

# RECRUITER

United States Army Recruiting Command

September 2007

# Journal



**Wearing the  
Army Star**

page 16

# RECRUITER Journal

## U.S. Army Recruiting Command

September 2007  
Volume 59, Issue 9

### Commanding General

Maj. Gen. Thomas P. Bostick

### Public Affairs Officer

S. Douglas Smith

### Editor

L. Pearl Ingram

### Associate Editor

Walt Kloeppel

### Associate Editor

Mary Kate Chambers

### Cover Design

Joyce Knight

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCMPO-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial 502-626-0167, fax 502-626-0924. Printed circulation: 13,500.

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

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

POSTMASTER - Send address changes to:  
Cdr, U.S. Army Recruiting Command  
ATTN: RCMEOP-PA (Recruiter Journal)  
1307 Third Avenue  
Fort Knox, KY 40121-2725

E-mail address:

[RJJournal@usarec.army.mil](mailto:RJJournal@usarec.army.mil)

Intranet address:

[https://my.usaac.army.mil/portal/dt/usarec/HQ/G7-9/Public\\_Affairs/rjournal.shtml](https://my.usaac.army.mil/portal/dt/usarec/HQ/G7-9/Public_Affairs/rjournal.shtml)



# Contents

## Features

### 2 From the Commanding General – Army Accessions Command

Lt. Gen. Benjamin C. Freakley, commanding general, Army Accessions Command, wants to support recruiters in their vital mission.

### 7 FMRs: Helping Achieve Mission Success

Field Marketing Representatives work side by side with Soldiers and Army civilians at the local level, serving as liaisons between the advertising agency and the Army.

### 9 Desktop Scheduler

The desktop scheduler has become a favorite tool for recruiters. It is a highly prized item for high school guidance counselors, teachers and financial aid officers.

### 10 Nursing in Afghanistan – Opportunity of a Lifetime

Capt. Birgit Nosalik, staff nurse at Task Force Med in Bagram, Afghanistan, said she felt a “sense of duty” to join. She also feels that she had more opportunity as an Army nurse than as a civilian nurse.

### 11 Army Reserve Partnership Strengthens Milwaukee Recruiting

The relationship between Milwaukee Battalion and the 88th Regional Readiness Command is 10 years strong.



Hispanic Heritage Month begins Sept. 15, the anniversary of independence for five Latin American countries – Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico declared its independence on Sept. 16 and Chile on Sept. 18.

## Departments

- 3 Commanding General
- 4 Command Sergeant Major
- 5 Chaplain
- 6 TWISI
- 8 Pro-Talk
- 20 Family
- 21 Safety
- 22 Field File
- 26 News Briefs
- 30 Salutes
- 32 The Test

### 12 “Life Changing Experience”

Educators, civic leaders and business owners spent two-and-a-half days touring the John F. Kennedy Special Warfare Center and School at Fort Bragg, N.C.

### 14 Recruiters Get Face to Face with Coaches

With an estimated 2,000 coaches attending the 59th Annual North Carolina High School Football Coaches Clinic, recruiters from Raleigh Battalion set up shop to interact with key influencers.

### 15 Education Specialists Get “Hands-On” at Fort Knox

Two battalions from 2d Brigade teamed up to help key influencers from three states get an “up-close and personal” look at the latest in Army training during a trip to Fort Knox, Ky.

### 16 Changing the Patch

Recruiting Command is trying to capitalize on the Army’s widely recognized symbol by switching from wearing the USAREC bell patch on the ACU to wearing the Army star logo patch.

### 18 Recruiter Draws on Famous Past

Sgt. Ronald Buxton, one of the three Soldiers pictured on the cover of TIME magazine as Person of the Year in 2003, uses his experience to help in recruiting efforts at Galesburg, Ill., station.

# From the Commanding General — Army Accessions Command

*Lt. Gen. Benjamin C. Freakley, Commanding General, U.S. Army Accessions Command, wrote the following letter in thanks to the Soldiers and the Families of Recruiting Command for their outstanding efforts during this end-of-the-year push for mission accomplishment.*

Fellow Soldiers,

It's been nearly 100 days since I took command of this great outfit. From the first, you impressed me with your hard work, dedication and professionalism. As we strive to accomplish our Fiscal Year 2007 recruiting goals, let me offer the following guidance.

First and foremost, we are Soldiers doing a Soldier's duty. Stay true to our Army Values, in all we say and do. We have a difficult task in front of us, but we can never forget our noble cause — to enlist America's sons and daughters to join us in defense of the nation. Let's live the Soldier's Creed, place the mission first and accomplish our duty.

Second, make use of the "supporting fires" the Army is providing us. Special Recruiter Assistance Program, quick-ship and referral bonuses, general officer visits, recalled former recruiters, super leads and all the rest contribute to making a difference. We are in a close and intense fight, and I'm counting on you to use these combat multipliers to achieve our aim.

Third, report. Higher headquarters' ability to support you depends upon your ability to communicate your needs. Let there be no mistake — achieving this year's recruiting mission is the Army's top priority. Tell me where I can help by providing timely and accurate reporting through the chain of command.

Fourth and final, how can we do better in the future? We have a tough mission to recruit new Soldiers for our team. I



**Lt. Gen. Benjamin C. Freakley**  
**Army Accessions Command**

want us to work smarter, not harder, but I need your help. Your candid assessments provide the foundation to an improved recruiting process.

Let me once again express my genuine respect and admiration for what you do for our Army, every day. My gratitude extends to your Families — they make untold sacrifices as we keep our formations the best manned, equipped and trained fighting force in the world.

In my previous assignment as Commanding General of the 10th Mountain Division, with Soldiers in both Iraq and Afghanistan, I marveled at the heroic men and women you brought into our Army. Keep up the great work.

I am proud to serve with you as the Commanding General of Accessions Command and look forward to seeing you in the field. I challenge you to let me know how I can better support our vital mission.

**ARMY STRONG!**

# We're in the Close Fight!

**A**s we approach the end of the year, I know that we will accomplish this mission. Many are counting us out. The analytical models say that we cannot closeout the year successful, but models do not measure the heart of our Soldiers, the commitment of our Leaders, the passion of our Civilians and the love and support of our Families ... we're going to accomplish the mission. This is about Warrior Ethos.

Today, there is a Soldier on point serving the nation somewhere in harm's way. That Soldier fights, so that so many others can live in freedom. Today, there are Soldiers in this command, also on point fighting another important mission directly related to our deployed Soldiers. When we win, we give that deployed Soldier an opportunity to win. This is our fight, we must win and there is no substitute for victory. Our objective is clear: 80,000 Active Army and 26,500 Army Reserve Soldiers.

The stakes are high and the Army has answered the call. At the Annual Leader and Training Conference, our theme was to Mobilize the Army and the Nation. We are doing just that. The Army committed to pushing 1,000 former recruiters, who were serving in operational units, back into the recruiting fight for approximately

90 days. We instituted a \$20,000 Quick-Ship bonus to perhaps help those on the fence to answer the call to duty. We heavily marketed the two-year enlistment bonus, backed by the \$36,000 of college funds. There are many other initiatives as well.

All of these programs are important, but what I've learned during nearly two years in this command is that at the end of the day, this mission will be won on the front lines of America where our recruiters are on point for the nation. It will come down to these great Soldiers backed by many Civilians, Families and friends, where the battle will be won. Every Soldier can make a difference and must know the impact of their individual performance.

In FY 05 we missed the mission, by about 7,000. We had more than 7,000 recruiters in the field that year. If each Soldier had accomplished one more than he or she did that year, the mission would have been accomplished. We have more than 8,000 recruiters in the field this year, plus many other initiatives. We can close this gap. Warrior Ethos.

I've often used sports analogies to relate the challenges and the potential to achieve success, even in the face of adversity. I've also used history and



**Maj. Gen. Thomas P. Bostick**

talked about Soldiers who have achieved the seemingly impossible: our predecessors at Gettysburg, Normandy and other examples. As I think about the two — sports heroes and Soldiers — I realize that we do not need to look very far for our heroes, because they stand among us. Soldiers on point in Iraq, Afghanistan and around the globe. Recruiters on point across the nation. Our great Civilians, and the loving support of Families and friends.

Yes, the true heroes today are among us. Now, our team may never grace the cover of any magazines, nor be chased for autographs by adoring fans, but we have a real mission. It is a mission where the stakes are high, the consequences are great, and it is one that when we win, the nation wins. I'm extremely proud and honored to serve with you.

**Thank you for your service. I'll see you on the high ground!**

# The High Ground is in Sight!

**P**roud Warriors, Strength Providers, as I pen this article, the optempo in this command is extremely high as we gain forward momentum to the high ground for FY 07!

I have served in this command for many years and the commitment of USAREC Soldiers, Civilians and Families never ceases to amaze me. The challenges you face, embrace and overcome on a daily basis is both inspiring and motivating.

Maj. Gen. Bostick has declared the theme of USAREC to be that of Mobilizing the Army and the Nation in pursuit of the mission objective for FY 07. That process is in full gear as units throughout the Army, senior leaders and civilian agencies are voluntarily putting forth a tremendous effort in support of this command and its assigned mission. The number of combat multipliers, HRAPs, SRAPs, call-to-duty recruiters, etc., has increased throughout our battle space in an effort to ensure mission success for this FY. There is much to do for all involved and such a massive effort would not be possible unless the Warrior Ethos was firmly in place throughout the ranks.

You have already made many sacrifices, both personal and family related, as we provide the strength for the world's greatest Army. Trust me when I state that such actions have not gone unnoticed and also serve as another example of the selflessness of the Warriors who comprise this command, both military and civilian.

Many units are experiencing successes they have not achieved in the recent past and the motivation and momentum from those successes will continue to build to the end-state of mission success. That's what I call heart and that is what this is all about — heart.

This command has more than its share of that important attribute and that is why I am proud to say, once again, "job well done and keep pressing forward!"

I am keeping this article brief, by design. Today is August 15, and there is still much to do.

Proud to serve with you and those like you! See you on the high ground!



Command Sgt. Major Martin Wells

## WARRIOR ETHOS

I WILL ALWAYS PLACE THE MISSION FIRST

I WILL NEVER ACCEPT DEFEAT

I WILL NEVER QUIT

I WILL NEVER LEAVE A FALLEN COMRADE

# Families are Our Greatest Asset

**H**ere we are again. As our children prepare for another year at school, parents prepare for the ups and downs of early morning wake-ups and after-school activities, and recruiters are moving forward for mission accomplishment. It is truly a challenging time but also an exciting time.

As the stress level increases with the season, we tend to forget that which is most important to us. One source for our strength is provided from our families. Families are our greatest asset. They stand beside us through the good times as well as the bad times. But sometimes during seasons like this, the strains become enormous and we realize that our relationships need to be strengthened. I would like to share with you some tips on how to improve your relationships in such a time as these.

First, I'd like to start with a question. How many of you own a video cassette recorder? If you do, how many of you can program it? The answer is very few people can do this without some assistance. There is a big difference between owning something and understanding how it works.

The same principle is true in our relationships. To understand means to make something that is important to another person as important to you as it is to them. For example, when my sons were younger, they loved to play video games, but I had little desire for their games. However, I wanted to spend time with them, so I bought their games and then spent time learning how to play them. To understand others, we need to begin to make time with others. We then begin to listen to what others are telling us. Yogi Berra once said, "You can hear an awful lot by just listening."

Another helpful tip is to begin keeping our commitments. I was always taught to be generous with praise, but cautious with commitments. We need to keep our commitments. This is not only true at work, but also in all our relationships. When we keep our commitments, we are building trust with that person. As we share our Army story with people, the people we talk with are impressed with our commitment to this nation, to the Army and to our family. There is a respect that develops from this commitment. The same is true in our relationships. If we



**Chaplain (Lt. Col.) Terry Whiteside**

continue to make appointments with family and never follow up on them, the trust is broken no matter what the reason. When making promises with loved ones, we need to recognize if there are any obligations already placed on our planning guides. Making time with family is important!

The easiest way to improve relationships is by being an encourager. A famous person once wrote, "We live by encouragement; we die without it, slowly, sadly, and angrily." A smile on your face increases your face value and goes a long way in bringing a smile to another person's face. Think about this. Wouldn't you rather be around a smiling person than around a person who is frowning and in a bad mood?

We can also encourage others by looking for and pointing out the positives in any situation. Yes, it is easier to dwell on the negatives but what good does that do? It just gets you and the people around you into a bad mood also. Many times it is easier to find reasons on why not to do something than it is to just go ahead and do what you know is right.

At times such as we are in right now, it is easy to become discouraged. What do our children do when they have a bad day at school? When they get home they want to immediately go outside and play with their friends. They realize school is past until the next school day and now is the time to enjoy themselves with friends and families. The same is true when we become adults. We need time to unwind and be with friends and families. The single best thing we can do for others is by investing ourselves in the lives of our friends and families.

As always, your Brigade Unit Ministry Team stands ready to provide a listening ear and help as needed. All you have to do is call upon them!

## Have a Recruiting Warrant Officer Career Field?

Dear TWISI,

Personnel strength is of the essence, more now than ever before, in order for our great Army to continue the outstanding performance it has conducted for the last 232 years.

For the United States Army Recruiting Command, this is no different. I was taught that if you bring up a problem, have a solution to go along with it. So here is my question and suggestion.

Why doesn't USAREC implement the warrant officer? If we, recruiting personnel, had warrant officers within our ranks, the benefit would be three-fold:

1) Warrant officers would take the place of company commanders, guidance/operations officers-in-charge and the battalion executive officers. A commissioned officer would not hit in the chain of command until the battalion commander level. With 41 recruiting battalions in USAREC, this would let approximately 41 majors and more than 205 captains return to their branch designations and let them contribute to the fight overseas in the areas that they are proficient.

2) Warrant officers would be selected through a process the way they are in the mainstream. Certain criteria would have to be met, such as time as a 79R, time as a station commander, and so on. The benefit — you have individuals who are already proficient in the recruiting business and know how to do waiver memorandums, process documents at the operations level and know the regulations that pertain to this job. You would have experts working at the levels that need experts, not someone we need to train and when they are finally up to par, they PCS.

3) Last, but definitely not least, is career progression. With the 79R losing guidance and operations bids to the civilian community, we need other ways to branch out and expand. If we had a warrant officer branch within USAREC, I feel it would be more appealing to a lot of outstanding Soldiers to stay out here. All they see is that if they cross over to

what some call “the dark side,” they will continue to be placed on numbers and not have the opportunity at other challenges.

This is a numbers business; I got that. But why is it so difficult to make this organization better? This is my suggestion.

I hope you read this and see that many of my fellow comrades feel the same way. We want options and USAREC wants a fix. Here it is!

*Thank you,*

*Sgt. 1st Class Ryan Stainbrook*

*Dear Sgt. Stainbrook:*

Your suggestion to create a recruiting warrant officer career field is a valid suggestion and has recently undergone serious consideration.

You will be happy to know that USAREC and Army Accessions Command reviewed a similar proposal during a 2005 Recruiting Functional Working Group. Representatives from Human Resources Command and Army G1 attended as well. The working group considered the warrant officer proposal and determined the following:

1) The 79R career recruiters are the subject matter experts in the art and science of recruiting, and it should remain that way. As in any Army organization, the noncommissioned officer is the backbone of the organization and is relied upon more than anyone to accomplish the mission. The same applies in recruiting.

2) Having captains as company commanders was extremely critical to growing the bench for future USAREC battalion and brigade commanders. USAREC is working hard with the Army to bring back former recruiting company commanders as battalion and brigade commanders.

3) The manpower bill for the Army to create a Recruiting Warrant Officer Career Field could not be achieved even if it were a viable course of action with the on-going modular force transformation and the building of brigade combat teams across the Army.

Last year the Army opened up Officer Candidate School for Soldiers up to

age 41. This headquarters processed and approved five 79R NCO applications to attend OCS. This may or may not be an option for you, but it is an avenue to serve on recruiting duty as a commissioned officer.

*Col. Renee T. Finnegan  
Chief of Staff*

## Quality Contract Credit

I have a simple question that has come up on numerous occasions in the station. Why does the individual recruiter not receive quality credit for GED holders that score a 50 or above on the ASVAB test?

It takes just as much effort on the recruiter's part to process a GED holder as a high school diploma holder. In most cases, through my experience, GED holders post equivalent or better ASVAB scores than their counterpart diploma holders.

It seems to me that the individual recruiter suffers for this through awards and the recruiter incentive program, and it needs to be relooked.

*Staff Sgt. Shawn Mace  
Harrisonburg Station*

*Dear Sgt. Mace:*

Thank you for your question concerning quality credit for GED holders. We appreciate the hours expended to process a GED applicant and understand this can take just as much effort as that of a high school diploma holder.

DOD requires 90 percent of each year's accessions be high school graduates. The DOD requirement for I-IIIs is much lower at 60 percent. Those GED applicants you recruit with ASVAB scores more than 50 help us with the I-III requirement; they do not help us with the 90 percent HSDG requirement.

Quality credit is given to encourage recruiters to enable USAREC to achieve the DOD standards. Our policy makes sense given the restrictions on the number of non high school diploma holders we can access.

Thank you again for your question.

*Col. Renee T. Finnegan  
Chief of Staff*



# FMRs: Helping Achieve Mission Success

By Sara Entgelmeier, Weber Shandwick

Whether in his office at Fort Knox, Ky., or on the road supporting an Army-sponsored event, 3d Brigade field marketing representative Patrick Callahan, has one goal in mind — mission success. Working side by side with Soldiers and Army civilians at the local level, the Field Marketing Team is the link designed to bridge the gap between national and local, serving as liaisons between the advertising agency and the Army, while also advising commanders and staff on innovative marketing techniques.

“FMRs play a critical role by assisting both the brigade and battalion in their mission to recruit qualified young adults for a career in the United States Army,” said John Myers, USAREC marketing chief. “They establish a solid agency liaison relationship and develop a ‘two-way’ communication flow that allows for effective feedback at all levels.”

Understanding that specific marketing and recruitment goals vary by region, Callahan’s overall work is similar to that of FMRs across the nation. On a daily basis, Callahan interacts with brigade and battalion commanders and APA staff to implement strategic marketing plans, negotiate sponsorship packages, coordinate with vendors and provide consultation and guidance.

According to Callahan, an average day may include briefing the brigade commander and executive officer, national event coordination with Accessions Command Communications, Marketing and Outreach Directorate and partner agencies such as Momentum, the Army’s events agency. Intense planning and coordination also takes place daily with battalion APA chiefs to discuss or execute sponsorship opportunities and communication with the McCann-New York local support team for placement of media and delivery of creative materials.

Due to the dynamic nature of the business, it’s critical that FMRs balance their time. FMRs correspond with all levels of



**Field marketing representatives interact with brigade and battalion commanders and APA staff to implement strategic marketing plans, negotiate sponsorship packages, coordinate with vendors and provide consultation and guidance. Photo by Patrick Callahan**

command, multiple agency partners and numerous vendors from across brigade areas of operation. While the primary focus is ensuring the major program elements are working together, FMRs also roll up their sleeves for detailed assistance such as making sure creative materials are getting delivered, vendors are getting paid, and national initiatives are getting communicated to the battalions.

Field marketing executives were recently added at each brigade. They provide brigade FMRs the flexibility to travel more frequently to battalions to interact and strategize with commanders and staff on targeting, planning and execution of events, upcoming opportunities and implementing marketing strategies to support national initiatives and new offers.

Embedded in brigade offices, FMRs are able to witness the work of recruiters firsthand and help execute strategic programs to counteract the challenges faced each day. This also provides the Army the ability to extend national communication strategies by integrating local resources to effectively deliver the Army Strong message to prospects and influencers.

“There’s a strong sense of urgency with our work and it’s exciting to see our plans turn into results,” said Callahan.

For example, as FMR he helped 3d Brigade begin an exclusive partnership with the Horizon League, a Division I athletic conference comprised of 10 schools, at least one of which is located in each battalion’s region. By sponsoring the conference rather than a specific school or team, the Army became an official corporate sponsor of each sport’s championship event, allowing messaging to reach players, fans, students, families, alumni and others on a far greater scale.

“We’re able to bring strategic marketing experience to USAREC, but at the end of the day, our goal is to support recruiters in any way that will make them more successful and efficient in accomplishing the overall mission,” said Callahan.

# NEW PHYSICAL EXAM OPTIONS TO PROCESS AMEDD APPLICANTS

*By Capt. James Jones, Medical Recruiting Brigade*

Finding qualified medical applicants who are willing to serve has become difficult and the Medical Recruiting Brigade is examining options to reduce barriers that may deter them from processing. Some of our Army Medical Department applicants have indicated that they would not process for Army Reserve, active duty or a scholarship due to concerns about travel time to MEPS, missing too much school or loss of income during the multiple visits to complete consults and physical examinations. Many of the applicants are hesitant to commit to the Army and go through a process that they may not be qualified for when it could cost them time and money.

Medical and dental students have busy academic schedules and any distraction during the week can cause them to reconsider applying for a scholarship. It should also be noted that medical professionals can easily earn between \$400 and \$2,500 a day and the financial loss for a few days of work can be significant.

The Medical Recruiting Brigade analysis of the physical examination process revealed that few AMEDD applicants were able to complete their physical examination during the one-day visit to MEPS, due to age or medical history. Most of them have to travel to MEPS on two to three occasions to complete the process. Again, serious obstacles that our AMEDD recruiters have to overcome in order to get them qualified to commission.

Col. Rafael Montagno, Medical Recruiting Brigade commander, directed the staff to establish a working group to develop solutions to help recruiters reduce these types of obstacles. The working group proposed three different options for recruiters to choose from: 1) continue using MEPS when it is the most practical, 2) allow AMEDD applicants to receive a physical through a military treatment facility and 3) allow applicants to receive a physical examination through Department of Defense Medical Examination Review Board. These options will allow the AMEDD recruiter to choose the best course of action for their applicant.

In April, a pilot study was conducted to perform physical examinations at Walter Reed Army Medical Center and offer applicants a tour of the facility. The results were phenomenal. All 25 participants received their physical examination and tour within 48 hours. Eighteen of the 25 applicants committed to joining the Army after visiting the world-class facility. It was clear to the commander that using military treatment facilities had a lot of benefits.

A second pilot study was initiated in June to determine if the medical review board would be an appropriate course of action for AMEDD. Medical Recruiting Brigade has scheduled 120 physical exams through the board and, so far, the feedback has been outstanding.

The medical examination review board offers more than 430 different locations to conduct physical examinations throughout the United States versus the 65 MEPS locations. The flexibility of their scheduling process allows our AMEDD applicants several options to complete the physical examination requirement. It prevents them from having to travel great distances from their homes, stay the night in a hotel and have to return for other consults.

For example, a family practice physician who lives in Rincon, Ga., was not willing to travel to the MEPS due to time requirements. He would have had to miss three days of work to receive his physical examination at the Jackson, Fla., MEPS, and he couldn't commit to that amount of time without knowing he was qualified. Initially, he would not process his application until the recruiter offered to schedule him through the board. The applicant is currently in the process of receiving his physical examination near his hometown and has committed to processing for the Army Reserve.

The brigade commander is of staffing a proposal that will allow AMEDD applicants to receive a physical examination at a military treatment facility. This would allow the recruiter to show them world-class facilities, and the applicant could receive their physical examination at the same time. Our pilot study demonstrated this was an effective course of action.

For example, one participant was an anesthesiologist who earns \$400,000 per year and lives eight hours from Jacksonville, Fla. He was interested in applying for the Army Reserve until the recruiter told him that he would have to make three separate appointments (one for lab work, one for physical examination, and one for an ortho consult). He was not able to take that time away from work. After learning about this case, the commander decided to offer him a chance to attend the Walter Reed physical exam tour pilot study. He received his physical exam and is now a lieutenant colonel in the Army Reserve. He has become a great COI for the recruiting team. The brigade hopes to have this important option available to all AMEDD recruiters soon.

AMEDD recruiters have been struggling to meet mission and the Medical Recruiting Brigade hopes that these options will prove to be a beneficial tool.



By Pearl Ingram, RJ editor

The desktop scheduler may be available only once a year, however, over a period of more than 20 years, it has become a favorite tool for recruiters. A professionally designed product with a real Hooah Army look, it is a highly prized item with high school guidance counselors. For recruiters, it provides a way to connect with teachers, guidance counselors and financial aid officers. Visiting high schools and handing out the schedulers is one way to get valuable face time with important education centers of influence.

"I personally deliver to each of the teachers, guidance counselors, professors and financial aid officers," said Sgt. Stephanie Faucher, recruiter at the Williamsport, Penn., station. "I personally give it to them and make sure my business card is on them."

Faucher, who has been a recruiter for 18 months, says she likes to know that her high school is surrounded by Army items.

"We always have contact with them, and they know the programs we offer. It (the scheduler) is kind of a jolt to their brain to refer to us."

Sgt. 1st Class Edward Tucker said the Chesapeake, Va., station received six boxes of schedulers in July, which is basically one box per recruiter in the station.

"We would like to have more because they are kind of a hot item, especially with the high schools. In our area we have six high schools. They are big high schools with 500 plus seniors. The calendars go quick," said Tucker.

Of course, as with all of the presentation items, there is a limited amount of money for production costs. According to Ellen Lovett, program manager for the Desktop Scheduler, production of the scheduler is expensive.

USAREC shipped 500 copies to each brigade, 2,000 copies to each battalion and 25 copies to each recruiting station during June. The Accessions Distribution Center has depleted the warehouse inventory for the 2007-2008 school year.

Tucker said he provides the scheduler to guidance counselors and to any of the teachers he feels work well as centers of influence.

"We've gotten to where they will call us and ask if we have our calendars in yet," said Tucker.

He has had occasions when schools have offered his station's recruiters an opportunity to do a presentation and at the end, they pass out the schedulers. The Chesapeake station has one two-year college in their recruiting area and they offer the scheduler to the college staff as well.

"It's a gift to the school. We have one or two schools that are not real receptive to recruiters. It at least gets us in the door a little – I guess breaks the ice maybe," said Tucker.

Sgt. 1st Class Calvin Gee, station commander of Milwaukee North, said he likes getting the schedulers by June or even a few weeks earlier.

"We try to be the first ones on the scene," said Gee. In the past, he has seen other services pass out their calendars first, leaving school officials with no need for the Army calendar. He makes certain that school counselors and even the school secretary are high on his to do list in passing out schedulers, since they are the people recruiters deal with on a daily basis.

"They are the ones students are going to for career guidance. These counselors know if a student is going off to college or if the student is thinking about one of the branches of the military," said Gee.

However, Gee said it is the eye appeal and the professional appearance of the scheduler that makes the Army stand out. "Across the board, I think ours are a little more favored, a little more sought after."

Tucker said sometimes parents comment on the scheduler, and if they ask for one, he gives it to them with the thought that they will take it to their workplace and spread the word about the Army.

"I think it's a good calendar and I think we should keep it coming," said Tucker.

# NURSING IN AFGHANISTAN— OPPORTUNITY OF A LIFETIME

By Mildred L. Culp, Passage Media

The telephone echoes on my end, but Capt. Birgit Nosalik, staff nurse at Task Force Med in Bagram, Afghanistan, doesn't budge. It's difficult to get a line out; so we hang on, hoping the connection remains.

Throughout the military, nurses are officers, all registered nurses. The Army has 31 in Afghanistan, of whom 21 are men, according to Lt. Col. David Accetta, public affairs director of the Regional Command East, Bagram. The Air Force has 48 nurses in the country—31 women.

Nosalik, working in the intensive care unit, is the sole Army nurse in Bagram, which is part of Central Command. She's in her third of 12 months there.

Linda Moore, now a congressional analyst, a liaison at the Office of the Chief, Army Reserve, in Alexandria, Va., served in the Army Reserve in Kandahar for two months. They speak highly of their experience in Afghanistan.

Why, with thousands of jobs open for nurses in this country, would either agree to work in Afghanistan? More than that, why would the two of them volunteer? Nosalik, a former brigade nurse in Fort Bragg, N.C., responds with typical military efficiency,

"Sense of duty."

She'd had a tour in Baghdad, where she'd worked on helicopters in medical evacuations. "We were flying from one area to another," she said. "You usually don't do that as a civilian nurse."

"I had an opportunity here to go to Kabul and teach Afghan physicians how to use defibrillators and do airvac missions here," she said. "I've been pushed into leadership positions quicker than in the civilian world. After seven years, I've already had a head nurse job."

Moore, the Army Reserve nurse, confesses that she "begged" to serve in Afghanistan.

"It had always been my dream to go to Afghanistan and go there when I retired," she said.

Prior to leaving the United States, she'd trained nurses from all forces, convening in San Antonio to learn about trauma nursing. She subsequently spent two months in Qatar and Iraq, then two more in Afghanistan.

"They sent me to Kandahar, in southern Afghanistan," she said, "to try to establish within NATO forces the trauma system we were using in the Iraqi theater. I was the equivalent of an advanced practice nurse, researcher and educator, serving in a Canadian hospital with one other American nurse."



**Capt. Birgit Nosalik, staff nurse at Task Force Med in Bagram, Afghanistan, said she felt a "sense of duty" to join. She also feels that she had more opportunity as an Army nurse than as a civilian nurse.**

## Rewards

Nosalik said each day is different in her assignment.

"You learn something every day about different ways to take care of patients and different experiences everyone brings to the table," she said. Repetition and boredom are not options.

"You never know what rolls in through the door," she said. "It can be a two-week-old local national to an 80-year-old. Sometimes it's just a heart attack, trauma from the mines, IED blasts, gunshot wounds, you name it. We have a lot of interpreters who help us talk to our patients."

Moore recalls with great pleasure the coalition forces with whom she served—Canadian, Dutch, English and Australian.

"Dealing with very critically injured Soldiers," she said, "I saw how ... (co-workers) truly embraced the idea that each country's health care system could come together—and it worked, even if physicians did things differently. We listened and grew with one another. Soldiers just got incredibly good care."

She also enjoyed caring for the Afghan combat wounded. "They were truly stoic, proud, bright, courageous soldiers."

Nosalik recognizes that she's living the opportunity of a lifetime, which she couldn't anywhere else. Moore concurs that she did, too.

*Editor's note: Dr. Mildred L. Culp is a syndicated columnist and freelance writer. Reprinted with permission. Copyright May 2007 Passage Media.*

# Army Reserve Partnership Strengthens Milwaukee Recruiting



**An Army Reserve Soldier answers questions from a prospect attending the outdoor rock concert, JJO Band Camp, in Madison, Wis., Aug. 5. The Army showed its strength with a large display of Reserve equipment and the Virtual Army Experience. Photo by Patricia Grobschmidt**

*By Sara Micka, Milwaukee Battalion*

**S**outhern Wisconsin Airfest and JJO Band Camp kept the recruiters of Milwaukee Battalion's Madison Company on the run Aug. 4-5 as they kept pace with these two weekend events. But they weren't the only ones in overdrive. The Army Reserve, specifically, the 88th Regional Readiness Command, came out in full force to partner with recruiting and help provide the Army with a dominating presence.

This partnership produced a display of Army assets to include the Virtual Army Experience, the Golden Knights, more than 15 pieces of Army Reserve equipment including a Chinook helicopter, and Army Reserve broadcasters to cover the activities. Additionally, the Army Reserve provided more than 70 personnel to interact with the crowd and drive prospects to recruiters at the events. The weekend offered opportunities for Future Soldiers from two recruiting companies to enjoy an Army experience.

The relationship between Milwaukee Battalion and the 88th RRC is 10 years strong. The absence of an active duty military installation in Wisconsin is a natural unifier for the commands. But, more importantly, just as Recruiting Command strengthens area Reserve units with personnel, the Reserve units aid recruiters by providing equipment for exhibit displays and personnel to assist with classroom presentations and community events.

In addition to the recent two events in Madison Company, Milwaukee Battalion has partnered with Reserve units in more than 30 other events so far this year. According to Harold Gruehn, supervisory staff administrator for the 757th Transportation Battalion in Milwaukee, the Army recruiting-Army Reserve partnership is a clear success.

"It really is a win-win situation," said Gruehn, referring to the staffing of local events. "We keep it going and you all jump in when the target market is there."

This alliance has helped the Army maximize resources by concentrating recruiters during peak times when target-age prospects are likely to attend. Reserve Soldiers staff the Army exhibit when event traffic is light and gain the opportunity to obtain referrals for the \$2K Referral Bonus Program. According to Gruehn, the alliance also accomplishes one of his command's objectives, "project the command." Increased Reserve involvement in community events makes those communities aware of the large Army Reserve presence in their areas.

"This mutually beneficial arrangement has been an especially efficient use of resources for county fairs and small community festivals throughout the battalion area," said Patricia Grobschmidt, public affairs officer for Milwaukee Battalion. "We couldn't be happier with the support we receive from our Reserve units."

# “Life-Changing Experience”

— SORB tour a true ‘eye-opener’ for educators, guests

*By Christopher Calkins, USAREC Education Division*

Dr. Olenda Johnson didn’t exactly know what to expect when she joined about two dozen other educators, civic leaders and business owners on a recent two-and-a-half day, whirlwind tour of the John F. Kennedy Special Warfare Center and School at Fort Bragg, N.C.

“Before this tour, I had very limited knowledge of the Army at the enlisted Soldier and junior officer level. The tour was just eye-opening,” said Johnson, an associate professor of management at North Carolina A&T State University, Greensboro, N.C., in the School of Business and Economics.

“The Soldiers were impressive and made me proud to be an American. I can’t say enough about the quality of the Soldiers I encountered — motivated, confident, poised, prepared. Clearly, the training our Soldiers receive is extraordinary. As a university educator, I am now more motivated to encourage my students to consider the military in general — and the Army in particular — as a highly valued career option,” she said.

The tour began with a welcome social hosted by Lt. Col. Dave Roddenberry, from the Special Operations Recruiting Brigade. There, the tour attendees were broken into four groups: Civil Affairs, Psychological Operations, and Special Forces — Team A and Team B.

Civilian team leaders were selected, personalized dog tags were handed out and the group was told to be in formation at 7:20 the next morning. Because the fun was about to begin.

The next day’s events began at a place they’d only heard about in the movies ... the “mess hall,” although there was nothing messy about the state-of-the-art dining facility where they ate a buffet-style breakfast, and were given a JFK Special Warfare Center and School briefing by Maj. Gen. James Parker, the organization’s commander.

Parker, a former enlisted Soldier with more than three decades of service to his country, was engaging, articulate, entertaining and very patient as he helped the nonmilitary minds in the crowd try to understand what it was they were about to see.

And do.

So the group — all four teams now joined at the hip — boarded a chartered bus and headed out to Camp Mackall, a Fort Bragg-based auxiliary training facility and the major training area for Special Forces Soldiers.

After forming into two groups, half of them went out into the woods to learn about survival, evasion, resistance and escape training, where they learned how to make improvised tools and traps and also visited the Soldier’s Urban Reaction

Facility, where they learned how technology is used in training to fight successfully in an urban area.

The other group went to visit the Engagement Skills Center, where everyone got a chance to shoot M-4s, M-16s and M-9s at a simulation range.

During a brief lunch break, the group was introduced to Ronald James, assistant secretary of the Army for manpower and Reserve affairs. On the 30-minute ride back to Fort Bragg at the end of the day, James said goodbye to his personal driver and hopped on the bus, where he was immediately engaged in about a dozen simultaneous conversations.

On day two, their first stop was at a Special Forces Team Modular Demonstration, where there were six stations — each manned by a couple of Special Forces Soldiers on hand to describe in detail what each piece of high-speed equipment was designed to do.

This is where Lt. Gen. Benjamin C. Freakley, commanding general, Army Accessions Command, and Maj. Gen. Thomas Bostick, commanding general, Army Recruiting Command, joined the group and were “engaged” with both the Special Forces troops and the tour guests.

From there, the guests made their way to the Joint Special Operations Medical Training Center.

Several of the guests were “blown away” at the level of training they witnessed here, especially an Oregon school board member.

“As a lieutenant in a fire department, I see young men and women all of the time that are looking for a foot-hold into the Fire Service and trying to fund their community college classes in fire sciences,” said an obviously impressed Ron Beck, a Lincoln County School Board Member from Newport, Ore.

“Your SF medic course is everything that an EMT-basic learns and then takes with them to paramedic — plus field experience that no community college or civilian paramedic course can offer.

“The tour made it clear that the SF medic gets some of the finest training available and gets to apply it using state of the art equipment long before their team is relying upon them,” he said.

From there, the group went to the Joint Special Operations Medical Training Center Media Operations Center, where they were treated to a wide range of PSYOPs activities.

Then it was off to have a group lunch at Fort Bragg’s McKellar’s Lodge, where the group was treated to an impromptu — and emotional — unplanned scene.



**“Before this tour, I had very limited knowledge of the Army at the enlisted Soldier and junior officer level. The tour was just eye-opening,”** said Dr. Olenda Johnson, an associate professor of management at North Carolina A&T State University, Greensboro, N.C., in the School of Business and Economics.

Spc. Chase E. Walden, son of tour guest Randy Walden, is a Fort Bragg-based Soldier who has deployed twice to Iraq (2006 and 2007) and once to Afghanistan (2005) who had not seen his father in more than a year.

When SORB Command Sgt. Major William Bouyoucas found out that this Soldier’s dad was on the tour, he arranged to have the two of them meet for lunch.

While the two sat quietly in a private room, Bostick approached the young Soldier and invited him to join the group, adding that Freakley would like to meet him “because, after all, you *are* infantry,” the general said with a smile.

When the young specialist walked into the room and was introduced, he received a standing ovation from everyone in the group. Both generals presented him a coin, and the father thought he was going to break down right there at the spot.

“The opportunity to see my son after more than a year that day was a great surprise ... I had planned to meet with him over the weekend when the tour was over. Add to that the introduction to the generals, as well as a fantastic group of people, and I was just swelling inside with pride — and it was probably a little obvious,” said the elder Walden, an instructor of electrical/electronics at the Calhoun Area Technology Center, Battle Creek, Mich.

A Virginia Tech-based employee saw something else.

“That moment was just so overwhelming. With it being ‘unplanned’ was what made it so special, because you could easily tell it was all just so sincere.

“When the two generals deflected everything from them to the young Soldier with their ‘he’s the hero, not us’ speech, I

was just sitting there about ready to burst into tears,” said VTU’s Darlene Hill.

“As a parent, I can just imagine being so proud and to be thrilled that I had such a wonderful son,” she said. “And I just thought the two generals handled the whole thing with such grace and genuine respect and affection for that Soldier. I think everyone in that room was genuinely touched.”

After lunch, it was live-fire time at the Virtual Shoot House, and at least one guest thought even the Special Forces may have bit off more than they could chew.

“The tour was a rousing, inspiring success, though I am not sure even Special Forces were ready for 50-plus-year-old educators brazenly unleashing live ammo into images of computer generated insurgents in a VR room,” said Tim Fields, 2007-08 LSU staff senate president.

“Quite a scene and I am happy to report that there were no casualties, save the ear shattering retort from M-16 rifles and .45 caliber handguns,” he said with first-hand knowledge.

After the fact, there was one Texas-based high school educator who vows to change his ways. Forever.

“The tour was a first-class endeavor. The experience of visiting Fort Bragg, combined with the friendships forged has forever changed my views and equipped me with the knowledge to coach individuals toward careers in the U.S. Army,” said Christopher Throm, Ph.D., assistant principal, Winston Churchill High School, San Antonio, Texas.

“With this knowledge, I will be more resourceful while helping you in our schools to get more boots on the ground,” he said.

# Recruiters Get Face to Face With Coaches

Story and photo by Jim Hinnant, Raleigh Battalion

High school football coaches are used to uniforms, but coaches attending the recent 59th Annual North Carolina High School Football Coaches Clinic got acquainted with a uniform of a different sort.

Recruiters from Raleigh Battalion, a coach from the Army's World Class Athlete Program and representatives from Sportslink, a sports marketing firm and producer of the U.S. Army All-American Bowl, set up shop on the floor of the Greensboro Coliseum to interact with key influencers of young people and to foster greater understanding of the Army and its opportunities.

With an estimated 2,000 head and assistant coaches circulating in the packed exhibit area, the Army-Sportslink team spread the Army message by greeting visitors, distributing personal presentation items and fielding questions amid the hustle and bustle of what Scott Fitzgerald of Sportslink described as "by far the biggest convention of this type on the East Coast."

"USAREC is here to do several things," said Fitzgerald. "We're here to promote the Army All-American Bowl and let coaches know it's a great opportunity for which they can nominate their top football players, to tell them about the Army as an opportunity for all their athletes and students, and to give Army recruiters the chance to interact with coaches from across North Carolina."

Two days into the four-day convention, Fitzgerald already had touted the event as a success. "We have developed over 100 potential COIs and increased All-American Bowl awareness among the coaches," he said.

Jack Britt High School coach, Richard Bailey, of Fayetteville, N.C., stopped by to visit the Army display and talk about his personal experience as coach of running back George Bell, a player who participated in the 2004 All-American Bowl.

"It was a great experience," said Bailey. "It showed me that the Army does things first class—the men and women at the game were well-treated—the bowl had something for everyone."

Bailey said he hoped to again have a player of Bell's caliber. "I would like to do it again," he said. "It gave me a great appreciation for Soldiers. It's a very patriotic event and a great recruiting tool. The players may not join, but it helps them steer other kids toward the Army."

The Army World Class Athlete Program was represented by WCAP Strength and Conditioning Coach, Sgt. 1st Class Tony Claiborne. An operating room technician by specialty, Claiborne deployed to Iraq in 2003 with the 10th Combat Support Hospital.

Claiborne was in Greensboro to tell coaches about the WCAP as a potential option for students who excel in a variety of high school sports.

"There are some stellar student athletes who want to live their dream. Through the World Class Athlete Program, they can do that and still serve their country," Claiborne said.

The final, key event for the USAREC mission at the 59th Annual North Carolina Coaches Clinic was the Army-sponsored luncheon, where as many as 150 coaches heard Claiborne speak, not just about the WCAP, but about his personal experiences as a Soldier and the doors the Army opened for him.

There's no rest for the road-weary Army recruiting team. Their next stop: Fort Worth, Texas, and another couple of thousand coaches to get acquainted with.



Sean Crocker, head football coach, Middle Creek High School, Apex, N.C., registers for the Army-sponsored coaches luncheon at the 59th Annual North Carolina Coaches Clinic in Greensboro, N.C.



# EDUCATION SPECIALISTS GET “HANDS-ON” AT FORT KNOX



**Dennis Griffith, guidance counselor, St. Mary High School, Paducah, Ky., talks with a Fort Knox, Ky., drill sergeant about the Army’s main battle tank—the M-1 Abrams. Photo by Larane Guthrie**

*By Jim Hinnant, Raleigh Battalion*

**T**wo 2d Brigade battalions teamed up to help key influencers from three states get an “up-close and personal” look at the latest in Army training during a recent trip to Fort Knox, Ky.

Twenty-six educators and educational support staff members from Kentucky, North Carolina and Tennessee were invited by the Nashville and Raleigh Battalions to take the June 4 -7 trip to the home of the United States Army Armor Center for an inside look at the challenges new Soldiers face as they prepare for their future roles in an uncertain world.

Fort Knox history, local culture and the latest in training technology made for a busy schedule as the group of teachers and education specialists were exposed to in-depth briefings, the ins-and-outs of some of the Army’s “heaviest metal”—the M-1 Abrams tank, the M-2 Bradley fighting vehicle and the “Stryker,” a highly deployable, wheeled armored vehicle and, most importantly, America’s newest Soldiers.

The experience was more than listening to briefings and looking at equipment, however. Tour participants were also able to engage “enemy” targets using the Engagement Skills Trainer, which allows the person being trained to replicate firing nearly every weapon in the Army’s small arms inventory without ever stepping outside. The system even exposes Soldiers to sophisticated “shoot—don’t shoot” scenarios using realistic battlefield situations like ones they are likely to face in Iraq or Afghanistan.



**Penelope Radcliffe, left, and Nikki Klapp of Beaufort County (N.C.) Community College talk with a basic combat training Soldier during a recent educator tour to Fort Knox, Ky. Photo by Larane Guthrie**

For Beaufort County N.C. Community College support staff members Penelope Radcliffe and Nikki Klapp, the high point of the trip was meeting and talking with new Soldiers and gaining personal insight on why they decided to join the Army.

“Seeing them made me see how much better prepared they are than I had realized,” said Klapp, a Basic Skills assistant and recruiter. “They are dedicated and know the risks they will face as Soldiers. Now when I talk to young people who need direction and purpose in life, I can recommend the Army as a life choice and career option.”

Visits to Soldier barracks, the taste of a MRE, a tour of Ireland Army Community Hospital and an evening excursion to Louisville, Ky., were other highlights of the trip.

Would Klapp recommend the tour to others in the education business?

“Definitely,” she said. “I think most people today are not at all educated about the military and seeing the full spectrum of what the Army does makes the whole trip worthwhile.”

In fact, Klapp said she is now working on having her supervisor at BCCC participate in a future educator’s tour.



*Photo by Joyce Knight*

# Changing the Patch

By Mary Kate Chambers, RJ associate editor

**R**ecruiting Command is trying to capitalize on the Army's widely recognized symbol by switching from wearing the USAREC bell patch on the ACU to wearing a patch with the Army star logo.

"The Army star is the Army brand, and it is getting more and more recognized as reflecting the Army," said Maj. Gen. Thomas Bostick, USAREC commanding general. "As the organization most in touch with America, our Soldiers are ambassadors for the Army and can further the brand of the Army by wearing the patch."

Bostick made the decision to switch, in part, to come in line with U.S. Army Accessions Command, USAREC's higher headquarters. The star logo patch also is authorized for wear by officers and enlisted personnel assigned to headquarters, Department of the Army staff, Initial Entry Training Soldiers and One Station Unit Training Soldiers. The chief of staff of the Army approved the wear of the patch for those personnel in June 2006 and the patch was subsequently approved for Army Recruiting Command July 6.

Leaders hope that the move to the Army star logo patch will help improve the initial reception for recruiters, particularly in challenging environments.

Recruiters agree that the switch has more than marketing value; they expect it will truly be beneficial in prospecting.

"When they see 'recruiting' they might shy away," Staff Sgt. Terry Spangler said of prospects. With the star logo patch there's "more of a chance you might get a lead or prospect or more face time." Spangler is assigned to Talladega, Ala., station.

Sgt. Derek Vasquez, of the Hamburg, N.Y., station, said he anticipated that prospects would see recruiters as less of a menace without the recruiting label on their sleeve. He said oftentimes Reservists in his area are more likely to be approached in public than he may be.

"When they see us, they assume, 'He's going to try to get me to join the Army,' when all I'm doing is looking for information," Vasquez said.

There is no equivalent to the Army star logo patch for the Class A uniform, so recruiters will continue to wear the recruiting patch, Bostick said. Accessions Command personnel wear the Training and Doctrine patch when in the Class A uniform.

The Army star logo patch is not considered a distinctive insignia in the same manner as the shoulder sleeve insignia. The U.S. Army logo is a registered trademark of the Army, visually central to the Army's branding and trademarked licensing program administered on behalf of the Army by the Assistant Secretary of the Army for Manpower and Reserve Affairs.

USAREC anticipates that it will cost approximately \$15,000 to provide two patches for each enlisted Soldier in the com-

mand. Officers may purchase patches through the AAFES.com Web site. Patches can also be purchased from local vendors or at a military clothing sales store.

"This change allows our recruiting force to be associated with the Army logo, which is prominently displayed on the vast majority of our recruiting items," said Command Sgt. Maj. Martin Wells. "The continued visibility of the Army logo makes for a natural linkage to our recruiters and their efforts."

The starting date for wear was Sept. 1 with a complete transition to the Army star logo patch by Oct. 1.

## History of the Recruiter Patch

The recruiting shoulder patch dates to the mid-1960s. On July 1, 1966, USAREC became an activity reporting directly to the deputy chief of staff for personnel, Department of the Army. The patch that had been worn when the Recruiting Command was a part of the Continental Army Command was no longer appropriate.

Recruiters felt that a new distinctive insignia must be designed for all Soldiers assigned to USAREC.

Guidelines were developed for designing a new patch. The design was to continue the heraldic significance of the previous patch: red, white and blue to represent the nation; 13 stars to represent the original states; and the Liberty Bell to symbolize the role of the Recruiting Command in the preservation of liberty and defense of our country.

From those guidelines, Sgt. 1st Class Joseph E. Beranek and a now-unknown specialist from Rhode Island drew the design. It was submitted to the Department of the Army, where it was approved by the Institute of Heraldry on Jan. 19, 1967. Shortly thereafter, a deficiency in the new patch was identified. The old patch included the word "recruiting;" the new patch did not. That problem was solved by the addition of a tab similar to the Airborne and Ranger tabs. The Institute of Heraldry approved the tab combination on Nov. 21, 1967. Early wearers of the patch and badge combination had to pay double to have the patch and tab sewn onto their uniforms. This deficiency was quickly corrected and the two were combined into today's patch.



# Recruiter Draws on Famous Past

By Spc. Debralee Crankshaw, St. Louis Battalion

Not many people recognize his face when they walk in the office, even though a poster of the cover of Time magazine hangs above his desk, plaques recording his achievements encircling the poster, making it seem like a shrine.

Sgt. Ronald Buxton, a recruiter at the Galesburg, Ill., station, was one of the three Soldiers pictured on the cover of Time as Person of the Year in 2003.

All three Soldiers were selected from his squad while deployed to Iraq. His entire squad was a focus of one of the articles showing the American Soldier as the Person of the Year. The three Soldiers on the front cover, Buxton, Sgt. Marquette Whiteside and Spc. Billie Grimes, became faces of the nation's GIs. Today, this cover is used as a poster on the walls of recruiting stations nationwide.

Being selected as the cover Soldiers was a surprise, according to Buxton. His squad had just returned from a mission and three people were down because of enemy contact. They were pulled after returning from a mission, dirty and tired, to pose for the cover shot.

After their photo they were sent on a two-week whirlwind tour of the United States to participate in interviews with the national media and meeting the American public.

The experience was taxing, according to Buxton.

"We had little sleep and virtually no down time," he said.

"After we finished one event we'd immediately have to prepare for the next — it was a negative experience for us overall. I just think it could have been handled better."

Buxton adds he would have rather been back in Iraq with his unit getting the mission accomplished.

"I'm a boots on the ground kind of guy," he said.



Sgt. Ronald Buxton, a recruiter at the Galesburg, Ill., station, uses his Army experiences to answer questions about the Army. Photo by Staff Sgt. Ryan Welch

While Buxton didn't have an encouraging experience, he does acknowledge there were benefits to the trip.

"It had a very positive affect on the public," Buxton said. "We were working with the public and very humble. We gave them a good impression of the Army."

Buxton found irony in the choice of Soldiers for this honor because of their personalities.

"We were part of a great unit, but it seems like they chose the quietest squad, then chose the three quietest people," he said.

Buxton's supervisor, Staff Sgt. Kian Brouchard, station commander, Galesburg station, said he can see why Buxton would be chosen.

"Through his leadership and training I can see why," he said. "His desire to better his Future Soldiers and prepare them shows the kind of leader and Soldier he is. He goes above and beyond what most recruiters do."

While he found the experience good for the public image, Buxton is humble about being chosen.

"I feel like it was blown out of proportion," he said. "We were just there to do the mission — we were just some of the Soldiers out there getting it done. You don't look for war, you just do the job."

Buxton also saw the Army values exemplified by the public seeing and speaking with him and his counterparts.

"All the values were there and hopefully the public got a feel for what it takes to be a good Soldier — that it's not just drawing a check," Buxton said.

Today, as a recruiter, Buxton draws on this experience and



**“It had a very positive affect on the public,” Buxton said. “We were working with the public and very humble. We gave them a good impression of the Army.”**

others from his 16 years in the Army. In his career, Buxton has deployed with every unit he has been assigned to and uses his experiences to “shoot the stuff” and answer questions about the Army.

Buxton didn’t volunteer to recruit, but has found it rewarding so far in the eight months he’s been assigned to the position.

“It’s not something I would have asked for, but somebody has to do it,” he said. “I’ve learned a lot and I get to see more of what’s out there.”

Buxton believes everyone should join the service and he doesn’t care if it’s the Army or another service.

“There is a place in the military for everyone,” he said. “I think they should all find a pair of dog tags and put them on.”

While his recruits are getting ready to ship, Buxton works with them to prepare them for the Army and their new life.

“I tell my Future Soldiers to leave their issues at home,” Buxton said. “There’s not place for them here — you can’t choose your buddy. You have to respect each other. The military is a melting pot of a melting pot.”

Buxton says he tries to instill the Army Values in them. Brouhard thinks Buxton sets a good example for them because he sees Buxton encompassing all of the values.

“His leadership shows that he follows the values — LDRSHIP is the acronym for the Army Values,” Brouhard said. “He doesn’t have one that he sets apart — he does them all.”

While his supervisor thinks he is an example of all the Army Values, to Buxton personally the greatest value is honor.

“Honor is everything,” he said. “If you set a code and keep

to it everyone knows what to expect from you. This keeps you out of trouble, eliminating rumors and accusations from being created. The Army code takes precedence, but it’s not hard to combine the two.”

Buxton uses his personal code of honor and the Army Values today as he recruits Future Soldiers and begins to mentor and train them.



**Sgt. Ronald Buxton works diligently below the poster of the Time magazine cover that highlighted him and his fellow Soldiers. Photo by Staff Sgt. Ryan Welch**

# Back to School with Military One Source



By Jack Nix, USAREC Family Advocacy Program

School bells are ringing everywhere. Some children get excited about returning to school to renew friendships and make new friends, but others dread going to a new school and meeting new people.

Parents ask many questions as they help their children prepare for school and throughout the school years.

“How do I prepare my child for the first day of kindergarten?”

“What can I do to help my child succeed in school?”

“How should my child deal with bullying and harassment in school?”

“What resources are available to help my child with math?”

Military OneSource helps save time and money by researching your questions, supplying solid, reliable information and providing valuable services.

## “Back to School” Help

Military OneSource offers a wide range of resources and information to assist parents and children throughout the school years. Online resources include articles, booklets, tapes and CDs, worksheets and checklists and Web links for the following topics:

- K–12 Education
- Content Subjects (math, reading, etc.)
- Homework, Study Skills, and Tutoring
- Kindergarten and First Grade Readiness
- Parent Involvement at School
- School Selection
- School Transitions and Changes
- Understanding Testing and Reports

You can view materials on the Web site, or you can order or download materials free of charge.

## “Live” Help for Parents

The Military OneSource team of master’s-level consultants answer the telephone “live” to listen, discuss your needs and concerns with you, and help you assess the situation.

Depending on your situation, a Military OneSource consultant may:

- Help you make a plan to resolve your issues or concerns
- Provide customized research
- Refer you to a self-help or support group and guide you to helpful resources in your community
- Refer you to a specialist or local counselor for short-term counseling
- Send you helpful educational materials

Consultants also respond to your e-mail questions. They will follow up within a week to 10 days to make sure you received the help you need.

If deemed necessary, the consultant will refer you for face-to-face counseling with a professional provider in your community. The counseling is completely private and confidential. You can attend up to six sessions per issue at no cost to your family.

Military OneSource is fast, easy to use, and completely private. You can deal with several issues at one time—all within the privacy of your home. Your privacy is assured and no one knows you reached out for support unless there is a threat of harm to yourself or others.

## How to Access Military OneSource Services

You can access Military OneSource online at [www.militaryonesource.com](http://www.militaryonesource.com). You will create a personal login username and password. No personal data is collected, just your branch “Army” and unit “USAREC” for tracking usage by unit. You can also call 800-342-9647 to talk with a professional consultant.

For a consultant who speaks Spanish, call 877-888-0727 and for TTY/TDD, call 866-607-6794. Simultaneous translation into more than 140 other languages is also available.

Military OneSource is available at no cost. And best of all, it is there for you any time of the day or night, wherever you are.

No problem is too big—or too small. If they don’t know the answer, they will find it.

# Back to School Safely

By the USAREC Safety Office

**W**ith summer over, it's time to get children ready to return to school. No doubt, some are already back.

School buses are back on the roads and thousands of young pedestrians are making their way to area schools. It's time to remind our drivers to watch for the flashing lights and to use extra caution in and around school zones. The focus this year is on buses, crossing guards and school safety patrollers.

There have been several fatalities as a result of a motorist passing a school bus with the lights flashing and the 'Stop Arm' activated. However, the potential threat to the children of our USAREC community is ongoing. USAREC is hoping to promote awareness of the issue and to highlight preventive actions personnel can take during this time of year.

The safety of our children is of the highest importance and can never be overemphasized.

A continuing responsibility of the home, school and community is the safety of our children. Please urge your children to:

- Go to and return home from school by the safest, most direct route, without loitering;
- Use the sidewalks on the left side of the road in walking, and cross only at marked intersections;
- Use the sidewalk, except in the business district, for bicycling;
- Be especially cautious where no sidewalk exists;
- Await the school bus in an orderly manner and
- Understand what to do in the event schools must close early and students must be sent home before the usual dismissal time. When major intersections are involved, bicycles should be discouraged.

## School Safety Tips

With school starting, many young children will find themselves in a position where they are responsible for their own safety and security. For the first time in their lives, an adult will not be watching over them as they walk to and from school. Most children will adapt well to their newly acquired independence and will not have any problems. Others, however, will not be so fortunate.

Many children are injured each year as a result of accidents while traveling to and from school. Some children are also annoyed by adults or older teenagers, and a small number are actually abducted and physically harmed.

As a parent, it is your responsibility to provide your children with enough knowledge to get them to and from school safely. Please take the time to discuss safety issues with your children. Talk about these issues now instead of waiting until after something happens.

Here are some suggested topics for discussion:

- Teach children how to anticipate and avoid potential hazards and dangers. Prevention is always the first and most important element of personal safety and self-defense. This is especially true for children because most children are too small to physically overpower an adult or older teenager.
- Take an interest in your children's daily travels and activities. Map out safe, well-traveled routes for your children to follow. Don't allow children to take short cuts or make unnecessary stops along the way.
- Encourage your children to travel with other trustworthy children. Make a point to get to know who your children are with. Write down their names, addresses and phone numbers, and familiarize yourself with their parents whenever possible. If you allow your children to visit a friend's home, meet the family first to make sure you are comfortable with the supervision and the environment.
- Teach your children to obey all traffic safety rules and regulations. Make sure you set a good example for them.
- Teach your children the "tricks" that strangers may use to get them into cars or follow them to other areas. These tricks may include offers of candy or money, asking for help in finding a lost pet, asking for directions and then pulling them into a car or saying they were sent by a parent to pick them up. Parents and children should agree on a "secret password" in case parents have to send someone else to pick them up.
- Make sure your children know what to do if they are confronted by a stranger. Children should keep their distance from strangers and not allow strangers to get close enough to grab them. Generally speaking, children should be taught to say "no" to a stranger's request or advance. Children should quickly get away from the stranger and should tell a responsible adult what happened.
- Teach children the difference between "good touching" and "bad touching," and encourage them not to be afraid to talk about these issues. Make sure they know that "bad touching" can be committed by someone who may not be a stranger.

With the arrival of a new school year there are many new situations children may face. Educating your children about general safety rules can greatly add to their physical and mental well-being. Parents are the most important resource in the educational process which should begin at home. Please take advantage of any safety orientation programs offered by your school district.

The Recruiting Command is dedicated to keeping our children safe, but we need your help. We encourage you to review these guidelines and other general safety rules with your children.

## Louisville Bats Go Camo

By Stacie Shain, Indianapolis Battalion

The Louisville Bats baseball team took the field on June 12 in their birthday suits. Their Army Birthday suits, that is.

The team joined the Indianapolis Battalion to celebrate the Army's 232nd birthday at Slugger Field by wearing camouflage jerseys.

"I think the players really liked wearing the camo jerseys," said Greg Galiette, Bats assistant general manager and director of marketing. "I heard from several fans how 'cool' they thought the players looked playing the camo. Maybe next season we'll go with a matching hat."

The uniforms served a greater purpose, too. After the game, players signed their jerseys and the tops were put up for auction online through a Major League Baseball Web site. Proceeds from the auction benefited the Special Operation Warriors Foundation, which is a nonprofit organization that provides "free college scholarships and educational counseling to the children surviving Army, Navy, Air Force and Marine Corps Special Operations personnel who are killed in a training accident or operational mission," according to the group's Web site, [www.specialops.org](http://www.specialops.org).

Thirty jerseys sold for more than \$4,600, with frenzied bidding during the final hours of the auction. Second baseman Mark Bellhorn's jersey alone fetched \$810.

"I heard several of them say when they first saw the jerseys that they were going to bid on their own because they liked the design so much," Galiette said.

The Army birthday celebration began long before the team donned their commemorative jerseys. Two members of Louisville Company, Staff Sgt. Tyrone Douthit and Sgt. Bradley Cundiff, brought the Future Soldier Trainer to the players' lounge area and set up contests among the players. Soon, players from the Bats and the visiting Rochester Red Wings, coaches, front office staff and grounds crew members tried to top each other in speed and accuracy.

"We had about 30 people stop by to try the Future Soldier Trainer," Douthit said. "They enjoyed doing something more realistic as opposed to cheesy computer games that are more fantasy than reality. This really fostered communication, and these new COIs left with knowledge about the military from people with firsthand experience as opposed to what the news dictates to them."

Galiette said he was amazed at how realistic the game was and that all the players really enjoyed playing the Future Soldier Trainer.

"Players in general are just big kids, so they enjoyed the games like any kid would," he said. "Plus, when you plug in their competitive juices, then you have the recipe for all of the fun."

The Future Soldier Trainer was so popular, that the Bats management has asked Louisville Company to bring the asset back for another game day and run a tournament between the Bats and the visitors.

Because of its close proximity to Fort Knox, Louisville has always been a patriotic city, and its residents paid rousing respect to the Army's birthday and to 30 Future Soldiers who took the enlistment oath from Louisville Company Commander Capt. Matthew Welch in front of the Bats' dugout before the game.

The Louisville Bats baseball organization further honored the Army by inviting a color guard from the battalion to present the American and USAREC flags.

Sgt. 1st Class James Lackey threw out the first pitch: a strike, of course. Clarksville station manager Sgt. 1st Class Kenneth Kowalski appeared on WGTK radio, where he was interviewed by Louisville Bats play-by-play announcer Jim Kelch for an inning. Kowalski, originally from Cincinnati, not only told his Army story, but he also updated listeners on the Reds' score and offered his insights on how the Reds and their AAA team, the Bats, will benefit from certain players coming off the disabled list.

"The interview with Jim was very positive and quite helpful to our recruiting efforts," Kowalski said. "No agenda, just a friendly conversation while we enjoyed America's favorite pastime. We discussed everything from the Future Soldiers who took the oath on the field to my Army story to the Reds."

Army recruiters also collected 125 leads that night, working the crowd of more than 9,300 to register to win one of the Bats' camouflage jerseys.

"Almost immediately, I had the four Soldiers from the aviation unit (Fort Knox's 8th Battalion, 229th Aviation Regiment) bring me four people to talk to me," said Staff Sgt. Daniel Weeks. "How awesome is that! I love talking and listening to everyone's stories. By the end of the night, I walked away with 10 good leads, which doesn't happen very often."



Louisville Company Commander Capt. Matthew Welch leads 30 Future Soldiers in the oath of enlistment in front of 9,300 Louisville Bats baseball fans. U.S. Army photo



## Brothers Enlist

Story and photo by Mike Scheck, Chicago Battalion

Paul Roldan was nearing the end of his summer vacation of his junior year at Curie High School in Chicago, when he received a call from Sgt. Francisco Contreras, inquiring about his plans for college and future. Like the majority of high school students Paul had no solid plan or idea of what to do after high school. Ignoring both cultural biases and ignorant superstitions about military life, he set up an appointment to check out his options with the Army.

Roldan was immediately hooked on the Army and the opportunities it offered him. He realized that in exchange for doing such a prestigious job as serving and defending his country, he was rewarded with irreplaceable training and experience, a regular paycheck and money for college.

“I don’t know of any other young people my age who have all that going on for them at this point in their life,” said Roldan.

“While growing up on the south side of Chicago, it is impossible for anyone not to have known friends and family who have fallen to the dangers of drugs, gangs and teenage pregnancy,” said Roldan. “I am excited about joining an environment full of success and opportunity and positive people.”

“As for my contract, I chose a combat arms position as a 13B canon crewmember. I was pleasantly surprised about receiving a \$25,000 cash bonus. I have no doubt that my service in the Army will brighten my future,” Roldan said.

Paul’s brother, Julian, was attending Westwood College in Anaheim, Calif., working toward a bachelor’s degree in game design. He readily admits that he had never really considered the Army as an option.

“I heard about the career opportunities with the Army from my younger brother, Paul, after he had enlisted. He told me how the Army Reserve will help pay back my student loans and provided additional money to help me to continue my education,” Julian said.

Although the financial incentives were important, what motivated Julian to enlist was the intense, competitive training and experience that the Army could provide.

“Being in the Army Reserve allows me to enjoy all these benefits of the Army and still continue my education. The Army Reserve will definitely help me achieve my career goals,” said Julian.



Staff Sgt. Miguel Cortes (center), the Future Soldier Manager for Pulaski Station in Chicago, talks with Future Soldiers Paul and Julian Roldan. Paul (left), who enlisted on July 26 and took advantage of the \$20,000 quick-ship bonus.



San Joaquin Company recruiters, under direction of Stockton Station Commander Sgt. 1st Class Alan Cheney and Company Commander Capt. Eric Petersen, unfurl the American Flag on the Stockton, Calif., Ports Single A baseball diamond during the pregame ceremony of the Single A All-Star West vs. East baseball game June 19. Photo by Cathy Pauley

## No Obstacle Too Huge

By Cathy Pauley, Sacramento Battalion

There were only two things standing in the way of 25-year-old Daniel Dungca enlisting in the military, but both were huge: The need to lose 166 pounds and the lack of a high school diploma.

When Dungca first started out to join the military, he stood 5 feet, 7 inches and weighed 391 pounds, and he didn't get a lot of encouragement. But 13 months later, Dungca's goal to become a Soldier is reality, as he enlisted June 12 and left for basic training at Fort Jackson, S.C., June 18.

"I was intimidated because of my weight, so I called recruiters instead of talking to them face to face," Dungca said.

Then Dungca talked to and met Sgt. Marcus Dozier, a recruiter with the station in Alameda in May 2006. By this time, Dungca had lost 18 pounds and weighed 373 pounds.

"Other branches didn't think I was serious," Dungca said, "but Sgt. Dozier wanted to give me a chance and see if I was for real."

Dozier wasn't Dungca's only fan. The entire recruiting station — Cpl. Viet Mah, Sgt. Tabatha Carpentier, Staff Sgt. Carlos Shell and Sgt. Robert Marin — played a role in supporting him. "They supported me with praise, guidance and physical support," Dungca said. "They gave me that extra push I needed to succeed."

"Daniel presented a challenge in losing the necessary weight, but his demeanor about it was simple," Dozier said. "Daniel said, 'Tell me what I need to do, how I can go about doing it, and when to show you I've made progress and it will get done.'"

"While we continued to provide a schedule for Dungca to maintain," Dozier said, "our primary responsibility was to provide him with motivation and guidance to reach set goals. Dungca continuously gave 110 percent and my team wanted to match his drive with dedication to his future within the Army."

Dungca, now 26, was born in Guam. His dad was a retired Army Reserve master sergeant. When his dad passed away in 1998, his mom moved Dungca and his five siblings to the Bay Area.

Dungca is a business college graduate and he held various



**Daniel Dungca at 373 pounds.**  
*Photo courtesy of Alameda Station, Calif.*

business-type jobs in real estate, but lacked his high school diploma. The Alameda recruiters set him up with the Army's March2Success — a program which assists enrollees in study skills and preparing for English and math testing — and he passed the GED.

"Daniel had good basic math and English skills, but had been out of school for a long time," Dozier said. "He needed refresher training and the Army's March2Success program was able to afford him time and opportunity to practice and hone up skills to successfully pass his GED."

Dungca's wife, Junida, is very excited about becoming a military wife and has been supportive of Dungca's goal to become a Future Soldier. "A long journey has finally come through. I have a family and I want to take care of that family," said Dungca, dad to Jade Lin, 4, and Dana Rose, 2 months. "I wanted a career and I knew the Army could give that to me."

"The slogan 'Army Strong' directs attention to inner strength, character and belief in the ability to endure with a team to accomplish a mission," Dozier said. "Daniel Dungca already had inner strength and character through his past and his upbringing."

"He has earned the right to wear the Army uniform. My team is proud and honored to have been a part of the process," Dozier said. "Daniel showed dedication and I promised results. He showed team effort and his goal was reached."

"Dungca worked hard. He stayed focused," Dozier said. "It was a long, hard road. As you can see, he stayed the course and now he is Army Strong."



**Alameda Station recruiters Sgt. 1st Class Jose Delao, left, Sgt. Marcus Dozier and Staff Sgt. Carlos Shell supported Future Soldier Daniel Dungca, 26, as he went from 373 pounds in June 2006 to his weight at enlistment — 225 pounds. Dungca enlisted June 12. Photo courtesy Alameda Station, Calif.**

## Army Recruiter Watches Astronaut Father's First Launch

By Becky Shadowens, Denver Battalion

Having an astronaut for a dad meant Scott Swanson could be anything in the world — or out of it — that he wanted.

So what he chose for a career isn't what some people expected.

"My parents were pushing me for college and the officer path, but I wanted to join (the Army) right after high school so that I could be truly out on my own," said the Army corporal.

Service to country runs in the Swanson family, with father and son each contributing their own to the history of America: a space-pioneering father who made his first odyssey with NASA to the International Space Station June 8, and his Soldier son, who watched from the launch pad and had greatly contributed to relief efforts during Hurricane Katrina.

"This is something he has wanted to do for as long as I can remember," said Swanson, a recruiter in Billings, Mont. It's also "one of the coolest things I've ever seen."

When asked what he was feeling during the launch, he said he was "excited before, a wee bit nervous during the launch, and (I) just hope that he gets home safely."

Dr. Steve Swanson was a flight engineer for takeoff and landing. He also assisted the crew in replacing a truss segment and unfurling new solar arrays on the International Space Station. He enjoyed his first space walk.

The mission took nearly 14 days.

Swanson feels that inheriting his father's values have helped him become a strong Soldier.

"I believe that I got his persistence and motivation to accomplish anything that I want to achieve," he said.

And achieve he did. The 21-year-old Soldier joined the Army in 2003 as an infantryman. He went through training at Fort Benning, Ga., and later went to airborne school to become a paratrooper.

Less than two years later, Swanson deployed with the 505th Parachute Infantry Regiment in support of Joint Task Force Katrina.

"He actively involved himself in multiple search and rescue missions," reads the recommendation for the Army Commendation Award he received for his service in relief efforts.

"In addition, Spc. Swanson proved to be a talented and responsible driver. His awareness while driving through devastated areas allowed the platoon access to unsearched areas showing that he is a versatile and adaptive paratrooper."

Swanson said he put aside what his parents wanted him to do and did what he wanted for himself.

"I hope that someone out there will look at this story of my dad and realize that I had an opportunity for anything I wanted," he said. "I would love to see this whole thing drive some young folks to break away and make a decision for themselves."

The elder Swanson joined NASA in 1987 and was selected as an astronaut candidate in 1998. He was the recipient of the NASA Exceptional Achievement Medal, the JSC Certificate of Accommodation, and the Flight Simulation Engineering Award.

The youngest Swanson, 11-year-old Quinn, may be interested in becoming an astronaut, continuing the family tradition of serving their country.



## Giving Back

A host of NFL players returned to their Southeast roots recently to share some knowledge. The Army-sponsored four-day Metro PCS All-Star Football Camp at Holy Spirit Prep Academy in Atlanta featured former college stars Ernie Sims from the Detroit Lions, Angelo Crowell of the Buffalo Bills, Le'Ron McClain of the Baltimore Ravens and Terry Jones of the San Francisco 49ers among others. Young players got a chance to test their agility both on and off the ground and, on the final day, autographs from the pros.

*Photo by Patrick Leaver*

## PTSD Program Launched

*Army News Service*

The Army launched a “chain-teaching” program July 18 to help Soldiers and their families identify symptoms and seek treatment for those suffering from Post Traumatic Stress Disorder and mild Traumatic Brain Injury.

The chain-teaching program, available at Army Knowledge Online or [www.us.army.mil](http://www.us.army.mil), includes a standardized script and supporting audiovisual products that leaders will use to teach Soldiers about the signs and symptoms of these behavioral and mental-health issues.

All active-duty and reserve-component Soldiers will receive the training within 90 days of the launch.

“We emphasize that every commander needs to be able to do an individual assessment of each Soldier,” said Col. C. Elspeth Ritchie, psychiatry consultant to the Surgeon General of the Army. “If a Soldier has an issue, that commander needs to be able to reach out and help that Soldier.”

A version designed specifically for Family Readiness Groups is in effect.

“Combat is inherently brutal and difficult, and it impacts humans in different ways,” said Army Chief of Staff Gen. George Casey Jr. “We have made significant improvements in the identification and treatment for PTSD and mild TBI, but we must aggressively work research, prevention and treatment of these injuries and encourage Soldiers and their Families to



**Soldiers from the 82nd Airborne Division are ready for the unexpected as they prepare to clear a house in Ar Raqqa, Iraq, July, 6. All Soldiers in combat situations like this suffer stress, but most recover quickly. Those whose symptoms persist may have Post Traumatic Stress Disorder. The Army has launched a “chain-teaching” program to help Soldiers and their families identify symptoms and seek treatment for those suffering from PTSD, as well as mild Traumatic Brain Injury. Photo by Senior Airman Steve Czyz**

seek treatment.”

All Soldiers in combat suffer stress, but most recover quickly. Those whose symptoms persist may have PTSD.

PTSD and mild TBI are genuine medical and psychological conditions that can negatively impact a Soldier’s personal life, professional abilities and health.

By seeking help, Soldiers can receive professional assessments that direct them toward the right care for their specific conditions.

Previously referred to as “shell shock” or “battle fatigue,” PTSD follows a terrifying physical or emotional event, and causes the individual to have persistent, frightening thoughts and memories or flashbacks. Soldiers with PTSD may have any of three kinds of symptoms for weeks or months after the event: re-experiencing the event over and over;

avoiding people, places or feelings that remind them of the event; and feeling keyed up or on-edge.

Mild TBI, also known as a concussion, is caused by trauma to the head but may have no physical signs. It is accompanied by loss of consciousness, loss of memory of events immediately before or after the trauma, confusion and disorientation.

TBI and PTSD share such common symptoms as difficulty concentrating, memory problems and irritability, but TBI symptoms can also include headaches, dizziness and balance problems. A person with PTSD may have nightmares and anxiety that worsen.

Soldiers may still suffer from PTSD even if they were not hospitalized or personally injured, just as they may suffer from mild TBI without having been knocked out. In fact, mild TBI is frequently the

result of repeated exposure to mild explosions or moderate explosions resulting in significant pressure changes in Humvees, according to health experts.

The chain-teaching program does not replace behavioral-health assessment tools and measures already in effect. Rather, it provides command emphasis and education at unit and Family levels to reinforce the Army’s commitment to provide the best health care possible.

The training encourages Soldiers to realize their careers are

endangered not when they seek help for their problems, but when they allow a mental-health condition to worsen without proper care.

“Our Army is doing everything possible to come to grips with a very challenging and complex issue,” said Gen. Casey. “This is not just a medical problem; it is an Army problem, and we are going to do all we can to help our Soldiers.”

The new program is part of the overall Army Medical Action Plan, the Army’s initiative to develop a holistic approach to a sustainable system where Soldiers are supported, treated and vocationally rehabilitated to prepare them for successful return to duty or transition to active citizenship.

More information on the chain-teaching program and other behavioral-health programs is available at [www.behavioralhealth.army.mil](http://www.behavioralhealth.army.mil).

## Senate Names Geren Secretary of the Army

*Army News Service*

The Honorable Pete Geren became the 20th Secretary of the Army July 13, following his nomination by President George W. Bush and confirmation by the U.S. Senate.

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

Geren is responsible for the Department of the Army's annual budget and supplemental of \$170 billion. He leads a work force of more than one million active-duty and reserve-component Soldiers, 230,000 Department of the Army civilian employees and 280,000 contracted service personnel. He has stewardship over 15 million acres of land.

Caring for Soldiers and their families has been Geren's top priority since his days serving as the 28th Under Secretary of the Army. In an opening statement during his confirmation hearing last month, he reaffirmed that commitment.

"My year as undersecretary of the Army taught me much — my four months as acting secretary of the Army taught me much more," he said. "I have been inspired by the selfless service of our Soldiers and humbled by the sacrifice of



**The Honorable Pete Geren became the 20th Secretary of the Army July 13, following his nomination by President George W. Bush and confirmation by the U.S. Senate.**

their families."

Geren was the undersecretary of the Army until Feb. 21, 2006. He was named acting secretary of the Army March 9.

Geren joined the Defense Department in September of 2001 to serve as Special Assistant to the Secretary of Defense with responsibilities in the areas of inter-agency initiatives, legislative affairs and special projects. He also served as acting secretary of the Air Force from July to November 2005.

Before joining the Defense Department, Geren was an attorney and businessman in Fort Worth, Texas.

From 1989 until his retirement in 1997, Geren was a member of the U.S. Congress, representing the 12th Congressional District of Texas for four terms. He served on the Armed Services, Science and Technology and the Public Works and Transportation Committee during his tenure in the Congress.

## CoS Gives Kudos to Mechanicsburg

*Army News Service*

Army Chief of Staff Gen. George W. Casey visited Mechanicsburg, Pa., recruiters, July 27. The recruiters met their yearly recruiting mission just six months into the recruiting year.

The Mechanicsburg Station, which falls under Carlisle Company, met its yearly mission of enlisting 64 Soldiers into the Army by late April with six months left in the recruiting year.

"The main purpose of this visit was to congratulate them on the great job they've done and continue to do," said Casey. "I also wanted to hear from them what challenges they face in recruiting and suggestions on how we can support them."

Mechanicsburg recruiters shared their suggestions and comments on the Army's current recruiting strategies and tactics, offering ideas

ranging from advertisement to incentives.

"I was very impressed with the quality and caliber of the Soldiers I met today," said Casey. "They had great work ethic and insightful suggestions for me to take a look at."

Meeting recruiting missions during a period of protracted war and low desire for enlistment has been a challenge for Army recruiters, though they continue to meet yearly goals.

"There are certainly challenges with recruiting when we're a nation at war," said Casey. "But we're also at a time when men and women can get in there and make a difference in our nation's history. The stakes are high; they're our way of life."



**Army Chief of Staff Gen. George W. Casey visited Mechanicsburg, Pa., recruiters July 27. The recruiters met their yearly recruiting mission just six months into the recruiting year.**

## Training Soldiers for IED Awareness

By Chris Rasmussen,  
TRADOC News Service

Soldiers are being introduced to Improvised Explosive Devices from the very beginning of Basic Combat Training in an effort to enhance their situational awareness of this deadly killer.

“IEDs are the No. 1 killer of our Soldiers in Iraq and Afghanistan and we are trying to teach these Soldiers to be aware of their surroundings from day one, so we can counter this threat and save American lives,” said Lt. Col. Ken Royalty, 1st Battalion, 34th Infantry Regiment commander.

IED awareness typically begins with bringing Soldiers into a classroom for a detailed IED class and familiarization training. The next time the Soldiers enter the classroom or even their dining facility, an IED is placed somewhere obvious in the room, for Soldiers to find and report.

As the weeks go on, drill sergeants hide IEDs in less obvious places to challenge their Soldiers’ observation skills.

In their first week of training, Soldiers are taught the “5 Cs” of encountering a roadside bomb. If a suspicious item is found, Soldiers are taught to: confirm, clear, call, cordon and control. They are also trained to report the suspected IED to their tactical operations center so explosive ordnance disposal personnel can “render safe” the threat.

By the fourth or fifth week of basic training, IEDs are placed in the field near their training exercises.

IED awareness training is

also implemented during the field training exercises. In addition to IED simulators, grenade simulators, artillery simulators and other devices are used to make the training more realistic.

“When we execute Victory Forge (the BCT-culminating seven-day field training exercise), our goal is to employ simulated IEDs in the same manner our Soldiers will see in Iraq or Afghanistan,” Royalty said. “We are talking about extremely creative positioning with multiple IED threats.”

Common roadside IEDs include artillery and mortar rounds covered with dirt, rocks or trash. Other IEDs may be as innocent looking as soda, oil or paint cans. IEDs can be detonated by one of two ways: remote control or direct. And blasting caps, which can be set off by any kind of battery, are readily available.

“You can walk over an IED and lose a leg, or lose your life,” said Pvt. Joshua Jarvis, 1st Battalion, 34th Inf. Reg. “They are giving us the basics about IEDs, but I feel I am being given the training I will need to stay alive and out of harm’s way.”



**A simulated IED emits a firestorm as Soldiers in the Iowa National Guard’s 1-133 Infantry Battalion experience the concussion of an explosion during Theater Immersion Training at Camp Shelby, Miss. DoD photo**

## Ginn Racing Outlines Plan

By Dave Ferroni, Ginn Racing

Emphasizing an eye on the future along with solidifying the foundation of its NASCAR Nextel Cup program, Ginn Racing announced the following transactions.

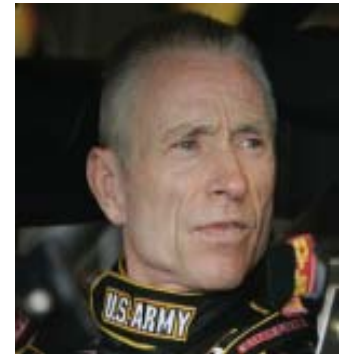
Aric Almirola, the 23-year-old Busch stalwart and a member of the Joe Gibbs Racing program the past four years, has signed with Ginn Racing. He will become Mark Martin’s co-driver in the 01 U.S. Army Chevrolet for the remainder of the 2007 season and will also share the ride with Martin in 2008. His first race in the 01 was Aug. 12 at the road course in Watkins Glen, N.Y. As part of his contractual obligations, Almirola will compete in five remaining Busch races for JGR this season.

Regan Smith, 23, who was Martin’s co-driver in the 01, assumed full-time driving duties in the team’s No. 14 Chevrolet, beginning with the Nextel Cup race July 29 in Indianapolis. Smith replaces Sterling Marlin.

Due to a lack of sponsorship, the No. 13 Ginn Racing team is currently being evaluated. Joe Nemechek, who drove the No. 13, has been released and is free to explore other opportunities.

“We are starting our future now,” said Jay Frye, Ginn Racing’s CEO and general manager. “A lot has been said about our program recently and this shows we’ve been working hard to solidify our future. We are very excited about Aric joining our U.S. Army team to co-drive with Mark. He is a talented young driver as is Regan, who has

proved this season that he is ready to take full control of a Nextel Cup ride. These two 23-year-old drivers are the groundwork for future success.”



**Mark Martin**  
Photo by U.S. Army Racing

“We appreciate everything that Joe and Sterling have done for us,” added Frye. “They have been a class act.”

Nemechek joined the team with four races remaining in the 2003 season. He drove the 01 car before taking over the No. 13 ride at the beginning of the 2007 season. While in the 01 car he had one win and three poles.

Martin, a 25-year veteran in NASCAR, joined Ginn Racing following the 2006 season.

Smith, who has competed in five Cup races this season and was ranked fifth in Busch points before his No. 4 team scaled back after the 16th race, is looking forward to the new challenge.

“I am ready to go and take advantage of another Ginn Racing opportunity,” said Smith. “This is a quality organization with great equipment. I have learned so much this year driving with Mark and you can bet that I will continue to seek his advice. I am also excited about

having Aric as a new teammate.”

Almirola, a Tampa, Fla., native of Cuban descent, was one of Joe Gibbs Racing’s first prospects in the company’s diversity program founded by Gibbs and the late Reggie White, an initiative that traces its roots back to 2003.

“I am so excited about this opportunity,” said Almirola, who has three Busch Series poles and a victory, as he co-drove with Denny Hamlin to win the June 23 race at The Milwaukee Mile.

“To share a ride with Mark Martin and have him as a

money. The equipment they gave me and the people they surrounded me with made me a better race car driver and a better person. They saw what this opportunity with Ginn Racing meant to me, and they didn’t stand in the way. Joe Gibbs Racing will always have a special place in my heart.”

Almirola, who has competed in 13 Busch races and one Cup event this season, was introduced to racing by his mother’s father — Sam Rodriguez, a Florida native. Almirola’s father, Ralph, came to the United States from Cuba at age 4 during the



driving coach is awesome. I want to thank everyone at Ginn Racing for believing in me and also to all of the people who have supported me along the way. I just can’t wait to get on with this ride. It’s going to be such an honor to represent the U.S. Army and all of our Soldiers. Wearing the Army uniform will mean so much to me.”

“I can’t thank Joe Gibbs Racing enough for what they’ve done for me,” added Almirola. “They allowed me to get to this position by giving me a chance at a time when I had a lot of desire but little

Freedom Flights of the mid-1960s.

Almirola began his JGR career driving a late model in the NASCAR Weekly Racing Series at the .4-mile Ace Speedway in Altamahaw, N.C., in 2004. After scoring two wins, six top-fives and 15 top-10s, Almirola traversed the Southeast competing in regional late model races.

By the end of 2005, Almirola was running a limited schedule in the Craftsman Truck Series, which led to a full-time Truck Series ride and a nine-race Busch Series schedule in 2006.

## Army Boosts Enlistment Bonus

By Sgt. Sara Wood, American Forces Information Service

To bolster the growth of the Army by more than 34,000 Soldiers, Army officials implemented a new bonus for recruits who sign up by the end of this fiscal year.

U.S. Army Recruiting Command announced in August a \$20,000 “quick-ship” bonus for aspiring recruits with no prior military service who enlist for at least two years of active duty and report to basic training within 30 days of enlistment. The program ends Sept. 30.

The new bonus was one of the initiatives highlighted by Army and Defense Department leaders who testified before the military personnel subcommittee of the House Armed Services Committee about recruiting and retention efforts in the Army. The Army missed its active-duty recruiting goals in June for the second month in a row, but leaders said they are confident the service will make year-end recruiting goals.

“Despite the challenges we face and will continue to face in the future, the Army continues to be successful overall in growing and maintaining the all-volunteer Army,” Army Lt. Gen. Michael D. Rochelle, deputy chief of staff for personnel, told the committee.

Rochelle was joined at the hearing by Michael Dominguez, principal deputy undersecretary of defense for personnel and readiness; Army Lt. Gen. Clyde A. Vaughn, director of the Army National Guard; and Army Maj. Gen. Thomas P. Bostick, commander of Army Recruit-

ing Command. All the leaders emphasized that Army recruiters face a very daunting task, as they are trying to grow the end strength of the Army in a challenging environment.

To counter these challenges, the Army has launched several recruiting initiatives:

- Adding incentives and heavily advertising the two-year enlistment option;

- Establishing a “super leads” program to help refine nearly one million leads to identify those with the highest potential to enlist, saving recruiters valuable time and allowing them to focus on prospecting;

- Issuing an operational mission to the recruiting force for each recruiter to write six contracts between the end of June and September, with four recruits to join in this fiscal year;

- Requesting additional Soldiers graduating from initial training to serve as hometown recruiter assistants and returning combat veterans to serve as special recruiter assistants to tell their Army stories and influence prospective recruits;

- Re-emphasizing the \$2,000 referral bonus program;

- Requesting the temporary return of up to 1,000 former successful recruiters to augment the recruiting force; and

- Requesting general officer assistance to help the recruiting effort in communities across America through speaking engagements in their hometowns, schools and colleges and at events.

# Gold Badges



JULY 2007

## ALBANY

SFC Dean Beaulieu  
SSG Shawn Hall  
SSG Troy Wooten  
SGT Brennan Binger  
SGT Kevin Cherrington  
SGT John Chervinski  
SGT William Connell  
SGT Adam Corcoran  
SGT John Hand  
SGT Clifton Moore  
SGT Brandon Riley  
SPC Bryan Houston

## CLEVELAND

SFC John Kearns  
SFC Jeremy Reed  
SSG Richard McGee

## COLUMBIA

SFC Jason Thomas  
SSG Luis Matias  
SGT Gregory Dukes  
SGT Antwan Frazier

## COLUMBUS

SSG Alexander Albrecht  
SSG Soraya Bacchus  
SSG Aaron Compton  
SSG Douglas Hawkins  
SSG Andrea Jones  
SSG Lucie Pinckney  
SSG Lee Wagner  
SGT James Stinson

## DENVER

SSG David Green  
SSG Jason Jenschke  
SSG Keri Karsten  
SSG Steven Mulonet  
SGT Ronald Bruce  
SGT Jason Goodman  
SGT Osvaldo Lopez  
CPL Dirk Timpe

## HARRISBURG

SFC Joseph McEady  
SFC Richard Smith  
SSG Amy Eichelberger  
SSG Shawn Smith  
SGT Stephanie Faucer  
SGT Shelby Hughes  
SGT Everett Ryder  
SGT Jeremiah Wolford  
CPL Ryan Haase

## HOUSTON

SSG Laurence Ross

SSG Yvin Valcin  
SGT Frank McCauley

## JACKSONVILLE

SFC Freddrick Smalls  
SSG Gerard Arnett  
SSG Timothy Tees  
SGT Keith Crockett

## KANSAS CITY

SSG Howard Midgley  
SSG Troy Nelson  
SGT Levi Bellovics  
CPL Dustin Foraker

## LOS ANGELES

SFC Jeffrey Miller  
SSG Tamara Drury  
SSG Edward Portalatin  
SGT Aiko Pacumio

## NASHVILLE

SFC Rodney Bost  
SFC Edgar Galaway  
SSG Mashell Kelly

## NEW ENGLAND

SFC Eric Moulton  
SSG Theron McDonald  
SGT Billy Glenn  
SGT Anthony Jensen  
SGT Justin Myers

## NEW YORK CITY

SFC McKinley Knight  
SSG John Butler  
SSG Luis Cubero  
SSG Latee Dubose  
SSG Travis Jones  
SSG Lamonte McGee  
SSG Cory Smith  
SSG Alan Wong  
SGT Louie Herschtein  
SGT Nicole Zedick-Martinez  
SPC Christopher Giddens

## OKLAHOMA CITY

SSG Gary Goliday  
SSG Lawrence Spady  
SSG Jason Wade

## PHOENIX

SFC Michael Allen  
SFC Darren Paskell  
SFC Lydia Patterson  
SSG Samuel Cabrales  
SSG Robert Carroll  
SSG Randolph Leyba  
SSG Phillip Monge  
SSG Peter Romero  
SSG John Sannicolas

SSG Jermaine Taylor  
SGT Cyle Betenbough  
SGT Jeffrey Cotton  
SGT Richard Ganster  
SGT Matthew Karlson  
SGT Derek Wood

## SALT LAKE CITY

SSG Shayne Charlesworth  
SSG Jason Hillman  
SGT David Nestor

## SAN ANTONIO

SFC Alvarado Esteban Jr.  
SSG Joshua Vinson  
SGT Troy Caraway  
SGT John Hamilton

## ST. LOUIS

SSG Eric Miller



# Recruiter Rings

JULY 2007

## ATLANTA

SSG Katrice McCullum

## BALTIMORE

SSG Daniel Martin

## COLUMBIA

SFC Craig Ivery  
SFC Roger Harris  
SSG Sandra Colquitt  
SSG Michael Robertson

## COLUMBUS

SSG Michael Anderson  
SSG George McCaulla

## DALLAS

SSG Ross Cox  
SSG Marcus Holloway

## DENVER

SFC Allen Manley  
SSG Anthony Miller  
SSG Blake Ourso  
SSG Alexander Perez  
SGT Jason Angle  
SGT Herbert Baldwin  
SGT Thomas Massey  
CPL Jeremy Tuck

## HOUSTON

SGT Preston Willis

## INDIANAPOLIS

SFC Brant Parker II  
SFC Humphrey Vives  
SSG Robert Simms  
SSG Daniel Weeks  
SGT Jeffrey Smith

## JACKSONVILLE

SSG Carlos Rivera  
SSG Richard Hauser  
SSG Richard Frederick

## KANSAS CITY

SFC Patrick Blakely  
SFC Ronald Blevins  
SFC Lawrence Reece  
SSG Jackie Caple

SSG Lamont Gupton

SSG Dale McKee

SSG Scott Pennock

SSG Paul Piper

SSG Christopher Russell

SGT Brien Killingsworth

CPL Travis Delzell

CPL Robert Engel

## LOS ANGELES

SFC David Williams

SFC Steven Yun

## MID-ATLANTIC

SFC Kenneth Porter

## NASHVILLE

SFC Daniel Grant  
SFC James King

SFC Marcus Posey

SFC Lillian Tackett

SSG Ronnie Lax

SSG James Ryherd

SGT Willie Whitlock

## OKLAHOMA CITY

SFC Bryan Tschirhart

SSG Jeffrey Marks

SSG Eric Pinkett

SSG James Wilson

SGT Joshua Jones

SGT Andre Norvell

## PHOENIX

SFC Christopher Chavez

SFC Christopher Miller

SSG Cody Anway

SSG Joel Grogan

SSG Shawn McConnell

## PITTSBURGH

SSG Eric Muir



**PORTLAND**

SSG Richard Bryant  
 SSG Jason Osterson  
 SSG Ansley Tabelual  
 SSG Arnel Tadas

**SALT LAKE CITY**

SFC Robbie Chavez  
 SSG Jacob Difazzio  
 SSG Justin Jenness

**ST. LOUIS**

SFC Seschaun Taft  
 SGT Thomas McClintock  
 SSG John Husbands  
 SFC Sean Russell  
 SGT Adam Halstead  
 SSG Richard Surratt  
 SSG Mark Young  
 SFC Randal Hinkle  
 SSG Terry Walker

**SYRACUSE**

SFC Harley Richardson Jr.  
 SFC Fredrick Smith  
 SFC Darryl White  
 SSG Joshua Allen  
 SSG Neil Ashley  
 SSG Edward Barnett Jr.  
 SSG Ryan Bingaman  
 SSG Luke Bunner  
 SSG Joseph Coon  
 SSG Robert Haines Jr.  
 SSG Robert Heintzelman  
 SSG William King Jr.  
 SSG Joseph Kishel Jr.  
 SSG Candice Madill  
 SSG Ricardo Nathan  
 SSG Christopher Lucero  
 SSG Hugo Oliveraleija  
 SSG Matthew Rose  
 SSG Harold Roxburgh  
 SSG Allan Seastrom II  
 SSG Jerry White  
 SGT Richard Barriger  
 SGT Timothy Bonnes  
 SGT Dennis Pellett  
 SGT Neil Todaro  
 SGT Derek Vasquez

**TAMPA**

SFC Michael Driggers  
 SFC Dorys Rodriguez  
 SSG William Hunter  
 SGT Alejandra Correa  
 SGT Cameron Cortez  
 SGT Sheldon Slack

# Morrell Awards

JULY 2007

**1ST MEDICAL BATTALION**

SFC Donna Shields

**ALBANY**

1SG Julius Baskerville

**COLUMBIA**

MSG Ronald Lamison  
 SFC Kevin Corbin  
 SFC Kevin Henderson  
 SSG Duane Stewart

**CHICAGO**

SSG Jeremiah Perez

**DENVER**

SFC Richard Short  
 SSG Deborah Leaks-Jackson

**INDIANAPOLIS**

SSG Jamie Manshum

**HOUSTON**

SFC Brister Davis  
 SFC Steven Jeffries  
 SSG Daniel Schramm

**JACKSONVILLE**

SFC Adam Hare  
 SSG Evron Folkes

**KANSAS CITY**

SFC Mark Chrisman  
 SFC Jeffrey Johnson  
 SFC Keith Petite  
 SFC Joseph Reuting  
 SFC Delissa Rodgers-Greene  
 SSG Heather Brando  
 SSG Christopher Kraus  
 SSG Bradley Summers

**NASHVILLE**

SFC Michael Clark  
 SFC Terrence Hoard  
 SFC Joseph Lewis  
 SSG Robert Turner

**OKLAHOMA CITY**

SSG Kenneth Jackson Jr.

**PHOENIX**

SFC Brien Aldridge

**PITTSBURGH**

SFC Enrique DeJesus  
 SFC Kevin Kramer  
 SFC Lance Wilson

**PORTLAND**

MSG Kevin McEachern  
 SFC Conan Fuerte  
 SFC James Gammon  
 SFC Robert Gonzalez  
 SFC Timothy Hartwick  
 SFC Ronald Himes  
 SFC Leigh Ricks  
 SSG Jack Akers  
 SSG David Cole  
 SSG Aaron Fouch  
 SSG James Hunter  
 SSG Thomas McCarter  
 SGT Thomas Spain

**SALT LAKE CITY**

SFC James Reed  
 SFC Brian Stromme

**SYRACUSE**

SFC Aaron Acla  
 SFC Philip Bishop

## Conversions

JULY 2007

**ALBANY**

SSG Brian Clark

**BECKLEY**

SSG Michael Ricciardi

**CHICAGO**

SGT Calvin Lee

**COLUMBIA**

SGT William Ortega

**HOUSTON**

SSG Shane Stanton  
 SSG Henry Hukill

**KANSAS CITY**

SFC Lawrence Reece

**NASHVILLE**

SSG Joseph Granato

**NEW ORLEANS**

SFC Christopher Saxton  
 SFC Dennis Murray

**PHOENIX**

SSG Shawn McConnell  
 SSG Jimmy Allen  
 SSG Barry Weaver

**PITTSBURGH**

SFC Scott Cassidy  
 SSG Felix Rosario  
 SGT David Gratton

**SACRAMENTO**

SSG Hector Villalpando  
 SGT Robert Marin  
 SGT Brad Winchester

**SAN ANTONIO**

SFC Terrance Shearod  
 SSG Jacob Brannan  
 SSG Daniel Schell  
 SSG Salvador Somoza  
 SSG Ruben Valles

- 1. Which of the following is not one of the three steps of the after-action review?**
  - a. preparation
  - b. conducting
  - c. follow-up
  - d. collaborating
- 2. What is the most direct method to determine MOS vacancies in a Reserve unit?**
  - a. use the Automated Unit Vacancy List Report
  - b. visit the Reserve center
  - c. discuss vacancies during an Army Reserve Partnership Council
  - d. none of the above
- 3. The recruiting market consists of what four elements?**
  - a. operational, penetrated, ethnic and segmented
  - b. qualified military available, target, demographical and operational
  - c. potential, assigned, segmented and demographical
  - d. potential, qualified military available, target and penetrated market
- 4. \_\_\_\_\_ is a key component of decisive operations and is the logical follow-on to prospecting.**
  - a. processing
  - b. area posting
  - c. directing
  - d. assessing
- 5. Which of the following is USAREC's intelligence-gathering arm?**
  - a. G1
  - b. G2
  - c. G3
  - d. None of the above
- 6. "Define the local recruiting environment" is part of the intelligence preparation of the battlefield process.**
  - a. true
  - b. false
- 7. What are the three categories of recruiting operations?**
  - a. correlation, organization and principles
  - b. shaping, directing and defining
  - c. decisive, shaping and sustaining
  - d. defining, organizing and doctrinal
- 8. \_\_\_\_ communicate Army training and education opportunities to the civilian education community and assist the recruiting force by gaining, maintaining, and improving access to the nation's high school and college students.**
  - a. G2
  - b. G5
  - c. Education Services specialists
  - d. none of the above

- 9. Which of the following definitions best describes battle rhythm?**
  - a. the events a unit conducts repeatedly that facilitate conditions for success
  - b. analyzing the mission and the market to determine how best to allot portions of the mission to subordinate units
  - c. the decision making process and the ideas that will develop a solid unit
  - d. none of the above
- 10. \_\_\_\_\_ operations can become decisive when they create the opportunity in themselves to provide interpersonal contact between the recruiter and their target market.**
  - a. accounting
  - b. sharing
  - c. advertising
  - d. shaping
- 11. What are the two parts of the recruiting network that form the information environment or infostructure of the command?**
  - a. develop first and finish decisively
  - b. internal and external network
  - c. delegate and maintain
  - d. none of the above
- 12. Training is a personal responsibility and is the foundation for successful recruiting.**
  - a. true
  - b. false
- 13. \_\_\_\_\_ operations are those that directly accomplish the task assigned by the higher headquarters.**
  - a. planning
  - b. shaping
  - c. decisive
  - d. sustaining
- 14. What is the goal of targeted marketing?**
  - a. focus on finding new markets of opportunity and offer incentive programs geared toward prospect's needs, wants and desires.
  - b. designate targets of opportunity for recruiters and commanders to capitalize production on.
  - c. assist commanders in synchronized market penetration.
  - d. develop strong local leads for recruiters.
- 15. \_\_\_\_\_ is the study of population size and makeup according to descriptive criteria.**
  - a. demographics
  - b. missioning
  - c. targeting
  - d. diversity

The answers to this month's test can be found on the next 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

July Fiscal Year 2007

## Top Regular Army Recruiter

**SSG Michael Seery**  
New England Battalion

**SFC Myron Geter**  
Columbia Battalion  
**SFC Rodney Bost**  
Nashville Battalion

3d Brigade is testing the  
Team Recruiting Concept

**SSG Manuel Rosa**  
Houston Battalion

**SSG Odell Edmonds**  
Los Angeles Battalion

## Top Army Reserve Recruiter

**SGT Alexander Peters**  
Harrisburg Battalion

**SSG Darrell Ford**  
Nashville Battalion

**SGT Robert Corbitt**  
St. Louis Battalion

**SFC T. J. Holloway**  
Portland Battalion

## Top Large Station Commander

**SFC Thomas McEwen**  
Charleston Station  
New England Battalion

**SFC Kevin Corbin**  
Orangeburg Station  
Columbia Battalion

**SFC Brian Heffernan**  
Denton Station  
Dallas Battalion

**SFC Eugene Pereira**  
Guam Station  
Portland Battalion

## Top Small Station Commander

**SFC Christopher Stapleton**  
Altoona Station  
Harrisburg Battalion

**SFC Larry Brown**  
Dade City Station  
Tampa Battalion

**SSG Jason Isbell**  
Brownwood Station  
Dallas Battalion

**SSG Dana Maynard**  
Astoria Station  
Portland Battalion

## Top Company

**Frisco Company**  
Dallas Battalion

## Top AMEDD

**Military District of Washington**

**Orlando**

**Mid-America**

**St. Louis**

**Southern California**

## Answers to the Test

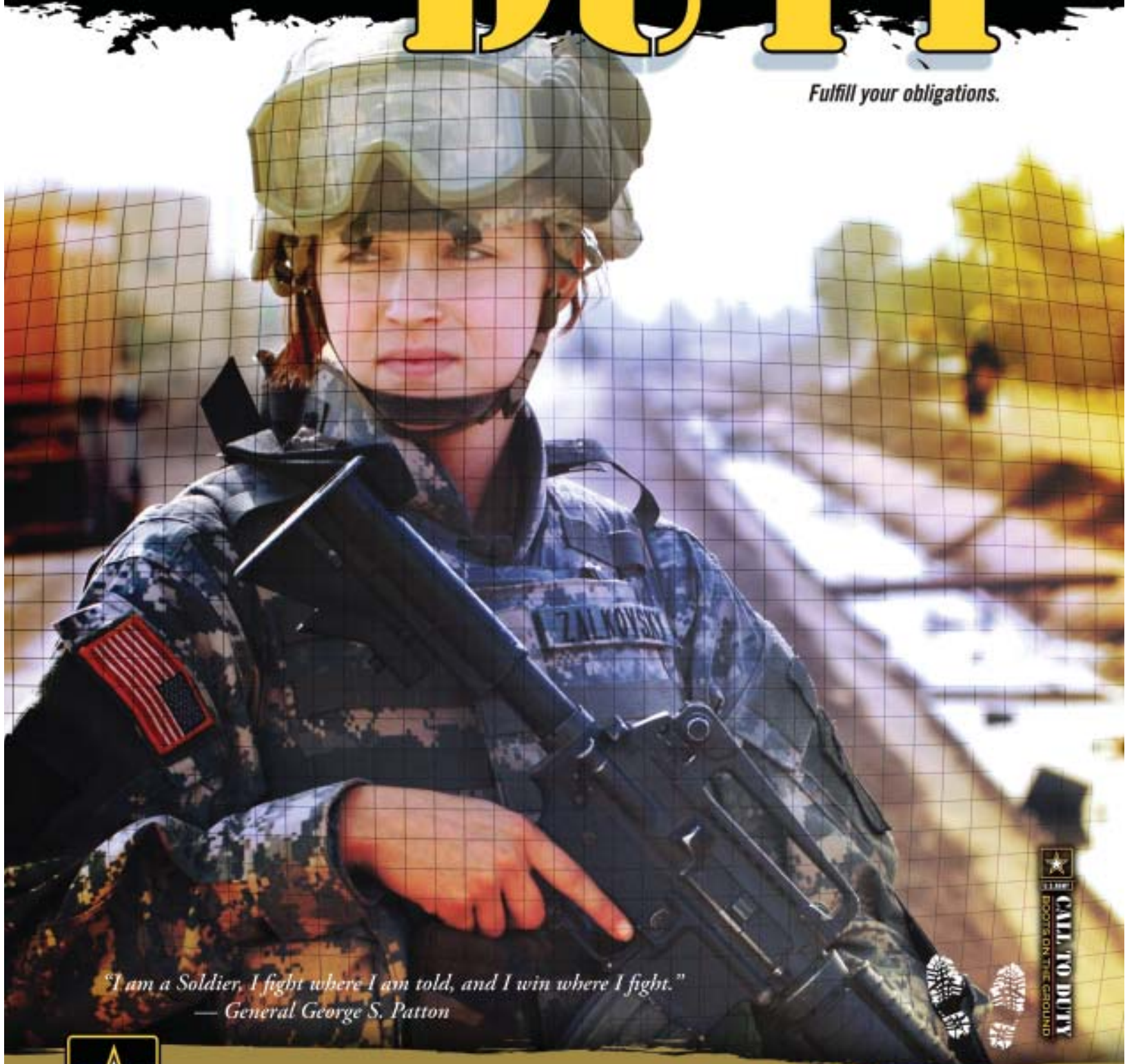
1. d. UM 3-0, page B-2, para B-10
2. b. UM 3-0, page 9-4, para 9-14
3. d. UM 3-0, page 3-4, para 3-16
4. a. UM 3-0, page 11-5, para 11-27
5. b. UM 3-0, page 5-4, para 5-14

6. a. UM 3-0, page 8-2, para 8-3
7. c. UM 3-0, page 1-5, para 1-16
8. c. UM 3-0, page 12-5, para 12-25
9. a. UM 3-0, page 7-6, para 7-30
10. d. UM 3-0, page 11-1, para 11-2

11. b. UM 3-0, page 2-2, para 2-3
12. b. UM 3-0, page 11-7, para 11-35
13. c. UM 3-0, page 10-2, para 10-1
14. d. UM 3-0, page 8-5, para 8-18
15. a. UM 3-0, page 6-4, para 6-11

# DUTY

*Fulfill your obligations.*



*"I am a Soldier, I fight where I am told, and I win where I fight."  
— General George S. Patton*

CALL TO DUTY  
BOOTS ON THE GROUND



U.S. ARMY

ARMY STRONG.™

## ARMY VALUES