

RECRUITER

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September 2005

Journal



**Army
Career
Explorer**
Accommodating
Online Job Seekers
page 16

RECRUITER Journal

U.S. Army Recruiting Command
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Closing Out a Historic Recruiting Year



Maj. Gen. Michael D. Rochelle

When I was given my first command in U.S. Army Recruiting Command in 1988, I immediately recognized that this exciting organization is made up of some of the most superbly trained and highly motivated Soldiers, civilians and contract personnel in the entire Army. Today, I am more convinced than ever of that fact!

You could say I fell in love with recruiting during my tenure as the Brunswick Recruiting Battalion commander during 1988. However, many things have changed since that time, including the change from a Brunswick Battalion to what is now the New England Recruiting Battalion. I accepted command as the USAREC commanding general in 2002 – just over 100 days following the 9-11 events.

Since January 7, 2002, we have experienced many highs and several lows. Yet, I must say that not one day has passed during which I have not been proud of the men and women who make up this dynamic command.

Through the persistent efforts of great Army recruiters and the confidence and unwavering support of Army leadership, we have not only weathered every storm, but we have achieved what no other group of recruiting pioneers has even dreamed of. We have written a most remarkable chapter in the histories of the volunteer Army and the All-Volunteer Force. As the command moves forward, let us take pride in our past achievements and thank all of those who helped us along the way — and there are many. But let us also dedicate ourselves to the challenges that lie ahead.

By any measure, 2005 is a recruiting year to be celebrated! There are no historical precedents for what Army recruiters achieved on behalf of our Army and the nation. We owe a debt of gratitude to many who supported us. Much of that debt is owed to our USAREC families. Without their steadfast support, forbearance and understanding, the accomplishments of the past year would not have been possible.

As we look to the future, fiscal year 2006 will be very challenging; however, we have demonstrated our ability to rise to any level of recruiting challenge and persevere.

As I pen my final RJ message, I congratulate all Army recruiters for your professional warrior spirit and tenacity. I thank our teams of military and civilian staff for all you have contributed to the many successes too numerous to mention. Finally, I thank our USAREC families for the stalwart support that has made all of the above possible. I am confident that support will serve us equally well in FY 06 and beyond.

God bless, and good recruiting!

Follow-up Actions — *critical task or discipline*

“The essential thing is action. Action has three stages: the decision born of thought, the order or preparation for execution and the execution itself. All three stages are governed by will. The will is rooted in character, and for the man of action, character is of more critical importance than intellect. Intellect without will is worthless; will without intellect is dangerous.” Gen. Hans Von Seeckt, German Army, World War I.

Recruiting is undoubtedly a complex, leadership-intensive and action-packed business. To succeed in the contemporary operating environment, leaders must be adept in all aspects of decisive, shaping and sustaining operations. Success requires lots of action-detailed analysis/planning and focused execution (close supervision) of operational plans (to see first, understand first, act first and finish decisively). As a whole, we do a decent job of analyzing and planning (seeing and understanding first), but struggle with the execution phase — focused action (acting first and finishing decisively). Brig. Gen. John F. Shortal said, “A simple plan violently executed is better than an elaborate plan poorly executed.”

I believe that all would agree with the old adage, “recruiters/leaders without a plan are recruiters/leaders destined for failure.” Ironically, a rational sequel has been neglected: “recruiters/leaders who willfully or otherwise neglect to properly implement plans and put control mechanisms in place to monitor progress toward meeting plans’ performance measures/end state are destined for imminent failure.” Developing a viable plan is critical; however, timely execution (close supervision, if required) and follow-ups are even more critical. The No. 1 reason more contracts are lost, standards not met, subordinates not developed and ultimately mission failed can be linked to poor or nonexistent

follow-up (finishing decisively).

Many studies in the sales world have revealed that the average prospect doesn’t buy until after the fifth to seventh follow-up telephonic or face-to-face interview. The study further underscores persistence and follow-through as crucial attributes for success. The same attributes apply in recruiting, counseling and leading. Count it as wasted effort and lost productivity when planning and conducting massive prospecting operation without the finesse/sophistication (resolve/persistence) to follow time-tested civilian or military doctrine for follow-up actions.

The same can be said of station commanders and first sergeants who fail to properly exploit the “next action” and “suspense” capabilities resident in all station- and company-level recruiting operation systems tools. Subordinate leaders who have true “command and control” of their units set timely suspenses and provide follow-up guidance in all aspect of recruiting operations dealing with recruiting and accessing the force.

Consider elaborate well-thought-out operations orders, quarterly/annual strategic plans, or even scheduled/ conducted unit inspections ... and the unintended consequences of failing to conduct follow-up assessments to check the progress of published or implied guidance. It is a failure on some leaders’ parts to invest time, energy and scarce resources to put plans in place but then to lack the resolve and organization skills to check subordinates’ progress toward meeting milestones, performance indicators and achieve return on investment benchmarks. Neglect of this nature is tantamount to not having a plan (vision and strategy) at all. It speaks volumes to subordinates when leaders who promulgate sophisticated plans and tacitly suggest that they’re not important due to



Command Sgt. Maj. Harold Blount

lack of leader follow-through (adequate supervision).

When you tell someone to do something (take action) and fail to follow up on your request/guidance, subordinates tend not to take you seriously. Whether self-leadership on subordinates’ or leaders’ part, you must be organized and have mechanisms in place to follow up on actions. The mission is too critical to do otherwise.

Please recall the wise counsel in my March Recruiter Journal article with respect to “conquering critical command standards.” In that article I made a convincing case that there is direct relationship between standards/ capabilities gaps and production gaps. In other words, lack of focus and follow-through to enforce standards and close developmental gaps manifest themselves in lost productivity toward mission box.

The way I see it, follow-up is the consummating critical task of recruiting. Success within any of the other critical tasks hinges on success of adequate follow-up actions. The success of the command hinges on leaders’ and Soldiers’ will and skill to conduct follow-up operations to see all tasks and goals through that deal with the mission, standards and developing subordinates. I agree with Gen. Hans Von Seeckt’s quote: “Intellect without will is worthless; will without intellect is dangerous.”

Save Your Marriage — Today

Staff Sgt. Tom Smith had just returned from OIF and was getting his world back in order when he opened an e-mail on his AKO account. He was reassigned to Recruiting Command as a recruiter. His mind flashed back to his enlistment and after some reflection he concluded, “I can do the job.” He had been successful so far and was encouraged at the promotion rate within USAREC. His family was excited at the possibility of being near relatives and friends.

Staff Sgt. Smith and his wife, Lisa, had been married for seven years and had overcome many obstacles in their marriage. Yes, they had arguments, major disagreements, and were separated for a period of time. However, recruiting offered the opportunity for Staff Sgt. Smith to be home every night and share in the parenting responsibilities. The expectations were high.

Assigned to a two-man station in a small town, miles from any major city, they remained positive and determined that this assignment was going to work not only for Tom’s career but for them as a couple. It was only months before the stress and hidden issues surfaced causing conflict between Tom and Lisa. Their arguments escalated to the point that they threatened to divorce. Everything was given a negative interpretation. Communications not only broke down, but ceased. One day when Staff Sgt. Smith was at work, Lisa packed up the car, wrote a note, and drove the kids to her mom’s house. It was only days before divorce papers were served.

The divorce rate in the Army has risen sharply in the last two years. In 2004 the rate tripled to 6 percent with 3,325 divorces out of 55,550 marriages. We do not have the statistics for USAREC; however, we know anecdotally that the rate of divorce is extremely high. What can you do to protect your marriage from becoming a statistic? What is USAREC doing to assist couples?

There are three small things that will help protect our marriages. The first is to eliminate the option of divorce. This can be difficult since divorce has become a lucrative business and acceptable in our culture. In a recent study, 80 percent of couples who contemplated divorce and elected to stay together were “happily married” five years later. In other words, if you commit to working on your marriage and getting help if necessary your chances of experiencing happiness are likely.

The second is to express your love in both word and deed. In most cases our romantic bank accounts are empty. During courtship you were romantic, creative and sometimes even spontaneous. You can do it again! Pick up that phone and order those flowers.

The last step would be to keep your communication lines open. We all communicate, however, at different decibels. Some of us only point and grunt while others are articulate and have a command of the English language. Our vocabulary should be positive, encouraging, and complimentary. Seek areas of agreement and solutions to your differences.



Chaplain Lt. Col. Lyndell E. Stike

USAREC has been proactive in caring for marriages and families. Brigade Unit Ministry Teams (Chaplain/Chaplain Assistant) have been resourced to provide two major training programs. The first is Prevention and Relationship Enhancement (PREP) training. Each battalion in the command is funded to conduct an Interpersonal Training Event for 25 to 30 couples. Chaplains using PREP educate recruiters and their spouses in the skills necessary to make a marriage successful. In addition to PREP, USAREC funds Family Wellness weekends. Each brigade can conduct two events for the recruiter’s entire family. Family Wellness educates parents and children in communications and parenting skills. Recruiters and family members pay nothing to attend these events. If you want more information on these programs, contact your brigade chaplain or chain of command.

Each of us is accountable for our personal relationships, however there are times we need to seek outside support. In addition to chaplains, there are many who stand ready to help, such as Soldier and Family Assistance, Family Advocacy Program managers, and the comprehensive Web based program, “Army One Source.”

Today is the day to seek help.

Three High School Graduates take Army Ranger Challenge

Story and photo by Sheryl Cuevas,
Phoenix Battalion

Three Valley graduates decided to make a commitment in June ... to join the U.S. Army together. Their goal? To be part of a group of the most elite combat Soldiers in the world — the U.S. Army Rangers.

“Ever since I was little, I wanted to go into the U.S. Army,” said Kyle Daggett, a 2005 graduate of Pinnacle High School. “It’s just something I wanted to do.”

R.J. Mann and Daniel Martinez, 2005 graduates of Shadow Mountain High School, agreed.

“I played football and ran track in high school” explained R.J. Mann, cousin to Kyle. “I enlisted with my cousin [Kyle] who has been my best friend since we were in diapers.”

Daniel Martinez, though a little more reserved, admitted that he had thought about the Marines at one point in time.

“You see those commercials for the Marines on the television, but the Army is the best. They have the best training around,” said Daniel, who has a history of the military in his family. “My uncle was in the Army and my cousin is currently a Green Beret.”

Their decision to join the Army came just a few short months ago, when both Kyle and Daniel made a telephone call to Sgt. 1st Class Daniel Sheets at the Scottsdale Recruiting Station.

“I decided to call Sergeant Sheets at the recruiting station during my third hour class at school,” explained Kyle. “Sergeant Sheets came to my house that evening at 6 p.m. and talked to me about the Army for almost four hours. About a week later, he talked to my cousin, R.J., about the Army.”

Like Kyle, Daniel also called Sgt. 1st Class Sheets at the local recruiting station in Scottsdale. It was just a short time later that Kyle, R.J., and Daniel enlisted together.

“Sergeant Sheets gave us a lot of information” explained Kyle. “He shared with us his experiences in the Army, and told us that he used to be a drill sergeant.”

What persuaded three seniors to enlist together as Army Rangers? “The Rangers are like a brotherhood,” Kyle explained. “That is really cool to us.”

Through successful training with the recruiters at Scottsdale Recruiting Station on Basic Training Task (BTT) list items, all three young men will enter into the Army with a little extra pay in their pockets. R.J. and his cousin Kyle will enter into Basic Combat Training at the rank of private first class, while Daniel will enter as a private E-2.



Left to right: Daniel Martinez, Kyle Daggett, and R.J. Mann. The three, who recently graduated from high school, left for Basic Training at Fort Benning on June 2nd.

Kyle, R.J., and Daniel enlisted in May for four years and reported to active duty on June 2, following their senior year in high school. Upon completion of airborne training, they were sent to Fort Benning to attend the Ranger Indoctrination Program, RIP, and Ranger Orientation Program, ROP.

Their decision to join the Army came with numerous benefits. Kyle, R.J., and Daniel qualified for a \$15,000 cash enlistment bonus, together with an airborne bonus, payable upon their assignment to an airborne unit. Each of the three young men qualified for the Montgomery G.I. Bill, which will pay up to \$36,144 for college after they leave the service, while Daniel qualified for the Army College Fund, which will provide him \$50,000 to complete college when he leaves the Army.

In addition their educational benefits and cash bonuses, Kyle, R.J., and Daniel signed up for the PaYS program (Partnership for Youth Success). Through the PaYS program, the Army and corporations across the United States partner to provide quality employees trained in a variety of skills. After they leave the Army, Kyle, R.J., and Daniel will have the opportunity to interview with the designated partner company that they chose when they enlisted, based on their military training.

The road ahead will be one of challenge and difficulty as the selection to the elite class of Army Ranger is one that is very rigid. Kyle, R.J., and Daniel will need a great ability to lead under extreme mental, physical, and emotional stress. As prospective Army Rangers, the three are readily excited about the challenge.

“I’m not fearful,” said Kyle, the day prior to leaving for basic training. “I am a little nervous, but I am ready for the challenge.”

R.J. and Daniel both agreed. “The Army is the best, and so is their training. Having the opportunity to be an Army Ranger is both exciting and motivating.”

Know Your ABCs and 123s

Recruiting at community colleges

*By Mary Kate Chambers,
RJ Associate Editor*

What's the best thing you can do as a recruiter near a community college?

Enroll, of course!

Terry Backstrom, Education Services specialist at USAREC G5, said the push over the past six or seven years to penetrate community colleges offers recruiters an excellent avenue to further their own education while leading to some great prospects.

"A lot of (recruiters) have probably started on college, so it's a good way to continue," said Backstrom. Additionally, he mentioned the available tuition assistance and the access to students, campus offices, organizations and activities.

"It's definitely a good thing" to be a recruiter/student, he said.

But there are other paths if time for class work is in short supply.

Sgt. 1st Class William Van Orman, a recruiter in West St. Paul, Minn., said his station also has had success working with career counselors at community colleges.

Their job of helping students find work to help pay tuition or to find a job when they leave the school can lead right to a recruiting station.

"We've gotten in really good" at Brown College, Sgt. 1st Class Van Orman said. "They have monthly job fairs that they invite us to now within the school. Those have probably been the best thing for us."

Another source at the schools can be the classroom instructors, said Staff Sgt. Danny Smith, an Army Reserve recruiter and station commander in Alexandria, Minn.

He said students often will seek advice from the instructor, and if a recruiter has a good relationship there, it can be "a big payoff."

"(Instructors) have the most influence, in my opinion, on the students in any particular field," said Staff Sgt. Smith.

Knowing the language also is key, he said.

"You have to have a concept of what they're doing in school, know the programs that the school specifically has and be able to talk intelligently about those programs and how to relate it to the Army," Staff Sgt. Smith said.

Brown College, like other vocational schools, has courses that match many Army MOSs, Sgt. 1st Class Van Orman said.

"I don't think they have a single course ... that we don't have an MOS for," said Sgt. 1st Class Van Orman. He said



**Sgt. 1st Class
Van Orman**

Minneapolis Battalion has gotten seven enlistments during the past year from Brown College.

Backstrom pointed out that students who earn, for instance, a two-year degree in business or liberal arts may struggle to find jobs or make very much money.

And “for those in certificate programs, the Army has a lot to offer those individuals,” he said.

With the older average age, 29, of community college students, recruiters also should consider families and students’ interests in medical and housing benefits.

“They may have a different buying motive to join as opposed to someone who’s 18,” Backstrom said. “Someone who’s 29 and has a family, stability is probably a bigger selling point than some of the other things.”

In St. Louis Battalion, Staff Sgt. James Pearson worked through APA to place an ad in the school directory saying “see you on campus every Tuesday from 11 to 1.” Staff Sgt. Pearson made sure An Army of One was on campus every Tuesday. A job fair and radio remote broadcast to promote their presence on campus also were successful events.

Staff Sgt. Smith said using the Concurrent Admissions Program lets the schools know “it’s not just take, take, take” on the recruiter’s part.

“The best way to have a good relationship with the college is that they understand you aren’t there to take their people away from them,” he said. “We’re giving to them as well as they are giving us the information and allowing us to work with their students.”



Staff Sgt. Smith

Top 5 fields of study

1. Registered nursing (Nurse Corps, health care specialist - 91W)
2. Law enforcement (military police - 31B, internment/resettlement specialist - 31E)
3. Licensed practical nursing (Nurse Corps, health care specialist - 91W)
4. Radiology (radiology specialist - 91P)
5. Computer technologies (information technology specialist - 25B)

1,200

Approximate number of public and private community colleges nationwide

6 million

Students enrolled

29

Average student age

56%

Students who are female

\$1,479

Average tuition and fees

62%

Students who attend part time

National Profile of Community Colleges: Trends and Statistics, 2000, and U.S. Department of Education, 2001

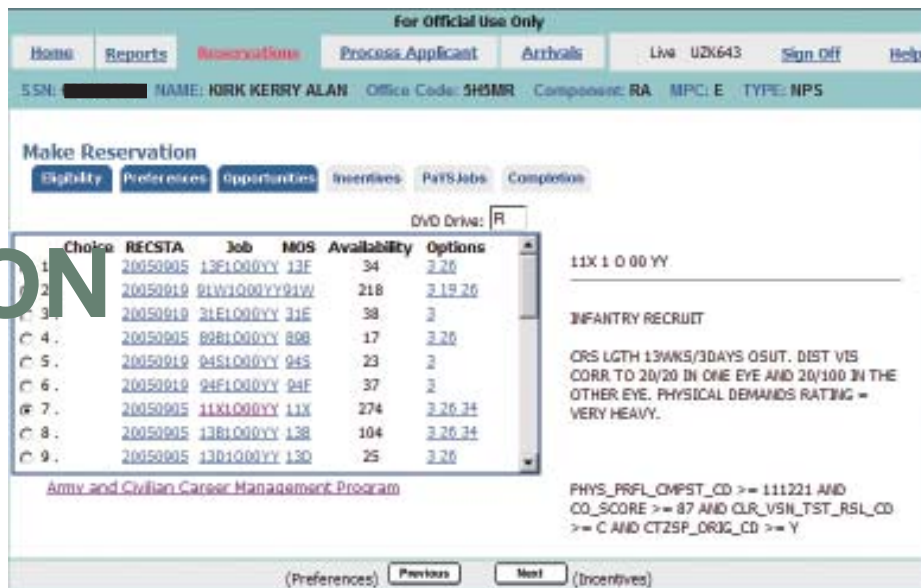
REMOTE RESERVATION SYSTEM: A COMBAT MULTIPLIER

By Sgt. 1st Class Chris Collins, Training and Assessment

We spend countless hours explaining the subtle benefits of an Army enlistment using the art of recruiting. This is a practice of adapting and applying dynamic interpersonal skills and leadership competencies by applying communication techniques and personal experience to shape, lead, and tell the Army story. It has been said that we, as an organization, are unable to dispel the rumor we cannot guarantee jobs, incentives and duty locations. Well, now we have a combat multiplier to give tangible evidence to our applicants and, more importantly, their significant others.

Currently, we, as Soldiers in the field of recruiting, use the counseling process to engender an Army commitment. We take on the role of counselor, mentor, and coach during the initial part of the Army interview. We lead the prospect through the mental process of identifying their needs, wants, and desires. Once these are determined, we complete the required enlistment information and send them to MEPS. At MEPS, we let our guidance counselors establish rapport again and execute the decision.

Now there is technology called Future Soldier Remote Reservation System, FSR2S, formerly known as "Point of Sale." Soldiers will access the Web REQUEST system to pull a temporary reservation for a qualified applicant. It is the same system the guidance counselors at MEPS are using. FSR2S will provide recruiters with the Web REQUEST functionality as an extension of the Army interview from any location with access to the World Wide Web. The system will enable a recruiter to continue the red carpet treatment and close the loop on the Army interview by executing the decision in the applicant's home.



Since April of 2002, USAREC has allowed several companies and battalions across the command to close the loop on the Army interview with FSR2S. In fact, the Center for Army Research completed a test in February 2004, which identified a potential savings of \$160 million in lost training seats that could be realized with the "Point of Sale" system. Research has shown that 94 percent of all FSR2S Future Soldiers have "increased satisfaction." There are five battalions currently using FSR2S and 17 battalions currently scheduled for training through December 2005. The rest of the command is slated to be completed by the end of FY 06.

Soon, FSR2S will allow authorized users to access a Web-based application, via the Command's Enterprise Portal. The system supports single login with access to FSR2S. Access to the application will be based on an authorized role code; recruiters, or station commanders who are currently assigned to a battalion that is using FSR2S will have access to the program.

For authorized users, a link will be displayed on the applications tab on the "My Portal" page after login. The look, navigation features, and functionality will be similar to Recruiter Zone, Leader Zone, and REQUEST.

Technology does not drive successful leaders. Successful leaders use information technology to complement and enable their leader skills. Using FSR2S will close the loop on the Army Interview with a technological application and turn an intangible Army Interview into tangible evidence for a Future Soldier and their "influencer." We have developed, seen, understood, and now we are acting first, so we, as a powerful organization, can finish decisively. Bottom line: FSR2S will in fact increase productivity and increase FS retention.



USAREC Issues the ACU

By Pearl Ingram, RJ Editor

Ordering and issuing new uniforms for USAREC's 7,847 on-production recruiters may sound like a fairly simple task, but in reality, it can be staggering according to 5th Brigade's logistics manager.

"There's always Murphy's Law," said Sharon McGregor about the orders she will soon place. Because she wants 5th Brigade recruiters to look good in their uniforms, she said, "We will fix what we can fix."

She is carefully placing one test order before ordering for the entire brigade. The first recruiters in 5th Brigade to get the uniform will be 60 AMEDD recruiters. She has compiled the order and asked for one more review by the detachment before hitting the send button to the Defense Logistics Agency. At the same time she orders the uniforms, she will also order the accessory kits through Army Air Force Exchange Service — hoping they will both arrive at about the same time.

After the test order she will continue confirming orders and placing orders for one company each week until all recruiters have the uniform. She has learned the tan boots come only in men's sizes, which leaves a size 7 woman needing to order a size 3 in the men's size. She is counting on orders arriving in about 10 days after purchase.

"This a supplemental temporary issue to be returned upon PCS outside USAREC or April 2007, whichever comes first," said James Kilgo, USAREC logistician. "These uniforms have to come back to us." All Soldiers must purchase two uniforms by May 1, 2007.

When the uniform is distributed, there will absolutely, positively be no sew-on badges. That's the rule for wear of the new Army Combat Uniform. However, the no-sew-on rule leaves recruiters without a subdued badge to wear on the ACU, which begins issue as soon as orders can be placed by brigade logistics managers.

Until Department of the Army approves USAREC's request for a subdued badge, recruiters will pin on their gold or silver dress badge in order to remain in compliance with regulation.

"I have talked with Department of the Army G1 uniform policy, and they are working this issue," said Maj. Brian McDonald, USAREC G1, Human Resources Division. "They have a prototype and are working on obtaining approval."

Once final approval is made, the production time will also have to be considered before announcement goes out on when subdued badges will be available.

Maj. McDonald said there will be no change in the shape of the recruiter badge, just a change from dress to subdued. He said recruiters are not the only Soldiers who have been caught up in the no-sew-on regulation. Drill sergeants also have no subdued pin-on badge.

All on-production recruiters, which include large station commanders but not recruiting headquarters staff, will be issued the new Army Combat Uniform by the end of this fiscal year. Procurement is being spearheaded by USAREC G4. Soldiers who are a 180-day loss will continue wearing the BDU.

Another small sticking point has been the boots issue. Can Soldiers wear the tan cowhide leather boot with the BDU during the transition period? The answer to that question is 'yes' according to Maj. McDonald. He refers to ALARACT message DTG 202202 dated April 2005, which states "wearing tan boots with BDUs is authorized."

"It's the transition phase," said Maj. McDonald, "much like we did with physical fitness uniform."

Brigades have been notified that money is available and that they can order two uniforms for each on-production recruiter.

"It's a great uniform," he said. "It looks sharp from what I have seen with the leaders I have seen wearing it. However, we have to get the subdued pin-on badge fixed. No doubt about it."

**Costs of Uniform:*

ACU Coat	\$37.25
ACU Trousers	38.85
Patrol Cap	7.25
Desert Boot	77.70
T-Shirt	4.35
Belt	3.20

**Costs are from the Defense Logistics Agency and may vary.*

Purchase of the uniform can be made at Army Military Clothing Sales and Army/Air Exchange Service starting in April. Mandatory possession dates are two each Soldier by May 1, 2007, and four each by May 1, 2008.

No provisions have been made to centrally fund field jackets or Gortex jackets.

'Army Values' Concept Sells in

By Donna Miles, American Forces Press Service

It was an exciting afternoon at the Times Plaza, N.Y., station in downtown Brooklyn, as three newly recruited Soldiers stopped by the station one last time before shipping off for training.

Four recruiters gathered around the three young women — two headed to basic training and one to advanced individual training. Amid a flurry of congratulations and farewells, the recruiters rattled off a few more tidbits of last-minute advice as the new recruits prepared to begin their service.

"That's beautiful," said Staff Sgt. Marc Pierre, as he watched the new Soldiers file out of the station, bags in hand. But as a five-year recruiter working in a tough recruiting market in a difficult recruiting environment nationwide, Staff Sgt. Pierre also acknowledged, "That's work, and that's time."

No sooner was the celebration over than it was time for the recruiters to get back to work, pulling another 12- to 14-hour day manning the phones and pounding the pavement in search of qualified recruits to fill the Army's ranks.

Staff Sgt. Lavone Anderson, commander of the Times Plaza station, can't remember a more challenging time to carry out that mission.

Her first recruiting stint, five years ago, was in Columbia, S.C., a typically pro-military Southern community with Fort Jackson at its doorstep. A plaque hanging in Anderson's office acknowledges the 16 months straight when her recruiting station reached its mission.

But in the Northeast and at a different time, it's a far different — and more challenging — recruiting environment, she said. There's a large high school dropout rate and many would-be recruits have had run-ins with the law that disqualify them from military service. The economy is on the upswing, so civilian jobs are more plentiful.

And perhaps most significantly, there's concern about the war in Iraq and Afghanistan.

Staff Sgt. Anderson was recruiting in Florence, N.C., on Sept. 11, 2001, when terrorists launched attacks against the World Trade Center, just across the Manhattan Bridge from her current recruiting station. She watched the influx of people suddenly wanting to join the military. Some who'd already signed up and were waiting for the airports to reopen so they could ship off to basic training expressed interest in changing their job classifications to infantry.

"People wanted to join left and right," agreed Staff Sgt.

Pierre, who watched the same phenomenon in New York.

Some, who'd previously been turned away because they didn't meet the Army's standards, tried to enlist again, expecting that the standards had dropped. "They were surprised that the standards hadn't changed," Staff Sgt. Pierre said.

But the initial fervor didn't last, and interest in joining the Army remains lukewarm as reflected on a board on Staff Sgt. Anderson's wall that tracks recruits. "Last year at this point, we had almost double what we have now," she said.

The global war on terrorism poses challenges to Staff Sgt. Anderson and her fellow recruiters, she acknowledged. "I don't like to use the war as an excuse, but rather, as an explanation," she said.

In response, she and her staff have learned to adapt and to use creative new techniques to attract recruits.

They man the phones for hours a day, using lists of high school students to plant the idea of joining the Army and, hopefully, to set up an appointment to meet face-to-face to talk about it. They "blitz" particular neighborhoods when they see the numbers start to dip there, handing out "Army of One" business cards and flyers about the Army. They participate in local chamber of commerce activities. They set up tables at job and college fairs, anywhere they can get the Army's name out there and meet potential recruits. They set up basketball championships and give away free Army T-shirts to the winners. Sometimes they'll bring a Humvee into a special venue and blast hip-hop music to draw a crowd.

"We do this kind of thing all the time. It gets us seen in the community and creates a positive image," she said. "And the key (to recruiting) is to be seen in the community."

Yet for all their effort, the New York recruiters often fall short of their recruiting mission — one that's actually increased while interest has waned. The last time the station met its quarterly mission for both the active and reserve components was March 2004, Anderson said.

This past quarter, the office exceeded its mission of recruiting seven reserve-component Soldiers by one, but reached only 44 percent of its active-duty goal. Instead of getting 11 active-duty recruits, they wrote contracts for seven. That puts a lot of pressure on Staff Sgt. Anderson and her staff, who run one of the biggest stations within the New York City Battalion.

"If this station doesn't do well, the whole battalion is short," she said. That can be particularly tough on recruiters, who were

Tough Recruiting Environment

selected for the job because they were top performers in other Army specialties.

“All these recruiters are professionals who excelled before they got here, and they want to continue to succeed,” Staff Sgt. Anderson said. Keeping them motivated takes training, mentoring and coaching. “You have to build a team to keep them going,” she said.

One of their biggest obstacles, she and her fellow recruiters agree on, is getting parents, church members, guidance counselors and other adults who influence a young person’s decision to join the military to support the idea. Their biggest misgiving, she acknowledged, is that their loved one or friend will be sent off to war.

She understands their concerns and explains to them that while joining the Army can indeed mean a young Soldier will go into harm’s way, it doesn’t guarantee it. She checks troop deployment numbers regularly and shares the numbers with potential recruits, putting them into context of the total number of Soldiers in the force.

“People think that as soon as you put on the uniform, you’re going to Iraq,” said Staff Sgt. Pierre. “When they ask, ‘Am I going to war?’ I tell them that it’s a possibility, yes. You have to be straight on, because if you’re not straight on, you send up a

red flag. But the bottom line,” he said, “is that this is not the Boy Scouts or the Girl Scouts. It’s the United States of America’s Army. And our primary goal is to defend the country.”

Staff Sgt. Anderson said the best approach for recruiters to reach their audience — potential recruits and influencers alike — is to be honest and upfront and share their Army experiences. You have to sell yourself and tell your story,” she said.

“They can sense the genuine integrity in the person.” But while selling the Army, Staff Sgt. Anderson is quick to point out that military service is not for everyone. “It’s a huge, life-altering decision” to join, she said, and one she encourages potential recruits not to take lightly. While encouraging a thoughtful decision to enlist, recruiters are using a whole new approach to recruiting, she said.

Army recruiters used to pitch tangible things like pay, bonuses, the Army College Fund and the opportunity to travel. Anderson said this focus caused potential recruits to lose sight of why they were joining the Army and, in some cases, to get disillusioned by what they found.

“But we don’t do that anymore,” she said. Since last March, the focus has turned to selling Army values — attributes like loyalty, duty, selfless service, honor, integrity and personal courage. Staff Sgt. Anderson said that message is resonating with a lot of potential recruits.

“The idea of values, traditions and service to country works,” she said. Lauren Sylvester, an 18-year-old Soldier headed to Fort Sam Houston, Texas, to complete her advanced individual training, said that message convinced her to follow in her mother’s footsteps and join the military.

“The way the world is right now, you can die at a party or go to a club and get killed,” she said. “If I die for my country, there’s a lot more honor and respect in dying for a cause.”

Emily Ballesteros, a 19-year-old headed to Fort Jackson for basic training, said her friends were “shocked” at her decision to join the Army, but supported her nonetheless. “I knew in the back of my mind that I could end up in Iraq, but there wasn’t really a question of that affecting my decision to join,” she said. “I’ve wanted to join the military for a long time, and I want to be able to serve my country.”

Staff Sgt. Anderson said these are exactly the types of recruits today’s Army needs. “What we’re getting kids to see is that Soldiers aren’t just ordinary people,” she said. “They’re extraordinary people.”



Army Staff Sgt. Lavone Anderson (standing), commander of the Times Plaza Recruiting Station in Brooklyn, N.Y., discusses the training and opportunities ahead for two new recruits. Photo by Donna Miles

Using Community Events to Tell the Army Story

Story and photo by Staff Sgt. Ron Burke,
211th Public Affairs Detachment

As Houston, our nation's fourth largest city, geared up for its annual Independence Day celebration, local and regional Army recruiters joined forces to take part in the 2005 Chevrolet Freedom Over Texas Celebration at Eleanor Tinsley Park.

Set along the banks of Buffalo Bayou, the celebration drew roughly 100,000 festival-goers, many of whom participated in several attractions assembled by the Houston Recruiting Battalion, South Company, and the 5th Brigade Mobile Recruiting Team from San Antonio, Texas.

Fun and Games for Young and Old

The sweltering temperatures didn't stop many from enjoying what the recruiters brought to the party. Young and old alike were able to test their courage at a rock-climbing wall or show their passing skills at a football toss. Others could pick up a modified M-4 rifle and practice picking off moving targets with the Army's Laser Shot gaming system. Several young teens tested their upper body strength and endurance at a push-up table under the guidance and encouragement of Houston's recruiters. In the midst of all this, two groups of recruiters catered to the never-ending lines of those who waited for their own personalized 'Army of One' identification tag.

More than an Army that Fights

While Soldiers were handing out American flags with a "Happy 4th" greeting and others were assisting rambunctious teens with their rappelling harnesses and helmets, one Soldier was checking on each station and surveying her troops. Sgt. 1st Class Sharon Harvey of Houston's River Oaks Recruiting Station helped spearhead the Army's inclusion in the celebration. "I wanted us to be out here amongst the community and show everyone a few of the things that we do in the Army," she said. "We're here representing the Army in a positive and constructive way, and more importantly," she stopped to watch a rock climber reach the top and rappel downward. "We're here to celebrate the freedoms our forefathers, the Soldiers who came before us and those who made the ultimate sacrifice gave us. We're thankful for it all."



As Sgt. 1st Class Colon Purdie of the 5th Mobile Recruiting Team taps away at the ID tag station, Gabby Davidson, (center) of Sugarland, Texas, expresses her joy at receiving her personalized 'Army of One' ID tag to her sister, Desiree (right).

History Worth Celebrating and Preserving

Festival-goers were also drawn across the street to several pieces of military history. The Military Museum of Texas brought in a Patton tank; a Vietnam-era armored personnel carrier, and several other dated military vehicles for all to get close to.

While many stopped to pose for a picture in front of the hulking tank, a few 'uniformed' people moved about the crowd armed with clipboards. They offered clipboards with sheets of paper asking for 'Fifteen Minutes of Giving.' Here was a chance to write notes to troops deployed overseas and many stopped to take that opportunity. "I support our guys and gals 100 percent!" Melody Gibson of Channelview said as she and her two daughters gave their notes to Cindy Phillips, the Co-Area Manager for Operation Interdependence, Houston. "As hot as it is here today," Phillips said, "We know it's even hotter for them. We like to send them little notes of encouragement to show that we appreciate them," she added. Based in Spring, Texas, the organization reaches 2,000 troops a month with their moral support of 'C-rations' (baggies of letters and goodies).

Going Out with a Bang

As the evening wore on and darkness engulfed the park, revelers packed themselves around the main stage to enjoy the music of Grammy-winning country artists Leann Rimes and Clint Black. Afterward, the sounds of the south were replaced with explosions of colored light overhead from Texas' largest July 4th fireworks show, courtesy of Southwest Airlines.

After an evening of celebration, remembrance, thanks and fun, Sgt. 1st Class Enio Rivera from Houston's River Oaks Recruiting Station stood by the "Yo Soy El Army" Humvee as it pumped out popular tunes through several large speakers. As many people stopped to stare at the high-tech gear inside the vehicle, Rivera summed it up: "See, the Army doesn't just go and fight, we as Americans also enjoy coming out here to celebrate with our community." With over 100,000 in gated attendance and over 1 million television viewers who watched the concert and fireworks show, the recruiters of Houston and San Antonio got their message across loud and clear.

A Ray of Sunshine in a Cloudy Forecast

By Chaplain Lt. Col. Kenneth Beale,
Chaplain Recruiting Branch

In the midst of this most challenging year in recruiting, the chaplain mission has already exceeded FY 04's year-end accomplishment. To date, 192 chaplains have been accessioned toward the FY 05 mission of 240. This is the second greatest year in chaplain recruiting and 39 accessions from the all time record high in USAREC history. This achievement is attributed to 19 on-production personnel - eight chaplains, five chaplain assistants, and six 79Rs - making up the six Chaplain Recruiting Teams, CRTs.

As part of the FY 05 Mission Action Plan, the Chaplain Recruiting Branch produced a 12-minute video as part of the CRT chaplain recruiting presentation at the 10 Chaplaincy Regional Sustainment Training events held throughout the country. The video was submitted and judged as a finalist ... taking third place ... and winning a Bronze Telly Award. This means it scored in the top 20 percent of all entries.

The Telly Awards honor outstanding local, regional, and cable television commercials and programs, as well as the finest video and film productions.

The Telly Awards was founded in 1978 by David E. Carter, a past Emmy and Clio® winner, to honor excellence in local, regional and cable TV commercials. Non-broadcast video and TV program categories were soon added. Today, the Telly is one of the most sought-after awards by industry leaders, from large international firms to local production companies and ad agencies. Last year, more than 10,000 entries were submitted from all 50 states and five continents. Entries are judged against a high standard of merit. Judges score entries on a performance scale and entries are recognized and awarded as winners or finalists based on the combined scoring of the judges who evaluate each entry. Empowered to uphold the historical standards of the Telly competition, judges may award top honors to more than one entry or no entries in a particular category. Telly Winners are

awarded a Silver Telly statuette, the highest honor. Finalists are awarded a Bronze Telly statuette.

The video is available for viewing and recruiting on the Army Recruiting Resource Catalog DVD through "Pathway to Success," "Service to Country," then "For God & Country."

An enlisted recruiter who refers someone for accessioning to the chaplaincy, either as a chaplain or a chaplain candidate, will receive 10 bonus points when the prospect is approved by the chaplain selection board. In addition, some of the brigades have special awards programs in place for chaplain referrals. Contact your brigade CRT for details.

For more information on qualifications for U.S. Army chaplaincy, visit the Web site at <http://chaplain.goarmy.com> or call (866) 684-1571 and follow the prompts to reach your local CRT who can answer your questions.

The USAR provides tuition assistance for chaplain candidates up to \$4,500 per year (contact Dale Spannbauer, Fort McCoy, Wis., at 608-388-5072), and, as of Jan. 25, an accessioning bonus of up to \$6,000 for newly appointed chaplains. Contact your brigade CRT for eligibility.



Many talented folks of USAAC's Multimedia Branch and USAREC's Training Development Branch helped put together this '30-day wonder' ... meaning, the finished product was produced just 30 days from the date of conception.

Golden Knights 'Touchdown' in Puerto Rico



By Staff Sgt. John Gonzalez 65th RRC

The skies over the western half of Puerto Rico were the scene for the spectacular aerobatic skills of the U.S. Army's parachute team, the Golden Knights, in their first ever tandem clinic at Air Station Borinquen, Puerto Rico. The team was on the island to highlight the important contributions that Puerto Ricans have made to the U.S. military, and to the Army specifically, and to help bolster local recruiting efforts.

Television news anchors, reporters, radio personalities, businessmen and even the mayor of the small city where the jump took place were among the 20 brave volunteers who strapped themselves to the Army's "Ambassadors from the Sky" as they plummeted to the earth from an altitude of 13,000 feet.

Carlos Mendes-Martinez, the mayor of Aguadilla, was a bit apprehensive on the airplane ride up to the designated altitude, but once he glided effortlessly to the ground, he was eager to go again.

"This was certainly the most daring thing I have ever done in my life, and I would do it again if they let me," said Mendes-Martinez.

The two-day tandem clinic in Puerto Rico was a first for the Golden Knights, who have ordinarily limited their aerial performances to places other than the Caribbean.

According to Donna Council, media director for the Golden Knights, the demonstration teams spend upward of 230 days a year thrilling audiences around the globe. With more than 8,500 live national and international aerial performances, it is no wonder they are affectionately known as the "Army's Goodwill Ambassadors to the World."

Officially recognized by the Army in 1961, the team was first designated as the U.S. Army Parachute Team, and they have been wowing audiences all over the world ever since.

Two demonstration teams, Black and Gold; two competition teams, Formation Skydiving and Style and Accuracy; and a Tandem team make up the Golden Knights.

Bringing the public closer to the Army and to skydiving is the Tandem Team's principle objective.

"The Tandem Team enables the Army to reach out to influential citizens and give them a taste of the professionalism, leadership and teamwork that is involved in giving them a tandem," said Lt. Col. Dave Standridge, commander, U.S. Army Parachute Team "Golden Knights."

Doel Gonzalez, public affairs and media consultant for the San Juan Army Recruiting District, said that the event helps local recruiters show the public what type of opportunities the Army has to offer.

"It also showcases the Commonwealth of Puerto Rico and its proud heritage and tradition of military service," said Gonzalez.

Sgt. 1st Class Pedro Nunez, a native of Aguada, Puerto Rico, who was killed in action in Afghanistan this past year, was a former member of this prestigious organization and is fondly remembered by the Golden Knights.

Currently the island ranks within the top 10 U.S. jurisdictions with the highest number of Army Reserve and National Guardsmen serving in the Global War on Terrorism.

The initial idea to bring the Golden Knights to Puerto Rico began with an idea discussed between Army Public Affairs Southeast and the Miami Recruiting Battalion. The intent was

to show some of the Army's best and brightest to the island's public, and to hopefully attract Future Soldiers.

Lt. Col. Dean C. Dunham, commander of Miami Battalion, teamed up with Army Public Affairs Southeast Director, Maj. Leela Dawson, to explore the possibility of bringing the parachute team in with the hopes of promoting the U.S. Army in Puerto Rico.

Through the hard work of a unique and dedicated partnership, the Golden Knights were made an offer they just simply could not refuse. They were enticed to come down to the sunny tropics and show the human faces that comprise the Army of One.

With a window of just 30 days, the partnership between the San Juan Recruiting District, the Puerto Rican Army and Air National Guard, the 65th Regional Readiness Command, Army Public Affairs and the U.S. Coast Guard produced and executed the first-ever plan to support 20 tandem jumps in two days with the Golden Knights Team.

Island National Guardsmen provided the bulk of the logistical support in order to literally get this mission off the ground.

Maj. Millie Rosa, the public affairs officer for the Puerto Rico Army National Guard, said that this was a true exercise in working as one Army.

"This event was possible thanks to so many people, especially the Puerto Rico Air National Guard, who provided two C-130 aircraft, and also the U.S. Coast Guard who allowed us to use their hangar and facilities at Air Station Borinquen," said Rosa.

Some of the key people who really helped this project become a reality were Col. Jorge Cantres, commander of the 156th Airlift Wing of the Puerto Rico Air National Guard, and Coast Guard Capt. Charlie Ray, the commanding officer of Air Station Borinquen, along with his staff, Lt. Cmdr. Steve Fachko and Lt. j.g. Rob Fitzgerald.

"These people provided not only their time, but also their resources so that we could get our message out to the public," added Rosa.

Many of those participating in the two-day Tandem Clinic seemed more than just a bit uncertain at first when the morning briefings were given, especially when they handed out the accident waiver forms.

However, Tandem Team Leader Sgt. 1st Class Billy VanSoelen, an 11-year veteran with the Golden Knights, soon made true believers of them all with his humor and professionalism as he explained the procedures and the order of the day.

The jovial, yet professional demeanor of these Golden Knights emanated a reassurance that quickly gave skydiving rookies the fortitude they needed to go ahead with the jump.

Newspaper reporter Sandra Morales-Blanes, of El Nuevo Dia, was ecstatic with her jump. "That first plunge from the airplane was pure adrenaline," said Morales-Blanes.

When asked if she had been afraid, she readily confessed that at first there was a lot of apprehension, but that her tandem partner's professionalism and humorous comments made her feel relaxed.

"These guys are something else, they are simply phenomenal in what they do," added Morales-Blanes.

That sentiment was echoed by the 11 other journalists



Television news anchors, reporters, radio personalities, businessmen and even the mayor of Aguadilla, where the jump took place, were among the 20 brave volunteers who strapped themselves to the Army's "Ambassadors from the Sky" as they plummeted to Earth from an altitude of 13,000 feet. Photos by Donna Council.

representing the television, radio, and print media who took part in this historic jump.

Ariel Rivera Vazquez, morning news reporter and anchor for Channel 4 News in San Juan, was amazed and impressed with these Army ambassadors. "This is an experience that I shall never forget," said Rivera Vazquez.

Several professional business people who also made the jump were equally impressed with the professionalism, training and safety concerns that the Golden Knights exhibited.

Human Resources consultant Awilda Marrero, president of AM Group, kissed and hugged her tandem partner upon landing on the drop zone and asked if they could go back up again.

True to their training, dedication and commitment, these Army Goodwill Ambassadors have once again lived up to their name and have created a bond with these jumpers, and through them, to the local public. They have helped, in a very personal way, to tell the Army story in Puerto Rico.

But who knows, maybe the public was not the only one impressed with this visit. Just maybe the Golden Knights also learned a valuable lesson about the people of Puerto Rico, and how proud and honored they are to don the uniform and serve in the United States military.



By Pearl Ingram, Editor, Recruiter Journal

Sgt. 1st Class Timothy Loomis accidentally ran across a prospect packet while pulling duty as acting station commander in Corona, Calif. As he browsed through the Leader Zone, he began noticing the different categories of leads.

On this day in May, he opened a lead identified as an ACE lead. Little did he know that the ACE lead was different, and within a week, he would have a contract.

Since the late 1990s, job seekers by the millions have applied for positions using the Internet. To keep up with the advancing technology, USAREC has developed its own means for accommodating online job seekers.

The Army Career Explorer program at goarmy.com is the Army's move toward allowing prospects to do online job searches. Each applicant's job search is personalized by the information they input and by their ASVAB score. If no ASVAB score is available in the REQUEST system, applicants take a pre-ASVAB test without ever leaving their living rooms.

"In 2000, we began to look at how we could use technology to allow our customers to go out and learn about the benefits that the Army could provide to them," said Gary Bishop in Accessions Command's Strategic Operations Directorate,

which oversees advertising for recruiting and maintains the goarmy site.

The Army Career Explorer applicant can investigate a number of opportunities as they complete the required forms, which takes about 20 minutes if the applicant has not relocated often and answers the medical and moral questions without difficulty.

Once they hit the 'submit' button, the application lands in the Recruiter Zone inbox as an ACE lead. The packet already has forms, such as the SF 86, USMEPCOM Form 680, DD Form 1966 and DD Form 2807-2, once required to be filled in by the recruiter, now completed. Of course, the data will require verification even though the recruiter does not input the information. Once the application is submitted, the applicant no longer has access to make additional changes. This allows the recruiter several options. If the recruiter already has data on the applicants he can keep what he has or he can drop that data and use the packet received from Army Career Explorer. He can either visit the applicant at home and together they can finish the application, with the parent involvement, or he can unlock the packet so that the prospect can go back in to make updates.

"The kids in Gen X, Gen Y and the millennial generation have all been raised by their parents to realize they have choices," said Bishop. "They have much more flexibility in determining what they are able to do in life than the people who came before them."



nto the Future

The Army Career Explorer program gives today's applicants yet another choice in an environment in which they are highly accustomed to working and playing in — the virtual world. When the applicant's job results come in, they can contact the recruiting station, which is provided to them through use of their ZIP Code, or if they prefer, they can continue to fill out the application and submit it directly to the recruiter.

"This lets them see that there's a great breadth of potential for them and putting it out on the Web helps them in better understanding the Army and makes the Army a part of their choice set," said Bishop. He feels recruiters may be the weak link in the information flow, since not that much information has been targeted at the recruiter level.

He hopes to get the word out to more applicants and their influencers during FY 06 by advertising the Web site. To date, without advertising, he describes Army Career Explorer as being moderately successful.

"As it stands right now, when a recruiter, if he wanted to, is at an event he could say, 'Hey, if you guys want to go search for jobs and apply online you can go to goarmy.com and use Army Career Explorer,'" said Jeremy Sharpe, the ACE software developer.

Since ACE launched in December, 37,000 accounts have been created according to Sharpe. More than 6,000 people have searched for jobs. Since Phase II was launched in February, nearly 400 packets have been submitted.

"It is quite a bit of investment in a potential applicant's time," said Sharpe. "That's what makes these (leads) even more valuable because they have actually taken the time to do more work."

During the applicant's online experience at the ACE Web site, nothing alerts the recruiter when an account is created. Only when a 'submit packet' is selected by the applicant does the recruiter get an e-mail alerting him there is a packet in the Recruiter Zone inbox.

"That's kind of an incentive to the applicants as well," said Sharpe. "It gives them the freedom to go in and look around without any pressure."

As Web technology matures, more businesses are moving their processes online said Bishop. The advancement in technology allows people to interact and to transact business in a much more secure environment than in the early 90s.

"The plan for the future is to make the Army Career Explorer a single point where prospects can come and prequalify, reserve their job, and make reservations for visiting the MEPS," said Bishop.

The lead Sgt. 1st Class Loomis opened was definitely a pleasant surprise. After talking with the prospect, Sgt. 1st Class Loomis realized the applicant qualified for the Acquired Civilian Skills program, which he had not learned about online.

"Some people don't want to talk," said Sgt. 1st Class Loomis. "In this day and age, computers are big."

Army Information Line Supports Soldiers: present, future alike

By Wayne V. Hall, Army Well-Being Liaison Office, G1

The Army's Well-Being Liaison Office offers a variety of resources to provide Soldiers and their family members with news, information and valuable assistance when they feel they have no place else to turn or if they've been unsuccessful in attempting to resolve an issue through the proper military channels.

These resources include Army Information Line (1-800-833-6622); Army Families Online Web site www.armyfamilies-online.org, Army Well-Being magazine and FLO Notes newsletter.

The Army Information Line is a toll-free telephone resource that provides information, useful resources and beneficial referral services to those with issues or concerns pertaining to Army Life such as deployment, child support, family readiness, etc.

Constituent Liaisons staff the Army Information Line from 8 a.m. to 4:30 p.m. EST, Monday through Friday and are available to assist members of the Army's constituent communities – Soldiers (Active-Duty, National Guard and Army Reserve), civilians, retirees, veterans and families. Callers who contact the Army Information Line after hours, may leave a voice mail. All voice mail messages are answered by WBLO Constituent Liaisons the next business day.

Unlike many other military resources, it's important to note that the Army Information Line staff will do whatever they can to assist any caller, regardless of their relationship to the Soldier. There is no requirement to be an ID card holder.

The WBLO's Constituent Liaisons have a wealth of experience in dealing with issues ranging from supplying information on how to contact local resources such as an Army Community Service office, to more complex issues.

For example, a Constituent Liaison recently received a call from a mother who was relatively new to the military. The caller was concerned because her 18-year-old son, who had recently been recruited into the Army and was on his way to basic training, did not make it where he was going as scheduled. She had not heard from her son for almost a week and was quite



concerned. Her questions ranged from “Where was he? Had he made it to basic training?” And “Would he be able to call her?” to “How long would it take him to get to basic training?”

The Constituent Liaison handling her case went to work to find answers to her questions and was able to reassure the mother that her son would be able to call her within the first 48 hours of in-processing at basic training at Fort Benning, Ga. Furthermore, the Constituent Liaison referred the caller to the WBLO's Army Families Online Web site, which offers review of the Army's basic training process (listed under “Basic Training,” in the Web site's “SmartBook” section).

Because the period of time in which the mother had last heard from her son exceeded 48 hours, plus travel time, the Constituent Liaison also contacted her son's recruiter to try to find out if there was some sort of delay in his travel. After talking with the recruiter, she was able to inform the mother that her son had been put in a hotel due to a backup in travel; he had just arrived and was inprocessing at basic training and that she should hear from him shortly.

While this mother's call may seem relatively commonplace, to parents of new Soldiers who are unfamiliar with how the Army works, it can cause some anxiety when they haven't heard from their son and daughter and don't know if they are all right.

Not all calls to the Army information line are from parents. A

number of calls come from Soldiers, and sometimes they even come from spouses of new recruits.

Recently a Constituent Liaison received a call from the spouse of an Army recruit, who had been given the Army Information Line's number by her sponsor in case she had questions about Army life. The Soldier's recruiter apparently knew how important it is that spouses know where to turn if they have questions or concerns.

The spouse asked the Constituent Liaison several basic questions about the military and what she should be doing as a spouse. The WBLO's Constituent Liaisons are well-equipped to answer these types of questions, as they all have been associated with the military for several years either as spouses or dependants.

She told the Constituent Liaison that her husband was at the end of his Advanced Individual Training, and he had already been informed he would be deploying when he reached his new unit. Of course she wanted to know exactly what she should be doing to prepare for Army life, especially given that her Soldier would be deploying soon. The Constituent Liaison began by asking if the spouse had obtained her ID Card, which she had not, so the Constituent Liaison provided her the number to the nearest Defense Enrollment Eligibility Reporting System (DEERS) facility.

Next she explained to the spouse what a Family Readiness Group (FRG) is and how it would benefit the spouse and the Soldier. She suggested that when the Soldier and spouse reached their first duty station, that the Soldier should sign the spouse up with his unit's FRG as soon as possible. Additionally, she recommended that the spouse have her Soldier provide her with a point of contact for the unit's rear detachment before he deploys.

The Constituent Liaison continued to assist the spouse by explaining that her Soldier would be extremely busy prior to deployment and that it would be a good idea that she become as familiar as she can with the installation – specifically the Commissary, Army Community Service and the Post Exchange. And finally, the Constituent Liaison directed the spouse to a thorough Deployment Handbook for families, which is available on the Fort Stewart, Ga., Web site, and encouraged her to call back with any questions she may have in the future.

While the Army Information Line staff is available to assist callers, the line is meant to serve as a safety net for those who have exhausted all other resources.

Many of the Army's resources for Soldiers and families can be accessed through another of the WBLO's resources – the Army Families Online Web site (www.armyfamiliesonline.org).

Army Families Online improves constituent understanding of Well-Being initiatives and obtains constituent feedback via e-mail to ArmyFamilyLink@hqda.army.mil. The site offers news and information relevant to Army Life; a robust "SmartBook" that offers one-stop access to information and resources through Web links and phone numbers; as well as online access to electronic versions of Well-Being publications such as *FLO Notes* newsletter and *Army Well-Being* magazine.

Unlike other Web sites that provide information, Army Families Online does not require users to register to access its tools. However, if users choose to register they can elect to

receive electronic versions of WBLO's publications via e-mail. In the future, new features will be added to the site that will require registration, such as a discussion forum. Registration will be required in order to ensure that the forum is a place where users can communicate with others in a safe and secure environment.

Two other valuable resources offered by the WBLO are *Army Well-Being* magazine and *FLO Notes* newsletter.

Army Well-Being magazine is published quarterly and is the Army's premier source of well-being information. The magazine is now exclusively an electronic publication, which is available for download or by e-mail subscription from Army Families Online. *FLO Notes* newsletter is published monthly and is the Army's premier Family Readiness information resource. This publication is intended to assist in the dissemination of information useful to Army Family Readiness Group leaders and is sent via direct mail to senior Army spouses. *FLO Notes* is also available in electronic format for download or by e-mail subscription from Army Families Online.

Both *Army Well-Being* magazine and *FLO Notes* newsletter are available on Army Knowledge Online's (AKO) Well-Being Web page at www.us.army.mil (located under Army Organizations/Personnel/Well-Being).

The Well-Being Liaison Office (WBLO) assists Army leadership with its constituent communities – Soldiers (Active-Duty, National Guard and Army Reserve), civilians, retirees, veterans and families – to ensure the effective delivery of Well-Being programs to the Army by providing representation of constituent interests and attitudes as they relate to well-being.

"We must meet our fundamental responsibilities of recruiting, organizing, training, equipping, sustaining, and developing Soldiers and leaders. As the Chief has frequently said, Soldiers are the centerpiece of our formations. I could not agree more. As the Secretary of the Army, my top priority will be the Well-Being of Soldiers and their families. There is no more important aspect of our effort to win the Global War on Terrorism than taking care of our people."

– Francis J. Harvey, Secretary of the Army

Retention NCO: Soldiers and Recruiting are Close to His Heart



Sgt. 1st Class Raymond Zoeller

*Story and photo by John L. Thompson III,
Houston Battalion*

Sgt. 1st Class Raymond Zoeller is one of a small number of Soldiers on the front lines in Army Reserve Centers across the United States helping unit commanders retain quality qualified Soldiers in his role as the center's retention NCO.

Sgt. 1st Class Zoeller once served as a Reserve recruiter. Now he tracks the personnel readiness of five units in Bryan, Texas, and three units in Huntsville, Texas.

Part of Sgt. 1st Class Zoeller's duties include working with Houston Battalion and its recruiters in a mission that both share to some extent — putting Soldiers in boots.

"I get phone calls from all kinds of kids and I let them know what they can and cannot do (in the military). No sense in leading them down the wrong road because it makes it hard for the recruiter when they see him."

Sgt. 1st Class Zoeller works to make sure not to undermine the efforts of the recruiter. Through his intimate knowledge of the units, Sgt. 1st Class Zoeller can alert recruiters to unit vacancies, assist with finding positions where two Soldiers can be placed and act as a liaison between a unit and the recruiter if the unit has no full time support.

Sgt. 1st Class Zoeller left his reserve position in the 302nd Military Police Company in Huntsville and served as a Reserve recruiter from 1999 to 2001. He understands the demands recruiters work under and the long hours. That reality of his past work as a recruiter and his current duties as a retention NCO became evident to him last year when he spoke in Bryan with a group of Soldiers preparing to deploy to Iraq.

"They asked me who I put in the service," Sgt. 1st Class Zoeller recalled. "Out of the 11 people in the room I didn't put in the master sergeant or the staff sergeant, but I put in everybody else. Wow! That was the first time I realized I did have an impact as a recruiter and as a retention NCO."

And his impact shows in other ways. He educates Soldiers on benefits and military obligations and their responsibilities. He estimates seven Soldiers were involved in the tuition assistance program when he first arrived. Now, out of the 380 Soldiers he helps 110 Soldiers take advantage of the program.

As needed for his job, Sgt. 1st Class Zoeller learned the

roles and responsibilities of unit commanders, first sergeants and unit administrators. Through this understanding and his own experience as a recruiter he finds he is able to channel information to the recruiting battalion to aid recruiters putting Soldiers in boots.

A new policy now in effect for the Army Reserve is one similar to the Active Army. Reserve Soldiers no longer go to units until they have completed their Basic Combat Training and Advanced Individual Training. The rationale behind the effort is to lose fewer Soldiers prior to going to basic training.

"We are all involved," Sgt. 1st Class Zoeller explained. "We all play a big part in getting a Soldier off his seat, starting with a recruiter who says hello for the first time to the career counselor at Military Entrance Processing Station helping to pick the job, all the way through basic training and advanced individual training and finally getting him to his unit. If we keep him in the unit we have done something right."

A major difference between retention NCO and Army recruiter is the retention NCO's focus on ensuring Soldiers fulfill their contractual agreement to attend monthly unit battle assemblies. Sgt. 1st Class Zoeller says units like the 302nd Military Police Company in Huntsville have Soldiers scattered over hundreds of miles. Distance can become one of many reasons why many Soldiers fail to go to training. He finds once he educates Soldiers on what they can lose (tuition assistance, Montgomery GI Bill and other benefits), more than 70 percent of those who failed to attend training in the past become faithful attendees of training. Also, when he shows them figures of what they earn during a drill if they figure bonuses, tuition assistance and the GI Bill, their actual pay comes in near \$100 an hour which provides additional motivation.

Zoeller says there are many reasons individuals stay in the Army. Some stay for patriotic reasons, some stay for money for college, while others stay for both. But many stay because of the honest words of those who have earned respect through their experience and their deeds. They get those words from their leaders and those who help advise them. It sometimes is the commander, first sergeant or first line supervisor. In the case of 380 Soldiers in Bryan and Huntsville, it is also their Center retention NCO, Sgt. 1st Class Raymond Zoeller.

Think Before You Climb!

treestand safety — the right way

Story and photo by Walt Kloeppe, RJ Associate Editor

Deer season opens this month in most states across the nation, starting with archery deer season, followed by gun deer season. Many of our Soldiers will take to the woods in pursuit of deer. The greatest percentage of them will use treestands (elevated platform) to hunt from.

According to the National Bowhunter Education Foundation, falls from treestands are the number one cause of injuries and deaths to hunters. According to Marilyn Bentz, Executive Director for the National Bowhunter Education Foundation, “Statistics point out that one out of three hunters will fall at some point in their hunting lifetime.”

While statistically more injuries result from bicycle riding, hunters need to try their best to cover all safety aspects of treestand use to avoid becoming one of those statistics. According to Mickey Gattis, USAREC Safety Officer, there have been reported incidents of Soldiers falling from treestands.

Treestands must be properly checked for cracks, missing bolts or parts, worn foot securing binders, and the working condition of the safety harness. No matter what type of stand the hunter uses, *never* use one without a safety harness.

The NBEF recommends a body safety harness, which will not tighten around your body in the event of a fall, which is a possibility with just a single strap around your waist. These harnesses range from \$20 to \$60, with the more expensive ones featuring leg straps as well. Always take care when ascending and descending, as this is when most falls occur.

Always look closely at the tree you are about to climb. Make sure there are no dead limbs over head that could break off, falling on you as you ascend. Be observant of the trees beside you as well. If a wind kicks up, are there potential dangers nearby?

Never use homemade wooden treestands, this is an accident waiting to happen. Wood rots after a season or two. Nails and screws fastened into trees can work loose as a tree actually moves quite a bit from growth, as well as gusty winds.

The most popular stands today are the self-climbing stands, though many still use hanging stands that require screw in steps or “climbing sticks” to climb the tree. Ladder stands are also popular for those who have a permanent area to hunt

where moving the stand day to day is not required. They are one of the safest stands on the market as they have an attached ladder to the platform making the ascend/descend much easier.

Never carry your bow or gun when climbing. Use a pull-up strap to bring your weapon into the stand *after* you are securely fastened to the tree.

When hunting, always let someone know of the area you’ll be in. Carry a whistle in your pocket in the event you fall and cannot move. A two-way radio is better still, just be sure its on your person and not in a fanny pack still hanging on the tree if you wind up on the ground.

Even with a harness secured, it may be hard to get back into your stand if you fall or if your stand falls to the bottom of the tree, leaving you hanging literally. If you find yourself in a hanging situation, once you have regained your composure, use a quick release type harness or carry a knife in your pocket to cut away the strap and shinny the tree down if possible. You may get scraped up a bit doing it, but it can be done. If you have a good body harness, you could wait it out until the cavalry arrives, that will have to be your call.

Treestands offer the hunter an elevated advantage, allowing game to get closer for the shot. With some common sense and careful pre-hunt checks of one’s tree climbing equipment, it can be a safe advantage as well.



Ladder-type treestands are statistically safer than self-climbing stands but a safety harness should still be worn.

Retired Olson commissions lieutenant Olson in Nurse Corps

Army Nurse Corps

Kathryn L. Olson, of Perham, Minn., recited the Oath of Office Aug. 3 for the Army Nurse Corps.

Her father, retired Army Capt. Michael D. Olson, formerly with Army recruiting, commissioned his daughter a second lieutenant. "I've never witnessed a father commissioning his daughter," said Sgt. 1st Class Alfred Chiasson, 2nd Lt. Olson's recruiter.

"I was really impressed at the amount of support she received with her decision to join the Army. More than two-dozen family and friends traveled for many miles to participate in the commissioning ceremony in St. Cloud, the largest such event I've ever been a part of."

Chiasson said Olson's four-year service obligation qualified her for a \$15,000 bonus.

She'll be heading to Fort Sam Houston, Texas, to attend the Officer Basic Course. She'll then begin her work as a critical care nurse at Walter Reed Army Hospital in Washington, D.C.

Olson studied nursing at four universi-



Retired Capt. Michael Olson commissions his daughter, Kathryn, on Aug. 3, as a second lieutenant in the U.S. Army. Her mother, Carol, pins on the Army Nurse Corps insignia in St. Cloud, Minn. Photo by Ken Plant, Minneapolis Battalion

ties and colleges. Since 1999, she's worked in the Surgical-Trauma-Burn-Intensive Care Unit, University of Virginia Medical Center.

Her father and mother, Carol, pinned

on her new Army rank and ANC insignia.

"I'm so proud to be able to do my part for my country, and proud to carry on the Army tradition in my family," said 2nd Lt. Olson.

Re-enlistment extra special for husband and wife

Story and photo by Sheryl Cuevas, Phoenix Battalion

May 12 was a very special day for Staff Sgt. Monica Patton, Phoenix Battalion Headquarters, and Staff Sgt. Tommy Neal, Westridge station.

With a combined 29 years in the Army, Staff Sgt. Patton and her husband, Staff Sgt. Neal, had re-enlisted numerous times. This re-enlistment, however, was the most special of their careers.

1st Lt. Shawn Patton, center, performed the re-enlistment ceremony for his brother-in-law, Staff Sgt. Tommy Neal, left, and his sister, Staff Sgt. Monica Patton. The re-enlistment was for an indefinite term.

Not only was it indefinite, but also Staff Sgt. Patton's brother, 1st Lt. Shawn Patton visited from Fort Campbell, Ky., to perform the ceremony.

The re-enlistment at Westridge station drew in recruiters from all over Phoenix Central Company. Staff Sgt. Patton's mother and their two children, Ashlee and Christopher, also attended.

"This final re-enlistment was very special to me," replied Staff Sgt. Patton.



The ceremony, though brief, exemplified the tremendous support 1st Lt. Patton has for his sister and brother-in-law.

"My sister asked me to be here for her today," 1st Lt. Patton said. "She is very special to me, I am proud of her."

"This re-enlistment is my last, and it was very meaningful to me because I was able to do it in front of people who are important to me — friends, family and fellow recruiters," said Staff Sgt. Neal. "Moreover, I was able to re-enlist with the lady whom I am in love with, the one who helps me keep my sanity — she is my backbone."

"1st Sgt. David Holmes has been most responsible for my success in recruiting. I am so glad he was present, as it gave me one last opportunity to thank him for everything before he leaves," said Staff Sgt. Patton. "In addition to all that, this re-enlistment means that my husband and I are definitely in it for the long haul!"

Brother's change impresses siblings, prompts enlistments

Story and photos by Mike Murk,
Syracuse Battalion

The third time was a charm for Sgt. 1st Class Kenneth Ashlee, commander of the Rome, N.Y., station. He recently recruited triplets into the Army.



Sgt. 1st Class Kenneth Ashlee

Pvt. Ronald Shilling was serving in the Hometown Recruiter Assistance Program at the Rome station prior to reporting to AIT for training as an M1 tank armor crewman. After seeing the civilian-to-Soldier transformation of his brother, Sandor (pronounced "Shawn-door") became interested. Jason initially wanted no part of the military, but changed his mind after overhearing Sgt. 1st Class Ashlee's presentation to Sandor.



After seeing the transformation of Pvt. Ronald Shilling, left, his brothers, Sandor and Jason Shilling, decided to join.

Sandor will be trained as a light-wheeled vehicle mechanic and Jason will enter the culinary field as a food service operations specialist.

The Shilling brothers are graduates of Adirondack High School in Boonville, N.Y.

Modesto recruiter enlists Sacramento Battalion's first Future Soldier older than 34

By Kevin Downey,
Sacramento Battalion

The Army recently announced a three-year test program to evaluate raising the age limit of enlistees in the Army Reserve with no prior service to 39 years.

Shortly after, Modesto, Calif., station's Sgt. 1st Class Jeff Bettencourt enlisted 36-year-old Eric Meraz as a chemical specialist, Sacramento Battalion's first enlistee older than 35.

"He brings maturity to the table, along with a clear vision of what he wants out of his Army enlistment," Sgt. 1st Class Bettencourt said. "He can provide valuable leadership to other new Soldiers at this point in his life."

Meraz, from Riverbank, Calif., said he chose to enlist at this age, "to get ahead in life. I'm trying to be the most successful I can be. I'm at the mid-point in my life, and when I heard the Army raised its age limit, I decided an enlistment was the way to do it."

A former worker in a carpet cleaning and restoration business, Meraz believes he can use his life's experience to impart knowledge on and motivate younger troops.

"I think I can bring leadership to the Army. I think I can show the younger Soldiers what hard work can get you. I worked hard in life up until this point, and I am proud to have the opportunity to continue to do so in an Army uniform."

Meraz, who is married and has two children, said he was not interested in an Army enlistment, until he saw current benefits and enlistment incentives. His enlistment includes a \$10,000 bonus, \$10,718 Montgomery GI Bill and \$20,000 in student loan repayment.

Experience has shown that older recruits who can meet the physical demands of military service generally make excellent Soldiers based on maturity, motivation, loyalty and patriotism, according to Lt. Col. Roy Steed, chief of recruiting and policy branch under the Army G1.

"Raising the maximum age for non-prior-service enlistment expands the recruiting pool, provides motivated individuals an opportunity to serve and strengthens the readiness of Reserve units," Sneed said.

"Historically, people in this age group have wanted to serve, but may have been turned down only on the basis of their age."

The concept of increasing the maximum enlistment age was initially discussed this past fall, Steed said. The Army received an exception to Department of Defense policy that set the maximum enlistment age in the active and reserve components at less than 35 years of age. All applicants must meet the same eligibility standards, to include passing the same physical standards and medical examination.

The program will evaluate the feasibility of a permanent change to the enlistment policy for the Army reserve components, officials said.

The test continues through Sept. 30, 2008.

Jonathan Del Marcus from Army News Service contributed to this story.



Eric Meraz recited the Oath of Enlistment with Sacramento MEPS guidance counselor Sgt. 1st Class Paul Taylor as a witness.

Casa Grande station participates in Battle of the Bands

Story and photos by Sheryl Cuevas,
Phoenix Battalion

Staff Sgt. Henry Ledwig, commander of Casa Grande station, had big ideas in mind when he heard about the “Battle of the Bands” contest in Florence, Ariz. The April 2 event, dubbed as “Stage Mania,” was designed to bring thousands of Arizona young people to Florence High School to attend a rock concert to raise money for the United Way.

For the two recruiters at the station, it was a grand opportunity to show Army’s opportunities.

“This was our chance to get into a school that has been hard to penetrate,” explained Staff Sgt. Ledwig. “This school has had a large presence from the National Guard; it was time for us to establish ourselves so that these kids know that we are here for them.”

The contest was a collaboration of ideas from students in a media studies class. Their goal was to create an event large enough to merit a video documentary. The contest featured more than 20 groups competing for prize money and video time. It was held on the football field of Florence High School.

“Ms. Kat Mitchell called my recruiting station and offered us the opportunity to set up out at the football field for exhibit space,” said Staff Sgt. Ledwig. “With the support of Advertising and Public Affairs and the school, we were able to showcase the Hummer and rock

wall.”

The event led to one contract with four more scheduled.

“The support from the students at Florence High School was unbelievable,” said Staff Sgt. Ledwig. “The students were so excited with our presence, I still have students thanking us for showing our support.”

Sgt. 1st Class Michael Kearney, Gilbert station, Sgt. Tim Hopkins, Mesa station, and Sgt. 1st Class Jimmy Weemes, Chandler station, ensured the safety of the students as they climbed the rock wall. Staff Sgt. Henry Bermea, Casa Grande station, assisted Staff Sgt. Ledwig with students interested in joining the Army.

“The weather was quite warm,” said Sgt. Hopkins, “but the students didn’t seem to mind. They challenged each other to see who could do the best on the rock wall climb.”

The event, which provided Casa Grande station better market penetration in Florence, was a success.

“The event went

great,” said Staff Sgt. Ledwig. “The kids at Florence High School loved the rock wall, and the Hummer drew a lot of attention. The students were glad we were there to show our support for both the event and their school.”



“The kids at Florence High School loved the rock wall,” said Staff Sgt. Henry Ledwig.

RPI gets up close and personal with USAREC Soldier

Story and photo by Christine Cuttita,
New York City Battalion

It’s not everyday you open a box of RPIs to find a banner featuring one of your own. Sgt. 1st Class Wanda Mills, New York City Battalion S-1 NCOIC, is now appearing on a USAREC vinyl display.

She had displayed a small cardstock USAREC advertisement on her desk that featured her in a group of Soldiers. Now one year from retirement, Sgt. 1st Class Mills is ecstatic that USAREC singled out her face in the crowd and featured it on this banner.

She said she doesn’t remember anyone taking this photo while she was in Korea but apparently a photographer spotted her in a crowd.

Sgt. 1st Class Mills has received phone calls from other stations whose personnel saw her on the banner. Also, the banner appeared in the background of a picture with a newspaper story about a recruiting station in Seattle, Wash.

More spottings are bound to happen and her newfound fame is sure to grow.



eArmyU clarifications

By Larane Guthrie,
USAREC G5

An eArmyU article published in the June Recruiter Journal has prompted further clarification regarding eligibility requirements for both the Technology Package (laptop) and the eCourse Version (non-laptop). The eligibility requirements as listed below have been taken directly from the eArmyU Web site (www.earmyu.com).

Eligibility requirements for eCourse (non-laptop version):

- Be a regular Army active duty or Active Guard Reserve enlisted Soldier with computer access
- Be eligible for favorable personnel action
- Have a high school diploma or GED certificate
- Pre-enrollment Readiness Profile assessment strongly recommended
- Meet the academic institution's admission criteria
- Have concurrent enrollment approval from the unit commander and an ACES counselor
- Must have time in service remaining to complete the selected course

- Sign an Army Tuition Assistance Statement of Understanding

Eligibility Requirements for Technology Package (Laptop):

- Re-enlistment eligible active regular Army Soldiers, E4-E6 with less than 10 years of service, who re-enlist may be eligible for the eArmyU laptop option
- Have a minimum three years Service Remaining Requirement
- Be eligible for favorable personnel action
- Have a high school diploma or GED certificate

- Take Pre-enrollment Readiness Profile (PReP) assessment
- Meet the academic institution's admission criteria
- Have concurrent enrollment approval from the unit commander and an ACES counselor
- Sign an eArmyU Participation Agreement
- Sign an Army Tuition Assistance Statement of Understanding

If you are opting for the Technology Package you will incur a three year Service Remaining Requirement (SRR). If three year SRR is not completed, then you will owe back a prorated portion of TA paid.

In addition, if you have not completed 12 semester hours within a 24-month timeframe, you will owe a prorated amount of money for the laptop computer.

Additional program information should be directed to your servicing Army Education Center, www.earmyu.com or to the eArmyU help desk at (800) 817-9990.

DFAS warns Soldiers of 'phishing' scam

Defense Finance and Accounting Service

The Defense Finance and Accounting Service wants to assure all of its customers that every precaution is taken to secure data. With "phishing" scams occurring more frequently, DFAS customers should be aware that the agency and its Web-based system, myPay, will not ask for personal or financial information by e-mail.

The individual DFAS customer has the ability to enter the myPay Web site with a PIN and

to access the secure financial page to make changes to personal information.

"Phishing" attacks trick people into parting with personal information by luring them to false corporate Web sites or by requesting personal information be sent in a return e-mail. According to the Federal Trade Commission, "Phishers" send e-mails or pop-up messages claiming to be from a business or organization you would routinely deal with – an Internet service provider, bank, online payment service or even a government agency.

The message usually says that you need to 'update' or 'validate' your account information and might threaten dire consequence if you don't respond. You are directed to a Web site that mimics a legitimate organization's site. The purpose of the bogus site is to trick you into divulging personal information so the scam operators can steal your identity and make purchases or commit crimes in your name."

Tips to help avoid the scam:

- Keep anti-virus software up to date. Some "phishing" e-mails contain software that can harm your computer or track your activities on the Internet without your knowledge.

- Don't e-mail personal or financial information. E-mail is not a secure method of transmitting personal information. If you initiate a transaction and want to provide your personal or financial information through a Web site, look for indicators that the site is secure, such as an image of a lock or lock icon on the browser's status bar or a Web site address that begins "https:" (the "s" stands for "secure"). Unfortunately, no indicator is foolproof; some "phishers" have forged security icons.

Hurricane Katrina assistance

Soldiers, spouses, family members and all members of the Army family who need assistance because of Hurricane Katrina should e-mail the Well-Being Liaison Office at katrina.relief@us.army.mil or call at (800) 833-6622.

Military members or families in need of counseling services may call Military One Source at (800) 42-9647.

The best means for providing assistance to victims of Hurricane Katrina is through cash contributions directly to relief organizations. Army Emergency Relief provides direct assistance through loans and grants to Soldiers and family members. Soldiers can request AER through the American Red Cross who, in turn, will coordinate with AER to receive monetary reimbursement.

Donations directly to Red Cross are used to help the overall national effort. Two national organizations are the American Red Cross at <http://www.redcross.org> and the Salvation Army at <http://www.salvationarmyusa.org>. Both are participating charities in the Combined Federal Campaign this year.

For the latest information about the relief efforts of the Army and across the Department of Defense, visit the Katrina Hurricane relief page on www.army.mil/katrina. The site will be consistently updated as soon as new information becomes available.

The Office of Personnel Management has set in place expedited procedures and flexibility for federal employees impacted by Hurricane Katrina. Information is available at their Web site <http://www.opm.gov/>

Gold Badges



JULY 2005

ALBANY

SSG Keith Komosinski
 SSG Justin Musson
 SSG Aaron Rudroff
 SSG Anthony Simon
 SGT Abraham Ruvalcaba

ATLANTA

SSG Donald Cato
 SGT Robert Watkins

BALTIMORE

SFC Michael Kimbel
 SFC Clinton Winder
 SFC John Wilds

CLEVELAND

SFC Martin Dillon
 SSG Scott Fredericks
 SSG Zenon Zachary

COLUMBIA

SSG Cameron Shoemaker

COLUMBUS

SSG John Sellen

DALLAS

SFC William Holden

DENVER

SSG Steven McKeag
 SSG Ryan O'neil

DES MOINES

SSG Daniel Gossett
 SGT Nicholas Compton
 SGT Pallas Crier-Harris

HARRISBURG

SFC Michael Martin
 SFC Joshua Ochs

SSG Gregory Koskey

SSG Gerald Rasmussen

HOUSTON

SSG Andrew Beistel
 SSG Donald Hardy

INDIANAPOLIS

SSG Jason Sauder
 SSG Chaka Terrell
 SSG Thomas Lowery

JACKSON

SFC Michael Pope
 SSG Roshaun Anderson
 SSG Pam Rickey

KANSAS CITY

SSG Billy Bailey

MIAMI

SSG Jose Rodriguez Roman
 SGT Jorge Anaya
 SGT Daryl Chandler
 SGT Ken Kercado Robles
 SGT Jimmy Matthew

MONTGOMERY

SSG Stacey Franklin
 SSG Russell Smart
 SGT Randall Roberts

MID-ATLANTIC

SFC Michael Stack
 SGT James Thompson

MILWAUKEE

SFC Kenneth Busko
 SSG Andrew Diedrick
 SSG Lamarr Payne

MINNEAPOLIS

SGT Robert Alsup

NASHVILLE

SFC Joseph Nunnery

OKLAHOMA CITY

SFC Vernon Stone
 SSG Troy Garza
 SGT Matthew Marr

PHOENIX

SSG Erick Barnett
 SSG Braulio Jarquin
 SGT Hilario Serrano

SACRAMENTO

SFC Eric Kolesar
 SSG Clarence Cox
 SSG Ronald Schultz
 SSG Jeremie Wickman

SALT LAKE CITY

SGT Patricia Lynn

SAN ANTONIO

SSG Michael Clark
 SGT Jonathan McCravy

TAMPA

SFC Tadd Lambert
 SSG Bryan Jackson

Recruiter Rings



JULY 2005

BECKLEY

SSG Mason Ogletree
 SSG David Teubert

DES MOINES

SSG Martin Hanson
 SSG Anthony Van Broekhuizen

HOUSTON

SFC Darriel Thompson

INDIANAPOLIS

SFC Daniel Brown

KANSAS CITY

SFC Joseph Buckler
 SFC Gerald Folk
 SFC Richard Gruby
 SSG Joshua Inman

MILWAUKEE

SFC Bruce Bovenkerk
 SFC Richard Switzer
 SSG Shawn Whitney

MONTGOMERY

SFC James Hagans
 SSG Dexter Daniely
 SSG Vincent Davis
 SSG Bryant Riley

NASHVILLE

SFC Anita Lewis
 SSG John Docev
 SSG Steven Thomas
 SSG Donald Walbert

NEW ORLEANS

SFC Robert Maxwell

NEW YORK CITY

SFC Edgard Valdiri

PHOENIX

SFC Donald Beets
 SFC Todd Karch
 SSG Tommy Neal
 SGT Timothy Hopkins

PITTSBURGH

SSG Robert Arrington
 SSG Ryan Stainbrook

SAN ANTONIO

SFC Demetrius Dangerfield
 SGT Glen Grabs

SALT LAKE CITY

SSG John Burton
 SSG Adam Hudgins
 SSG Michael Miranda
 SGT Norman Burris

Morrell Awards



JULY 2005

ALBANY

SFC Christopher Moss

BECKLEY

SFC Kenneth Golder

CLEVELAND

SFC Daryl Forsythe

SFC Jason Sutherland

SSG Thomas Krause

DALLAS

SFC Beth Reece

DES MOINES

SFC Hammad Alhameed

INDIANAPOLIS

SFC John Trowbridge

KANSAS CITY

1SG Walter Hampton

SFC Ronald Evans

SFC Michael Greenlee

SFC Curtis Gowan

SFC John Stover

MILWAUKEE

SFC Jeremy Cousineau

SFC Arturo Gamez

SSG John Zonta

NASHVILLE

1SG Norman Young

NEW ORLEANS

SFC Miller Franklin

PHOENIX

SSG Rigoberto Duran

SFC Erik Romero

PITTSBURGH

SFC Alex Gibson

SFC Edward Landry

SFC Robert Shaffer

SFC Robert Siegel

SEATTLE

SFC Larry Cameron

SFC George Moore

Top 10% of USAREC Station Commanders

JULY 2005

MARSHALLTOWN

SSG David S. Wilson

SUMMERSVILLE

SFC Nathan P. Cook II

COVINGTON

SFC Ronald Fitzgerald

WURZBURG

SFC Tracy Tyus

EDINBORO

SFC Frank Senn

KOREA

SFC Hyong Kim

BROWNWOOD

SGT Gary Quick

COLBY

SSG Robert Seymour

BEEVILLE

SFC Simon Perez

ENTERPRISE

SFC Michael Phillips

ANDALUSIA

SFC Eric Norman

ATHENS

SFC Bobby Jones

TUPELO

SFC Gary McDowell

BATESVILLE

SSG William Redwine

OGDEN

SFC Douglas Romero

BREWTON

SSG Vasharn Simmons

HAZARD

SFC Jason Curry

ANTIOCH

SFC Gregory Smith

TAMPA SOUTH

SFC Gary Utterback

ENFIELD

SSG Kerry Smith

HERMITAGE

SSG Melvin J. Parsons

LAVALE

SFC John E. Summerfield

WHEELING

SFC Aaron Friday

BUTLER

SFC Tyron N. Mah

SECURITY

SFC Max Burda

CRESENT CITY

SSG Chad Parmele

STEPHENVILLE

SFC Brian Rennert

MISSOURI CITY/WEST

SSG Manuel Ornelas

SHREVEPORT NORTH

SFC Joseph Wade

FARMINGTON

SFC Michael Todd

AIEA PEARLRIDGE

MSG John Samillano

ANNISTON

SFC Jeffrey Gaylord

TULSA SOUTH

SFC Keith Green

SELMA

SSG Hector Rios Delgado

CASPER

SFC Kerry Gerber

CANON CITY

SSG John Wylie

PARK

SSG Rigoberto Duran

MARIANNA

SFC Scott Steele

CHAMBERSBURG

SFC Barry Wagner

FAYETTEVILLE

SFC Douglas Mitchell

GADSDEN

SFC Larry Luden

MOBILE NORTH

SFC Wallace Bias

AIKEN

SFC Dwayne Brown

TALLADEGA

SFC Kermit Washington

MOBILE SOUTH

SFC Charles Hayter

FORT MYERS SO

SFC Malachey Sumoter

INVERNESS

SSG James Noble

DOVER

SFC Justine Beaulieu

MADERA

SSG Christopher Claypool

AGANA GUAM

SFC Eugene Peeira

SHERMAN

SSG Frankie Phillips

SA WEST

SFC Terry Ceasor Sr.

WAILUKU MAUI

SFC Paul Bulathsinghala

EL CENTRO

SFC John Lowndes

RICHMOND WEST

SFC Randal W. Westfall

VISALIA

SFC Ezequiel Plata Santos

IDAHO FALLS

SFC Edward Vitacolonna

CHULA VISTA

SFC Rene Paredes

FAIRFIELD

SFC Abdul Muhammad

SAN MATEO

SFC Louis Gonzales

SPRING LAKE

SFC Anthony Bowers

OCALA

SFC Roberto Corneiro

EASTWOOD

SFC Mark Culp

CLEARWATER

SFC Alvin Rivera

SARASOTA

SFC Daniel L. Murphy

BRADENTON

SFC Cyndi J. Murphy

ORLANDO COLONIAL

SFC Jeffrey Foster

CLOVIS

SFC Joseph Seidel

HUNTSVILLE

SFC John Murphy

DURHAM

SFC Randall Armstrong

GREENWOOD

SSG Jose Miles

Top 10% of USAREC Station Commanders, continued

USC OCR

SFC Kelly Greene

CLEMSON OCR

SFC Charles Sellers

TROY

SFC Scott Lomax

FORT PAYNE

SFC Johnny Thompson

JACKSON

SFC Arthur Bell

DAPHNE

SSG Russell Smart

MONTGOMERY

SFC Kenneth Macon

CRESTVIEW

SFC Jerome Edmonds

PENSACOLA

SFC Richard Benson

BOWLING GREEN

SFC Robert Palecki

KNOXVILLE WEST

SFC Clarinda Sturm

GALLATIN

SSG Jason Hawkins

RICHMOND

SFC Charles Miller

LUMBERTON

SFC John Watkins

SANFORD

SSG David Decriscio

ROCKINGHAM

SFC Steven Cruz

ELIZABETH CITY

SFC Tyrone Toomer

CARY

SSG Jonathan Roewe

SMITHFIELD

SFC Thomas Fortner

MOUNT AIRY

SSG Charles Wilson

EDEN

SFC Linda Perry

WILKESBORO

SSG Jimmy Leazer

NAPLES

SFC Naji Shaheed

PLANT CITY

SFC Carlos Alvarez

DADE CITY

SFC Dana Maynard

ST PETERSBURG

SFC Raul Lemus

NORTH CONWAY

SSG Scott Haskell

BRUNSWICK

SSG Michael Welsh

RED LION

SFC Gregory Shirk

ELKINS

SFC Charles Hinson

FAIRMONT

SSG Kevin Kramer

JOHNSON CITY

SSG Daniel R. Hughes

PIKEVILLE

SSG Gary T. Harney

HUNTINGTON WV

SFC Montie D. Albert

LONGMONT

SFC Robert Bishop

LA JUNTA

SFC Jason Mac Arthur

GILLETTE

SFC Joel Shattan

MILES CITY

SFC Eric Duckworth

RIVERTON

SFC Bruce Parker

SHERIDAN

SSG Edward Kester

CRAIG

SFC Leafner Tan

MERCED

SFC Jeffrey Wilson

SANTA MARIA

SFC Dean Villanneva

PALMDALE

SFC Fernando Sanjurjo

PRESCOTT

SSG Theodore Polanco

BULLHEAD CITY

SFC Javier Gonzalez

LAKE HAVASU

SFC James Butler

SAFFORD

SFC Steven Breitengross

CASA GRANDE

SSG Nicholas Beltran

SHOWLOW

SFC Erik Romero

FARMINGTON

SSG Charles Warner

LAS VEGAS

SFC Pilar Saucedo

BOLINGBROOK

SSG Andres Villahurtado

NEW PHILADELPHIA

SFC Doug Hoffman

CALCUTTA

SSG Jeremy Demarb

VINCENNES

SSG Roger Nelms

KOKOMO

SFC David Douglass

INDY DOWNTOWN

SFC Omar Knight

HOLLAND

SFC John Delk

MONROE

SSG William Bickford

TAYLOR

SSG Richard Wadlington

BURLINGTON

SSG Ronald Deutsch

MILWAUKEE

SFC Jeremy Cousineau

CORSICANA

SSG Gerardo Esquivel

PLEASANT GROVE

SSG Melvin Ruffin

IRVING

SSG Brian Heffernan

GRAPEVINE

SSG James King

TX AMU/CONROE

SFC Lawrence Kagawa

HARRISONVILLE

SFC Willie Banks

BRANSON

SSG Kevin Blascoe

OVERLAND PARK

SFC Rene Aguayo

NATCHITOCHE

SFC Robert Soden

ALTUS

SSG Abel Manrique

MOUNTAIN HOME

SFC Samuel McMaster

JACKSONVILLE

SSG William Treanor

MARBLE FALLS

SFC Rickey A. Smith

SA SOUTH

SSG Yvette Garcia

NEW BRAUNFELS

SFC Heather K. Wiatrek

WENTZVILLE

SFC Kenneth Schoelhamer

BATTLEFIELD

SFC Michael Treloar

WICHITA EAST

SFC Alphonso Nelson

TEXARKANA

SFC Lawrence Nelson

FORT SMITH

SFC Carlos Watson

LEWISVILLE

SFC Paul McCune

BOSSIER CITY

SFC Michael Talton

SA NORTHEAST

SFC Ray E. Kruithof

KINGSPORT

SFC Nathan Billips

SPRINGINORTH

SFC Martin Velasquez

HUMBLE/CONROE

SFC Jimmy Bowie

GRETNA

SFC Marty Keys

N. OMAHA

SFC Andrew J. Privitera

CARBONDALE

SFC James Shepard

CENTURY III

SFC Jose L. Torres

WYTHEVILLE

SSG Nathan Burgess

POUGHKEEPSIE

SFC Jeffrey Martin

HYATTSVILLE

SSG Bassirou Ndiaye

NEWPORT NEWS

SFC Billy Scott

BROCKTON

SFC Alejandro Tapiaastacio

ALTOONA

SFC Christopher Stapleton

MORGANTOWN

SFC Donald R. Wilson

GREECE

SSG Joseph Multunas

BAYRIDGE

SFC Oliveras Pedro

ROANOKE

SFC Michael G. Mitchell

Gold Badges

AUGUST 2005

3D AMEDD

SSG Daniel Whitney

ALBANY

SSG Richard Loabe II

SSG William Goodwin

ATLANTA

SFC David Smith

SSG Donald Mason

SSG Gary White

BECKLEY

SFC Christopher Barber

SSG John Curran

SSG Patrick Walker

SGT Curtis Hicks

CHICAGO

SSG Steven Atlas

SSG Jackie Caple

SSG David Houtz

SSG Jason Leuice

SSG Christian Meredith

SSG Nathan Moore

SSG Latacha Rhodes-Thomas

SSG Cory Shelton

SSG Owen Smith

SGT Patrick Dezurik

CLEVELAND

SSG John Mainville

COLUMBUS

SSG Brad Hamilton

DALLAS

SFC Eric Schmidt

SSG Scott Cranfill

SSG Gregory Franklin

SSG Christopher George

SSG Vicente Guillecepeda

SSG Marcus Hawthorne

SSG Araceli Nava

SSG Terry Peterson

SSG Andrew Tennent

SSG Joseph Thibeault

DENVER

SFC Gavino Barron

SFC Jaime Barzana

SFC Karren Buchanan

SFC Christopher Jensen

SFC Richard Queen

SFC Rodney Shiver

SSG Daniel Bresette

DES MOINES

SFC Michael Fosdick

SFC Charles Frizell

SSG Robert Fielder

SSG Joshua Sheffield

SGT Roderick Brown

HOUSTON

SFC Troy Howell

SSG Roderick Bryant

SGT Jeffrey Gunter

INDIANAPOLIS

SSG Jonathan Emerick

SSG Edward Smith

SGT Nathan Goldsmith

JACKSON

SSG William Culpepper

JACKSONVILLE

SFC Jason Brannan

SSG Anthony Bowens

SSG Akilah Clarke

SSG James Dowdy

SSG David Ray

KANSAS CITY

SSG Hugo Wills

LOS ANGELES

SFC Osvaldo Castro

SSG Keith Barnes

SSG James Guevarra

SSG Rutilio Guzman

SSG Jose Martinez

SSG Hector Rios-Delgado

MIAMI

SSG Jorge Lugo DeJesus

MID ATLANTIC

SFC Timothy Mack

SSG Craig Martin

SSG Robert Passarell

SSG Kenneth Porter

CPL Tyrone Appling

MINNEAPOLIS

SSG Brent Ingersoll

MONTGOMERY

SFC Rachel Carter

SFC Johnnie Mae Hulett

SFC John White

SFC Gary Wilder

SSG Gerald Bright

SSG James Fraser

SSG Jeremiah Pauley

SSG Nicola Powell

SGT Dana Brewton

NASHVILLE

SSG Stephen Buford

SSG John Burgan

SSG Victoria Ogboo

SGT Travis Marshall

NEW ENGLAND

SSG Gregory Boivin

SSG Richard Wood

PHOENIX

SFC Daniel Byler

SFC Fabian Diaz

SSG Jerome Broussard

SSG Noel PerezQuinones

SSG David Woodworth

PITTSBURGH

SSG Spencer Dahl

SSG Donyale Garvey

SSG Michael Hartzell

SSG Charles Johnston

SSG Brian Prine

SSG George Reinstadtler

SSG Garey Scott

SSG Craig Wright

SGT Jessie Truitt

PORTLAND

SSG Joseph V. Cruz

RALEIGH

SSG Sean Fullard

SSG Shawn Jackson

SSG Tyrone Polite

SGT Daniel Alward

SACRAMENTO

SSG Maximino Reyna

SSG George Tucker

SGT Mark Catlett

SGT Trey Franklin

SALT LAKE CITY

SSG Lindsay Buck

SSG David Gonzales

SAN ANTONIO

SFC Jorge Guzman

SSG Felix Mamber

SSG Francisco Miranda

SGT William Hudnell IV

SEATTLE

SSG Joseph Cruz

SGT Jason Bayard

SOUTHERN

CALIFORNIA

SSG Chanda Gales

SSG Shawn Troup

ST. LOUIS

SSG Marcus Bendy

SGT Bryan Beck

SYRACUSE

SFC Jimmy Jackson

SFC Charles Riddervold

SSG Joseph Preski

SSG Michael Seaver

SGT David McDougall

TAMPA

SFC Angel Ramos-Belen

Recruiter Rings

AUGUST 2005

ALBANY

SSG Norman Dine

ATLANTA

SFC Bondre Carter

SSG Christopher Williams

CHICAGO

SFC Jason Hurd

SFC Keith Turnstall

SSG Jeremiah Perez

SSG Walter Plummer

SSG Douglas Rhodes

SSG Andres Villa-Hurtado

CLEVELAND

SSG Mark Beck

SSG Brad Willoughby

SGT Jeffrey Caldwell

COLUMBUS

SSG Scott Page

DALLAS

SFC Samuel Brady

SFC Robert Barnes

SFC Marc Thomas

SSG Daniel Boyd

SSG Eric Kendrick

DENVER

SGT Santos Ruiz

DES MOINES

SFC Michael Salak

SFC Michael Sommer

SSG Reginald Harris

SSG Don Knaebel

HOUSTON

MSG Eli Smith

SFC Wayne Bates

SFC Tydas Blue

SSG Billy Bohannon

INDIANAPOLIS

SFC Steven Conder

SFC Domingo Garcia

JACKSON

SFC Carlos Reynolds

LOS ANGELES

SSG Jamie Gomez

SSG Jason Hunt

SSG Mary Quick

SSG Darren Mayes

SSG Scott Towne

MIAMI

SSG Dwhyte Lawrence

SGT Oscar Reyes

MILWAUKEE

SFC Richard Switzer

MINNEAPOLIS

SSG Michael Tschudi

MONTGOMERY

SFC Bradley Crook

SFC Earl Lawson

SFC Kermit Washington

SSG Thomas Stover

NASHVILLE

SSG Trace Nadeau

SSG Jeffrey Maddox

NEW ORLEANS

SFC Rosella Scott

OKLAHOMA CITY

SSG Eric Throckmorton

SGT James Baxter

PHOENIX

SFC James Roberts

SGT John Stephens

Recruiter Rings

PORTLAND

SFC Carlos NievesGarcia
SSG Nathan Correia
SSG John Funneman
SSG Fredrick Hipol
SGT Johnny Nyguyen
RALEIGH
SFC Thomas Cheek
SSG Christopher Brooks

SSG Gary Duncan
SACRAMENTO
SSG Alfred Ward
SAN ANTONIO
SFC Thomas Neumayr
SSG Benjamin Adams
SSG Fidel Belmarez
SSG Kenneth Smith

SOUTHERN CALIFORNIA
SFC Timothy Vincent
SSG Domingo Alvarado
SSG Nate Marone
SSG Somnuk Songserm
ST. LOUIS
SSG Adam Marik

SYRACUSE

SFC Philip Bishop
TAMPA
SFC Kenneth Mitchell
SFC Gary Utterback
SFC Christian Polster
SSG Christopher Nothdurft

Morrell Awards

AUGUST 2005

3D AMEDD
SFC Nancy Tomaszewski
ALBANY
SFC Christopher Moos
ATLANTA
SFC Terry Peterson
CHICAGO
ISG Mark Robinson
SFC Robert Gates
SFC Daniel Piland
CLEVELAND
SFC Daryl Forsythe
SFC Jason Sutherland
SSG Thomas Krause
DALLAS
SFC Michael Fuller
SFC Paul McCune
SFC Beth Reece
SFC Norma Perez
SFC Jose Rivera

SFC Ronny Swank
SSG Adolfo Arias
SSG Darrell Baker
SSG Jack Donaldson
SSG Marcus Fuller
SSG Karlane Grullon
SSG Javier Marroquin
SSG Monty Morgan
SSG Frankie Phillips
SSG Melvin Ruffin
DENVER
SFC Dallas Cochran
SFC Christopher Jensen
SFC Adam Potter
SSG Trevor Proefrock
DES MOINES
SSG Timothy Varnes
HOUSTON
SFC Omar Swift
JACKSON
SFC Christopher Delambert

KANSAS
ISG Walter Hampton
SFC Ronald Evans
LOS ANGELES
SFC Belinda Bradley
SFC Ezequiel Platasantos
SFC Jeffrey Wilson
NASHVILLE
SFC Roger Brown
SFC Charles Miller
PHOENIX
SSG Rigoberto Duran
PITTSBURGH
SFC Jerry Holman
SFC Jo Ann Macias
SFC Ronald Miller
SFC Jose Torres
PORTLAND
SFC Mannie Mallott
SSG Debbie Carreira
RALEIGH
SFC John Guilmette

SSG Jonathan Roewe
SAN ANTONIO
SFC L. Lee Pitts
SFC Javier Ratliff
SALT LAKE CITY
SFC Eddie Anderson
SAN ANTONIO
SFC Terry Ceasor
SFC John Griffin
SEATTLE
SFC George Moore
SFC Larry Cameron
SSG Steven Woods
ST. LOUIS
SFC Mark Smith
SOUTHERN CALIFORNIA
SFC Leticia Rocha
TAMPA
SFC Darryl Brown
SFC Richard Epps
SFC Alvin Rivera

Top 10% of USAREC Station Commanders

AUGUST 2005

ANDERSON
SFC Joseph Guilfoyle
WEST ALLIS
SFC Steven Goldwire
NEWARK
SFC Frank McJessey
BETHEL
SSG Eric Blyberg
PLAINWELL
SSG David Mathews
BARABOO
SSG John Zonta
FAIRFIELD
SSG Bruce James
SHELBYVILLE
SSG Daniel Brown
GRAND FORKS
SFC Carol Zeitvogel
MARION
SSG Frank McClain
CRAWFORDSVILLE
SFC Jammie Weaver
LIVONIA
SFC Steven Anderson
VAN WERT
SFC Waymond Moore
TAYLOR
SSG Richard Wadlington

GAINESVILLE
SFC Leo Cornell
LANCASTER
SFC David Sloan
UNIV EL PASO
SFC James Minter
GRANTS PASS
SSG James Perry
MILILANI
SSG Debbie Carreira
MASSILON
SSG Phillip Haessley
ESCABANA
SFC Erik Hoversholm
POTEAU
SFC Michael Long
MIDDLETOWN
SFC Geoffrey F. Seay
MACHIAS
SFC Thomas D. Brown
RIPLEY
SFC Laurence G. Stein
PEARLRIDGE
MSG John Samillano
LAFAYETTE SOUTH
SSG Anthony Marinaro
SOMERSET
SFC Robert McGuire

COVINGTON
SFC James Smith
TEXARKANA
SFC Lawrence Nelson
STAUNTON
SSG Christopher D. Starke
ONEIDA
SFC Jason G. Robert
SAN MATEO
SFC Louis Gonzales
GRIFFIN
SFC Charles Atkins
GLENDIVE
SFC Adam Potter
LONGMONT
SFC RobertBishop
GILLETTE
SFC Joel Shatten
LAKE HAVASU CITY
SFC James Butler
THE DALLES
SGT Stephen Vigil
CRESCENT CITY
SSG Chad Parmele
ROCK SPRINGS - OGDE
SFC Paul Hatch
WINNEMUCCA - SIERRA
SFC Gregory Dorsey

CORSICANA
SFC Gerardo Esquivel
GRAPEVINE
SFC James King
HUMBLE
SFC Jimmy Bowie
NATCHITOCHE
SFC Robert Soden
MOUNTAIN HOME
SFC Samuel McMaster
DUNKIRK
SSG Timothy S. Quattrone
WARRENSBURG
SFC Curtis Gowan
TOPEKA
SFC Eldon Duncan
GUAM
SFC Eugene Pereira
HINESVILLE
SFC Raul Rios
EASTPORT
SFC Coby Heath
MANHATTAN
SFC Andre Pittman
WILLIAMSBURG
SSG Erica C. Morris
WISE
SSG Matthew B. Bentley

NORTH AUGUSTA

SFC Kevin Henderson
SHERMAN
 SSG Frankie Phillips
LEAVENWORTH
 SFC Tasha Hernandez
SA WEST
 SFC Terry Ceasor Sr.
SA NORTHEAST
 SFC Ray E. Kruithof
LITCHFIELD
 SFC Donald Chausse
SAN BERNARDINO
 SFC Joseph Russell
TULSA SOUTH
 SFC Keith Green
CANON CITY
 SSG John Wylie
PASO ROBLES
 SFC Harold Cleveland
PARK
 SSG Rigoberto Duran
SOUTH SALEM
 SFC Ernest Babbs
JURUPA VALLEY
 SSG James Smith
ARLINGTON SOUTH
 SFC Stephen Bledsoe
FORT SMITH
 SFC Carlos Watson
PORTLAND
 SFC Elvin J. Nuells
WEST PLAINS
 SFC Jeffery Miller
DOVER
 SFC Justine M. Beaulieu
CHAMBERSBURG
 SFC Barry L. Wagner
ROSEVILLE
 SFC Matthew McBride
OGDEN - OGDEN
 SFC Douglas Romero
VALDOSTA
 SFC Keith Cunningham
WAYCROSS
 SSG Lisahonda Bain
MONTROSE
 SSG Micheal Head
ROSAMOND
 SFC Nathaniel Leday
ST GEORGE - LAS VEGAS
 SSG Joseph Burgess
CARROLLTON
 SFC Ozender Elston
KINGSVILLE
 SFC Christofer Nenninger
INDIANA
 SFC Alex J. Gibson
WESTMINSTER
 SSG Kory L. Robers
GREENVILLE
 SFC Thomas Morgan
CONROE
 SFC Michael Harrington
MONROE
 SFC John Farris
DULUTH
 SFC Joseph Barker
WICHITA FALLS
 SFC Lewis McKenzie
EL CENTRO
 SFC John Lowndes

WILKES-BARRE

SFC William M. Coulter
PEABODY
 SFC Daniel Footer
LADERA
 SFC Michael Ellis
NORTH CICERO
 SFC Deven Williams
FORT WAYNE SOUTH
 SFC John Diflauro
SAN MARCOS
 SSG Ronald D. Fletcher
JACKSONVILLE NORTH
 SFC Sambina Love
SAN JOSE EAST
 SFC Poutoa Fueva
SCOTTSDALE
 SFC William Walter
BEAVERTON
 SFC Loren Holms
REDDING
 SFC Damian Dellabarba
KAPIOLANI
 SFC James Stevens
MODESTO
 SFC Thomas Simpson
DELAND
 SSG Jacob Tarrant
SAVANNAH
 SFC Derrick Booker
MOUNT PLEASANT
 SFC Cesar Tricoche
CLEMSON OCR
 SFC Charles Sellers
DILLON
 SFC Willie Garris
HOMESTEAD
 SSG Jorge Lugodejesus
TALLADEGA
 SFC Kermit Washington
HUNTSVILLE
 SFC John Murphy
GLASGOW
 SFC Doonald Walbert
TEMPLE TERRACE
 SSG Willie C. Gilbert
CLERMONT
 SSG Alvin D. Rogers
ST PETERSBURG
 SFC Raul Lemus
OXFORD
 SFC Beverly Flores
CORINTH
 SSG Louis Sidney
UNION CITY
 SSG Ronald Harritt
JONESBORO
 SFC Christopher Dobbins
HATTIESBURG
 SFC Michael McGee
RIVERTON
 SFC Bruce Parker
CRAIG
 SFC Leafner Tan
SECURITY
 SFC Max Burda
ALAMOSA
 SFC Darrell Martinez
CODY
 SSG Steven McKeag

SANTA MARIA

SFC Dean Villanueva
HUNTINGTON PARK
 SSG Omar Fonseca
USC OCR
 SSG Dane Benroth
GOODYEAR
 SSG Morgan Campbell
BULLHEAD CITY
 SFC Javier Gonzalez
SIERRA VISTA
 SFC James Mccoy
CASA GRANDE
 SSG Henry Ledwig
CHANDLER
 SFC Michael Pridgeon
GILBERT
 SSG Antonio Hinojosa
SANTA FE
 SFC Michael Hutson
WESTRIDGE
 SFC Marcelino Wan
METRO CENTER
 SSG Matthew Michler
EUGENE
 SFC Joseph Walker
ROSE CITY
 SFC Walter Washington
ASTORIA
 SSG John Funneman
MCMINNVILLE
 SFC Robert Kosirog
YREKA
 SSG Russell Jones
GRASS VALLEY
 SFC Paul Oquendo
CERES
 SFC Christopher Broesamle
ARDEN
 SSG Thomas Hornbrook
SEASIDE
 SSG Darrell Cabaluna
BUTTE - BUTTE
 SFC A. Frank Dekal
ELKO - BOISE
 SFC Dallas Peterson-Ness
CHINO
 SFC Leticia Rocha
YUCCA VALLEY
 SFC Bart Vandecar
ABERDEEN
 SSG Alan Hallstrom
LACEY
 SFC Ernest Simpson
HILLSBORO
 SFC Christopher Swantek
GALVESTON
 SSG Scott Pint
BEAR CREEK
 SSG Veronica Canalda
TX AMU
 SFC Lawrence Kagawa
TOMBALL
 SSG Glenn Marquette
HARRISONVILLE
 SFC Willie Banks
ARKANSAS CITY
 SFC Jay Welliver
COLBY
 SSG Robert Seymour

LEESVILLE

SFC Robert Maxwell
BOSSIER CITY
 SFC Marty Keys
LAWTON
 SFC Gerald Phillips
MUSKOGEE
 SFC Dominic Asberry
HARRISON
 SFC Frederick Mierow
BATESVILLE
 SFC William Redwine
NEW BRAUNFELS
 SFC Heather K. Wiatrek
MOLINE
 SSG John F. McClenny
SIKESTON
 SFC Mark Moore
DANVILLE
 SSG Lawrence Pounds
BLOOMINGTON
 SFC Calvin Hamby
FARMINGTON
 SSG Kevin Todd
LOCKPORT
 SSG Scott G. Reed
WURZBURG
 SFC Robert G. Curtis
Laconia
 SGT Brian E. Wildes
Fairfax
 SFC Sean J. Carrigan
RED LION
 SFC Gregory K. Shirk
CLARION
 SSG Tyrell G. Osborne
KINGSPORT
 SFC Nathan D. Billips
HANAU
 SFC Freddie L. Blue
HAWLEY
 SSG Christopher M. Smith
PLYMOUTH
 SSG Brian M. Favreau
PATTERSON
 SFC David L. Kindt
HUNTINGTON
 SFC Montie D. Albert
CHEEKTOWAGA
 SFC Andrew R. Patterson
CITY HALL
 SFC Dennis Kelly
OLEAN
 SSG Franklyn W. Riggs
PATCHOUGE
 SFC Joanne M. Demary
RICHMOND WEST
 SFC Randal W. Westfall
DUBOIS
 SFC Robert F. Siegel
EASTPOINT
 SFC Marcus Campbell
CLARKSBURG
 SFC Michael J. Collins
PIKEVILLE
 SSG Gary T. Harney
HEIDELBERG
 SFC Steven D. Crager
DOVER FOXCROFT
 SSG Herbert E. Robles

1. Which of the following is not one of the recruiter's five critical tasks?

- a. Prospecting
- b. Interviewing and counseling
- c. Executing the decision/engender commitment
- d. Following up

2. The science of recruiting starts at what level but shifts toward art as it moves through subordinate units?

- a. USAREC HQ
- b. Brigade
- c. Battalion
- d. Company

3. The market studies and analysis branch of the brigade _____.

- A. evaluates changing markets
- B. develops incentive programs
- C. oversees the day-to-day operations
- D. operates MEPS

4. What remains the indispensable part of our nation's defense?

- a. Soldiers
- b. Tanks
- d. Helicopters
- d. Intelligence

5. What key staff element assists the recruiting force at the secondary and post-secondary levels?

- a. Intelligence
- b. Operations
- c. Education Services Specialists
- d. Advertising & Public Affairs

6. What includes the ability to foresee operational requirements and involves identifying, accumulating and maintaining the minimum assets, capabilities and information necessary to meet support requirements?

- a. Responsiveness
- b. Economy of force
- c. Synchronization of functions
- d. Common operational picture

7. What ROS element uses TAIR, ASB, educator tours and Reserve Partnership Councils?

- a. C4
- b. RSS
- c. Training
- d. Prospecting

8. What do the activities of a shaping operation secure?

- a. Market dominance
- b. Victory
- c. Time
- d. The mission

9. What are the characteristics of decisive operations?

- a. Simple, flexible, efficient
- b. Efficient, bold, informative
- d. Integrated COP, RSS, ROS
- d. Continuity, audacious, executable

10. _____ must have a complete understanding that the recruiter is USAREC's ultimate system.

- a. Future Soldiers
- b. Operational commanders
- c. Sister services
- d. Local civilian leaders

11. What is a systematic, continuous process of analyzing the market and recruiting environment in a specific recruiting area of operations?

- a. IPM
- b. ROS
- d. DPR
- d. RSS

12. What system of the ROS is considered to be the key to success in recruiting and uses the MAP in conjunction with the LSA to develop a complete operational plan?

- a. Training
- b. Prospecting
- c. Recruiting Service Support
- d. Intelligence

13. Which service is USAREC's intelligence gathering arm?

- a. S1
- b. G6
- c. S3
- d. G2

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 2005

Top Regular Army Recruiter

SFC Michael Traux
Syracuse

SFC Darryl Brown
Tampa

SSG Christopher Gray
Great Lakes

SSG William Morrow
Oklahoma City

SFC Craig Lower
Salt Lake City

Top Army Reserve Recruiter

SFC Steven Crager
Albany

Mr. Ruben Gomez-Roman
Miami

SGT Paul Deglopper
Great Lakes

SFC Rodney Moses
Oklahoma City

SSG Dwayne Hutchinson
Denver

Top Large Station Commander

SFC Justine Beaulieu
Dover
New England

SFC Jeffrey Gaylord
Anniston
Montgomery

SSG Jeremy Demarb
Calcutta
Columbus

SFC Keith Green
Tulsa South
Oklahoma City

SFC Douglas Romero
Ogden
Salt Lake City

Top Small Station Commander

SFC Nathan Cook
Summersville
Beckley

SFC Alex Rodriguez
Mayaguez OCR
Miami

SFC Doug Hoffman
New Philadelphia
Columbus
SFC John Delk
Holland
Great Lakes

SSG David Wilson
Marshalltown
Des Moines

SSG Stephen Vigil
The Dalles
Portland
SFC Steven Breitengross
Safford
Phoenix

Top Company

Europe

Dothan

Waco

Guam

Top AMEDD

Southwest

Georgia/Alabama

Ohio

Oklahoma City

Rocky Mountain

Answers to the Test

1. c. UM 3-0, para 14-9
2. a. UM 3-0, para 6-2
3. a. UM 3-0, para 5-15
4. a. UM 3-0, para 13-6
5. c. UM 3-0, para 12-18
6. a. UM 3-0, para 12-8
7. b. UM 3-0, para 11-19

8. a. UM 3-0, para 11-3
9. d. UM 3-0, para 10-16
10. b. UM 3-0, para 10-5
11. a. UM 3-0, para 8-2
12. b. UM 3-0, para 4-8
13. d. UM 3-0, para 5-14

Salute to Hispanic Heritage Month



During Hispanic Heritage Month, Sept. 15 to Oct. 15, we have an opportunity to continue to tell the Army story and communicate the value of what it is to be an American Soldier while honoring our past and present Hispanic leaders.

The U.S. Army Accessions Command hosted a gala reception, *Generations*, Sept. 13 in Washington, D.C., to kick-off Hispanic Heritage Month. *Generations* honored Hispanic war veterans and several Hispanic Medal of Honor recipients.

A Congressional Medal of Honor exhibit will tour select high schools in San Antonio, Phoenix, Anaheim/Los Angeles and San Francisco/San Jose.

The Army's Web site, www.goarmy.com/hhm, profiles Hispanic officers and enlisted Soldiers, as well as provides factoids on Latinos who have served in the military.