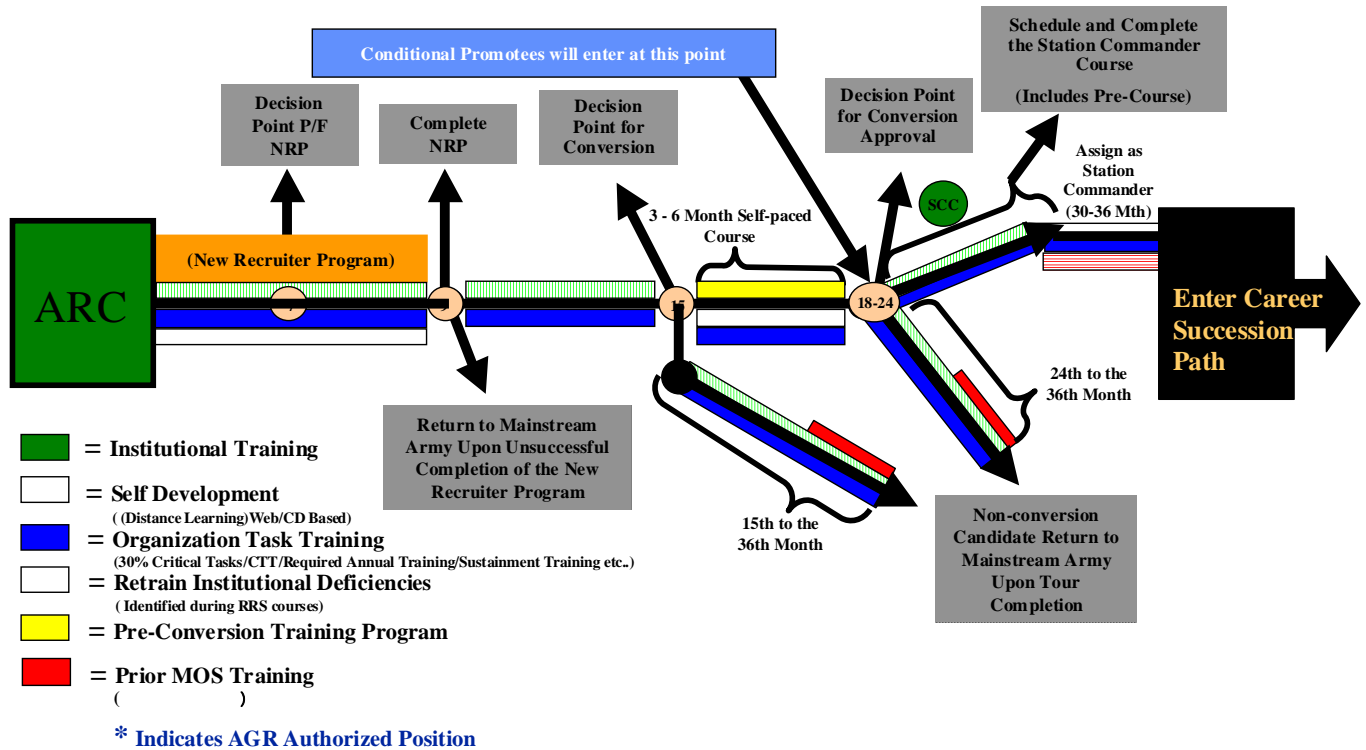
To progress from master sergeant/first sergeant to command sergeant major, recruiters should hold the position as a company first sergeant for 24 consecutive months. Upon successful completion of a tour as a first sergeant, the recruiter can move to a staff position as a senior career management NCO, inspector general, senior operations sergeant, instructor/division chief, senior guidance counselor, or master recruiter trainer. The duration of assignment in staff positions should be 18 to 36 months. Keep in mind; leadership positions and staff positions should alternate. By varying your positions you make yourself marketable to move to the next position, which is sergeant major.

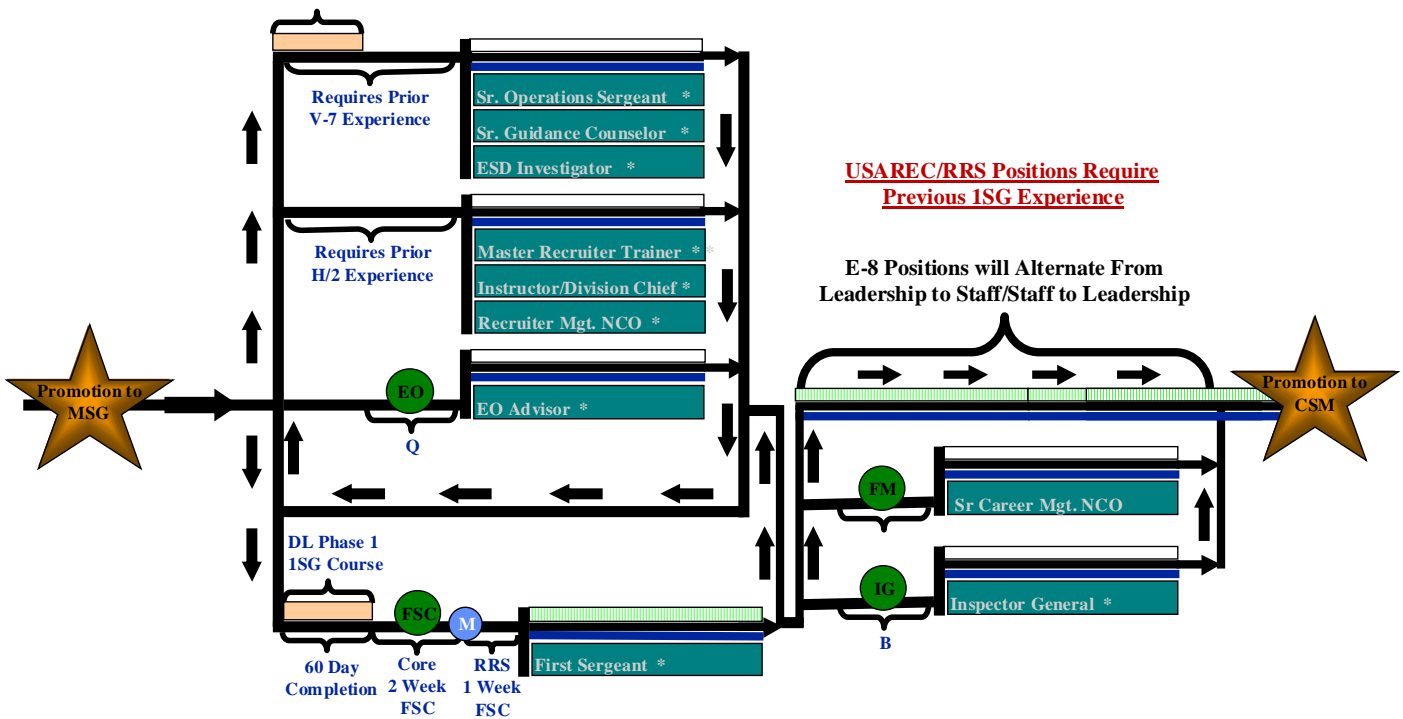
As a sergeant major you will attend either the resident or non-resident course conducted by the U.S. Army Sergeants Major Academy at Fort Bliss, Texas. After completion of the Sergeants Major Course you can be assigned as a battalion command sergeant major, brigade operations sergeant major, AR PERSCOM liaison sergeant major or Recruiting and Retention School sergeant major. These positions are normally 36 months in length. A command sergeant major and sergeant major may laterally transfer positions. Positions available for command sergeants major are brigade command sergeant major, Recruiting and Retention School command sergeant major, inspector general sergeant major, USAREC operations sergeant major, Sergeants Major Academy liaison sergeant major, chief enlisted recruiter sergeant major, chief career management sergeant major, DA enlisted accessions sergeant major, and ultimately USAREC command sergeant major. You control your destiny. You control your career. This statement is especially true when assigned to USAREC.

You control your destiny.
You control your career.

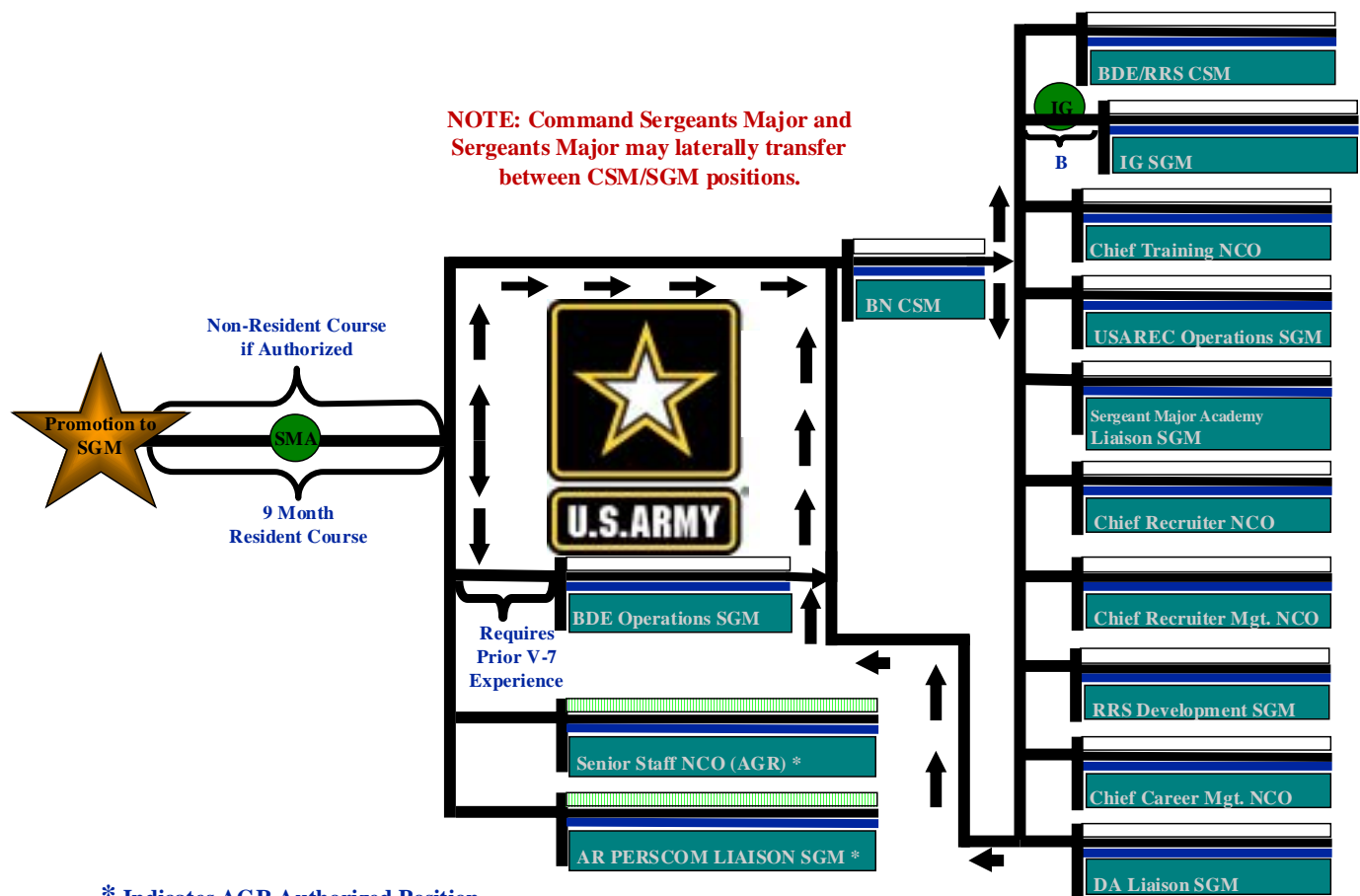
Leadership and Professional Development Program Timeline

(Concept)





* Indicates AGR Authorized Position



* Indicates AGR Authorized Position

New Battalion Command Sergeants Major Attend Leadership Course

By MSG Russell C. Schmidt, Recruiting and Retention School

The U.S. Army Recruiting Command experienced a 25 percent turnover of the senior enlisted leadership in the past month. Twelve new command sergeants major have been assigned to battalions to help guide, lead, and motivate their soldiers to achieve mission box. The new command sergeants major recently attended a two-week course conducted at the U.S. Army Sergeants Major Academy in Fort Bliss, Texas.

The course is designed to provide insight to the challenges a command sergeant major faces in USAREC. Successful CSMs shared their advice and imparted their wisdom to the 'new blood' in attendance at the course.

"The role of a battalion CSM is more than crucial. As the senior enlisted advisor and subject matter expert in your battalion, you have to be the source of wisdom, the guiding light, and the strong right arm to everything the battalion commander needs, wants, and desires to be done. An advocate of the recruiter and soldier in your battalion, you will be looked up to, and it is your responsibility to carry this torch," said CSM Thomas Lipuma of the Recruiting and Retention School in his opening remarks.

CSM John Drysdale, from the Cleveland Battalion said, "You set the tone from the day you walk into your battalion, to the day you leave."

USAREC CSM Harold Blount, charged these battalion CSMs to hold the standard, "The standard is what you will say and do. You cannot change the memory of how your message is received. Once said, you cannot take it back. The role of the NCO in USAREC is unique, it is your responsibility to teach and lead. A mission is never easy, but the road you take to it can be."

CSM Michele Jones, command sergeant major of the Army Reserves said, "The NCO Creed is just that, a creed: a promise to your soldiers, and to your country. Being the command sergeant major is a responsibility and a challenge. Make the most of that challenge and lead your soldiers."

CSM Perry Roberts of U.S. Army Accessions Command stated, "Our nation needs you to make mission. Without the continued success of USAREC, our president cannot fulfill the mission placed upon him by the American people. You are instrumental in [achieving] the mission."

The students were taught, briefed, and given live fire practical exercises. As course NCOIC, SGM David Gonzalez said in the closing ceremony, "You are the battalion CSM. You are the senior NCO in the battalion, you have earned the privilege, and your soldiers are counting on you."



Bottom row: CSM Perry Roberts (USAAC CSM), CSM Harold Blount (USAEC CSM) First Row: CSM Donna Punihale, CSM Jack Peters, CSM Miguel Ramos; Second Row: CSM David Burns, CSM Ginger Cribb, CSM Christe Maes; Back Row: CSM Eric Montgomery, CSM Anthony Minnigan, CSM Ozell Johnson, CSM Antonio DaRosa, CSM Vincent Paten.

Recruiter Earns Meritorious Promotion

Story and photo by Walt Kloeppe, *Recruiter Journal*

Recruiting duty can be the path to accelerated promotion — that’s the message one deserving NCO wants to pass along to his peers.

SGT Joseph A. Beimfohr, a cavalry scout graduating from the Basic Noncommissioned Officer Course, received the recruiter ring and was meritoriously promoted to staff sergeant by MG Michael D. Rochelle, commander of the U.S. Army Recruiting Command, during a BNCOC graduation ceremony rehearsal at Fort Knox, Ky., July 31, 2003.

The recruiter ring is the second highest achievement award for recruiter excellence offered by USAREC. Recruiters earn award points for writing enlistment contracts on soldiers who access into the Army.

USAREC is authorized to request meritorious promotions for deserving recruiters in the grade of E-5. Recipients of these meritorious promotions must have earned the recruiter ring.

“It is reserved for detailed recruiters of the grade of E-5 only. It’s for an individual who comes out for a detailed assignment with Recruiting Command and earns his ring, as SGT Beimfohr has done, in the 36 months that he’s assigned to the command,” said Rochelle. “[Deserving recruiters] can be meritoriously promoted to staff sergeant ... no lists, no board selection process, meritoriously promoted to staff sergeant. This year we’re going to do 96, maybe even 100 of those, across the command.”

Beimfohr served as a detailed recruiter for three years at Indio (Calif.) Recruiting Station, in the Redlands Company, Southern California Recruiting Battalion. Beimfohr also served as the commander of the Blythe (Calif.) Recruiting Substation. Beimfohr enlisted 58 soldiers in a three-year period.

“The promotion to me represents the combination of the hard work from my recruiting station, to my company leadership team, to my battalion leadership team working hard together to achieve mission success, so it’s really not a promotion to me, it’s a direct reflection on them,” said Beimfohr.

“I volunteered for recruiting duty. I was stationed at Fort Knox and I wanted a change and I knew one of the recruiters on the recruiting team. He talked to me about the job and the hours and what it would take to become a recruiter. He also talked to my wife on the hardships we might face. I walked up to USAREC headquarters and volunteered for recruiting because I

thought being a recruiter would be an opportunity to represent the Army [and] my country.”

“The reward of recruiting to me is being able to help people enter the Army, give them a change of lifestyles, give them discipline, and provide them an education they possibly wouldn’t be able to afford or be able to attain,” said Beimfohr.

Rochelle addressed the other BNCOC graduating NCOs in attendance, elaborating on the importance of recruiting in today’s all-volunteer Army and the fact that only NCOs do the actual recruiting.

“Ever wonder why we haven’t given the job of recruiting America’s Army to warrant officers? I’ve thought about that. The answer is noncommissioned officers do it better than anybody. Ever wonder why we haven’t given the job of actually recruiting

to young commissioned officers? I have, and the answer is pretty darn obvious, noncommissioned officers have walked that walk and no one can do it better,” said Rochelle.

“As our Army confronts the challenges of today, and more importantly, confronts the challenges of tomorrow, your training, your mettle, your professionalism is what keeps this Army of ours distinct and unique from every other army in the world,” said Rochelle.

USAREC has its own incentive programs to recognize recruiters. Awards are earned in the following sequence: silver recruiting badge, gold recruiting badge, recruiter ring, and the Glenn E. Morrell Award.

Additionally, Headquarters, Department of the Army, has authorized USAREC to request meritorious promotions for deserving recruiters. In addition to the staff sergeant promotion, the type Beimfohr received, the Department of the Army is also allocated 10 meritorious promotions per fiscal year for career recruiters (MOS 79R) to be promoted to sergeant first class.

“I recommend if they’re willing to put forth the long hours and they get individual satisfaction on helping other people changing their lives, that they (NCOs) definitely try out for recruiting,” said Beimfohr.

“There are definitely a lot of advantages, but it is a lot of work, it is a lot of time, but you reap what you sow into it.”

Beimfohr is from Winchester, Tenn. Beimfohr’s next duty assignment is Korea.



MG Michael D. Rochelle (center) pins staff sergeant rank on SGT Joseph A. Beimfohr during the July 31 meritorious promotion ceremony at Fort Knox, Ky. CSM Phillip D. Finerson, commandant of the NCO Academy, assists Rochelle.



Basic Combat Training Graduation — Recruiters' Results Seen Firsthand

Story and photos by Walt Kloeppe, Recruiter Journal

USAREC cadre saw firsthand the results from the recruiters in the field when they attended the Basic Combat Training graduation on July 30 at Fort Knox, Ky.

New recruits became soldiers as B and F Companies, 2d Battalion, 46th Infantry, graduated 429 new members of the future force after nine weeks of training.

A large crowd of parents, siblings, girlfriends, wives, and children were present during the graduation ceremony held at Victory Field. Those in attendance saw the look of pride on parents' faces as their sons stood at attention during the National Anthem.

Larry and Jo Beck of Omaha, Neb., were two of the many parents witnessing the transition of their son, Tyler, from civilian to soldier.

"We have a feeling of 100 percent pride today," said Jo Beck, mother of PV2 Tyler J. Beck.

"It's a great day to see the accomplishments they've made here," said Larry Beck. "We think every boy and girl should have a chance to serve their country, we would encourage it."



PV2 Tyler Beck poses for a picture with his father, Larry Beck, his mother, Jo Beck, and sister, Jacqueline.

PV2 Beck had a few minutes to reflect before shipping out to Fort Gordon, Ga., for 31C, signal corps training.

"It's a pretty great thing just to know that I got all this great training here," said Beck.

Beck said that he felt the soldiers, NCOs and officers were very knowledgeable as trainers.

"The drill sergeants told us they had to train a

citizen into a soldier in nine weeks and it's really hard to do; but I really think they accomplished their mission," said Beck.

Beck commented that his recruiter was straightforward in laying out what was in store for him in the Army.

"He gave me a run down of it and if I had any questions, he always brought out paperwork and gave me examples on stuff I might have been confused on. When I came here I was pretty well prepared, he didn't skimp out on anything," said Beck.

Beck chose the signal corps and processed through the Omaha MEPS.

Another BCT graduate was PVT Joseph James Pecoraro, who enlisted in St. Joseph, Mich. Both his parents were on hand to witness their son's transition to soldier.

"I couldn't be prouder," said Betsy Pecoraro, Joseph's mother. Pecoraro's 13-year-old brother said he wanted to be an Army sniper, but his father, Mark, said, "Maybe Navy," with a grin.

Some of the graduates had their entire families present, such as PFC Ervin L. Marion, whose five brothers and sisters traveled from St. Robert, Mo., to watch their sibling finish his first phase towards becoming a military policeman.

"I'm proud he completed one stage," said Marion's father, Erwin, a retired career soldier and now pastor of Faith Temple House of God. Marion's younger brother, Evan was in JROTC in his junior year of high school.

The graduation ceremony lasted about 30 minutes and afterwards family members were able to visit one last time for lunch with their sons before they shipped out to the next destination step of their Army careers.



The Marion Family

Review Safety Tips Before Going Hunting

By John Kolkman, Command Safety Office

Photo by Walt Kloeppe, Recruiter Journal

The time for thinking about hunting safety is here. The fall season with its cooler weather, turning leaves, and browning vegetation brings with it the excitement of walking in open fields and dense woods stalking game. Hunting safety is something that should be reviewed each year by hunters to ensure they have a positive experience.

Many will hunt either by themselves or with their families. With that in mind, teaching the next generation good hunting habits will ensure it is done safely and will protect the sport for future generations.

These 15 tips can make your season an enjoyable experience.

1. Treat your weapon with the same respect, whether loaded or not. Always assume that your firearm is loaded and ready to shoot.
 2. Never point your gun or bow at anyone, whether loaded or not. Always point your weapon in a safe direction.
 3. Keep your safety on until ready to shoot. And remember that a safety is a mechanical device that can fail. Watch the direction your muzzle is pointing, even when the safety is on.
 4. Do not become anxious and take the safety off your weapon prematurely to the shot. It only takes a second. That is why the safety is located usually within an inch of the trigger.
 5. Clearly identify your target before you shoot. Every year individuals are shot because they are mistaken for game. Once you pull the trigger, you cannot call the shot back. Even 30 minutes before sunrise, one should clearly see their target and identify before shooting. Once again, don't let emotions get in the way and cause you to take an inappropriate shot.
 6. Keep your emotions in check and use good judgment. No animal, whether it is a large rooster pheasant flushing out of a morning's cornfield or a trophy buck running, is worth the risk of an accident. It is when these gifts of nature occur and our emotions rise that mistakes can happen.
- Always unload your firearm before climbing into a tree stand, over a fence, or into a duck blind. Never walk with an arrow nocked on your bowstring. A stumble could prove fatal.
8. Know the range of your weapon. Many deer rifles have ranges exceeding three miles. Even the diminutive .22 will travel more than one mile. Know what is behind your target and never shoot at game 'skylined' on a hilltop. You don't know what's behind that hill.

9. Take a state certified hunter education course. Contact your state Fish and Wildlife Department for upcoming classes.

10. Wear hunter orange. Forty-one states have hunter orange requirements and the other nine highly recommend it. Being visible to other hunters cannot be stressed enough.

11. Don't forget hearing protection. Many hunters will sacrifice ear safety so they can hear game coming, especially when deer hunting. There are earplugs on the market that have sonic valves in them, allowing you to hear normal sounds, but closing at the report of your firearm. Use them. All of our senses are precious and we must take care of them as best we can.



12. Always keep your firearm clean. Before cleaning, unload your firearm. Work the action several times after the last round ejects to ensure no rounds are still in the magazine. Leave the chamber open. Make sure your barrel is free of any obstruction. Shooting a firearm with an obstructed barrel can cause serious injury. Barrels can split, throwing shrapnel in your face, causing eye injuries and severe facial lacerations. Even a little bit of snow at the end of your barrel can cause enough obstruction to cause a barrel to burst. If you drop your firearm, always check the barrel for an obstruction before firing it.

13. As with any piece of equipment, a clean weapon is a functional weapon. This holds true with bows as well. Check them before use to make sure they are in good working order. All parts should be tightened and in correct position prior to hunting. Replace worn bowstrings before they break.

14. Hunting from elevated stands (treestands) is popular today. According to the International Hunting Education Association, treestand falls are the number one cause of hunter injuries and fatalities. In an IHEA study, 74 percent of all elevated stand incidents occurred while transitioning into or out of the elevated stand. Always use an approved safety harness to prevent falling when using an elevated stand.

15. Carry a fanny pack with safety items, such as a first aid kit, compass, flashlight, whistle, and matches, when hunting. Always let someone know where you are hunting and a time they should expect you back. It could save a long night should you become injured and incapacitated.

Check your local and state regulations for specific guidance for hunting in your area.

Denver Medical News Reporter Enlists

By Alice Lewis, Denver Battalion

Sometimes things happen in such an unusual way that it gives you goosebumps. Consider the fact that a local U.S. Army Health Care recruiter answered a telephone caller's questions on whether he would qualify for an Army medical enlistment, and he ends up enlisting the caller into the Army in a ceremony held at the Army Medical Detachment office, April 15.

After a few minutes conversation, SFC Robert G. Sprenger, a 33-year recruiting veteran, answered the caller's many questions and he began asking some questions of his own. Sprenger found out the caller was none other than Dr. David Hnida, the medical news reporter on the Denver CBS television affiliate.

"When Dr. Hnida came to the office for an appointment, he explained that he did not come in to join right away. He was concerned about his age," said Sprenger.

Sprenger eventually prepared the enlistment papers for the 49-year old Hnida. With numerous Army medical high ranking officials in attendance, Hnida became an Army soldier with the rank of major.

The swear-in oath of enlistment was administered by Dr. (COL) Ron Eagar, executive officer, 5502nd U.S. Army Hospital, Denver, Colo.

Other attendees were: Dr. (COL) William Pfeifer, surgeon general, 96th Regional Support Command, Denver, who also works at the Swedish Hospital, Englewood, Colo.; Dr. (COL) Robert House, commander and program director, Psychiatry Department, 5502nd U.S. Army Hospital, Denver, who also works at the University of Colorado Health Sciences Center, Denver; and COL James Youker, commander, 651st Area Support Group, Denver, who also works for the Space Imaging Department.

"My family has a long tradition of military service. I am the only one in my family who has not been involved with the military," said Hnida.

Sprenger also discovered the many current positions Hnida holds beginning with family physician, sports medicine physician, urgent care physician. He is also physician for the Colorado Disaster Medical Assistance Team, physician for the National Disaster Medical System-Central, U.S. Public Health



Dr. (COL) Ron Eagar administers the swear-in oath of enlistment to Dr. David Hnida, who now holds the rank of major in the U.S. Army.

Service, Public Health Service in Denver and medical contributor, CBS News, New York.

Hnida is presently the staff physician at Concentra Medical Center. He holds several certifications and credentials and serves on several advisory boards including the office of the attorney general of the state of Colorado.

Hnida spends much of his time consulting and preparing non-surgical treatment for sports injuries. His expertise is sought by high schools, colleges, and professional sports teams from several Colorado areas.

"The timing is just right for me — I needed this, and the Army needed me," said Hnida.

Hnida and his wife, Anne, have four children, two who play sports for their college teams.

"Dr. Hnida let me know that he is very patriotic and believes in service to country. He told me this dedication and his family values were instilled by his father who served in World War II," said Sprenger.

Sprenger, in his first year as a health care recruiter, said he was very happy to have been there to take the call that day to help with the enlistment of Hnida.

Celebrities and the Sergeant

Mid-Atlantic Battalion's SGT Mary Katz, seated far right, waits for her introduction as an award presenter during a recent ceremony held at Six Flags in Jackson, N.J. The ceremony honored the winners of the "American Heroes" Essay Contest, which included middle and high school students throughout the tri-state area. Also presenting awards were WWF wrestler Mick Foley, far left, and seated next to Katz is former N.Y. Giant Super Bowl champ, Otis Anderson. (Photo by Lenny Gatto, Mid-Atlantic Battalion)



Recruiter Reaches Out to Youths by Coaching

Story and photo by John C. Heil III, Sacramento Battalion

Coaching and recruiting go hand in hand. Recruiters must coach along Delayed Entry Program soldiers ... educate them about the Army until they leave for basic training and sometimes even beyond. There are recruiters who inspire youths to find direction in their lives through the Army. That's why it comes as no surprise that SSG Ronnie McGee is successful in both his career as an Army recruiter and as a high school coach. In fact, McGee enjoys coaching so much, that he wants to continue coaching at the high school level and eventually start a career in college after serving in the Army.

McGee's career in athletics started in 1983 as a tailback for the Pasadena Junior City College football team. He continued his football career by transferring in 1985 to the University of Southern California, a highly regarded, typically top 25 ranked team. Unfortunately, McGee was injured on the football field at USC, ending his career.

McGee joined the Army in 1994 and went into the field of infantry. "Leading troops and working with the younger soldiers gave me a lot of direction on how to implement a plan," said McGee of his time in the infantry. "As a player, I was around coaches all the time. I've learned from each of them."

One of his true favorite sports is track and field. McGee ran the 100 and 200 meter dash and 4x1 relay in high school. He was also a member for the track and field, flag football, and basketball post teams at Fort Lewis, Wash., and had the opportunity to coach the post basketball team at Fort Campbell, Ky. His love for the sport and interest in coaching culminated at Dublin High School, where he coached the men's and women's track and field team.

Prior to his arrival as the team's coach in 1999, Dublin had not won a track meet in the past 27 years. In McGee's first season, the team won four meets and continued its improvement into the next two seasons winning a combined 12 more meets. During his time at the Livermore Recruiting Station, McGee also was the assistant head coach for the girl's basketball team for two seasons. In his first year as an assistant coach, the team improved dramatically from only a two-win season to an impressive 14-6 record. Overall McGee, who was widely recognized as "the man running the show," for Dublin High's basketball team, posted a 21-18 record as an assistant coach for a program that averaged two wins a season in the previous three years prior to his arrival.

"I met with the parents and let them know what my intentions were," McGee said on the process of turning around the Dublin High School track and field program. "I told the kids that we would have some hard work ahead of us, but that the results would be rewarding. By the end of the day, they bought into it and we went on to win our first meet in 27 years."

Success as a coach has also gone hand in hand with recruiting. After three years at the Livermore Recruiting Station, McGee was transferred to be the station commander at Alameda Recruiting Station. In the first quarter as the new station commander, McGee put in four seniors. As far as McGee's concerned, it's not

the locality that's important, it's the strategy.

"There are no bad areas for recruiting," said McGee, who is two years away from his Bachelor of Arts in Sports Directing. "You just have to go out there and make it happen. Here in Oakland you get more on a personal level with the kids, like a big brother. Many of them don't have parents so they need the mentoring more."

"He still knows how to take care of soldiers in a job where that's mostly forgotten," said Alameda recruiter, SGT Owen Handle about his station commander. "He takes all the flak and makes sure his soldiers here have it a little easier."

"Once he moved to Alameda we were able to get into the high schools easier and establish rapport," said MAJ Frank Garcia, East Bay commander. "He was able to open some doors for Handle, a new recruiter."

The kids at Dublin High have naturally been interested in McGee's career in the Army. "Some kids that played sports for me, I've put into the Army," said McGee who always wore his Class B Army uniform at the Dublin games and meets.

"The parents felt comfortable with me," said McGee. "They saw me as a coach and mentor. I was able to get closer to the kids on a different level. Everyone should take this approach and get their face out there. It has always worked for me. It may not work right away, but eventually it will pay off and that's the big picture."

"I've always loved sports. It's what I really want to do. I'm getting my experience while I'm in the Army. I'm also shooting for my recruiter ring by this October."



Tim Sbranti (left) and SSG Ronnie McGee (right) coach the Dublin High School girls basketball team. In the background, girls high school basketball teams prepare for tournament play in the Summer Jam at Elk Grove High School.

6th Brigade Newcomers Always Feel Welcome

By Richard Montgomery, 6th Brigade

Around the 6th Brigade FAMILY is a six letter word always spelled with capital letters.

One part of family life that was of particular concern to Deb Varljen, wife of the former brigade commander, was the plight of newcomer families. "Due to the unique circumstances of recruiting, assisting newcomers is the most vital function of the Family Readiness Group" she said.

To prove her point she enlisted the help of Joyce Henager, the command sergeant major's wife, and embarked on a comprehensive program to ensure newcomers were welcomed as extremely valued members of the command.

It all started with the age old technique of listening to your audience. "Joyce and I listened to the spouses of recruiters, what went well for them and what the problems were. From there we came up with an outline and five categories we wanted to pursue," Varljen related.

Those five categories are: Be Supportive; Get Involved; Use Your Resources; Plan Family Time, and Reach Out to Others.

Because of the nature of recruiting, wives or husbands sometimes don't see each other much so the program points out how to plan family time and put that on the recruiter's schedule. Spouses are also encouraged to learn what his or her recruiter spouse does while working.

"We also decided on a CD as the medium. What we envisioned is that the station commanders gather the families together and use the CD in their training sessions," Varljen said.

The complicated task of putting all the categories together fell to Michael Goldstein, the Deputy APA Chief at 6th Brigade. The media mix on the CD includes video, still pictures, music, and audio sound bites.

"We enlisted the help of Nellis Air Force Base video facilities and did live interviews with Varljen and Henager in addition to

several headquarters personnel. We also had video submitted from other sources including interviews taped at a family symposium in Spokane, Wash., and some very personal experiences captured by Tom Blackwood of the Sacramento Battalion," says Goldstein.

The newcomer video became a brigade-wide effort with individual recruiters, Family Readiness Groups, spouses of recruiters, and brigade headquarters personnel all getting involved. The final editing fell to Goldstein working with very talented Air Force video technicians.

CSM Ricky Henager had already prepared a CD of his own entitled "A Day in the Life of a Recruiter" which proved to be a catalyst for the newcomer CD. "We saw what could be accomplished in-house and we moved on to other projects," Goldstein relates.

When commanding general MG Michael D. Rochell attended a recent USB, he was given an early copy to take back to Fort Knox. After viewing the program he said, "The field is wide open for good ideas to support USAREC families, recruiters, and civilians. The 6th Brigade initiatives are an example of this that I absolutely applaud and will support in any way that I can."



Football Player Leaves for Basic Training After All-Star Game

By Chris Wilson, Oklahoma City Battalion

John Winn knew college coaches would be watching him as he piled up tackles at the 101 Classic Bowl in Woodward, Okla. The football All-Star game wasn't about showing off for potential scholarships though, because Winn already knew where he was going.

"I'm joining the Army," Winn explained before the game.

Winn had been in the Army Delayed Entry Program for nearly a year.

"Once he got selected for that bowl game, I got kind of nervous because there's a lot of potential for scholarships,"

said SSG Ronald Rhodes, a recruiter in Woodward and part of the Oklahoma City Battalion.

The Shattuck graduate started at fullback and linebacker his senior year on a team that made it to the state semi-finals, and named an 8-Man All-Star by Class. Winn's description in the Classic Bowl program summed up his love for the game and dedication to Army service.

"He's looking forward to meeting new people and playing one more football game before leaving for the United States Army," it read.

"He showed up every month like clockwork," Rhodes said of Winn's time in the DEP program, "He was always in physical shape. He's just a great kid."

Winn's unique story was already having an impact on Rhodes' recruiting efforts.

"I've got five seniors from his school who want to join because of him," the recruiter explained. "That's five out of a class of 15, which says a lot."

Little Rock Takes DEP Members Out to the Ballgame

By CPT Brian R. Formy-Duval, Little Rock Recruiting Company

The crowd at the Arkansas Twisters game was on its feet cheering. Their rousing ovation wasn't for the football players but for the Army recruits reaffirming their oaths during halftime.

Seventy-five DEP members from the Little Rock Recruiting Company, Oklahoma City Recruiting Battalion, reaffirmed their oath of enlistment during the halftime ceremony of the Arkansas Twisters Arena Football game on June 21 at the Alltel Arena in North Little Rock, Ark.

To celebrate the 228th birthday of the Army, the U.S. Army and the Arkansas Twisters sponsored an Army night at the Arena Football game between the Arkansas Twisters and the Wichita Stealth. Both football teams play in the Arena Two Football League.

The night started out with a pre-game dinner and lower level seating for all of the DEP members.

"This is the first time I have been to an Arena Football Game," said Jennifer Parker, a DEP member from the Conway Recruiting Station. "I really enjoyed the game; it was exciting."

During the halftime ceremony, the 75 DEP members marched onto the field and received a standing ovation from the 8,500 people in attendance. All 75 DEP members reaffirmed their oath of enlistment and again received a standing ovation. CPT Brian R. Formy-Duval, commander of the Little Rock Recruiting Company, administered the oath. The DEP members received another standing ovation as they were exiting the field.

"The swear in ceremony was extremely emotional," said Jennifer Svilar, a DEP member from the North Little Rock Recruiting Station. "The standing ovation was a huge surprise."

"The reaction of the crowd made me proud to be a soldier," said David Carr, a DEP member from the North Little Rock Recruiting Station. "I have never seen a crowd stand up and cheer like they did tonight."



CPT Brian Formy-Duval (front) administering the oath to 75 DEP members at halftime. (Photo courtesy of CPT Brian Formy-Duval)

The North Little Rock Recruiting Station drove their Army of One van around the field during the remainder of the halftime. The Twisters' mascot, Radar, rode on top of the van and threw Army T-shirts into the crowd.

"The DEP function was a huge success for the company," Formy-Duval said. "It produced eight leads with all eight leads turning into contracts." Formy-Duval said the function also raised the motivation level of all 75 DEP members, inspiring them to provide numerous referrals and motivate other DEP members. "They were telling everyone what a great time they had and the inspiration the crowd brought to everyone," he said.

The company has developed a great relationship with the Arkansas Twisters. Setting up a recruiting booth at all eight home arena football games has produced 1,600 leads for the company. The company is already planning more events with the Arkansas Twisters for next season.

"I am really proud of what these young Americans are doing," said one fan in attendance. "Seeing them on that field makes me proud to be an American."

Army Recruiter Makes Dream Car a Recruiting Machine

Story and photo by Chris Wilson, Oklahoma City Battalion

SFC James Crosby wipes down his "Army of One" yellow and black 2000 Chevrolet Corvette and dusts off the custom painted, racing-modified engine. Corvettes have always been Crosby's dream car, and his latest hot rod is a recruiting machine.

"I'll drive it up to a high school during lunch, and the kids go crazy," said Crosby, a recruiter with the Oklahoma City Battalion.

He had some black added to the paint scheme, including a gold painted engine and a full U.S. Army logo on the hood. Crosby had U.S. Army logos added around the car and on the seats. He even got an Army of One custom license plate.

Crosby sets up his Corvette at events with a sign that reads, "What will you do with your \$20,000 enlistment bonus?"

"It's a great hook, because people always ask if the Army really gives \$20,000 enlistment bonuses, and if that's what I spent mine on," Crosby explained. "And the answer is 'yes.' We give certain bonuses and you can use them for a down payment on your dream car."



SFC James Crosby stands next to his 2000 Chevrolet Corvette.

Delta Seeks Recruiters

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

A potential Delta recruiter should meet the following prerequisites:

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

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

New Chief of Staff Takes Office

By SSG Marcia Triggs, Army News Service

In a small, inconspicuous Pentagon ceremony, GEN Pete Schoomaker came out of retirement Aug. 1, and swore to uphold the duties as the Army's 35th chief of staff.

Secretary of Defense Donald Rumsfeld was the first to make remarks during the ceremony, which was held in the office of Les Brownlee, the acting Army secretary. More than once Rumsfeld thanked Schoomaker and his wife, Cindy, for returning to duty.

"I'm absolutely delighted that General Schoomaker is going to undertake this responsibility," Rumsfeld said. "It's an enormously important one — not just for the Army but for the country."

Before retiring in August 2000, Schoomaker served 31 years in the military. He said that he knows this Army is very different from the one he entered.

"I truly feel blessed to be part of the



New Army Chief of Staff GEN Peter J. Schoomaker is sworn in as the 35th Chief of Staff by Les Brownlee, acting Army Secretary, in the Pentagon Aug. 1. Schoomaker's wife, Cindy, is holding the Bible. (Photo by Jerome Howard)

Army's future," Schoomaker said. "I have the opportunity to contend and help the Army as it becomes more relevant and ready."

Schoomaker will lead the Army on the heels of retired GEN Eric Shinseki, the former chief of staff of the Army. Shinseki started the move toward Transformation and later oversaw an Army transforming while at war.

The War on Terror is not a new war, according to a statement Schoomaker released shortly after his swearing-in ceremony. Twenty-three years ago in the Iranian desert during Operation Desert One, Schoomaker said he lost eight of his comrades.

Schoomaker said he knew grief, but he didn't know that he was in the opening engagements of this country's long struggle against terrorism.

"Our enemies have been waging [this war] for some time, and it will continue for the foreseeable future," according to the statement. "As the president has stated, 'This is a different kind of war, against a different kind of enemy.' It is a war we must win, a war for our very way of life."

Schoomaker's vast experience in both conventional and special operations, along with his genuine care and concern for soldiers and their families qualifies him to lead the Army at a very critical time in history, Brownlee said in a press release.

The Army's newest chief of staff is the first retired four-star officer ever to be called back to serve as the U.S. Army chief of staff. He and his father are also

one of the few father-and-son teams to serve in the Office of the Chief of Staff of the Army.

His father, Fred Schoomaker, who also had a long-standing military career, was the assistant to Army Chief of Staff GEN Harold Keith Johnson from 1964-1968.

Schoomaker comes from a household of career military men. His younger brother, BG Eric Schoomaker, is the chief of the Southeast Regional Medical Command.

Before hanging up his uniform in 2000, Schoomaker spent three years as commander-in-chief of the U.S. Special Operations Command at MacDill Air Force Base, Fla. Prior to that he commanded the Joint Special Operations Command, United States Special Operations Command, Fort Bragg, N.C. Then he became commanding general of the Army Special Operations Command at Fort Bragg until October 1997.

DOD, DOL Partner to Support Military Families

News Release from the U.S. Department of Defense

Secretary of Defense Donald H. Rumsfeld and Secretary of Labor Elaine L. Chao signed a memorandum of understanding at the Pentagon to promote cooperative efforts between the departments to improve the quality of life of service-members and their families and to contribute to the quality of the American labor force.

The MOU provides a framework for a broad range of continuing efforts between the departments including three important areas: connections to the job markets in America's communities, involvement with labor laws that affect reemployment (i.e., training, unemployment compensation), and interest in states' reciprocal licensing and certification requirements needed to qualify for employment.

"All of our people who serve are volunteers and we owe them a great debt of gratitude," said Rumsfeld. "If there is anything we can do to improve their lives and create a circumstance that is better for them it is just enormously important and this is one of them."

The agreement will help military spouses establish careers despite having

to transition among job markets due to frequent relocations. It will also strengthen the DOL's efforts to support returning reservists' job searches, employ America's Job Bank to recruit for military jobs, expand DOL's employment infrastructure to support military spouse employment, and encourage corporate America to hire returning reservists and military spouses.

"We are so proud of our men and women in uniform," said Chao. "Now it's our turn to support them by providing separating servicemembers, military spouses, and veterans with the help they need to succeed in the workforce. We are committed to connecting these men and women with employers eager to tap their dedication, talent, and skills."

Examples of the collaboration between DOD and DOL include establishing One Stop Career Centers near major military installations (Norfolk, Va.; San Diego, Calif.; Fort Campbell, Ky.), expanding opportunities for reservists and military spouses to access training and education grants, exploring options with states to offer unemployment compensation to military spouses, working across states to improve reciprocity for state certifications and licensing requirements to reduce employment lags, and targeting unemployment by establishing a military spouse unemployment index.

One of USAREC's Best Kept Secrets — Until Now

By John Nix, USAREC Soldier and Family Assistance

The Soldier and Family Assistance Branch at USAREC Headquarters receives calls daily that could be answered by visiting the USAREC Soldier and Family Assistance Web site. The Web site provides valuable information for soldiers, families, commanders, and support staff.

The Web site is updated regularly with information received from the Department of the Army Community and Family Support Center, TRICARE, and other agencies that serve soldiers and their families.

The Web site contains nine sub-Web pages to direct users to their area of interest. The sub-Web pages include:

Family News — A variety of general news and information for families, i.e., amusement park discounts, spouse AKO e-mail accounts, response to terrorism, etc.

Personal and Family Wellness — Information about the employee assistance program, Exceptional Family Member Program, suicide prevention, and other wellness topics.

Financial Assistance — Information about Thrift Savings Plan for military, travel claims, DFAS, etc.

Relocation Assistance — Information about SITES (Standard Installation Topic Exchange Service) and assistance through EAP Consultants.

Army Family Team Building — Download the USAREC AFTB newsletter, training schedule, report forms, and other AFTB information.

Family Advocacy Program — Information about the USAREC FAP, phone numbers and e-mail links to USAREC FAP staff, download the "Parenting Skills Guide for Healthy Families" and other information.

TRICARE — Information about TRICARE services, dental services, points of contact, telephone numbers, e-mail links, and medical information.

Volunteer Awards — Description of awards, requirements for receiving awards, report form, and other information.

Visit the USAREC Soldier and Family Assistance at <http://www.usarec.army.mil/hq/hrd/SFA/index.htm> for additional information. It is a public Web site and can be accessed from any computer.

You can download a copy of the "USAREC Family News" before you receive it in 'snail mail' each quarter.

Type O Blood Donors Badly Needed



Special to American Forces Press Service

The Armed Services Blood Program needs eligible Type O blood donors to support ongoing military operations worldwide and to replenish the military's frozen blood reserves.

"Type O donors are the first line of defense for trauma victims. Until a blood type can be verified, Type O blood is

used to keep trauma victims alive," said Air Force Lt. Col. Ruth Sylvester, Armed Services Blood Program director. "Once their blood type is determined, type-specific blood is transfused. But without Type O blood available, many patients would never make it until the test results came back."

A single battlefield injury victim can require more than 40 units of blood in an emergency. Type O donors are especially important to readiness because their blood can be transfused safely for all blood types, especially in remote areas where it's not possible to test for blood type.

The Armed Services Blood Program also needs Type O blood to maintain its frozen blood reserve. The military maintains a supply of frozen red blood cells to use when fresh blood is not immediately available. Since frozen blood can be safely stored for up to 10 years, it ensures that blood is always readily available to meet the military's needs worldwide.

Extending the shelf life of blood from 42 days (for liquid red cells) to 10 years in strategic locations enables the blood program to make frozen blood available until the supply of liquid blood begins to flow. But storage requirements and thawing equipment needed to use frozen blood prevent it from being used everywhere.

Making the present need more acute is that the military blood donor centers can only collect blood from active duty service members, government employees, retirees, and military family members. That excludes many Operation Iraqi Freedom veterans, who are deferred from donating for one year because they served in areas where malaria is endemic. This makes regular donations from eligible donors critical.

"We're always thankful to our donors," Sylvester said. "We know that blood donations save lives every day. Repeat donors and those who ask that we call them when their blood type is needed help ensure we have a consistent supply of all blood types. They're literally lifesavers when an urgent need arises."

Blood program officials encourage potential donors or those who could sponsor a group blood drive to contact

their local military blood collection facility.

(Based on a release from Army Surgeon General's office, executive agent for the Armed Services Blood Program.)

SMA Announces Retirement

By Natalie Granger, Army News Service



The Army's top enlisted soldier announced his retirement plans at the Army Retirement Services conference in Crystal City, Va.

After 37 years of service, SGM of the Army Jack L. Tilley announced that he will be retiring in January.

Tilley was speaking to retirement services officers and transition personnel at their biennial conference.

In his opening statement, he thanked the audience for everything they do.

"You make a difference in the attitudes of soldiers as they leave the military," Tilley said.

He went on to captivate and motivate the audience with stories of wounded soldiers and personal experience of his retirement preparation.

Tilley focused on the importance of family and friends, and of the little things done everyday. He also stressed having faith, and staying motivated and motivating others.

"We are all leaders," Tilley said.

We need to talk to soldiers about planning for retirement earlier, so they are prepared when that time comes, he added.

eCybermission Still Needs Army Volunteers

By Joe Burlas, Army News Service

With fewer than two months to go before teams start registering for this year's competition, eCybermission is still short of the number of adult volunteer "ambassadors" and "cyberguides" it needs to support its goal of 5,000 teams of sixth-, seventh- and eighth-graders.

Launched last fall, eCybermission is an Army-sponsored math, science and technology competition conducted online to encourage American youth interest in those subjects.

"In America, so many of the privileges and comforts we enjoy were made possible through advances in math, in science, in engineering, and in the technologies they enable," former Army Chief of Staff GEN Eric K. Shinseki said at the eCybermission kickoff ceremony last October. "From the automobile to the space shuttle, from the telegraph to the Internet, our progress has been marked by leadership and innovation in the disciplines of math, science and engineering. Incredibly, however, there seems to be decreasing interest in these subjects."

Specifically, eCybermission officials are looking for soldier, Army civilian or retiree volunteers to serve as ambassadors to promote the contest in their local middle schools and cyberguides to assist competitors conduct online research into their projects.

As of July 22, only 83 ambassadors and 23 cyberguides were signed up — well short of the 600 ambassadors and 80 cyberguides program officials hope to get before September, said Kate Sparrow, a senior consultant with eCybermission contractor Booz Allen Hamilton.

Rose Pesce Rodriguez, an Army civilian chemist with the Army Research Lab at Aberdeen Proving Ground, Md., got handed a list of 20 middle schools to contact about the competition when she completed eCybermission ambassador training last year. After contacting all 20, she went back for more — eventually contacting a total of about 100 middle schools before team registration closed.

One of those Maryland schools she contacted fielded a team that took second place in the regional competition this year.

Rodriguez said most of her contacts with the schools were 15- to 30-minute phone calls to science teachers, principals, and other school administrators. In some cases, she visited schools and gave formal presentations about the eCybermission competition.

Admitting that science outreach to youth is a personal passion, Rodriguez said she really wanted to reach girls at a young age because by high school the opportunity to spark interest in science is for most lost.

All eCybermission volunteers must

successfully pass a National Agency Check and will receive training on their responsibilities prior to assuming ambassador or cyberguide duties.

To volunteer as an ambassador, visit www.ecybermission.com, or e-mail ambassadorprogram@ecybermission.com.

To volunteer as a cyberguide, visit www.ecybermission.com, or e-mail missioncontrol@ecybermission.com.



A U.S. military search team uncovers a Cold War-era MiG-25 Foxbat interceptor buried beneath the sands in Iraq. Several MiG-25 and Su-25 ground attack jets have been found buried at al-Taqqadum airfield west of Baghdad.
Photo by Master Sgt. T. Collins, USAF

American Forces Pull Hidden MiG Fighters Out of Iraqi Desert

By Kathleen T. Rhem, American Forces Press Service

American forces have found Russian fighter jets buried in the Iraqi desert, Defense Secretary Donald Rumsfeld said in an Aug. 5 press briefing.

"We'd heard a great many things had been buried, but we had not known where they were, and we'd been operating in that immediate vicinity for weeks and weeks and weeks ... 12, 13 weeks, and didn't know they were (there)," Rumsfeld said.

The secretary said he wasn't sure how many such aircraft had been found, but noted, "It wasn't one or two."

He said it's a "classic example" of the challenges the Iraqi Survey Group is facing in finding weapons of mass destruction in the country.

"Something as big as an airplane that's within ... a stone's throw of where you're functioning, and you don't know it's there because you don't run around digging into everything on a discovery process," Rumsfeld explained. "So until you find



A U.S. military search team prepares to move a Cold War-era MiG-25 Foxbat interceptor that was found buried beneath the sands in Iraq. Several MiG-25 and Su-25 ground attack jets have been found buried at al-Taqqadum air field west of Baghdad. (Photo by Master Sgt. T. Collins, USAF)

somebody who tells you where to look, or until nature clears some sand away and exposes something over time, we're simply not going to know.

"But, as we all know," he added, "the absence of evidence is not evidence of absence."

eMILPO Replaced SIDPERS3 in August

Army News Service

The Army's new electronic military personnel office, eMILPO, will improve basic personnel actions and save soldiers' time, officials said. It went online Aug. 1.

The system is the next major step for Army personnel transformation, according to officials at the U.S. Army Personnel Command in Alexandria, Va.

First there were morning reports prepared by first sergeants. Soldiers in line to get paid were common practice in the Army in the 1980s.

Then came several versions of the Standard Installation Division Personnel System, known as SIDPERS. Permanent change of station departure and arrival transactions are examples how SIDPERS "tracks" soldiers today.

The new eMILPO is a Web-based system and will require little training, officials said.

The eMILPO system, however, is an interim step toward a much larger, multi-service, integrated personnel and pay management system called DIMHRS,

officials said. They said the Defense Integrated Military Human News Release from the U.S. Department of Defense Resources System will be driven primarily by PeopleSoft8, a pure Internet commercial-off-the-shelf software.

The Army will be the first service to implement DIMHRS when it comes on line next year, PERSCOM officials said.

(Editor's note: Information provided by LTC Stan Heath, U.S. Army Personnel Command public affairs officer.)

Shades of Green at Disney World Now to Reopen in March 2004

Special to American Forces Press Service

The refurbished Armed Forces Recreation Center Shades of Green on Walt Disney World Resort won't open till March 1, 2004, instead of the originally planned Dec. 15, 2003, date.

Unexpected construction delays caused officials to move the date back 76 days, according to Peter F. Isaacs, chief operating officer at the U.S. Army Community and Family Support Center. The Army serves as the executive agent, operating AFRCs for DOD.

"We sincerely regret the inconvenience this causes our customers and want to give them as much advance notice as possible. We are in the process of notifying those who have reservations and offering them other options" said Isaacs.

"The information about our new opening date and reservations is on our Web site," said McCrindle, adding, "The best way to make a reservation is to use the Web site as the phones tend to be overloaded."

For more information, access www.shadesofgreen.org or call toll free 1-888-593-2242.

Early Intervention Saves Families

By John Nix, USAREC Soldier and Family Assistance



One key to preventing domestic violence is early intervention by others. A major thrust of the USAREC Family Advocacy Program is prevention education, but briefings only point soldiers and family

members in the right direction. Your involvement by offering assistance is the greatest asset in assisting families and preventing domestic violence.

The employee assistance program (through EAP Consultants) offers face-to-face counseling at no cost to USAREC soldiers and their family members. The service includes up to four sessions with a professional counselor in their local area. While the number of sessions is limited, the number of issues is unlimited — i.e., one can attend four sessions for stress management, then four sessions for depression, or other issues.

If more than four sessions are required to resolve an issue, the soldier or family member will be responsible for the cost of additional sessions. The counselors will try to identify the needs and recommended number of sessions during the first session.

Counseling sessions are private and confidential. EAP Consultants only report the usage numbers to USAREC; the usage rate helps justify the cost of providing the service for soldiers and family members.

Early intervention by encouraging someone to take advantage of the counseling service may resolve the issue in fewer than four sessions. Counseling and communication skills training can enhance relationships and prevent escalation of domestic violence. If assistance is not offered and accepted, the violence may result in serious injury or death.

Command support for soldiers and families is an essential element for success and making the recruiting mission. Leadership needs to ensure that all soldiers and family members know about the services that are available and provided for them. Supervisors may also contact EAP Consultants on behalf of their personnel to request counseling.

To stand aside and do nothing to assist makes you part of the problem. Help your fellow soldiers and family members. Maybe they will return the favor when you and your family need assistance.

Contact your Soldier and Family Assistance Program Manager for the phone number and Web site of EAP Consultants.

Gold Badges

RSM JULY 2003



ALBANY

SFC Keith Roberts
 SFC Jorge Rivera Torres
 SSG Patrick Papia II
 SSG David Schoettle Jr.
 SSG Roger Borja
 SSG Eric Flynn
 SSG Cameron Vannorman
 SSG Grady Fitzpatrick Jr.
 SGT Celia Zayas
 SGT Steven Morrell Jr.
 SGT Gary Fisher II
 SGT Lemuel Webb
 SGT Paul Bergeron

ATLANTA

SSG Albert Paxton
 SSG Adam Cureton

BECKLEY

SFC Frank Branch
 SSG Carl Morris
 SSG William David Terry Jr.
 SSG Joseph Welein
 SGT Jason Church
 SGT Gary Harney

CLEVELAND

SSG Robert Hunter
 SSG Lee Bettis

SGT Sean Fahnstock
 SGT Todd Karch

COLUMBIA

SFC Barry Blakeney
 SSG Stephen Bulwinkle
 SSG David Gaffney
 SSG John McKnight

COLUMBUS

SSG Timothy Campbell Sr.
 DENVER

SFC Eric Mulero

SSG Walter Start

SSG James Parsons

SSG Daniel Baker

SSG Marc Agostinelli

SSG James Foster

SSG Mark Zurbuchen

SGT Billy Williams

SGT Andrew Trujillo

SGT Jay Denton

SGT Jay Bogle

CPL Chad Stanley

DES MOINES

SFC James Walker
 SSG Michael Salak
 SSG Jeremy Vis
 SSG Jason Weckman
 SSG Richard Detoy
 SSG David Tracy
 SSG Michael Sommers
 SGT Tracy Warren
 SGT Antwan Holden
 SGT Alan Wynn
 SGT Chalawnda Kelley

SGT David Brooks

GREAT LAKES

SSG Shane Brown
 SSG Scott Brunner
 SGT Christin Newton

INDIANAPOLIS

SSG Troy Gibson
 SSG Frank McClain
 SSG Chaka Thomas
 SGT William Nadolski
 SGT Willie Minnifield

JACKSONVILLE

SFC Kenneth Upshaw
 CPL Demetrius Crittenden

CPL Kenneth Cisson

MIAMI

SSG Jose Rodriguez
 SSG Ricardo-Cruz
 SGT David Holley

MID-ATLANTIC

SFC Eric Ivey
 SFC Christopher Miller
 SFC Earl Raymond

SSG Brian Vasquez

SSG Kenneth Shuman

SSG Shawn Clark

SSG Alfred Kenneth III

SGT James Mangini

SGT Misty Glass

MONTGOMERY

SGT Roderick Mathis

SGT Daniel Harrison

SGT Richard Thompson

SGT James Lawler

SGT Robert Webb

NASHVILLE

SGT John Jones

NEW ENGLAND

SSG Johnny Dennis
 SSG Charles Woods
 SSG Stephen Parello
 SSG Chico Carter
 SSG Brian Favreau
 SSG Brian Blomberg
 SGT Loren York

SGT William Smith

NEW ORLEANS

SSG Deandre Gresham

SSG Robert Pabel

SSG Gary Savoir

SGT Derrick Morris

NEW YORK CITY

SSG Deborah Ogburn

SSG Bernard Garlick

SSG Alton Dunham

SSG Sharif Na'eem-Musiddiq

SSG Jorge Rodriguez

SSG Trevor Ferguson

SSG Britton Gerald

OKLAHOMA CITY

SFC Michael Long

SSG Valerie Arnold

SSG Richard Valencia

SSG Charles Smith

SSG Larry Tiemann

SSG Ramon Paredes

SGT Rodney Bass

SGT Hobert Park

PHOENIX

SFC Noel Delozzo

SSG Derrek Curry

SSG James Hawley

SSG Timothy Hale

SGT Theodore Polanco

SGT William Marcial

SGT Jason Moore

PITTSBURGH

SGT Melvin Parsons

PORTLAND

SFC Raymon Collett

SSG Nathan Correia

SSG John Funneman

SSG Lester Prescott

SSG Bradley Hardesty

SSG Coby Heath

SSG Derwin Wilson

SSG Robert Pope

SSG Paul Teatro

SGT Edward Villacruz

SGT Charles Neely

SGT Ronald Towell

RALEIGH

SGT Latonia Bryant

SACRAMENTO

SSG William Dressel

SALT LAKE CITY

SFC Phillip Hanback

SFC William McClendon

SSG Clyde Miller

SSG Paul Hatch

SSG Mark Bruchhauser

SSG Joseph Burgess

SSG Thomas Andersen

SSG Ryan Hayes

SSG Matt Alexander

SSG Roy Roberts

SGT James Tharpe

SEATTLE

SFC Patrick Andrus

SSG Michael Bertram

SSG Darrel Borek

SSG Andrew Price

SSG Steven Loduha

SGT Cody Long

SGT Jimmy Magee

SGT Andrew Phelps

SGT Christopher Nelson

TAMPA

SSG Joel Diaz-Sanchez

Recruiter Rings

RSM JULY 2003

ALBANY

SFC Robert Brault

ATLANTA

SFC Victor Denson

SSG Joseph Barker

BALTIMORE

SSG David Cathers

SSG Marvin Dillon

SSG Jason Hipp

BECKLEY

SFC Harry Unroe

SSG Christian Humphrey

SSG Daniel Hughes

SSG Douglas Sargent

SSG Zachery Taylor

CLEVELAND

SFC Richard Wylie

SSG Joseph Creeps

SSG Aaron Martin

COLUMBIA

SFC Angelina Craigen

SSG Richard Benson

GREAT LAKES

SFC Shawn Cooper

HOUSTON

SSG Marty Cooper

SSG Jonathan Jackson

SSG Gerald Kimbley

SSG Steven Webb

INDIANAPOLIS

SFC William Brewington

SFC Jeffery Schinabeck

SSG John Sibley

JACKSONVILLE

SSG Mernita Martin

SSG Steven Stabile

SSG Christopher Wallace

KANSAS CITY

SSG Clayton Finch

MIAMI

SFC Gregory Jung

SFC Luis Robles

MID-ATLANTIC

SFC Christopher Fletcher

SFC Eric Hitch

SFC Bennie Ruth

SFC Jeremy Williams

SSG Bobby Ehrig

MINNEAPOLIS

SFC Godfrey Collins

SFC Keith Steiner

NEW ENGLAND

SSG Vincent Smith

NEW YORK

SFC Edgard Valdri

PHOENIX

SFC Michael Cummins

SFC Michael Farber

SFC Roger Moncayo

SFC Elizondo Perez

SFC Brande Small

SFC Jorge Valenzuela

SFC John Vasquez

SSG Jeffrey Johnson

SSG Kenneth Riley

SSG Tiphany Ward

SGT Wade Town

PITTSBURGH

SFC John Copeland

SFC Alex Gibson

SFC Ian McDougal

SFC Walter Jordan

PORTLAND

SSG Nathan Colbert

SSG Loren Holm

SSG Paul Thompson

SSG Melvin Fernandez

SSG Gregory Pinkal

SSG Adam Sebetich

SGT Daniel Kinzig

RALEIGH

SFC Danny Griffith

SSG Denise Robinson



SSG Randall Armstrong

SSG Deirdre Bell

SSG Tracy Hayes-Hall

SSG Steven Kelley

SSG Michael Kelly

SSG Kevin Osborne

SEATTLE

SSG George Moore

SSG Jonathan Barker

SSG Joseph Babesh

SGT Christian Marsh

SPECIAL FORCES

SFC Charles Littrell

SYRACUSE

SFC Anthony Harris

SSG Anthony Piraino

TAMPA

SFC Andres Lora

SFC Adrian Williams

SSG Dwayne Brown

SSG Stephen Fletcher

SSG Dana Maynard

SSG Daniel McKim

SSG Brian Messerschmidt

Morrell Awards

RSM JULY 2003

ATLANTA

SFC Darwin Crooks

BALTIMORE

SFC Sue Arcia-Collins

SFC Vivian Grant

SFC William Lewis

SFC Vincent Herrington

SFC Shane Ross

BECKLEY

SSG Charles Bolyard

DALLAS

SFC Steven Grinie

DENVER

SFC Shannon Rice

SFC William Massey

SFC Neal Melling

HOUSTON

SFC Francessie Abram

INDIANAPOLIS

1SG Vincent Lewis

SSG Mark Cochran

JACKSON

MSG Tracy Miller

JACKSONVILLE

SFC Robert Frazier

KANSAS CITY

SFC Eldon Duncan

SSG Walter Hermreck

MIAMI

CSM Robert Jones

SFC Craig Stevens

SFC Michael Davis

SSG Jack Taylor

MINNEAPOLIS

SFC Stephenie Wilson

NEW ENGLAND

CSM Joseph Laplante

SFC Dominick Dagostino

SFC Kevin McConkey

NEW YORK CITY

SFC Alfonso Boyd

PHOENIX

SFC Elliott Medford

SFC Chester Carnevale

PITTSBURGH

SFC Eric Hawes

PORTLAND

SFC Kenneath Carter

SFC James Stevens

SFC Gregory McNeill

RALEIGH

SSG Marc Baker

SSG James Bethea

SSG Steven Pittenger



SALT LAKE CITY

SFC Alfred Wombles

SFC Scott Fox

SEATTLE

SFC James Hastings

SFC Tommy Tucker

SSG Anthony Moye

SPECIAL FORCES

SFC James Mendelson

ST. LOUIS

SFC Christopher Figura

SYRACUSE

SSG James Barnes

The Test

1. Which of the following is not a symptom of heat exhaustion?

- a. Profuse sweating
- b. Headache
- c. Weakness
- d. Difficulty seeing

2. Which applicant is not eligible for enlistment?

- a. Divorced and shares joint physical custody of one child
- b. Divorced and pays child support for one child
- c. Divorced and pay child support for two children
- d. Married with two children

3. Male soldiers are not required to wear headgear to evening functions.

- a. True
- b. False

4. The _____, or lack thereof, for each DEP and DTP member largely determines if they will fulfill their contractual obligation.

- a. consideration
- b. conversation
- c. enthusiasm
- d. attitude

5. DEP losses generally fall into two categories. They are _____ and _____.

- a. apathy; loss of interest
- b. apathy; disqualification
- c. medical; apathy

6. When aiming the M18A1 claymore mine, the aiming point should be at ground level _____ in front of the mine.

- a. 100 meters
- b. 25 meters
- c. 75 meters
- d. 50 meters

7. How deep should a fighting position be dug?

- a. knee deep
- b. armpit deep
- c. 18 inches deep
- d. 4 feet deep

8. Who is authorized to do a telephonic check on an Army Reserve applicant for the purpose of verifying that the applicant has a high school diploma?

- a. Commissioned officer
- b. Operations NCO
- c. Company first sergeant
- d. Guidance counselor
- e. None of the above

9. FM 22-101 covers _____ .

- a. training the force
- b. leadership doctrine
- c. soldier team development
- d. has been rescinded

10. A USAREC Form 446, School Folder, is to be initiated _____.

- a. only on historically productive schools
- b. only on schools that administer the ASVAB
- c. the day of the first school visit
- d. July 1 or the next available workday

11. In preparing your college penetration plan, you will record the school assessment information and objectives onto _____.

- a. USAREC Form 1201
- b. USAREC Form 635G
- c. USAREC Form 762 A
- e. USAREC Form 1035

12. What USAREC form must be completed and approved for DEP extension?

- a. Form 1035
- b. Form 1036
- c. Form 1034
- d. Form 996

13. What are some basic preparations that should be completed prior to the beginning of the school year?

- a. Review school plan for upcoming year.
- b. Initiate school folder for assigned high school and colleges.
- c. Schedule a faculty COI breakfast.
- d. Receive training on ASVAB promotion and interpretation.
- e. A and b.
- f. All of the above.

14. What month should your school program officially begin?

- a. July
- b. August
- c. September
- d. May

15. The range card provides which of the following functions?

- a. Shows the gunner where to place fire on designated target during limited visibility.
- b. Provides the gunner conducting a relief in place all the information needed to respond immediately to enemy action.
- c. Provides the platoon leader and company commander information for their fire plan.
- d. All of the above.

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

Mission Box

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



RSM July 2003

Top Regular Army Recruiter

SSG William Moore
New England
SGT Shannon Rinson
Baltimore

SSG Chad Lucas
Jacksonville
SSG Majid Salahuddin
Raleigh

SGT Andrew Schmidt
Minneapolis

SGT Richard Rose
Dallas

SSG Donald McClure
Seattle
SGT Stephen Vigil
Portland

Top Army Reserve Recruiter

SFC Karol Beale
Baltimore

SFC Norman Gentle
Raleigh

SSG Cory Thurman
Columbus
SGT Scott Simmons
Milwaukee

SFC Rodney Knight
Houston

SSG Lisa Osgood
Los Angeles

Top Limited-Production Station

Frederick
Baltimore
SFC Timothy Meech

Perrine
Miami
SFC Virgilio Carter

Dewitt
Great Lakes
SFC Derrick Gordon

North Des Moines
Des Moines
SSG Joseph H. Cloke

Albany
Portland
SFC Chrls Brady

Top On-Production Station

Martinsville
Beckley
SSG Maurice Frink

St. Croix
Miami
SSG Rolando Sierra

Alpena
Great Lakes
SSG Todd Easterday

Bastrop
San Antonio
SFC Albert Jacques

Craig
Denver
SFC Michael Shellman

Top Company

Manchester
New England

Greenville
Raleigh

Lansing
Great Lakes

Des Moines
Des Moines

Everett
Seattle

Top Battalion

None

None

None

New Orleans

Phoenix

Top Army Medical Department Detachment

Boston

Florida Team

Indianapolis

New Orleans

None

Answers to the Test

1. b. STP 21-1-SMCT, pg 490
2. a. AR 601-210, para 2-9c(3)(a)
3. a. AR 670-1, para 1-1-10k(3)
4. c. USAREC Reg 601-95, para 2-3a
5. b. USAREC Pam 350-7, para 6-15
6. d. STP 21-1-SMCT, 071-325-4425, pg 196
7. b. STP 21-1-SMCT, 071-326-5703, pg 245
8. e. AR 601-210, para 2-7b(1)
9. d. FM 22-100 and FM 22-101 were combined
10. d. USAEC Reg 350-6, appendix C-3
11. a. USAREC Reg 601-104, para B-3b
12. c. USAREC Reg 601-95, para 3-4b
13. f. USAREC Pam 350-13, para 2-7a
14. a. USAREC Pam 350-13, para 5-1a
15. d. STP 21-1-SMCT, pg 134



**MOST JOB TRAINING TEACHES YOU
HOW TO MAKE SOMETHING.
MINE TAUGHT ME WHAT I'M MADE OF.**

AN ARMY OF ONE



U.S. ARMY