

# RECRUITER

United States Army Recruiting Command

September 2004

# Journal



OPERATION

to BLUE

GREEN



# RECRUITER

United States Army Recruiting Command

September 2004, Volume 56, Issue 9

# Journal

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*Photo by Len Butler*

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## Upping Recruiter Strength in '05

As we enter the new recruiting year, it seems FY 05 might be fraught with a number of unusual recruiting challenges. However, this only appears to be true at first glance. In reality, Army leadership has provided several advantages that will carry us through to successful achievement of the mission.

First and foremost, the Department of the Army will provide nearly 1,000 additional recruiters within the next few months to assist us in reaching the FY 05 goal.

Included in the increase are more than 200 seasoned recruiters with station commander management know-how and top-notch leadership skills. These are the guidance counselors and operations NCOs returning to on-production duty positions, because that's where the Army needs them. A good number of these recruiters served in recruiting during Desert Storm and Desert Shield when they acquired excellent recruiting skills with which to work the current environment. Much of today's recruiting policy was developed around the excellent contributions they rendered to the command throughout the mid '90s.

In addition, approximately 250 former detailed recruiters have reclassified into the 79R specialty. Well-trained and ready to return to recruiting duty, these former recruiters have been handpicked from a pool of nearly 1,500 packets. Additionally, they represent the best of the best throughout the Army, bringing advanced leadership and proven recruiting skills to the table.

Many of the new recruiters arriving at stations across the command will have had extraordinary duty assignments. In most instances, they are OIF and/or OEF returnees. Their operational experiences will provide much needed insight to our Centers of Influence as well as to our Future Soldiers. Imagine what it will mean to a Future Soldier to hear firsthand accounts of service in Iraq as they work their way through the tasks of basic training.



*Maj. Gen. Michael D. Rochelle*

In addition, there simply can be no better way for Centers of Influence to better understand the commitment or selflessness of our Soldiers than from those who have most recently served on the front lines of the global war on terror. The Soldiers will be able to share their good news stories of working side by side with the Iraqi population, from opening a new school for the Iraqi children to providing much needed security in the country.

Continuing to build the recruiter strength will be an additional 100 E-4 recruiters. These Soldiers have volunteered to come to recruiting duty for a two-year tour. These Soldiers are from a variety of career field specialties and many have deployment experience. Your leadership skills will assist them in joining a winning team and making them winners in recruiting the future force. The remaining numbers required to build our strength will come to us through normal rotations and assignments.

All Soldiers, whether returning to recruiting duty as a formerly detailed recruiter, returning to an on-production position from a staff assignment, or arriving brand new to recruiting duty, have demonstrated excellent commitment to this vital mission. I recently met with nearly 400 of them at the Recruiting and Retention School. To characterize them as "fired up" is an understatement! They are pumped!

The future is bright, and I cannot imagine a more exciting period to be recruiting the strength for our magnificent Army!

### Mission Box!

# Station Missioning Concept — Yesterday, Today and Tomorrow

The beginning of the Station-Missioning Concept was born out of years of experimentation within USAREC during the 1990s. Central to this major shift in business practice were questions focusing on empowering station commanders, redefining success for each level of command, and the perceived restrictive and burdensome doctrinal and process-oriented recruiting management systems. During FY 1999, the command published an Operational and Organizational Concept for Station Missioning. It provided broad guidance on the way ahead with some specific guidelines for the conduct of recruiting operations at all levels. Despite the slow progress of fixing the associated doctrine, USAREC experienced great success under this concept but at a very high price to Soldier and leader development.

Before station missioning — when the station commander assumes total responsibility for the station's mission — individual recruiters reported to their company commander and signed for a mission on a UF 711-2.

Success for the individual recruiter was “individual mission box” and nothing less. Recruiters were semi-autonomous but were required to develop their own mission accomplishment plans and daily/weekly work plans (subject to station commander approval) to support mission accomplishment.

Effective understanding and execution of the Recruiter Production Management System was a must to organize work efforts and for consistent mission box performance. Recruiters understood the full spectrum of sales and sales management — everything from the dynamics of individual recruiter zones to the art of self-leadership. Confident and competent recruiters provided a solid platform from which to grow future cadre leaders.

While the Station Missioning O&O prohibited individual UF 711-2, it did not

constrain station commanders from assigning a portion of the station mission to individual recruiters. Nor did it prohibit leaders from ensuring individual recruiters used time-tested doctrine, principles and systems (mental leap from legacy Closed-looped Recruiter Production Management System, e.g., 200-card boxes, paper-based LRLs, to current ARISS) to self-manage individual production. Somehow over the past few years we have unintentionally allowed recruiters' basic skills to atrophy (all in the name of station mission). Surely this was not the original intent of the concept.

In the absence of pointed doctrinal guidance, station commanders usurped recruiter roles by taking it upon themselves to provide unintended “micro-managed” leadership as the solution for mission success. Intended station commander empowerment (presumptive leadership, management and training competence) in reality has had a disempowering effect on station commanders. Most feel that they have the autonomy to employ individuals as they see fit; however, most are unwittingly shouldering the total burden of accomplishing the station's mission without adequately holding individual recruiters accountable for their contribution to the team's success. This must be corrected and requires leader involvement at all levels to develop recruiters and station commanders to meet the true intent of the concept.

The true goodness of station missioning lies in empowering station commanders to leverage individual recruiter potential and exploitation of station assets and systems (unlike the restrictive “old school of thought”). Being able to strategically mass “firepower” in key market segments (ZIP codes and schools) is a good example of overcoming past restrictive doctrine. This empowerment allows for higher levels of



*Command Sgt. Major Harold Blount*

team building and truly tests station commanders' leadership capabilities. Further, it tests individual recruiter commitments to individual and team success, as well as a commitment to self-study and self-development.

This “folklore and tribal wisdom” as accepted business practices and as a means to develop the force is wrongheaded. Most existing doctrine is still relevant, but only to the degree that “adaptive thinking” is applied as changes have occurred, yet updates have not kept pace. Senior 79Rs must fill this void until the release of the updated operational doctrine in 2d Quarter, FY 05. Help is on the way. However, we can ill-afford to wait to make these adjustments. The Army's accession mission hinges upon this very notion.

Station missioning is a viable business concept. However, success now and in the future requires leaders to assess their application of the concept. Fundamentally, station missioning only changed the way we mission field recruiters and added a measure of empowerment to the station commander to truly command and control their stations. It did not radically change the recruiting process nor the critical tasks of recruiting and recruiting management. Technology has changed; however, with expansive thinking, the same recruiter and leader tasks it took to meet mission requirements in the past must be executed and trained in the contemporary-recruiting environment. God bless all and good recruiting.

# How Do We Spell Well-Being?

By Chaplain (Lt. Col) Lyndell E. Stike

Well-being is a new buzzword that has exploded into our military vocabulary. Commands are creating committees to review and implement wellness programs. Meetings are conducted at every level to discuss the state of well being within commands. David White, Chief of the Well-Being Liaison Office, publishes a magazine entitled “Army Well-Being,” which addresses various issues and subject matter. In order to support Soldiers and their families, the Well-Being Liaison Office launched a new Web site, [www.wblo.org](http://www.wblo.org).

Well-being is on every commander’s plate, however, there are times when it is difficult to define just what we are talking about. Is it just a statistical exercise in which we gather raw data or do those numbers need analysis and verification? Are we merely attempting to obtain “green” indicators on our slide presentations or are there flesh and bone Soldiers and family members behind each of those numeric expressions with hopes and dreams?

In a time of diminishing resources, there is a cry for “value added” numerical indicators and empirical “measurements.” How can we measure well-being in our command and in our communities?

If we go to a doctor and ask him or her to provide us with an indication of our physical well-being, he or she will conduct a total physical exam. An eye examine will reveal if we can focus on objects around us near and far. Doctors will examine our ears to ensure whether our hearing allows us to distinguish sounds and tones. A stethoscope will be placed on our heart to listen to the flow of blood pumping through this organ. A rubber reflex hammer will indicate our reflex response. A technician will draw blood to evaluate our chemical balance. Nurses will measure our height and weight. We will have X-rays, EKGs, and possibly a CAT scan to give us a comprehensive picture of our physical well-being.

If well-being is not raw data but rather a state of being, how do we measure this state? Productivity can indicate positive and negative issues in ones life, however, I believe it takes a physical exam. Yes, leaders must sit down with Soldiers and family members and have a conversation. Leadership must check out focus. Does the individual possess a clear picture of where they are headed? Are issues, events, and stressors



distracting their vision? We must check height and weight. Are Soldiers and family members outweighed with relational, financial, and parenting issues? No matter how hard one runs, if we have rocks in our pockets, we will run slower. A close examination of the heart reveals our passion. Who do we love? What are we willing to die for? Where do we spend our time and money? The chemical balance in our bodies can ensure a better life and the same is true about emotional balance. Do our Soldiers and family members have a balance in their activities? Are they running in a rut — which has been defined as a casket with the ends kicked out? Leaders must examine reflex. Are your Soldiers so tight that they have knee jerk reactions to last minute suspenses or requirements or are they so loose that nothing seems to get their attention?

In the book, “Company Command — The Bottom Line,” the author John G. Meyer Jr. states, “You must be genuinely concerned about families. And that means knowing something about them. Talk with the families — don’t wait for problems to surface on the blotter.” Leaders must conduct well-being exams. Talk with Soldiers and family members looking at focus, height and weight, passion, balance, and reflex. Coupling this exam with raw data should provide commanders a true picture of well-being and assist us in caring for our No. 1 resource — the Soldier.

## MORALE IN RECRUITING

Has Recruiting Command ever experimented with, or done research on what effect, if any, would doing away with the various categories have on the recruiting mission? I personally believe that if we were to do away with the categories and just require recruiters to put in a certain number of bodies per month, we will have fewer recruiters rolling donuts and the morale should go up. What I have seen is that the counselors are only going to show the applicant what they are qualified for anyway. Consequently, the ones with the higher QTs are getting the jobs that are more challenging. You also see that in some geographic areas, the ones that have the higher QTs are the ones that want combat arms MOSs or want something that is challenging anyway.

I use the Air Force and Navy as an example. They do not have the separate categories, they just require applicants to score 35 (Navy) or 40 (Air Force). They do not have a problem meeting their requirement because they look at the number of bodies, and they seem to have a lot less stress in their world of recruiting. I know that some may ask what about the points thing and the incentives. My answer to that is really easy — just come up with a new way to recognize outstanding achievement in recruiting. We do it every year when we change how the points are awarded anyway. *Your question about categories is a good one. The commanding general's intent is to recruit qualified applicants into the U.S. Army.*

*I understand your concern about categories. The closest example to illustrate what might happen if USAREC dropped categories would be to look at FY 2000. In FY 2000, USAREC accepted contracts to make the volume mission and accessed 99.9 percent of the overall volume mission, but fell short on MOS precision with an achievement of just under 85 percent. This means that almost one in six MOSs fell short of requirements. Department of the Army's accession requirements for each MOS requires USAREC to restrict the number of non-high quality contracts that are written. To prevent such low MOS precision from reoccurring, quality requirements must stay in place based on needs of the Army.*

*As for the Navy and Air Force not*

*requiring separate categories, understand that the Army has many more diverse requirements. Whether a Soldier is a truck driver, a radar operator, an intelligence specialist, or an Army Ranger, they all are required to demonstrate to the Army a propensity to stick around past the completion of training and give back to the Army the investment placed in them.*

*For further information, please contact Capt. Jonathan Rufenacht at 1-800-223-3735, ext. 6-1072; DSN 536-1072; commercial 502-626-1072; or e-mail at [jonathan.rufenacht@usarec.army.mil](mailto:jonathan.rufenacht@usarec.army.mil).*

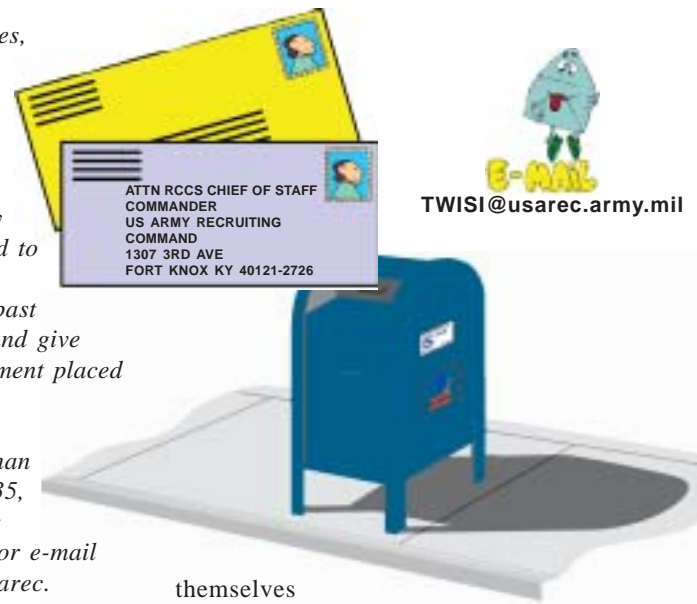
## QUALITY OR QUANTITY

When is USAREC going to figure out that our recruiters are failing because they are so wrapped around the axle on quality and component that they are not referring those interested in the Reserve to the Reserve recruiters, and they are not talking to everyone in the school regardless of test score. The other services are able to actively pursue and write these kids with less than a 50 QT which means — that in my small high schools, where only a handful of kids will cut a 50 or better — that those DEP members will be working for them and not us. Don't we need to find those that just want to serve their country? Why are seniors with a 49 QT not good enough to join my Army?

I am a Reserve recruiter, and I have written 32 total contracts year to date — 19 RA and 13 Reserve, and have only taken three DEP losses — which were alphas!

If we can stop stressing out over category and which component we are forced to push these applicants into, maybe we can pull this mission out. Up until a couple of months ago, I was a Reserve recruiter in charge of an OP — no recruiters — just me. I was forced to stop worrying about the quality and component, and I just went after those who wanted to be Soldiers and overproduced in my quality market.

During the initial interview I starting doing a better job of listening to what they wanted, outlined the RA and Reserve programs, then let them lead



themselves rather than “push” them into the RA or Reserve. This has been working for me, and I intend to continue doing business like this — because it works! In the long run, are we really looking at the big picture?

*I understand your concern about quality over quantity. Keep in mind that each MOS has minimum quality requirements from the Department of the Army, which translate to the quality caps given out by USAREC. The mission only goes down to the station level, where it is the station commander's responsibility to determine when a given Regular Army or Army Reserve applicant contracts into the Army. It is the station commander who is the first-line supervisor who must ensure his or her recruiters achieve maximum success.*

*In FY 2000, USAREC accepted contracts to make the volume mission and accessed 99.9 percent of the overall volume mission but fell short on MOS precision with an achievement of just under 85 percent. This means that almost one in six MOSs fell short of requirements. Department of the Army's accession requirements for each MOS requires USAREC to restrict the number of non-high quality contracts that are written. To prevent such low MOS precision from reoccurring, quality requirements must stay in place based on needs of the Army.*

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U.S. silver medalist Army Maj. Michael Anti, left, poses with China gold medalist Zhanbo Jia, center, and Austrian bronze medalist Christian Planer Aug. 22. The three were winners in the Summer Olympic Games men's 50-meter three-position rifle shooting. *Army photo*

## USAMU Shooter Wins Silver in Athens

By Paula J. Randall Pagán

U.S. Army Marksmanship Unit, Accessions Support Brigade

Seven Soldiers from the U.S. Army Marksmanship Unit competed in the 2004 Olympic Games in Athens, Greece, Aug. 14 to 22 at Markopoulo Olympic Shooting Centre. The Soldiers arrived in Athens Aug. 10 and stayed through Aug. 23.

The seven USAMU shooters and Olympic gunsmith, USAMU Sgt. 1st Class Charles P. Gartland, marched in the Olympic Games Opening Ceremony at the Olympic Stadium on Aug. 13 at 2 p.m. Athens time (7 a.m. Eastern Time.)

On Aug. 14, the first USAMU Soldiers tested their luck and skill in their pursuit of Olympic Gold.

Spc. Hattie J. Johnson shot in the Women's 10-Meter Air Rifle Qualifications on Aug. 14. She came in 14th. It was Spc. Johnson's first Olympic competition.

Also on Aug. 14, Sgt. 1st Class Daryl L. Szarenski fired in the Men's 10-Meter Air Pistol Qualifications finishing 13th. This was the first time Sgt. 1st Class Szarenski shot Air Pistol in the Olympics.

Sgt. 1st Class Bret E. Erickson competed in the Men's Trap Qualifications finishing 13th. Sgt. 1st Class Erickson also competed in Trap in the 1996 Olympics, finishing 22nd place and at the 1992 Olympics, where he came in 16th.

On Aug. 16, Sgt. 1st Class Jason A. Parker shot in the Men's 10-Meter Air Rifle Qualifications. Sgt. 1st Class Parker took

eight place. At the 2000 Olympics, Sgt. 1st Class Parker came in 5th in this event, barely missing a medal by 7/10ths of a point.

Sgt. 1st Class Szarenski also shot in the Men's 50-Meter Free Pistol Qualifications on Aug. 17. The top eight shooters went to the Men's 50-Meter Free Pistol Final and then to the Men's 50-Meter Free Pistol Medal Ceremony. Sgt. 1st Class Szarenski finished 15th. In the 2000 Olympics, Sgt. 1st Class Szarenski finished in 25th place in this event.

Sgt. 1st Class Erickson competed in the Men's Double Trap qualifications on Aug. 17. This was the first time Sgt. 1st Class Erickson competed in Double Trap in the Olympics. Sgt. 1st Class Erickson finished 13th.

Maj. Michael E. Anti shot in the Men's 50-Meter Three Position Rifle winning the Silver Medal. Maj. Anti shot this event in 1992 and finished in 18th place. He came in 24th in Prone Rifle.

Sgt. 1st Class Shawn C. Dulohery and Sgt. 1st Class James "Todd" Graves competed in the first day of the Men's Skeet Qualifications on Aug. 21. Sgt. 1st Class Dulohery missed the Bronze Medal in the shoot off and ended up in fifth place in Skeet. This was Sgt. 1st Class Dulohery's first Olympic Games. Sgt. 1st Class Graves finished in ninth place. Sgt. 1st Class Graves brought home the Bronze Medal in Skeet from the 2000 Olympics. He also competed in Skeet at the 1996 Olympics finishing 12th and at the 1992 Olympics placing 29th and 11th in Trap.



# USAMU Soldier Named Olympic Gunsmith

*By Sara Greenlee, USA Shooting*

Sgt. 1st Class Charles P. Gartland, of the U.S. Army Marksmanship Unit of Fort Benning, Ga., was approved by the U.S. Olympic Committee to be the official gunsmith for the 2004 Olympic Shooting Team.

Wanda Jewell, director of operations at USA Shooting, selected Sgt. 1st Class Gartland from numerous applicants because of a combination of school training and practical application.

“He is one of the few gunsmiths nationwide who has demonstrated extensive knowledge of such a large cross-section of competition guns,” Jewell said. “He is an excellent choice to support our team and has the faith and confidence of our athletes.”

A native of Bardstown, Ky., Sgt. 1st Class Gartland graduated from Nelson County Senior High School in Bardstown in 1983. He continued his education at Eastern Kentucky University until 1985 and then graduated from the Colorado School of Trades.

Sgt. 1st Class Gartland joined the Army in 1986 and completed Basic Training and Infantry Training at Fort Benning, Ga. He was a squad leader and section leader at Fort Lewis, Wash., before being assigned to the U.S. Army Marksmanship Unit as a gunsmith in 1991.

Sgt. 1st Class Gartland has won several medals for his accomplishments at the Army Marksmanship Unit, including an Army Commendation Medal for his work on the M-9 pistol, which he helped transform into the most accurate service pistol in the Department of Defense.

Throughout his 13 years of working with the Marksmanship Unit, Sgt. 1st Class Gartland has been the gunsmith for three Conseil International du Sport Militaire World Military Shooting Championships - also known as the CISM Military World Games. In 1999, Sgt. 1st Class Gartland was the official U.S. Shooting Team gunsmith at the Pan-American Games in Winnipeg, Canada.

“I am always excited to travel with the U.S. Shooting Team,” Sgt. 1st Class Gartland said. “This is a once in a lifetime opportunity. They can pick anyone they want, and it was an honor just to be considered for the Olympics, much less chosen.”



**Sgt. 1st Class Charles P. Gartland, of the U.S. Army Marksmanship Unit of Fort Benning, Ga., is the official gunsmith for the 2004 Olympic Shooting Team. He has been a gunsmith for the USAMU since 1991. Photo by Paula J. Randall Pagán**

# Top of the System for the Battalion Leadership Team

By Sgt. 1st Class Dwayne M. Gilliard, USAREC G-3

Commanders in the Recruiting Command are constantly looking for ways to manage recruiting practices in making monthly mission. Having the correct information can provide direction to work smarter not harder. That becomes difficult when you are constantly asking your station for information. Gathering the information you need requires recruiters and station commanders to spend hours manually recording information. Usually this information is compiled at the station level and called in, giving you an indication whether they are on track for mission accomplishment. This information is the same commandwide and at every level. If ARISS handled these tasks for you, what would you do with that extra time?

ARISS can save you time and automate several of the reporting requirements. ARISS can also give you information about the station prior to your visit. However, this is not automatic, your recruiters and station commanders must be using ARISS to its full capabilities. If you have been in recruiting for any length of time, you may remember the JOIN system or applications called RIMS and packet projection. The JOIN system and these applications were the foundation of ARISS. Most of these applications were stand alone on a desktop or laptop, but never went any further. Never has there been an automated system that captured and reported what individual recruiters are doing during their prospecting and processing. Usually stations were contacted for updates, which in turn were reported up the chain of command.

## Top of the System

The Battalion Leadership Team's only access to data at one time was from the operations cell, S-3. This directorate provided the commander with daily updates. Data gathering was in some cases arduous work. The operation's NCOIC was tasked with collecting from all Command Leadership Teams the information needed for the commander to direct his units on the battlefield. This information was then transcribed into various documents that required updating continuously. Information could easily be transposed or in some cases lost. The mobility of the BLT could some times hinder data transfer. Data within these books in most cases would be at least one day old. With the advent of ARISS and the Web-based Top of the System, problems such as stated above are in most cases a thing of the past. The BLT now has access to real time data from their laptops.

The Top of the System Reports can give the BLT a better view of the whole command, which results in better leadership by providing precise purpose, direction, and motivation to the command.

At the Top of the System, reports that are available just to name a few are production morning report, the MAP, and DEP tracking tools. They can also check to see the enrollment of the CLTs in the Gunner program, or review and compare how well the organization is doing on recruiter projection. This is not the 72-hour projection report, but this report will provide ideas on how well recruiters are doing projections.

With the flexibility of the various reports and the amount of information that BLTs can access from their laptop, CLT/recruiting station visits go more smoothly and free up time. This allows for more training time at the CLT level. Remote DPR, as it is known, will give the BLT a better picture of individual companies, allowing the battalion to focus combat multipliers in specific areas need to enhance production.

## LEADS-Reports

ARISS is not something new. It's been around for at least four years, always changing to better assist the user in daily activities. As with anything new, there must be a transition for the new and the old to be phased out. However, the transition must happen to ensure accurate data is transmitted and compiled for you to make leadership decisions. Remember that ARISS relies on recruiters and station commanders using LEADS-Reports in documenting their work ethic. Without this, the information being captured and reflected on TOS reports and GCR will be incomplete. It would be like having statistical information showing success, but nothing available to verify that success. If you delay in implementing ARISS, it will take more time and work to get caught up.

Through Recruiter Journal articles such as this one, messages released to the field and constant updates on Recruiter Central, the use of ARISS and all its entities will continue to become more of a household name in recruiting business. Understanding the different parts of ARISS at the BLT level will make the transition to full automation that much faster. As stated above, there are several parts that make up the name ARISS — MAP, FAZR, PER, BIG Sure, LEADS Report, GCR, TOS, and Bulk leads Data Warehouse/Brio. BLTs must make themselves familiar with these tools. Recruiting Central has an ARISS link that will take you to the ARISS user manual — USAREC Pamphlet 601-32. Here you can familiarize yourself even more with the different facets of ARISS.

In summary, ARISS is a tool that is in some cases before it's time, but well welcomed. The daunting task that faces us all who wear the recruiting badge is to embrace tools that can assist with the plethora of information that we possess. Knowledge must be converted into automation, so that the growth of our business can continue to thrive.

# Corporal Recruiter Provides Woman's Point of View

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

**T**wo contracts in fewer than three weeks. That's quite an accomplishment for even the most experienced Army recruiter. In this case, however, it was a brand new recruiter's first days on the job.

Cpl. Elizabeth Thomson started work at the Yuba City Recruiting Station in August 2004, and after just a couple of weeks she already has two contracts under her belt. Her interest in recruiting started when she came back to her alma mater, Elsie Allen High School in Santa Rosa, Calif., to present a flag that was flown in Afghanistan and was treated like a celebrity.

While she was stationed at the Kandahar Clinic in Afghanistan as a Health Care Specialist, Cpl. Thomson received a video from the teachers at Elsie Allen providing their support for her.

"They were very open to having me in their classrooms to talk about my experiences in Afghanistan," said Cpl. Thomson. "It's nice to know that I may have changed peoples minds about the Army back then (August 2003). That's what got me interested in volunteering for Army recruiting."

Her first interest in the Army started when she became bored with all the books and no hands-on training with the nursing program at Sonoma State University. "I got burnt out with school ... I felt I needed a change," said Cpl. Thomson. "The Army offered me hands on training and a lot more opportunities to learn from real life experiences in the medical field."

It is that experience and training that has helped Cpl. Thomson relate to potential applicants interested in the Army.

"I tell them about my experiences," said Cpl. Thomson. "A lot of people think that when they show up for an appointment at the recruiting station that they have to sign up. I tell them



**Cpl. Elizabeth Thomson talks with new Public Affairs Specialist Kevin Downey about marketing opportunities in the Yuba City area.**

that I'm just going to give them information and see if they like it."

"She knows the California lifestyle and how to communicate at their level," said Sgt. 1st Class Edward Ogara, Yuba City Recruiting Station commander. "She's real comfortable talking with the kids. A lot of females want a woman's version of the Army. With the medical field being really big in Sacramento, she is definitely an asset to us. She is able to provide experiences to the women who want to be in the medical field. By providing a woman's point of view she has put in people we normally wouldn't have put in without her."

Relating to women has definitely played a large factor, as both enlistments Cpl. Thomson has made early on were female. "She really encouraged and helped relax one of her female applicants who needed a waiver for height," said Sgt. 1st Class Ogara. "The girl was very nervous, but she helped smooth it out. She needs very minimal supervision and guidance. She knows what she needs to do already. I can walk out the door and know that she will get the job done. She's an outstanding junior NCO."

"From day one, she has performed," said Capt. Brandon Majerus, Sacramento Valley Company commander. "She arrived here very motivated and has gotten off to a very quick start."

# Army Times Soldier of the Year

By Walt Kloeppe, RJA Associate Editor

Early French settlers named it Terrebonne, meaning “good earth.” Staff Sgt. Clay Usie (pronounced ‘u-say’ — Cajun French) agrees, as Terrebonne Parish has been his home for 29 years. Staff Sgt. Usie, a recruiter with New Orleans Battalion, says his life has been blessed with opportunity during his nine years as a Soldier. That trend continues as Staff Sgt. Usie has been named the 2004 Army Times Soldier of the Year.

Staff Sgt. Usie was a very athletic kid growing up. He started playing organized sports when he was four years old.

“I was raised with a team concept. My father was an avid outdoorsman, and he raised me with a shotgun in one hand and a fishing pole in the other,” said Staff Sgt. Usie.

“Joining the Army was always something I wanted to do,” said Staff Sgt. Usie. “I didn’t feel that I was different from any other man who served before me, and I just felt very, very compelled to serve because I had an admiration and respect for the men who served before me. I felt in all fairness that it was my time to serve.”

Though Staff Sgt. Usie is a detailed recruiter, he actually volunteered after completing a tour in Afghanistan, where he served as an assistant brigade communication chief.

“Recruiting was something I always had in my mind as something I wanted to do at a point in my career. I feel very honored to be a recruiter because I can recruit in my image,” said Staff Sgt. Usie.

Staff Sgt. Usie emphasizes that when he looks for prospects, he truly tries to visualize how the individual will fit into Army life and puts himself in the place of the squad leader, platoon sergeant, and first sergeant who will have to work with that Soldier. Staff Sgt. Usie has recruited 36 men and women into the Army in his 15 months as a recruiter. Out of those 36, five were honor graduates in basic training and three honor graduates in AIT.

“I believe that comes from looking for qualified applicants, I’m not much on walk-in traffic. I like getting out and getting active in the community ... I’m looking for your best,” said Staff Sgt. Usie.

Staff Sgt. Usie says he’s really no different from any of his fellow recruiters on recruiting techniques, but he does have a few methods that seem to work for him. He carries a digital



Photo courtesy of Staff Sgt. Usie

## Staff Sgt. Clay Usie conducts PT with DEP members.

recorder for those moments of ‘bright ideas’ that come to him. He lives the NCO Creed, in fact, he says the Creed each morning before PT.

“I just don’t say it, I live it. If you truly believe in the NCO Creed and you implement the Creed, you will be successful. It’s all about caring. If you believe in the Creed and you implement the Warrior Ethos, everything else is going to fall into place,” said Staff Sgt. Usie.

Staff Sgt. Usie and his fellow recruiters conduct PT with their DEP members twice a week and invite prospects to join them as well, providing one-on-one training for those who need it.

## Effects of the war

“I feel the community that I’m recruiting in, it’s not a major issue. We’re a pretty patriotic community. We’re flooded with World War II and Vietnam vets ... it’s in the bloodline. I have some recruits that are ready, willing and able to give great concern, fully knowing they’re going to the other side of the ocean,” said Staff Sgt. Usie.

Staff Sgt. Usie is active in the community as well, assisting veterans at the local VFW. He helps with burial details performed by some of the community World War II era veterans.

“Their drill and ceremony wasn’t the best because they were fighting wars the whole time they were in,” said Staff Sgt. Usie. “I respectfully square them away and [I’m] there for them if needed.”

## Thoughts on being named “Soldier of the Year”

“It’s been overwhelming. I’m not much of a limelight person ... I enjoy what I do. I’m just honestly trying to represent the Army and to be an ambassador of all Soldiers,” said Staff Sgt. Usie.

“It’s been a good ride for me thus far, it’s going to be even a better one, every duty assignment brings new challenges. I hope and pray that our war will end here soon. I’m going to continue to recruit good qualified Americans to make sure everyone here on American soil is free.”

**NCO Creed — “I just don’t say it, I live it.” — Staff Sgt. Clay Usie, recruiter**

# Recruiting Incentive PaYS Off for Reserve Soldier

By Shae Warzocha, G-5, PaYS

When John Dugan, 24, of North Springs, Ga., felt his college experience lacked direction, he decided to visit the local Army recruiting station and joined the Army Reserve. Dugan selected 91P, Radiology Specialist, which came with a unit signing bonus.

“The counselor offered me PaYS with a chance to interview for HCA after training, and I remember thinking ‘hey, that’s a no-brainer,’ after all a better job is why I wanted college in the first place” he said.

The Army’s Partnership for Youth Success Program, known as PaYS to the 22,974 Soldiers who have signed up for the program, links enlisting Soldiers with a corporate PaYS partner and the potential for post-Army employment.

Dugan left in October 2002 for basic training at Fort Jackson, S.C., and then on to Fort Sam Houston, Texas, for his advanced training. Once he settled into his job at the 3297th Army Hospital in Atlanta, he was anxious to cash in on the PaYS opportunity.

“He excelled at the initial interview, proving all the reasons we wanted to be a part of the PaYS Program in the first place,” said Thao Nelson, Hospital Corporation of America’s Army contact.

“HCA helped make my transition into the civilian world smooth and seamless,” said Dugan.



**John Dugan, a PaYS signee, works as an X-ray technician at HCA’s Emory East Medical Center, Snellville, Ga. Photo courtesy HCA**

Dugan now works as an X-ray technician at HCA’s Emory East Medical Center, Snellville, Ga. HCA, which has been an Army partner since 2002, has 1,700 Soldiers currently signed up for interviews after their release from active duty and Reserve training.

Since joining the Army Reserve, Dugan has earned the Soldier of the Year competition for his detachment, volunteered for deployment, and is on the list for the Primary Leadership Course.

“What I like most about my Army Reserve experience is that I have a good first sergeant and a great NCOIC, Staff Sgt. Jonathan Swanson. He has trained and mentored my Army career and really set a great example of leadership for me,” said Dugan.

Dugan plans to continue his education in the medical field and looks forward to a challenging Army career.

Soldiers who have enlisted for the PaYS option can visit [www.armypays.com](http://www.armypays.com) for more information.

# Russians/Italians Impressed with How Our Army Recruits

*By Christine Cuttita and Emily Gockley, New York City Battalion*

New York City Recruiting Battalion deals with local, national and international media on a regular basis. Recently, Russian and Italian television reporters interested in the All-Volunteer Army visited New York City Battalion.

“You can’t help but feel a sense of pride when other countries are so fascinated by our Army,” said Battalion Commander Lt. Col. John W. Gillette. “They are open and receptive to anything we can show them to help them learn how our democratic all volunteer force works. More than that they appreciate anything we can do for them.”

The New York City Battalion hosts everything from embassy-orchestrated international media events to phone calls from international students in New York City asking to visit a recruiting station.

“America and its military certainly prove to be popular,” said Lt. Col. Gillette. “Everyone seems fascinated by the way we do business.”

## **Russian Film Crew Trip — May 2004**

“We are still very much impressed and grateful for all your help and support,” said Peter Cheremushkin, Information Assistant, Information Office, U.S. Embassy, Moscow. “I would like to emphasize one more time how much we appreciate your help and hospitality.”

Through the Russian embassy in Moscow, a media request was transferred to the Army and down the chain it went. A reporter, photographer and embassy staff member met their escorts at a Times Square hotel May 10.

Thanks to cameraman Vitaliy I. Duplich, everything was on film from the moment the tour began starting in the hotel lobby, where hopeful U.S. citizens lined up at an Asian immigration center, Rastafarians walked down the road and the overall

movement of the diverse city. However, they were most excited about existence of an all-volunteer force.

That is why they came to visit. After the trip to New York City recruiting stations, they had a tour of Fort Jackson, S.C., and West Point scheduled.

At their first stop, City Hall Recruiting Station, they had the opportunity to film recruiters conducting PI over the phone. There was bad news and good news — one person was not interested because of the war, another was willing to come in for an appointment to learn more. The recruiter scanned resumes online and picked up the phone to call the job seeker if they seemed qualified.

Cameras were rolling in and out of recruiter cubicles. Aleksander V. Sladkov, correspondent and nationally syndicated host of weekly television programs, “The Military Program” and “Telekanal Rossiya,” called for translations whenever needed. For further information, the reporter would interview one of his escorts or public affairs specialist without having to interrupt the recruiter having a conversation with a prospect.

They enjoyed the DEP board and said it was a great way to put a face to the name of “recruit,” firmly believing this kind of advertising would work effectively. The Army of One ad campaign was too intricate to fully understand at the moment so they gathered up all the brochures on the rack. Publications in various languages intrigued them.

Questions included topics on what happens at the recruiting station level, what types of questions people interested in joining have, how Army personnel are selected and succeed as recruiters, and what process DEP members go through from their first appointment to repeating the oath.

The media claimed the most interesting part of recruiting occurred at the New York Military Entrance Processing Station. While there, personnel gave them the opportunity to learn how applicants are counseled on available jobs, what the ASVAB



In May, Russian TV cameras (left) were rolling in and out of recruiter cubicles. Aleksander V. Sladkov, correspondent and nationally syndicated host of weekly television programs “The Military Program” on “Telekanal Rossiya,” called for translations whenever needed. *Photo by Christine Cuttita*

Italian Television RAI visited the Long Island City Recruiting Station on June 21 and visited the MEPS on June 22. They interviewed Sgt. Eric Brightman and Station Commander, Sgt. 1st Class Kenneth Wood, at the Long Island City Recruiting Station. *Photo by Emily Gockley*

entails, and they got to interview the MEPS commander about what happens in the DEP process after they take the oath. DEP members were filmed conducting the oath. Advertising and Public Affairs spokesman told them the rest of the process is when they go to basic training.

### Italian RAI Reporters Visit — June 2004

Italian Television RAI visited the Long Island City Recruiting Station on June 21 and visited the MEPS on June 22.

Television producer Massimo Lazzo worked with Douglas Smith, USAREC public affairs officer, and New York City Battalion Advertising and Public Affairs to get clearance from Department of the Army.

They interviewed Sgt. Eric Brightman and station commander, Sgt. 1st Class Kenneth Wood, at the Long Island City Recruiting Station. They questioned the recruiters on what the qualifications were to enlist and the screening processing.

At the MEPS they videotaped an oath of enlistment, a contract signing, ortho-neuro-maneuvers, applicants loading on the bus, and they interviewed an Army DEP member.

### Conclusion

Everything was positive for both stories. The international media is interested in the volunteer force and hope their country will do the same. The process of applying for an Army job is interesting to them.



Unfortunately, many do not have any knowledge about Army structure, so Advertising and Public Affairs personnel must remember to keep it simple and be ready to refer them to other public affairs contacts within the Recruiting Command and the U.S. Army.

Another great benefit to a successful foreign media event is having a recruiter who knows how their country is organized or educating the recruiter prior to the interview.

For example, a recruiter who has knowledge of Russian history was able to intelligently bridge how the Russian Army works and how they plan to change with what America has established. The media was able to bond with him and understand our messages, developing a positive experience.

# Teen trip to country breaks peer ice

*By Nancy Marquardt, Denver Battalion*

A visit to rural South Fork, Colo., is a worthwhile experience for anyone, anytime. But for Denver Battalion youth who rarely get out of town, a trip to the southeastern part of the state can be a summer high point.

Recruiters are among the busiest spouses and parents in the Army and are often unable to spend extended quality time with their teen-agers. Each summer, battalion Soldier and Family Assistance Program Manager, Kim Franklin, plans an out-of-area trip for battalion youth.

The Denver Army Recruiting Battalion Youth Seminar is an annual event that grew out of Denver Battalion's Youth Sponsorship Program, started by Franklin more than 10 years ago. DARBYS 2004 and youth sponsorship training took place at Wolf Creek Ranch in South Fork, Colo.

Franklin said, "I created the Youth Sponsorship Program to provide opportunities for new teens to connect with youth sponsorship volunteers through a sort of pen pal program. Generally, when families move to new duty locations, parents receive information that will help them make a smooth transition.

Franklin started the DARBYS program in 2000 to enhance the Youth Sponsorship Program and to provide a way for battalion youth to meet.

"I saw a critical piece missing by leaving children out of the relocation process. Because the majority of recruiting families don't live on or near an installation, the kids often miss out on organized youth programs found on most Army posts. Receiving a welcome letter from another battalion youth makes the new kid feel better about the move. The YSP helps keep battalion youth connected who, because of the geographic dispersion, may never meet in person," said Franklin.

## Renewing friendships

During DARBYS 2004, Samantha Graham, 15, daughter of Sgt. 1st Class William Graham of the Colorado Springs Recruiting Company, immediately recognized Niesha Beckem, 15, daughter of Sgt. 1st Class Tyrone Beckem of Arapahoe Recruiting Company, as a girl she knew in elementary school in Germany, six years ago.

"They hit it off the entire weekend," Franklin said.

Each year Franklin takes DARBYS to a different location within the Denver Battalion area. During the three-day outing, youth are exposed to experiences and challenges new to them. Some share skills and experience by mentoring others.

Franklin also uses DARBYS to recruit new volunteers for the battalion Youth Sponsorship Program.

"Each year we get new youth volunteers. When they remember how good it felt to get a welcome letter, they are eager to volunteer for the program so they can help others adjust. DARBYS also offers kids a safe environment to discuss their feelings about recruiting and their parent's role in it. The stress and responsibilities associated with recruiting sometimes overwhelms adults — and it's no different for the children," said Franklin.

When asked what she thought about her dad's role in recruiting, Kaylee Key, 11, daughter of Cheyenne Recruiting Company's Staff Sgt. Steven Key, said, "My dad's role in recruiting is awesome. I am proud of him because he is doing great things for our country. But it's bad because he works so much, he hardly sees us."

Blayne Blanton, 13, son of Cheyenne Recruiting Company's Staff Sgt. Randall Blanton, said, "Sunday is my dad's only day off and we don't make any plans for that day. My dad will play with me for hours."





**Stephen Schafer, 9, son of Arapahoe Commander Maj. Joseph Schafer, gets a stirrup tightened before riding Van Gogh toward the Continental Divide, just 10 miles away.**

## Volunteers contribute

Adult volunteers keep DARBYS a safe and fun experience for Denver Battalion youth. “Whether cheering for the kids or baiting their fishing hooks, the adults were an asset to the program,” Franklin said.

Each DARBYS weekend closes with participants exchanging telephone numbers and e-mail addresses so they can stay in touch and build on their new found relationships.

When asked how the weekend went, Franklin replied, “It was great. When the kids ask to stay longer, that is success to me!”

## Funding supports

In the current environment of budget prioritizing and fiscal responsibility, the U.S. Army Recruiting Command Soldier/Family Assistance Branch at Fort Knox, Ky., is committed to funding Denver Battalion’s DARBYS and Youth Sponsorship Training. Rose Marie Tinker, USAREC Soldier and Family Assistance Branch, supports the Denver battalion’s youth programs and works each year to provide funds and resources for their success.

“All of our Soldier and Family Assistance Program Managers have the same program template. The command provides various relocation readiness guidelines that deal with adult needs, but Kim recognized the needs of displaced children as being integral to the success of recruiting family relocation. Her programs go far beyond our guidelines with a sincere desire to help. After all, if the kids aren’t happy, nobody’s happy,” said Tinker.



**Ashley Bales, 9, daughter of Colorado Springs Recruiting Company’s Sgt. 1st Class Jeffery Bales, and Kaylee Key, 11, daughter of Cheyenne Recruiting Company’s Staff Sgt. Steven Key pal-up at the DARBYS 2004 event in South Fork, Colo.**



New Orleans Battalion Commander Lt. Col. Samuel Clear stands with the first Blue to Green recruit, George D.L. Banks, and his wife, Veronica, and their sons, George L. and George D.L. Jr.

# *Army Enlists First Sailor through Operation Blue to Green*

*Story and photo by Len Butler, New Orleans Battalion*

The U.S. Army's first Operation Blue to Green recruit took the **T**oath of enlistment at the New Orleans Recruiting Battalion headquarters.

Navy Intelligence Specialist 3 George D.L. Banks, 27, was sworn in by Lt. Col. Samuel Clear, New Orleans Recruiting Battalion commander, in front of his wife, Veronica, and sons George D.L. Jr. and George L.

Spc. Banks, a Naval intelligence specialist at Belle Chasse Naval Air Station, will maintain the equivalent of his Navy rank, entering the Army as a specialist with the military occupational specialty of imagery analyst. Spc. Banks departed for the Warrior Transition Course at Fort Knox, Ky., on Aug. 18.

Spc. Banks said he is excited to join the Army and was surprised that the transition from Navy to the Army went so smoothly. His Navy unit was very supportive and did everything to ensure Spc. Banks would have an easy transition, according to his recruiter, Sgt. Terry D. Casto.

"The way everything happened has been a big help to me and my family," Spc. Banks said. "I get to keep my job that I basically had from the Navy and I'm receiving an enlistment bonus and additional college funding.

"But what I really think is great is that I won't miss a

paycheck and my family will be able to remain in our base housing without having to move [while he attends the Warrior Transition Course]. All in all, it was a no brainer for me."

Lt. Col. Clear called Spc. Banks' enlistment "history in the making," since he is the first Sailor to enlist through the Blue to Green program.

"This program provides great opportunities to Airmen and Sailors as both the Air Force and Navy are currently in engaged in force-shaping," Lt. Col. Clear said.

The program was a win-win situation for everyone, according to Lt. Col. Clear.

Once Spc. Banks completes the Warrior Training Course, he already has the credentials to go directly to his new unit without attending further Army job training, Lt. Col. Clear said.

"It would take several years to train a Soldier to get to the level that Spc. Banks is currently at," he said. "This program provides an enormous cost savings in training dollars."

Sgt. Casto said Spc. Banks is excited about his new Army family and he looks forward to making his contribution.

"He's very bright and very eager to get started," Sgt. Casto said. "I think he will be a fine Soldier."

To find out more about Operation Blue to Green, visit [www.goarmy.com/btg](http://www.goarmy.com/btg).

Senior Airman Louis Umensetter (left) watched as Dan Lombard took digital fingerprints and placed them on the Army's computer system at the Kansas City MEPS. (Photo by Stacie L. Shain, Kansas City Battalion)



As the Army's first Blue to Green recruit from the U.S. Air Force, Airman Amanda Wolf said she is excited about continuing her military career as a Soldier. (Photo by Arlen C. Davidson, Kansas City Recruiting Battalion)



## *Blue to Green Program Colors Future Bright for Two Airmen*

By Stacie Shain and Gary Bloomfield, Kansas City Battalion

For Airmen Louis Umensetter and Amber Wolf, the Army's Blue to Green Program was the golden opportunity each of them had been looking for.

Through the program that allows Air Force and Navy service members to enlist in the Army, Senior Airman Umensetter will retain his job as an Information Systems Operator/Analyst (25B) but will move from Whiteman Air Base, Mo., to Fort Bliss, Texas, to be stationed with his wife, Spc. Amanda Umensetter. The two have seen each other only three times since March, when she came back from Camp Humphreys, Korea. The two met there when he served in an Air Force tactical unit at the Army post.

"This is going to be fun," he said. "I am really looking forward to it. I will get a chance to work in the field more in the Army, and I love doing that. Plus, everyone asks how married life is treating me, and I tell them I wouldn't know. We really haven't spent that much time together. But this is going to be great, and now we'll get to be together."

Spc. Amanda Wolf, on the other hand, said joining the Army means regaining her dream of serving her country and getting a chance to travel back to places she lived as an Army brat. Her father, Jeffrey, is a retired Army captain.

"This is my second chance," Spc. Wolf said. "I'll be the first to admit that I had a few bumps in the road in the Air Force. I joined the military to serve my country, and that's not a cop-

out. I really wanted to serve my country."

"Getting into the Army really means getting my dream back. It maybe isn't my dream job, but I can retrain for a new career field and in a branch where I can earn promotions and travel all over the world." Spc. Wolf's first assignment after re-training will be in Europe.

Spc. Wolf will work as a Petroleum Supply Specialist (92F) in Europe once she completes the Warrior Transition Course at Fort Knox, Ky., and Advanced Individual Training at Fort Lee, Va. She enlisted in the Army Sept. 16.

Spc. Wolf said she is excited about going back to Germany, where she was born when her father was stationed in Nuremburg.

As the Army gears up to handle a variety of contingencies worldwide, the Air Force and Navy are cutting back, primarily because advances in weaponry, ships, and aircraft have reduced the number of service members required to maintain the force without compromising the missions. In some cases, Airmen and Sailors are not being allowed to re-enlist. Those close to the 20-year mark are being offered early retirement.

According to Douglas Smith, USAREC Public Affairs officer, "The Air Force and Navy are projected to reduce their active duty strength – Air Force by 22,500 and the Navy by 7,900, officers and enlisted – by the end of FY 2005. Of that number, the Army is projected to receive 1,800, under the Blue to Green Program."

Spc. Wolf faced the end of her brief military career this September but the Blue to Green program allowed her to continue in the military. Spc. Umensetter volunteered to separate from the Air Force, and those requests are handled on a case-by-case basis. Air Force officials will not approve every volunteer request.

“We’ve had the Air Force refuse to release some Airmen, who would be great potential Soldiers,” said Sgt. Eugene Cemper, Warrensburg Recruiting Station in Missouri, which handled both Spc. Wolf’s and Umensetter’s recruitment processes. “Because the program is so new and both the Army and Air Force are trying to work out all the details, we have to work each recruit differently. Sometimes it happens quickly. Spc. Umensetter completed the process in less than two weeks. Other times it takes longer because we can’t get the source documents from the Air Force or because we can’t get the right approvals. The program isn’t as simple as it will be in a few months when we get things ironed out.”

Sgt. 1st Class Gerald Folk, Warrensburg Recruiting Station, added that all recruiters need to realize that they are not dealing with the same process as putting in a high school senior or a graduate with no prior service record.

“The Air Force is learning how the Army operates, and the Army is learning how the Air Force operates,” he said. “We’re all developing an understanding, and it will get easier. But if recruiters think that this requires little effort and not much time, they are wrong.”

Both recruiters expect several referrals once Spc. Umensetter and Wolf complete the Warrior Training Course.

“There are a lot of reasons why people join the Air Force and not the Army in the first place,” Sgt. 1st Class Folk said. “Spc. Wolf’s and Umensetter’s friends will want to see how they are treated. They expect the transition not to be as smooth since this is the Army.”

Spc. Umensetter agrees. “Once I leave Whiteman, go to training, go to Fort Bliss and have the job I want, all of my friends are going to want to hear about it,” he said. “Training is a big stopper. They all think that they are going to go to training and get yelled at all the time. I know that the Army is not dealing with basic trainees with us. I’m going to be treated as a specialist going to class.”

“But even if I had to go through Army basic training, I’d do it,” Spc. Umensetter added. (Spc. Umensetter won’t have to worry too much about drill sergeants screaming in his ear, since every phase of the Warrior Transition Course will be taught by instructors, not drill sergeants.)

Spc. Wolf said her co-workers immediately asked questions the day after she processed at MEPS. They turned a bit green with envy when they heard how well she was treated and about her new duty station.

“They started asking all kinds of questions,” she said. “They wanted to know what happened and what I was getting out of it. They couldn’t believe it.”

Spc. Umensetter was pleasantly surprised at how well the process worked for him.

“I really thought it might be iffy, but I got approval on Aug. 4 from my commander and by the 16th, all the paperwork was completed, I had the job I want in the location I want. The Army has been amazing,” he said.

Sgt. 1st Class Folk said he expects the grapevine to be the best communication tool for the program, citing the skepticism many young service members have about recruiting.

“They want to hear from their friends because a lot of them don’t trust recruiters based on their personal experiences,” Sgt. 1st Class Folk said.

The Army’s best two selling points, according to Sgt. Cemper, are the guaranteed job and the guaranteed duty location.

“Not only do these recruits get a job that they want to do – which is not guaranteed in the Air Force or the Navy – but they also get a location of their choosing. Those are the two best things about this program,” he said.

Sgt. Cemper cautions recruiters not to get overly aggressive on Air Force bases. He said it’s important for one recruiter, such as the station commander, to make contact with the Air Force or Navy recruitment NCO at the base and start to build a rapport with that person and later the first sergeants.

“Get to know the first sergeants because these are the people who’ll give you the names of men and women who’ll make good Soldiers,” he said.

**“We’re all developing an understanding, and it will get easier. But if recruiters think that this requires little effort and not much time, they are wrong.”**

“Establishing a rapport can make or break the whole program. I can’t stress enough how important it is not to rush out to the base, set up table displays at the BX, or run down every Airman you see. Work through the proper channels for referrals.”

Sgt. 1st Class Folk said that the station gets approximately five calls or walk-ins each week, and he expects that number to increase significantly now that the Army has signed two Airmen out of Whiteman Air Force Base.

Spc. Umensetter said he learned of the program through Air Force Master Sgt. John Benson, who knew his wife was in the Army.

“We weren’t sure that this was going to be approved,” Spc. Umensetter said. “I was volunteering so there were no guarantees. But within 48 hours we had an answer back from the Army.”

Spc. Umensetter zipped through the process, completing all paperwork by Aug. 16, the same day his wife began making arrangements for family housing at Fort Bliss. He separates from the Air Force through an honorable discharge on Sept. 28 and re-enlists in the Army the following day. After four weeks in the Warrior Transition Course at Fort Knox, he’ll report to Fort Bliss on Nov. 1.

During the four-week Warrior Transition Course, both Spc. Umensetter and Wolf will learn basic Soldier skills, including rifle marksmanship and bayonet drills, hand-to-hand combat, map reading and land navigation, physical training, drill and ceremony, and how to fire and maintain various weapons, hand grenades, and Claymore mines. They will also have classes on Army unit organizations, ranks, wearing of the uniform, career progression and Army Values, to name a few.

# NSC, A Hair Raising Experience



*By Sgt. 1st Class Dominic Merritt  
NSC Exhibitor U.S. Army Mission Support Battalion*

**S**oldiers who work with the Mission Support Battalion are well known for working with recruiters as a lead generating event for ages 17 through 34. They are known for everything from the exciting rock-climbing walls to Apache helicopter flight simulators in the Army Adventure Vans. But some Soldiers of the MSB have a totally different market to work with, one that would probably leave people wondering why.

Soldiers of the MSB, a unit of the Accessions Support Brigade, operate the Mobile Discovery Center, part of Fort Discovery in Augusta, Ga. These Soldiers travel across the country and interact with students grades four through eight and talk to them about the importance of science. The sky-blue tractor and trailer expands into a mobile classroom and promotes educational awareness as well as sending the message to stay in school and stay off drugs.

These highly motivated Soldiers who work with students discuss everything from physical science to electrical demonstrations, but what makes them so special is the fact that these Soldiers don't all carry science degrees. These Soldiers come from all different career fields — some include medical specialist and infantry Soldiers — to name just a few. What makes them successful at their job is their ability to excite audiences to the point where they are jumping out of their seats, cheering, wanting to know, 'How did that happen?' or 'How can electricity pass around our bodies without hurting us?' On occasion, the principal of the school will say that the students requested the Soldiers to be their new teacher and will ask students, "are you looking for a job?"

Some of the experiments the exhibitors work with are the plasma ball, Tesla coil and the Van de Graaff generator. The Tesla coil is one of the students' favorites. It is used to send an electrical charge around one student's body through a lightbulb. It is sent through the air to two more lightbulbs that two other students are holding and it lights them without wires. But the favorite experiment is the Van de Graaff generator. The Van de Graaff generator is used to build up a static electrical



**A student on the MDC van demonstrates the Van de Graaff generator, used to build up a static electricity.**

charge around the student's body that travels to the top of their heads and causes their hair to stand straight up on its ends.

Not only does the MDC have great experiments, it also has a large screen HDTV for playing videos to an artificial intelligence system, nicknamed Annie, to help teach classes and answer questions from the students. But without the Soldiers from the MSB, it would not have the effect that the students have come to enjoy. The MDC is one of the most requested assets that the Army has at the MSB. The Mobile Discovery Center can be requested for a school by logging on at [www.nationalsciencecenter.org](http://www.nationalsciencecenter.org) and following the instructions for MDC request form.

The MDC is an asset that highlights the Army's commitment to serving the nation. Although the primary target audience is junior high and middle school-age students, the mobile asset can be used to assist in the recruiter's mission. The van coupled with demonstrations by the exhibitors make a centerpiece for any Center of Influence event. Battalion and company leadership teams should take advantage of this one of a kind exhibit and schedule a COI event whenever the MDC is in the area. Additionally, battalion Advertising and Public Affairs chiefs should insure that local media coverage is notified. Print media should accompany any MDC tour in a battalion or company area. The MDC exhibits and experiments are perfect for regional television coverage as well. An innovative APA chief can get a lot of public affairs mileage out of the National Science Center. Additionally, this asset can be leveraged to penetrate hard to penetrate school systems as it uses a subliminal Army recruiting message.

Keeping children in school, off drugs and motivated to learn is the mission of the MDC. The MDC is a way to give back to our communities, and who knows, perhaps a future Sergeant Major of the Army is sitting in the audience.

# Fort Smith Recruiters Catch NASCAR



*By Chris Wilson  
Oklahoma City Battalion*

The race car's motor growls while the sun glints off its smooth black and gold finish, and heat from an Arkansas summer shimmers off the blacktop. There's no race today, but the U.S. Army's NASCAR 01 show car still grabs attention. It recently snared the attention of Fort Smith when local Army recruiters arranged for the car to display on June 3 to 6 at three local businesses and the Tri-State Speedway in Pocoloa, Okla.

"People in this area are interested in stock car racing," said Sgt. Terry Booth, the recruiter who coordinated the event. "Something like this doesn't come to town every day and the turnout really showed the people's interest."

The Army of One show car wasn't the only draw, however. The traveling display comes with an Army racing video game, specially made to fit into a toolbox, and the Pit Crew Challenge. The pit challenge times contestants as they use an air-powered impact wrench to replace a tire mounted to a mock-up of the race car's front fender. Each day the recruiters awarded an Army bag, T-shirt and hat to the contestant with the fastest time. These three winners were invited back on Sunday to compete for a grand prize package.

"The best thing about it was it was on the radio for two weeks — everyone knew about it," Sgt. Booth said.

The recruiters coordinated the event with the help of a local radio station in Fort Smith that advertised the Army NASCAR and provided a live DJ at event locations. Business sponsors paid the radio costs and the recruiters brought the show car to their location for a day.

"We told the radio station what we wanted and let them put the details together," said Fort Smith station commander, Sgt. 1st Class Michael Busby. "The Army got thousands of dollars worth of advertising and airtime for free."

Events peaked when the show car set up at the Tri-State Speedway on Saturday night.

"We set up right by the bleachers so everyone had to walk by us to get in the track," Sgt. Booth explained. "The ticket clerks gave out a packet with leads cards and a picture of Joe Nemechek to everyone in our target market." Nemechek is the competitive driver of the Army's Nextel Cup NASCAR race car.

The car didn't just sit, though. The Army car drove around the track before the main race while Sergeant Booth announced some of the benefits of Army service through the track public address system. The show car then served as the pace car to the main heat at the track.

"The speedway was a blast," said Sgt. Richard Riester, a Fort Smith recruiter. "All the recruiters had a great time, the crowd was cheering."

"That was a great event for us," Sgt. Booth said. "There were about 3,000 in attendance and we had a lot of traffic by the car."

All the traffic and publicity translated into recruiting success for Fort Smith. The station received more than 100 leads and already has a recruit ready to enlist. The station is already looking to get the green flag for another event.

"It was great," Sgt. Booth said. "We're already trying to plan another one."

# Don't be a Statistic!

*Armor Center Safety Office*

**T**here are more than 4 million motorcycles registered in the United States.

The popularity of this mode of transportation is attributed to the low initial cost of a motorcycle, its use as a pleasure vehicle and the good fuel efficiency.

Motorcycle fatalities represent approximately 5 percent of all highway fatalities each year, yet motorcycles represent just 2 percent of all registered vehicles in the United States.

One of the main reasons motorcyclists are killed in crashes is because the motorcycle itself provides virtually no protection in a crash. Approximately 80 percent of reported motorcycle crashes result in injury or death. A comparable figure for automobiles is about 20 percent.

A motorcycle suffers in comparison when considering vehicle characteristics that directly contribute to occupant safety. What a motorcycle sacrifices in weight, bulk, and other crashworthiness characteristics, is somewhat offset by its agile maneuverability, ability to stop quickly and ability to swerve when necessary.

A motorcyclist must be alert at all times, especially at intersections where most motorcycle-vehicle collisions occur. Motorcyclists must remain visible to other motorists at all times. Don't ride in a car's "blind spot," and anticipate that drivers backing out of driveways may *not* see you.

Motorcyclists also must be more cautious when riding in inclement weather, on slippery surfaces, or when encountering obstacles on roadways. Motorcyclists must place greater reliance on their helmet, eye protection and clothing to reduce the severity of injury should they become involved in a crash.

Approximately half of all single-vehicle motorcycle crashes involve alcohol. A motorcycle requires more skill and coordination to operate than a car. Riding a motorcycle while under the influence of any amount of alcohol significantly decreases an operator's ability to operate the motorcycle safely.

An estimated 33 percent of motorcycle operators killed in traffic accidents are not licensed or improperly licensed to operate a motorcycle. By not obtaining a motorcycle operator license, riders are bypassing the only method they and state licensing agencies have to ensure they have the knowledge and skill needed to safely and skillfully operate a motorcycle.

The cause of many motorcycle crashes can also be attributed to lack of basic riding skills and the failure to understand the limitations of the motorcycle. Riders must ride aware, know their limits, and ride within them.



Managers, supervisors, and leaders are to ensure that personnel who ride motorcycles take the Army-approved MSF motorcycle safety course and have the certification card. This course is non-negotiable for military to operate motorcycles on and off post.

Contractors and DA civilians are required to take this course before riding on federal installations. Soldiers may not ride without completing the course and having a card in their possession, IAW USAREC Reg. 385-2, Appendix K-5. Motorcycle certification rules cover street bikes and off road models, IAW DODI 6055.4, Safety Program; and AR 385-10, Army Safety Program; USAREC Reg. 385-2, USAREC Safety Program. The course must be certified by the Motorcycle Safety Foundation.

In addition to the safety course military personnel must also have a copy of their Commander's Motorcycle Riders Agreement, USAREC Form 1236, on file with the unit.

Military personnel assigned to USAREC must wear a DOT approved full-face helmet in accordance with USAREC Form 1236. A full-face helmet is described as one that provides protection over the entire face.

POC mickey.gattis@usarec.army.mil



**USAREC policy requires Soldiers operating motorcycles on or off post to wear a full-face DOT approved helmet. Photos by Walt Kloeppel**



William H. Willoughby (left) administers the Oath of Enlistment to members of the Delayed Entry Program at Jacobs Field in downtown Cleveland, Ohio.

## Army Night a Big Hit at the “JAKE”

*Story and photos by Perry Edelbergs, Cleveland Battalion*

On June 10, Jacobs Field in downtown Cleveland was the site of Army Night with the Indians. The event was one of many “Operation Patriot Season” activities held across the country. They were designed to raise awareness of the Army’s contribution to the Nation’s development and the sacrifices our Soldiers have made in winning and protecting America’s freedom, to include the Army’s participation in the ongoing war on terrorism. Prior to the start of the game, which pitted the Tribe against the Florida Marlins, a number of Army pre-game activities took place.

Recruiters arrived early at the Jake and set up an Army information table on the main concourse. Besides providing literature about Army opportunities and benefits, the recruiters urged fans to write messages of support on postcards (that were available at the table) for Soldiers deployed in Afghanistan and Iraq. Helping generate traffic to the table, messages were flashed on the large centerfield scoreboard reminding everyone of the table location highlighting that the Army’s 229th Birthday was just a few days away.

The 19,000 plus fans in attendance witnessed William H. Willoughby, the civilian aide to the Secretary of the Army for northern Ohio, administer the Oath of Enlistment to 47 members of the Delayed Entry Program. Joining Willoughby was Craig Tame, chief of health and public safety office for the city of Cleveland, who was representing Mayor Jane Campbell.

Immediately following the swearing in ceremony, Capt. Roger Davis, Cleveland Battalion operations officer and an Operation Iraqi Freedom veteran, threw out the ceremonial first pitch to Tribe star Coco Crisp. The Army color guard then took the field for the playing of the National Anthem.



Legendary Indians mascot *Slider* congratulates Capt. Roger Davis on his outstanding ceremonial “first pitch.”

## Voter Registration: A Valuable Tool

*By Nancy Marquardt, Denver Recruiting Battalion*

This year’s hot and heavy political battle can be cool for recruiters. Young people are showing lots of interest in the 2004 presidential race and that’s good news for recruiting.

Army recruiters are authorized to

register voters. Setting up voter registration tables on college campuses is a sure-fire way to meet your prospects and talk to them about both the political and the personal changes they want to accomplish. They may even ask what the Army can offer them. It’s certainly an opportunity to shake hands in a non-threatening environment.

Denver Recruiting Battalion Commander Lt. Col. Jeffrey Brodeur said,

“Voter registration is an excellent tool recruiters can use to access colleges in their areas. It’s a no-brainer. When schools open this fall, be there.

“Register the future leaders of our country and capitalize on the opportunity to talk to students about their future plans. There’s no telling what problems or challenges they’re facing, and you can be there to listen and help,” Lt. Col. Brodeur added.



## New Program Prepares DEP Families for Army Life

By Nancy Marquardt, Denver Battalion

More than 30 new Lakewood, Colo., recruits and their loved ones will be well prepared for Army life after participating in a June 12 Denver Battalion Army Family Team Building for DEP members. The training was designed to explain various aspects of transitioning from civilian to Army life.

Battalion Soldier and Family Assistance Program Manager Kim Franklin said, "AFTB was started during Operation Desert Shield/Desert Storm by senior non-commissioned officer spouses as a way to give families the knowledge and resources for life in the Army.

"The program deals with everything from health and dental insurance, to how to read a military leave and earnings statement. We keep the format simple and easy to duplicate. With volunteers and

some coordination, we can take the program to every station in the battalion," Franklin added.

Army Family Team Building Coordinator, volunteer and Army spouse Chastity Aguilar+ facilitated the event and said, "I was raised in the military and have taken many things for granted. But I understand how some people may feel a bit of culture shock when they arrive at their first duty station. Spouses, especially, can find the transition very difficult.

"After arriving at an Army post, spouses and children experience a total and immediate immersion into the Army way of life. For many, it's their first time away from home and family. They are used to having someone to lean on for answers to their problems, so the AFTB training provides some brief knowledge of ways to adapt to the Army family," Aguilar said.

The Saturday morning program ended

with Lakewood recruiters fielding a variety of questions, with answers based on personal experience.

"Sometimes firsthand experience is the best knowledge you can give," Franklin said.

Many questions referenced deployments and Battalion Commander Lt. Col. Jeffrey Brodeur was on hand to give his expert advice.

"AFTB training is a timely program, and one that will help us keep our DEP members focused and less stressful as induction day approaches," Lt. Col. Brodeur said.

The AFTB for DEP members is a developing program throughout Recruiting Command. The program intends to decrease the number of DEP losses by establishing a network of information and communication for DEP members and their families.

## Recruiters Celebrate the Army's 229th Birthday

By Virginia Thibodeau, New England Battalion

The Army birthday was celebrated a day early at Fenway Park in Boston.

Boston Company recruiters and DEP members handed out flags at all the gates. The 94th RSC color guard presented the colors as Capt. Paul B. Cole IV, New England Battalion, did an excellent performance of the national anthem.

Master Sgt. William L. von Zehle, Jr., battalion operations sergeant of the 411th Civil Affairs Battalion, Danbury, Conn., threw out the first pitch.

The Red Sox treated all to an excellent performance on the field as Pedro Martinez pitched his way to a 4-1 victory over the Los Angeles Dodgers.

The "7th inning stretch" was time for another performance by Capt. Cole as he sang "God Bless America."



Capt. Paul B. Cole IV, New England Battalion, shown on the scoreboard, sings the national anthem before the start of the game. Photo by Virginia Thibodeau, New England Battalion



Lt. Col. Patrick J. Walsh, battalion commander, Dallas Recruiting Battalion, presents a plaque to Sgt. 1st Class William R. Brown, Bronze Star Medal recipient, and his wife, Audra.

## Irving Recruiter Awarded Bronze Star

*Story and photos by Kim Levine, Dallas Battalion*

A Soldier from the Dallas Recruiting Battalion was awarded a Bronze Star Medal for exceptional service while deployed to Iraq in support of Operation Iraqi Freedom July 13 at the battalion headquarters.

Sgt. 1st Class William R. Brown, a recruiter with the Irving Recruiting Station, was attached to the Coalition

Military Assistance Training Team in Baghdad, Iraq, that helped to build the new Iraqi Army.

Sgt. 1st Class Brown served six months in Iraq as the air movements noncommissioned officer, planning and coordinating more than a hundred air operations for the unit. He was responsible for ensuring the safe movement of Iraqi recruits and Army personnel to training bases.

“I’m honored by this

award,” said Sgt. 1st Class Brown. “I just did my job.”

In addition to his duties as air movement NCO, Sgt. 1st Class Brown also executed ground convoys, responded to security threats and regularly assumed security duties, according to the award citation.

“His service and performance of duty was invaluable to the organization’s overall mission of standing up and training the Iraqi Armed Forces,” reads the citation.

Working with Iraqi recruits was different and encouraging, said Sgt. 1st Class Brown.

“There was such an influx of people who wanted to join, we actually had to turn people away,” he said.

Sgt. 1st Class Brown

volunteered to deploy to Iraq as an individual augmentee. He has been with the Dallas Battalion since January 2002. Before joining the recruiting team, he served seven years as an infantryman.

“I would go back in a second,” Sgt. 1st Class Brown confidently declared. “I would go today.”

Sgt. 1st Class Brown has been selected for the Special Forces qualification course, and will transfer to Fort Bragg, N.C.



Lt. Col. Patrick J. Walsh, battalion commander, Dallas Recruiting Battalion, presents Sgt. 1st Class William R. Brown the coveted recruiter ring after the presentation of his Bronze Star.

## Pontiac Company Color Guard Performs at NBA Finals



Singer Aretha Franklin performs at Game 5 of the NBA Finals in Auburn Hills, Mich. Pontiac Company, Great Lakes Battalion, provided the color guard. From left to right: Sgt. Joshua Choate, Staff Sgt. James Pellow, Sgt. 1st Class Tony Briggs, Staff Sgt. Shawn Flanigan. *Photo courtesy of 1st Sgt. Albert Crawford.*

## Recruiter Tops in Rugby

By *Vernetta E. Garcia, Columbia Battalion*

One of Columbia Recruiting Battalion's own, Staff Sgt. Christopher Wunsch, Pontiac Recruiting Station, was selected for the United States Combined Services Men's Rugby Team. The team participated in a five-nation European tour July 3-18.

The tour started and ended in Germany. It included stops in The Netherlands, Poland, the Czech Republic and France. This trip marked the 10th bi-annual tour in the history of the Combined Services program. This is the fifth time that Wunsch has been invited and the first time that he's been able to attend.

Staff Sgt. Wunsch has been a member of the All-Army team since 1993. He started playing rugby more than 15 years ago in the eighth grade while attending school in Canada. He's been hooked ever since.

"Rugby is the ultimate sport where athleticism, attitude, and heart come together as one team of 15 players on a field. You don't have to be 6 feet 6 inches, 280 pounds to be a great player. You just have to dig deep and play hard," Staff Sgt. Wunsch said. "It's a wonderful



**Staff Sgt. Christopher Wunsch, Pontiac Recruiting Station, (top row, second from the left) with the USAREUR All-Star team at 2003 Military National Championship Tourney at Fort Benning, Ga.**

game and I can't get enough of it."

Staff Sgt. Wunsch explained, "Rugby is a game 80 minutes in length with two 40-minute halves. There are no breaks, time outs. It is not like football where a 10-second play is a long play and then you get 45 seconds to recover prior to the start of the next play. Rugby does not stop unless there is a penalty or the ball goes out of bounds. The conditioning required to play at the higher levels is very high."

The All-Army Rugby Team has dominated the interservice tournaments by winning nine out of the 11 competitions. Sergeant Wunsch was able to attend eight of these tournaments. He

has also played with Division 1 Germany teams and has won several Germany National Championships. In 2000 while playing with the All-Army team, he was selected best in his position — flanker. Currently, he plays 10 months out of the year for a local Division 3 team, Columbia Olde Grey.

"The honor of representing the military service in competition against some of the best rugby players in the world is not easily obtained, and the privilege of participation in these competitive events reflects greatly upon the invited personnel and their commands," commented Staff Sgt. Dominic Budzisz of the United States of America Rugby Football Union.



## March 2 Success

By *Capt. Lawrence Mullany, Albany, N.Y., Recruiting Company*

A 22-point average increase from the Enlistment Screening Test to the Armed Services Vocational Aptitude Battery! How often would that have made the difference between a failed applicant and an enlistee in your recruiting station?

Schenectady, N.Y., Recruiting Station identified nine likely candidates whose EST scores were between 30 and 40 to test the value of March 2 Success, a Department of Army online program that teaches math and English skills common to many standardized tests.

Station Commander Sgt. 1st Class James Sheriff said, "M2S is a program we've proven can substantially raise test scores."

It's a very useful tool. The most important elements are that it allows individuals access to the site from any computer and it's self-paced.

How the site is presented to the applicant is important.

"When an applicant scores poorly on the EST, we don't say, 'you did badly, you need to go on this Web site to do better.'

Instead, we encourage them to increase their scores, so they'll be eligible for more military occupational specialties and benefits — more options for their futures. We found that it took about two weeks for the applicants to improve their scores," Sgt. 1st Class Sheriff says.

Reserve recruiter Sgt. 1st Class Gregory Psoinos has a GA contract because of March 2 Success.

"My applicant did a 35 on the EST, and then, a month later, after doing M2S, she took the ASVAB and scored a 53," he said. The new Reserve 63B, "was a high school grad, but she hadn't taken a test for a long time. It was a good refresher course for her and an enlistment for me," Sgt. 1st Class Psoinos said.

The recruiting station wrote seven quality contracts from the nine individuals who would have been unable to enlist without the dramatic increase in their AFQT scores, directly linked to their use of the March 2 Success Web site. "We'll continue to use this program to help our applicants expand their option, and to help us make our mission," said Sgt. 1st Class Sheriff.

## Welcome Brig. Gen. John Shortal

By Pearl Ingram, Editor, RJ

A ceremony in July welcomed Brig. Gen. John F. Shortal to U.S. Army Recruiting Command, Fort Knox, Ky., where he will serve as the Deputy Commanding General West.

He began his career commissioned as an infantryman in 1974, following graduation from the U.S. Military Academy at West Point, N.Y.

“I have known this great leader and this great officer for a long time,” said Maj. Gen. Michael Rochelle, USAREC commander, during his speech at the welcoming ceremony.

Maj. Gen. Rochelle said he has known Brig. Gen. Shortal as a commander of an infantry training brigade at Fort Jackson, S.C., and has known his work as a general officer serving in positions of high levels of responsibility.

“I liken the arrival of John Shortal to today’s sunshine,” said Maj. Gen. Rochelle. “He’s bringing with him talent as a leader, his knowledge as a Soldier, and his understanding of the accessioning process, primarily from the IET, initial entry training position.”

Both Maj. Gen. Rochelle and Brig. Gen. Shortal share initial roots at Fort Campbell, Ky., where Brig. Gen. Shortal served as a rifle platoon leader, executive officer and aide-de-camp to the Assistant Division Commander for Support, 101st Airborne Division (Air Assault).

Brig. Gen. Shortal said he had learned a lot from Maj. Gen. Rochelle in the past and that it is a great honor to be joining the Recruiting Command.

“It is a privilege for me to join the outstanding NCOs and officers of Recruiting Command



**Brig. Gen. John Shortal speaks during the welcoming ceremony. Photo by Stephen Moore, TASC**

on this incredibly important mission,” said Brig. Gen. Shortal. “We provide the strength, young men and women, who are proud to put on this uniform to serve our Army and nation and to make a difference throughout the world.”

Before coming to Recruiting Command, Brig. Gen. Shortal served as the Assistant Division Commander (Support), 2d Infantry Division, Eighth U.S. Army, Korea. He holds a doctorate degree in history from Temple University in Philadelphia and has served as an instructor and assistant professor in the Department of History at the U.S. Military Academy.

Other positions held:

Commanded two companies in the 1st Battalion, 10th Infantry, 4th Infantry Division (Mechanized), Fort Carson, Colo.

From 1988 through 1989, assigned to 1st Battalion, 506th Infantry, 2d Infantry Division, Eighth U.S. Army, Korea

Regimental Operations Officer and later Deputy Regimental Commander, 3d U.S. Infantry, Fort Meyer, Va.

## Military Taking Steps to Protect Against Identity Theft

By Donna Miles  
American Forces  
Press Service



As stricter penalties go into effect for identity theft, the Defense Department and the services are taking steps to protect service members, their families and DOD civilians from being victimized.

Identity theft occurs when someone uses another person’s name, Social Security number or other personal information to apply for credit, buy goods and services, or commit other fraud.

President Bush signed a bill into law July 15 stiffening penalties for identity thieves. He said they undermine public trust while “running up bills on credit card accounts that the victim never knew existed” and “quickly damag(ing) a person’s lifelong efforts to build and maintain a good credit rating.”

Cmdr. Frank Mellott, chief staff officer for Naval Network and Space Operations Command at Dahlgren, Va., knows firsthand just how devastating identity theft can be to its victims.

An estranged half-brother used Cmdr. Mellott’s Social Security number on a W-2 form to avoid paying child support, then opened cable TV and wireless telephone service in his name but didn’t pay the bills. The fiasco damaged more than Cmdr. Mellott’s credit rating. It also threatened the renewal of his top-secret security clearance, and with it, his opportunity for promotion.

“Not only did my half-brother’s actions tarnish my

good name and adversely affect my credit history,” Cmdr. Mellott told the House Financial Institutions and Consumer Credit Subcommittee last summer. “They might well have ended my 17-year naval career.”

Cmdr. Mellott told the American Forces Press Service he was unaware that he’d been victimized until he received notice that his \$5,000 tax refund had been sent to pay back child support. The notice said all future federal payments due him — including his military pay — would also be redirected to cover child support payments his half-brother actually owed. The nightmare got worse as Cmdr. Mellott’s credit rating got dinged for debts accumulated by his half-brother’s wife.

Like Cmdr. Mellott, retired Army Capt. John Harrison found himself tangled in the web of identify theft. Capt. Harrison told the Senate Banking Committee that the perpetrator, Jerry Wayne Phillips, conned Army officials at Fort Bragg, N.C., into issuing him an active-duty military identification card in Capt. Harrison’s name in 2001. With access to Capt. Harrison’s name and Social Security number, Phillips was able to quickly drive up more than \$260,000 in debt.

“The military ID, combined with my once-excellent credit history, allowed Phillips to go on an unhindered spending spree lasting four months,” Capt. Harrison told the committee. Phillips opened more than 60 fraudulent accounts in Capt. Harrison’s name, got loans on two trucks and a Harley-Davidson motorcycle, rented a house in Virginia and even purchased a timeshare in Hilton Head, S.C. — all in Capt. Harrison’s name.

The ultimate insult, Capt. Harrison said, came when Phillips wrote so many bad

checks in his name to the Army and Air Force Exchange Service that the military began garnishing Capt. Harrison's retirement pay.

Identity theft is a growing crime nationwide, and the military is not immune.

Five years ago, a task force of investigators from the Secret Service, Army Criminal Investigation Command, Naval Criminal Investigative Service and Air Force Office of Special Investigations focused on hundreds of credit cards opened in the names of top U.S. military officers, including more than 175 generals and admirals.

The task force's investigation led to the arrest of four people who had used 113 unauthorized credit card accounts — some opened using names and Social Security numbers that had been published in the Federal Register — to make \$37,000 in Internet purchases.

While committing identity theft can take just minutes, victims often find themselves spending months — even years — to unravel the consequences. Capt. Harrison told the Senate Banking Committee he's invested more than 1,100 hours of his time defending himself and working to restore his credit and banking history.

He said he's filled eight notebooks with more than 1,500 pages of documents and spent more than \$1,500 in out-of-pocket expenses related to the crime.

Mellott said he spent two full weeks of leave using what he called his "aggressive aviator nature" to help clear his name and his credit record.

Complicating the matter, he said, was that he was in "jurisdictional limbo" when he realized he'd been victimized: a California resident at the Naval War College in Rhode Island.

Military police wouldn't take his case because the perpetrator was a civilian.

The local civilian police wouldn't take his case because Cmdr. Mellott lived on base, where they didn't have jurisdiction, and the perpetrator was thousands of miles away. Finally, a Naval Criminal Investigation Service agent stepped in, taking the report from Cmdr. Mellott that eventually led to his half-brother's arrest.

But nearly four years later, he said he still gets occasional debt collection notices related to the identity theft. "It's the crime that keeps on giving," he said.

The military has taken a wide range of steps to protect its members and their families from identity thieves.

Earlier this year, the Defense Finance and Accounting Service dropped the first five digits of each person's Social Security number from all hard-copy leave and earnings statements and checks to guard against identity theft.

The department put into place measures in the E-Government Act of 2001 that control what personal information gets posted on government Web sites. Carey said the law requires privacy impact assessments to ensure government agencies take steps to protect their people against identity thieves. "We don't want to physically hand (personal identifying information) to them," he said.

In addition, the Defense Department teamed up with the Federal Trade Commission to launch Military Sentinel. This online complaint network enables military members and DOD civilian employees to report identity theft and other consumer frauds.

## Experts Develop Future Food for Future Warriors

By Phil Copeland  
American Forces Press Service

The Defense Department's Combat Feeding program at the U.S. Army Soldier System Center in Natick, Mass., is a "one-stop shop for all combat-rations development, field food-service equipment and total combat feeding systems," according to the Defense Department's combat-feeding director.

Gerald Darsch said the joint-service program is an effort to provide not only the appropriate types and distribution of food needed by the military services, but also to supply food products to astronauts at the International Space Station.

Combat rations and their distribution have improved considerably over the last five to seven years, Darsch said. The Combat Feeding program elicits "what Soldiers like to eat and what they don't like to eat. All of the rations are Soldier requested, Soldier tested, Soldier approved."

When servicemembers ask for a certain food item, such as Spanish rice or Thai chicken, food specialists develop recipes that will meet the request.

Test panels are randomly selected to evaluate recipes during development. Once a recipe is finished, it is field tested with Soldiers to ensure the goal is met.

One type of ration, the Meal, Ready-to-Eat, or MRE, is currently used by the military to sustain individuals in the field until an organized food facility is established. At present, mobile troops, who may not have much time to eat, take out only certain food components from

the MRE rations. "They leave up to 50 percent of the unused portion behind, only to be thrown away," Darsch noted.

The prototype "First Strike" ration program provides highly mobile ground troops with total eat-on-the-move capability. He said the idea is to provide a single ration per day containing only food items that are easy to use and consume.

Recently, both the Marines



Two pieces of the new "Jolt" caffeine energy gum are equal to a cup of coffee for U.S. warriors in the battlefield to help sustain a high energy level. This gum is included as part of the prototype "First Strike" rations that provide highly mobile ground troops with total eat-on-the-move capability. Photo by Phil Copeland

and Army Soldiers have requested First Strike rations developed by the Combat Feeding program.

"The Marines have asked for these rations to use in Afghanistan and Iraq," Darsch said. "(The Army's) 1st Cavalry Division in Iraq has also requested to try these rations for their Soldiers." Both services said it would provide a capability they really don't have, he added.

Darsch said this ration package includes a pocket sandwich with a three-year shelf life at



The “Hooah” Nutritious Booster Bar is new food item for U.S. warriors in the battlefield to help sustain a high energy level. This carbohydrate-packed energy bar is included as part of the prototype “First Strike” rations. *Photo by Phil Copeland*

room temperature, developed by the Army Soldier Center. This sandwich is a good idea for those who can't take a microwave or refrigerator out in the field, he added.

“We put three zip-lock bags in with the rations, so the person can break it up into three separate meals and easily store unused portions in the uniform pockets, wherever is most comfortable and fits the best,” he explained. “The beverage mix included with the rations is in a flexible package so you can reconstitute it right in the package and consume it directly from the package.”

Tube food, another type of ration, has been provided for the Air Force's U-2 long-range surveillance aircraft pilots during their reconnaissance flights.

According to Air Force officials, the U-2 is the most difficult aircraft to fly because of its unusually challenging takeoff and landing characteristics. Due to its high-altitude mission, pilots must wear full pressure suits.

The Combat Feeding program, in a joint effort with the Air Force Research Lab, developed two foods that actually enhance the pilots' cognitive performance.

The bottom line is that the

Combat Feeding program covers the gamut of everything required for feeding the armed forces “from deep sea to deep space.”

## Future Warrior Exhibits Super Powers

*By Phil Copeland  
American Forces Press Service*

The Army's future Soldier will resemble something out of a science fiction movie, members of Congress witnessed at a demonstration on Capitol Hill July 23.

The newest concepts for lightweight, lethal uniform systems to be worn by the future Soldiers in battle were displayed at the Russell Senate Building here.



**U.S. Army Staff Sgt. Raoul Lopez (left) poses in the new 2020 Future Warrior uniform system, while Army Sgt. Dan Harshman dons the 2010 Future Force Warrior uniform system. They were part of the Future Warrior exhibit for congressmen and their staff members on Soldier Modernization Day July 23 on Capitol Hill in Washington. *Photo by Phil Copeland***

Two uniform systems are under development. The Future Force Warrior system will be

available for fielding to Soldiers in 2010. The Vision 2020 Future Warrior system, which will follow on the concept of the 2010 Future Force Warrior system, is scheduled to be ready 10 years later.

The two new uniform systems are being developed under the Future Combat System Program. “This Army initiative will develop and demonstrate revolutionary capabilities for the future Soldiers in battle,” said Jean-Louis “Dutch” DeGay, a Soldier Systems Center representative.

The new systems include a weapon, head-to-toe individual protection, onboard computer network, Soldier-worn power sources, and enhanced human performance.

“The Future Force Warrior will be a responsive and formidable member of an invincible battle space team,” DeGay explained, describing the system scheduled to be fielded by 2010.

“The 2010 Future Force Warrior system will meet the more immediate, short-term demands of our fighting warriors in the battle space, while the 2020 model will remind you of an ominous creature out of a science fiction movie,” DeGay said.

He added that the system will leverage all the technologies and lessons learned from Afghanistan and Iraq.

Soldiers deployed to Afghanistan and Iraq carry large amounts of external weight, often 120 pounds or more, to be battle-ready. DeGay said the new uniform system — from head to toe — weighs 50 pounds.

The body armor of the new uniforms will absorb the shock of a bullet much better than current bulletproof vests. “The hard body armor has been stood

off of the body by 2½ to 3 inches, so when the Soldier is shot, the force is more evenly distributed to decrease injuries such as broken ribs,” DeGay described.

Soldiers will be able to chat online with each other while they are walking down a jungle trail. The new system has the ability for each Soldier to be tied into tactical local and wide-area networks with an onboard computer that sits at the base of the Soldier's back. “We essentially call the 2010 Soldier an ‘F-16 on legs’ because it gives the Soldier the same capabilities as they would normally have on aircraft and other platforms,” DeGay explained. The F-16 is an Air Force fighter jet.

Soldiers will also be able to share data with vehicles, aircraft and other individual Soldiers. “If an Apache helicopter was deployed forward and recorded real-time video of the enemy, the helicopter can send the video back to an individual Soldier to observe,” he said, with obvious enthusiasm and excitement for the new uniform system.

As has been seen in science-fiction movies, a dropdown piece of eyewear from the helmet allows the Soldier to see a 17-inch computer screen displaying anything relayed to the Soldier. “This eyewear device is see-through, so it hangs out in space,” DeGay said. This allows Soldiers to take in all supporting data while keeping both hands on their weapons.

Soldiers wearing the new system will have no need for an external microphone to communicate. “The helmet has sensors that register vibrations of the cranial cavity so I don't have to have a microphone in my mouth. That allows the Soldier to control the entire computer

via voice-activation,” DeGay explained.

Soldiers will be able to cycle through onboard menus via their eyewear device.



**This is a snapshot view of a computer screen future Soldiers will see in a dropdown eyewear device attached to their helmets. This particular screen view shows the physiological status of a given Soldier. A medic in the field can monitor another Soldier's health status without physically seeing that particular Soldier. This was part of the Future Warrior exhibit for congressmen and their staff members to view on Soldier Modernization Day. Photo by Phil Copeland**

The onboard computer will monitor Soldiers' overall physiological picture of how they are performing in the battle zone. "Warrior Physiological Status

Monitoring System gives the Soldier's body core temperature, skin temperature, heart rate, whether the Soldier is standing or prone, and how much water the Soldier has drunk," DeGay said.

A medic, who can be miles away, will now be able to diagnose and treat a Soldier who is about to have sunstroke, without even physically seeing the Soldier. "So a medic can see how the Soldier's core body temperature is rising (and) heart rate is falling, and the Soldier then knows to go directly to the medic for treatment," DeGay said. "The computer will drop down a map to direct the Soldier where to find the medic for help."

He pointed out that with the

new system commanders will be able to consider each Soldier, aircraft and vehicle as part of a node of a tactical network that shares data with each other, sending and receiving data inside the battle space.

The second uniform system, the Vision 2020 Future Warrior concept, will follow the 2010 Future Force Warrior with more advanced nanotechnology. Nanotechnology deals with the creation of incredibly small materials, devices or systems with a scaled-down size of 100 nanometers or less. A nanometer is a metric measurement equivalent to one billionth of a meter.

"If we were in Detroit, the 2020 Future Warrior system would be the concept car. It leverages a lot of the nano-work being done by the Massachusetts Institute for Technology," DeGay said, noting the Army just awarded MIT a five-year, \$50 million program to establish the Institute for Soldier

Think about a good action movie that shows an average person walking down a street with a nice designer suit. All of a sudden, gunshots are heard and just before a bullet hits this person, his soft fabric suit transforms into an incredible display of alien armor that deflects bullets. If Natick engineers are successful, this movie will become a reality in the future U.S. Army.

"What we hope to gain from this program is body armor that wears like a traditional textile impregnated with nanomachines connected to an onboard computer, DeGay explained. "So when you shoot a round into the uniform system, it's normally pliable until it senses the strike of a round — it becomes rigid, defeats the strike of the round and becomes soft again."

A shortcoming of traditional body armor is that it can only

absorb so many strikes from machine-gun rounds. "When you have a uniform with this new nanotechnology, it can absorb unlimited numbers of machine-gun rounds," DeGay pointed out.

Another potential development is inserting "nanomuscle fibers" that can actually simulate muscles, giving Soldiers more strength. Fabric is impregnated with nanomachines that create the same weight, lift and feel as a muscle. "So I coat the outside of the armor with a nanomuscle fiber that gives me 25 to 35 percent better lifting capability," DeGay explained.

The uniform from the waist down will have a robotic-powered system that is connected directly to the Soldier. This system could use pistons to actually replicate the lower body, giving the Soldier "upwards of



**A mannequin, on display at the Future Warrior exhibit, shows off the upper torso of the 2010 Future Force Warrior uniform system. The helmet has a drop down eyewear device so the future soldier can view an online computer while in the battle space. This was part of the Future Warrior exhibit for congressmen and their staff members to view on Soldier Modernization Day. Photo by Phil Copeland**

about 300 percent greater lifting and load-carriage capability," DeGay said. "We are looking at potentially mounting a weapon directly to the uniform system and now the Soldier becomes a walking gun platform."

The Future Force Warrior is the Army's short-term change, with a complete rebuild of the Soldier from skin out being planned through the Future Warrior system. "We are already starting to look at the 2020 Future Warrior concept, which is integrating stuff that is just starting to show promise in the lab," DeGay concluded. He said researchers hope to see this developing technology mature in the next 15 to 20 years. "Future Warrior is a visionary concept of how the individual warrior may be equipped in the 2015-2020 timeframe," he said.

## Army Posts to Grow With BCT (UA) Positioning

*By Sgt. Lorie Jewell, Army News Service*

A number of Army installations will grow by several thousand Soldiers in the next few years as a result of decisions on where new brigade combat teams (units of action) will be temporarily based, according to senior Army officials.

Permanent locations will be decided during the 2005 Base Realignment and Closure process, also known as BRAC, the officials said.

"It is an operational necessity right now to build these brigade combat team units of action and get them into the field as quickly as possible," said Brig. Gen. David Ralston, director of force management in the Army's G-3, at a media briefing.

In the thick of fighting the Global War on Terror, the Army is transforming from a division-based force into smaller, more rapidly deployable brigade-based units of action that will provide greater combat power. Plans call for 43 modular brigade combat teams (units of action), or BCT (UA)s, to be in place by fiscal year 2006, up from 34 brigades the Army has now. The National Guard will also transform its current combat force to 34 modular BCT (UA)s, officials said.

The 3rd Infantry Division at Fort Stewart, Ga., has reset from three brigades into four BCT (UA)s and is preparing to return to Iraq this winter, officials said. The 101st Airborne Division at Fort Campbell, Ky., will begin resetting this fiscal year, as will the 10th Mountain Division at Fort Drum, N.Y. Those changes are expected to add about 1,400 more Soldiers to Fort Stewart; 300 to Hunter Army Airfield in Savannah, Ga.; 400 to Fort Benning, Ga.; 4,200 to Fort Drum; and 3,000 to Fort Campbell. These numbers are likely to change as the Army continues to implement plans, officials said.

In fiscal year 2005, the 2nd Cavalry Regiment will convert to a Stryker Brigade Combat Team and move from Fort Polk, La., to Fort Lewis, Wash. That move will add about 3,900 Soldiers to Fort Lewis. New BCT (UA)s will also stand up at Fort Polk, which will see an overall increase of about 300 Soldiers; Fort Richardson, Alaska, where 2,600 additional Soldiers are anticipated; and Fort Hood, Texas, which will grow by about 5,000 Soldiers.

The Soldiers will be assigned to the new units of action through cross-leveling, PCS moves, and straight out of advanced individual training, or AIT. Some will also be

transferred from Korea and other overseas locations, and after completing drill sergeant and recruiting tours. Officials pledged to limit back-to-back combat tours as much as possible.

Once permanently stationed with a new unit of action, the Army will make every effort to allow Soldiers to remain at an installation for up to seven years.

The Center for Military History is currently examining options for renaming these formations and to decide unit designations.

## Army College Fund Cap Increases to \$70,344

U.S. Army Recruiting Command officials announced that the maximum benefit under the Montgomery GI Bill plus the Army College Fund has been increased from \$50,000 to \$70,344 for persons who qualify for this program. The Army College Fund is available to applicants who qualify for selected Army skills.

"It is very important that the Army College Fund keep pace with the increasing costs of higher education," said Bill Kunisch, Education Services Specialist at the U.S. Army Recruiting Command. "This is one of our most important enlistment incentives, and we must ensure that it remains competitive. This program recognizes the Army's commitment to attract the best and the brightest of America's youth."

The Army College Fund builds upon the Montgomery GI Bill, which was introduced in 1985. All enlistees are eligible to participate in the

Montgomery GI Bill. The Army College Fund is available to those enlistees who have a high school diploma, score in the top half of the Armed Services Vocational Aptitude Battery, and select certain Military Occupational Specialties.

The Army College Fund amount is based upon the term of enlistment and the MOS that are chosen at the time enlistment. A two year enlistment offers \$34,776; three years \$52,344; four years \$66,744; and five and six years the maximum \$70,344.

This is the fifth increase to the maximum Army College Fund since its introduction. When originally offered in 1985, the maximum was \$25,200 for a four-year enlistment.

For more information on the Army College Fund, contact your local Army recruiter, or visit [www.goarmy.com](http://www.goarmy.com).

## Army Announces Special Recruiter Assistance Program

The Department of the Army has announced a Special Recruiter Assistance Program (S-RAP) that will offer our Soldiers who have served on the front lines the opportunity to convey their experiences to their local communities. This initiative will enable families, friends, local organizations and leaders to hear first hand accounts of the war through the voices of their hometown heroes.

Effective Sept. 1, 2004, enlisted Soldiers in the Continental United States who have served in support of Operation

Enduring Freedom (OEF) or Operation Iraqi Freedom (OIF) may request to participate in S-RAP. In addition to being a veteran, Soldiers must also meet HRAP criteria outlined in AR 601-2 (Army Promotional Recruiter Support Programs). S-RAP participants will serve in a temporary duty (TDY) status for a period up to 14 days and may claim reimbursement for travel expenses and per diem allowance for the period of TDY. Further, the TDY may be taken in conjunction with ordinary leave. U.S. Army Recruiting Command will allocate funding for this initiative and is responsible for managing the program.

OEF/OIF enlisted Soldiers who want to participate must submit their applications online at [www.usarec.army.mil](http://www.usarec.army.mil). All requests will undergo a screening process and will take at least seven days to complete. USAREC's HRAP manager will notify Soldiers who pass the screening via e-mail. This e-mail will also include the name and address of the recruiting company where the participants will perform their S-RAP duty. Upon receipt of notification, these Soldiers must have their requests (DA Form 4187) approved by the first Lt. Col. in the Soldier's chain of command. Soldiers will fax the 4187 to USAREC at 502-626-0943 and upon receipt a DD Form 1610 will be completed and sent to the e-mail address of the Soldier and unit personnel section, as provided on the DA Form 4187.

The OEF/OIF Soldiers will report to the designated recruiting station commander on the day the S-RAP commences in their Desert Camouflage Uniform (DCU) with a DD Form 1610 authorizing S-RAP participation. S-RAP Soldiers will work not less than 40 hours per week during their tour.



# Gold Badges



**RSM JULY 2004**

**ALBANY**

SFC Carlos Vazquezbonilla

SSG Jodi Galloway

SSG Kerry Smith

**BALTIMORE**

SGT Joseph Bias

SGT Michael Porche

**COLUMBUS**

SFC James Inman

SGT Christopher Marcum

**DALLAS**

SSG Frederick Smith

**HOUSTON**

SGT Ian Cock

**INDIANAPOLIS**

SSG Charles Fester

**JACKSONVILLE**

SSG James White

**KANSAS CITY**

SSG James Brown

SSG Dundego Warren

SGT Scott Taylor

**LOS ANGELES**

SSG Eldhen Fajardo

SSG Derrick Pleas

**MID-ATLANTIC**

SFC Michael Malinoski

**MINNEAPOLIS**

SSG Tim Pearson

**PITTSBURGH**

SFC Robert Miles

SSG Jeffery Vittorio

SGT William Nash

SGT Moylan Turner

**SACRAMENTO**

SSG Robert Bencheck

**SOUTHERN**

**CALIFORNIA**

SSG Frederick Yuen

# Recruiter Rings



**RSM JULY 2004**

**1ST AMEDD**

SFC Kevin Wilson

**BALTIMORE**

SFC James Krupp

SFC Morris Turner

SFC Feliece Cortez

SSG Matthew O'Donnell

SSG Bassirou Ndiaye

**BECKLEY**

SGT James Conley

**COLUMBIA**

SFC Osler Childress

SFC Sean Robinson

**DALLAS**

SSG Jason Hallock

SSG Frankie Phillips

**DENVER**

SSG Aaron Hansen

**DES MOINES**

SSG John Fitzsimmons

**GREAT LAKES**

SGT Billy Winchester

**HOUSTON**

SSG Jonathan Jackson

**LOS ANGELES**

SSG Kevin Connaughton

**MINNEAPOLIS**

SFC John Stadtmueller

**NEW ENGLAND**

SFC Rodney Gagnon

SFC Randall Revell

SSG Gary Lausier

SSG Robert Leeman

**NEW ORLEANS**

SFC Terri Lea

SFC Andrew Dozier

SSG James Carley

**PORTLAND**

SFC Raymond Woottakewahbitty

SGT Christopher Burris

SGT Rickey Austin

**RALEIGH**

SSG Timothy Kurczewski

**SACRAMENTO**

SSG Rolando Banandos

SSG Ralph Guillermo

**SOUTHERN**

**CALIFORNIA**

SSG Brian Kreitzer

# Morrell Awards



**RSM JULY 2004**

**CHICAGO**

SSG Mario Osorio

**COLUMBUS**

SFC Phillip Brewster Jr.

SSG Michael Fitch

**DALLAS**

SFC Ozender Elston

SSG Jack Sadler

SSG Shawn Miller

SSG Kevin Anderson

**DES MOINES**

MSG Kenneth Smith

SFC Ricky Buchholz

**KANSAS CITY**

SFC Charles Eaton

SFC Duncan Massingham

SSG Matthew Payne

**MID-ATLANTIC**

MSG Jeffrey Driver

**PHOENIX**

SFC Charles Brown

**RALEIGH**

SFC Frederick Collins

SFC Charles Hulett

SFC Gerald Burch

**1. High school transcript can be used to verify an applicant's Social Security number.**

- a. True
- b. False

**2. The MEPS commander may require the applicant to retest the ASVAB if there is a difference of 20 or more percentile between the AFQT score on a retest and a previous score.**

- a. True
- b. False

**3. Applicant may be given the first ASVAB retest no earlier than \_\_\_\_ after the initial test is administered.**

- a. one month
- b. two months
- c. nine months
- d. six months

**4. The waiting period following civil restraint does not apply to traffic or minor nontraffic offenses unless waiver is required.**

- a. True
- b. False

**5. This term means a judgment of guilty or accepted plea of nolo contendere is entered in a court's record for persons tried as an adult.**

- a. other adverse disposition
- b. civil court conviction
- c. nolo contendere
- d. guilty

**6. No DEP/DTP will ship to basic training without a hard copy Social Security card.**

- a. True
- b. False

**7. Initial PFA will be conducted \_\_\_\_\_ days after enlistment. DTP members will take an initial PFA prior to reporting to the Reserve unit.**

- a. 9-10
- b. 6-7
- c. 1-10
- d. 3-10

**8. The \_\_\_\_\_ (U.S. Army Delayed Physical Training Program Statement) will be initiated and signed prior to beginning the Physical Fitness Assessment for all DEP/DTP members.**

- a. USAREC Form 986
- b. USAREC Form 611
- c. USAREC Form 533
- d. USAREC Form 992

**9. A PFA must be passed prior to shipping. A final PFA will be administered at least \_\_\_\_\_ prior to the applicant's scheduled ship date in order to prevent a lost training seat.**

- a. 15 days
- b. 10 days
- c. 30 days
- d. 1 day

**10. Court documents do not have to be obtained if the court charges a fee for copying the documents.**

- a. True
- b. False

**11. Details on a military map are shown by topographic symbols. Those symbols are shown using what five basic colors?**

- a. black, brown, green, red, and yellow
- b. black, blue, green, red, and yellow
- c. black, blue, brown, green, and red
- d. black, pink, green, red, and yellow

**12. If your M16A2 has a malfunction, you perform immediate action in this order.**

- a. pull, slap, release, observe, tap and shoot
- b. slap, release, pull, observe, tap and shoot
- c. slap, observe, release, pull, tap and shoot
- d. slap, pull, observe, release, tap and shoot

**13. What type of ammunition is used with the M16A2 rifle?**

- a. 5.00mm
- b. 5.44mm
- c. 5.56mm
- d. 3.57mm

**14. What is the first thing you do when reacting to a nuclear attack without prior warning?**

- a. Drop to the ground in a prone position
- b. Close your eyes
- c. Warn others

**15. M9 detector paper will detect chemical agent vapors.**

- a. True
- b. False

**The answers to this month's test can be found on opposite page.**

# Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

## RSM July 2004

### Top Regular Army Recruiter

**SSG David Dixon**

Harrisburg

**SSG Timothy Kozik**

Pittsburgh

**SFC Edward Daniel**

Raleigh

**SSG Russell Parasky**

Indianapolis

**SGT Ronnie Simonsen**

Minneapolis

**SFC Jose Rojas**

Dallas

**SSG Ralph Guillermo**

Sacramento

**SSG Charles Nichols**

Salt Lake City

### Top Army Reserve Recruiter

**SFC Peter Palumb**

Syracuse

**SSG Eddison Cyrus**

Raleigh

**SGT Scott Fredericks**

Cleveland

**SFC Bertha Middlebrooks**

Dallas

**SFC Bradley Dallman**

Seattle

### Top Limited-Production Station Commander

**SFC Kevin McConkey**

Concord

New England

**SFC Kelly David**

Greenville

Raleigh

**SFC John Trowbridge**

Louisville East

Indianapolis

**SFC Scott LeBlanc**

Houma

New Orleans

**SFC Stuart Williams**

San Diego Central

Southern California

### Top On-Production Station Commander

**SFC Joseph Wetzel**

Carlisle

Harrisburg

**SFC Robert Thompson**

Toccoa

Atlanta

**SFC Brian Chamberlain**

Midland

Great Lakes

**SSG Jerry Hanshaw**

Neosho

Kansas City

**SFC Melvin Manglona**

Kauai

Portland

**SSG Michael Glessman**

Omak

Seattle

### Top Company

Guam

### Top Army Medical Department Detachment

Southeast

Florida

Minneapolis

Oklahoma City

Northwest

## Answers to the Test

1. a. AR 601-210, para 2-11b

2. a. AR 601-210, para 5-9(1)

3. a. AR 601-210, para 5-9c

4. a. AR 601-210, para 4-37a

5. b. AR 601-210, para 4-36b(2)

6. a. USAREC Msg 04-098

7. d. USAREC Msg 04-101, 6a

8. d. USAREC Msg 04-101, 6b

9. c. USAREC Msg 04-101, 7a

10. b. AR 601-56, Appendix B-8

11. c. SMCT, dtd Oct 94, Task #071-319-1000

12. d. SMCT, dtd Oct 94, Task #071-311-2029

13. c. SMCT, dtd Oct 94, Task #071-311-2030

14. b. SMCT, dtd Oct 94, Task #031-503-1018

15. b. SMCT, dtd Oct 94, Task #031-503-1020



U.S. ARMY

*Salute to*  
*National Hispanic*  
*Heritage Month*  
15 September - 15 October