

# RECRUITER

United States Army Recruiting Command February 2008

# Journal



## 2008 All-American Bowl

# RECRUITER Journal

**U.S. Army Recruiting Command**

February 2008  
Volume 60, Issue 2

**Commanding General**

Maj. Gen. Thomas P. Bostick

**Public Affairs Officer**

S. Douglas Smith

**Editor**

L. Pearl Ingram

**Associate Editor**

Walt Kloeppel

**Cover Design**

Joyce Knight



# Contents

## Features

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: RCMEO-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: RCMEO-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)



### 4 Partnership for Youth Success

Received warmly by the American business establishment, PaYS has become an undeniable success.

### 6 Proud to Be a Soldier

Col. Dave Mann arrived at USAREC headquarters with little knowledge about the business of recruiting. Since August, as the deputy commanding general, he has learned a great deal and finds that recruiting is a more complex business than he ever imagined.

### 7 Six Ways to Celebrate Black History Month

Each February, Americans commemorate the important role African-Americans have played in shaping the nation.

### 10 St. Helena Graduate Trades Culinary Tools for Parachute Packs

Joel Corona is an aspiring chef who made the decision to leave the kitchen to serve his country.

### 11 NYC Battalion Educates Educators on Army Education Programs

Junior Reserve Officer Training Course instructors from throughout the New York City and New Jersey area gathered at Fort Hamilton to discuss various Army education tools with parents, teachers and students.

### 12 Hollywood Visits the National Training Center

A group from Hollywood, including an actor, a special effects producer and two writers, toured the NTC, giving the Army a chance to show the entertainment industry the real side of training Soldiers.



**All-American Bowl COIs**

**14**

### 'Active First' Program Assists in Meeting Strength

More than 500 recruits have enlisted under Active First since the pilot began last October. Those who join under the program complete a term of service in both the Active and National Guard components of the Army.

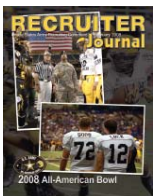
*Photo by Julia Bobick*

## Departments

- 2 Commanding General**
- 3 Command Sergeant Major**
- 5 Chaplain**
- 8 Pro-Talk**
- 20 Family**
- 21 Safety**
- 22 Field File**
- 26 News Briefs**
- 29 Salutes**
- 32 The Test**

### **16 All-American COIs**

Eye opening, amazing and incredibly moving are just a few of the common adjectives influencers used to describe their tour of Fort Sam Houston held in conjunction with the U.S. Army All-American Bowl last month in San Antonio.



#### On the Cover

Top: Sgt. Jose Rivas, Silver Star recipient, tosses the coin at the start of the All-American Bowl. *Photo by Air Force Tech. Sgt. Larry Simmons*

Bottom: West teammates, Stephen Good, an offensive lineman from Paris High School, Paris, Texas, and quarterback Andrew Luck from Stratford High School, Houston, speak during U.S. Army All-American Bowl in San Antonio Jan. 5. *Photo by Dan Jones*

### **18 All-American Bowl One of Army's Top Outreach Events**

The All-American Bowl, an annual East-West matchup of the nation's top high-school football players, is one of the Accession Command's top outreach events.

### **19 Red Stick Bowl – More Than Leads**

The sixth annual U.S. Army Red Stick Bowl high school all-star game at Olympia Stadium was a great relation builder for the Baton Rouge battalion with students and the community alike.

# It's All About the Timing That Counts

**F**ebruary is a pivotal month in the recruiting year. It brings us near the halfway point in the fiscal year, and as shown in the 1st quarter closeout numbers, we have started the year off well.

With 10,136 active Army accomplishments for 1st quarter and 6,514 Army Reserve accomplishments, I am extremely proud of your effort. Each achievement provides us with the confidence and motivation for continued success.

The active Army 1st quarter mission was met through the diligence of every recruiter and the sound teamwork at every station and battalion. In addition, behind each Soldier was also a strong family member, supporting the Army in a special way. I am proud to serve with Soldiers and family members who display such a high degree of dedication to our Army.

This is at a time when providing the strength is of utmost importance to the nation. We also had a very good month with the Army Reserve mission, and closed out the 1st quarter at 95 percent. We will need to continue our best efforts with the Army Reserve mission in order to secure the objective in this important area.

Now is the time to go into high schools and concentrate efforts on providing bonus and incentive information to as many seniors as possible, as well as to any guidance counselors available.

Let's review some incentives available to high school prospects. At the top of the list of new incentives is the \$1,000 high school senior bonus, which became effective Oct. 1. Under this bonus program, a high school senior accumulates \$1,000 each month that he or she is in the Future Soldier Training Program. Added to that amount at graduation, the senior receives an additional \$1,000.

On top of the deferred enlistment bonus, high school seniors in the Future Soldier Training Program can also earn a \$2,000 referral bonus. This makes it perfect timing to ask all high school seniors in the Future Soldier program the 'who do you know' question. Each Soldier should know which Soldiers, Future



Soldiers, Retirees and DA Civilians produce the most \$2K Referrals.

Continue to thank these members of your Team and encourage their continued support. We need them all engaged in this mission. How many of these great Americans are working to support your efforts?

The senior making a referral needs only to complete the referral form on the Sergeant Major of the Army Recruiting Team (SMART) Web site at [www.2k.army.mil](http://www.2k.army.mil). If the Internet is not available, referrals can be made directly to the SMART program at toll free 1-800-223-3735 ext., 6-0473.

Now is also the time to check with your Future Soldiers on their graduation status. Your interest in the senior will keep the student motivated to earn a diploma. If academic improvements are needed in the area of math, science or English or in test-taking strategies, the March 2 Success program can provide online practice and tests to help make a difference.

Many of you had players, coaches or Centers of Influence attend the Army All-American Bowl in San Antonio in January. We had 75 great Americans join us on an extensive tour of Fort Sam Houston, talking to Soldiers and learning about Army education.

It is important that you follow up with them on their experience to reinforce the messages they were given. Many of them left fired up to assist you in your local efforts and made specific commitments to assist you. Your battalion has been provided copies of those written pledges. Your challenge is to find a way for those pledges to come true in the next few months.

Let's use all the tools the Army has made available to us. A prospect's interest may rest in loan repayment, the Montgomery GI Bill, the Army College Fund, a cash incentive or adventure. The Army offers something of interest to almost everyone.

With determined teamwork, we can close out 2nd quarter with even better numbers than 1st.

Always, recruit with integrity!

# A Key to Career Progression — Education

One important area of career progression in today's Army is that of education — military or civilian.

The more documented education a Soldier has completed, the better the chance of progression. That is not to say this area alone is a guarantee of further advancement in a highly competitive environment such as that of today's Army NCO Corps, but it is a strong indicator of a Soldier's determination, perseverance, and intellectual prowess.

In today's Army, the opportunities to seek and find educational opportunities are numerous for those warriors intent on following through on their educational progression.

Whether you are deployed in a wartime theater, assigned to a garrison unit or performing duties as a recruiter, you have numerous opportunities to pursue your education. I strongly recommend that every Soldier search out and take advantage of these opportunities, whether they are in a classroom or on the Internet.

Soldiers who gain a college degree will not only increase their chances for promotion but will also better prepare themselves for the next chapter in their lives once they have taken off the uniform and entered the civilian sector once again.

This subject also has the attention of the TRADOC Commander, Gen. William Wallace, and TRADOC Command Sgt. Maj. John Sparks. They are two of the champions of the Army's new College of the American Soldier, which is a partnership with 10 participating colleges.

This program offers Soldiers the opportunity to earn a college degree with limited obstacles and it streamlines the degree-earning process for an Army that is fighting a war on numerous fronts.

This program maximizes a Soldier's opportunities to earn a college degree by

evaluating military education and training and including both toward the earning of a degree.

Command Sgt. Maj. Sparks states, "It is important for our leadership to get out there and support this program so Soldiers know that the College of the American Soldier has a bunch of colleges that will help streamline their ability to achieve a bachelor's or associate degree."

This program will also be linked to the Army Career Tracker, which will depict where a Soldier stands regarding career and educational progression based on a "map" that depicts such progression.

**“The program is designed to benefit the NCO Corps directly by developing a lifelong-learning strategy for a warrior leader development program.”**

**—TRADOC News Service**

Schools participating in the College of the American Soldier will be members of the Servicemembers Opportunity Colleges Army Degrees (SOCAD) program. This means these colleges, such as the University of Maryland, Austin Peay and Thomas Edison College will be able to assess a Soldier's progress towards a degree and also assess which NCOES courses, Warrior Leaders Course through the Sergeants Major Course, will result in college credit equivalency.

One of the key considerations when it comes to education in today's Army is that of lifelong learning. In an article in



Command Sgt. Maj. Martin Wells

The NCO Journal, Winter 2008, Alia Naffouj, TRADOC News Service, writes "The program is designed to benefit the NCO Corps directly by developing a lifelong-learning strategy for a warrior leader development program. This program increases the scope of military training and education materials being evaluated for college credit, including the Army Correspondence Course Program, which will result in reducing the residency requirements at participating schools."

More information on both the College of the American Soldier and the Army Career Tracker is available at <http://education.military.com/getting-your-degree/college-of-american-soldier> and <https://atiam.train.army.mil/soldierPortal/>.

So, whether you are focused on progressing as far as you can within the ranks or preparing yourself for life after the Army, opportunities abound to pursue your college education which will result in a well-rounded and prepared professional in the world's greatest Army.

Go for it!

# Partnership for Youth Success<sup>®</sup>

By Ed Lane, USAREC PaYS Office

At its start in 2000, the Army's Partnership for Youth Success Program received the mission of reconnecting America with its Army.

The PaYS program provides America's youth an opportunity to serve their country while they prepare for their future. Soldiers learn technical skills required by industry and government agencies along with work ethics, teamwork, communication, and leadership during an enlistment in the United States Army.

Depending on their preferences and qualifications, an Army or Army Reserve applicant can choose from more than 150 specific occupational skills offered by the Army that align with employment opportunities from one of the partners participating in the program. A database match between partner job needs and Army job skills present the applicant with a variety of choices.

Once the applicant makes a decision on the particular job skill and partner, a contract along with the appended Statement of Understanding, Revised USAREC Form 1202, is signed reflecting the applicant's choices to include specific job, term of service, partner of choice and other military options.

After completing their active duty tour or Initial Entry Training for the Army Reserve, the Soldier interviews and completes the application process with the company or public sector agency they selected during their enlistment processing.

The road to victory for the PaYS Program was not an easy path. To accomplish the mission, the PaYS team initiated an intense, nationwide search for qualified, American owned companies who were large enough to be able to identify long-range vacancies and reserve interviews for prequalified applicants. The companies also had to offer unique employment opportunities to our returning Soldiers and pay more than the established national minimum wage.

Once identified, the prospective partners received briefings that educated them regarding the qualities that former Soldiers bring to the work place.

Received warmly by the American business establishment, PaYS has become an undeniable success.

In about three years, the PaYS Program had 50 partners. By April 2005, 100 partners had signed. Just a little more than two years later, the trickle became not a flood, but a torrent. By October 2007, the PaYS partnership totaled 257 partners with more in the application pipeline!

Currently there are 261 PaYS partners consisting of 174 corporations including 39 Fortune 500, three Fortune 1000, and four Global 500 companies and 87 public sector agencies of which 23 are Department of Defense contractors. Collectively, these 261 organizations have loaded more than 829,000 positions on the PaYS database.

The Regular Army program has more than 46,000 Soldiers who have enlisted with the PaYS program as part of their enlistment incentives. The Army Reserve program has provided an additional enlistment incentive to more than 7,000 Army Reserve Soldiers

This thoroughfare to success exists not only through the efforts of the PaYS staff but because of the unstinting assistance of every member of the Recruiting Command team. In addition, countless Civilian Aides to the Secretary of the Army (CASA), Army Reserve Ambassadors and members of Army Reserve units provided referrals and whatever material assistance they could to help ensure the success of the program.

With the PaYS program now firmly established, the efforts of the PaYS team have shifted. The PaYS team is now following up and concentrating on making sure every Soldier who chose the PaYS option at enlistment receives whatever assistance possible to ensure their job interviews come to fruition.

The PaYS option is only available at enlistment. At enlistment, Soldiers receiving the PaYS option receive a residual packet containing a Revised USAREC Form 1202 — Statement of Understanding — Partnership for Youth Success.

The PaYS Team wants to ensure that Soldiers who are entitled to a guaranteed interview in accordance with their PaYS option receive that interview.

Soldiers who think they might be a PaYS Soldier are encouraged to call the PaYS help desk at (502) 626-1222.

# Real Love

Feb. 14

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

**T**his month, romantics all over the world will find clever ways to express their love to their Valentine with chocolates, hearts and flowers!

I am not a poet — the only poem I know is “Roses are red, violets are blue, sugar is sweet and so are you!” (Truthfully, my wife is getting tired of hearing that one!) But, thank goodness for greeting cards.

When it comes to real love I believe the best response to this question was provided by my oldest son. Upon his return from a recent tour to Iraq, he told me love had nothing to do with a greeting card. Love comes from the heart. Real love is facing all circumstances together, believing in yourself and your family, knowing that you can do all that needs to be done, and you and your family will and can work together to meet any situation. Real love doesn't fail in a relationship.

I certainly agree with his explanation of real love. There are three reasons I feel this way.

First, real love does the right things for the right reasons. When I was little I watched the TV show “Leave it to Beaver.” Do you remember the character Eddie Haskell? He'd act one way around adults and totally different around Wally and the Beaver! That's called being two-faced or a hypocrite. When we really love others, we do all things from a pure motive with no profit expected.

Second, real love has certain attributes. Growing up in rural areas we'd say go get me a “pop” and anything cold and wet would do! Pop was a generic name for any kind of soda pop the local store had in stock. Real love cannot be just saying the same thing or doing the same thing day after day, year after year. There are some unmistakable qualities found in each relationship. We just need to take the time and discover the qualities each of us possess. And as we discover these qualities, our love is enhanced as we want to spend more time together and build our relationship.

Third, real love stands the test of time. Real love is not that which we find in movies where everything works out in the end without any effort. Real love is a growing process that has its ups and downs, its good days and bad days. Real love is an effort and takes work.

In each relationship, there are three essential things that really matter. These are faith, hope and love. These are the qualities that allow us to accept one another for who we are, blemishes and all! This month, let's find that real love and share it with our spouses and family members.

*Photo by Kenneth Kloeppe*



**Col. Dave Mann, USAREC deputy commanding general, speaks with a center of influence at an All-American Bowl event.**  
*Photo by Julia Bobick*

the same time we want to strike that balance whereby we are able to get out there in a timely fashion, assess what they need, and have the ability to take necessary actions.”

Like himself, he finds that some recruiters thrive on the challenges of recruiting, while he sees others he who need a little time to get their arms around the mission.

“All recruiters have gone through the enlistment process, and they can probably remember what it was like, but now they are on the other side,” he said.

As a recruiter, their job requires them to be able to motivate civilians — who have limited knowledge about

the Army — to join the Army team.

“I find myself, sometimes when I am talking to young prospects, I find myself talking to them about a lot of the same things that I talk to Soldiers who are in the retention window,” said Mann.

He realizes that the young people who recruiters speak with daily live in the here and now and don’t take into account all the benefits that the Army offers. However, he thinks if they fully understood the joys and also the challenges of being a Soldier, there would be a line outside recruiting stations. He says he loves being a Soldier and can’t think of doing anything else.

“It’s different than working at Wal-Mart,” said Mann.

But there are parts of his new job that are not so pleasant. One of those is assisting Maj. Gen. Thomas Bostick with the waiver approval process.

“There are a lot of folks who would like to join the Army, but sometimes we have to say ‘no’ or ‘no, not at this time,’” said Mann. “That’s a little difficult.”

Mann will be frocked as brigadier general Feb. 11. Before his assignment to Recruiting Command, Mann served as Chief of Staff, Air Defense Artillery Center and Fort Bliss, Texas. He and his wife, Robyn, have two children.

“I would like recruiters to know how honored I feel to be on their team and how much I am enjoying this opportunity. I will do everything in my power to assist them in sustaining and growing the force.”

## Proud to Be a Soldier

*By Pearl Ingram, RJ Editor*

**L**ike most new recruiters, Col. Dave Mann arrived at USAREC headquarters with little knowledge about the business of recruiting. Since August, in his position as the deputy commanding general, he has learned a great deal and finds that recruiting is a more complex business than he had ever imagined.

“Obviously, the fundamental aspect as to whether or not you are going to be successful is your ability to communicate effectively with the public,” said Mann, “but a lot goes into that.”

Mann says that advertising and marketing are crucial to making recruiters successful. Before ever meeting a recruiter, most applicants have already been exposed to some part of the Army’s large and varied advertising program, whether it is on the Web, watching television ads, attending an event or by direct mail.

“Marketing and advertising kind of sets the stage and enhances the recruiter on the ground’s ability to convey the message.”

He has visited 10 battalions thus far in his learning process and wants to visit as many units as possible.

“We don’t want to overload recruiters and the force, but at



# 6

## Ways to Celebrate Black History Month

By Richard Campbell, Vital Marketing Field Marketing Representative (FMR)

Each February, Americans commemorate the important role African-Americans have played in shaping the nation during Black History Month. Dating back to 1926, this celebration recognizes important people and events in African-American history.

As you conduct this month's recruiting activities, take a few minutes to learn more about the contributions African-Americans have made and brainstorm ways to leverage the information in your daily efforts. Below are six ideas to get you started.

### 1 Educate Yourself

Download and review facts and information about Black History Month and incorporate them into your talking points and presentations. The following Web sites provide a variety of resources:

[www.infoplease.com/spot/bhm1.html](http://www.infoplease.com/spot/bhm1.html)

[www.biography.com/blackhistory/101-facts.jsp](http://www.biography.com/blackhistory/101-facts.jsp)

[www.lib.washington.edu/subject/History/tm/black.html#afam](http://www.lib.washington.edu/subject/History/tm/black.html#afam)

### 2 Show Your Support

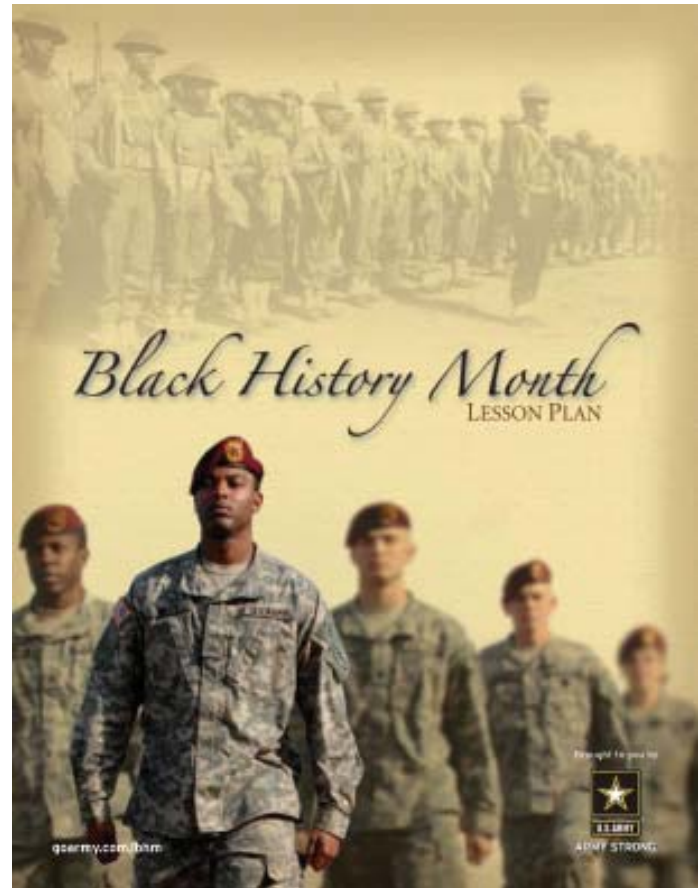
This month is the perfect time to showcase Army-approved posters, flyers and other recruiting materials featuring African-American Soldiers.

### 3 Leverage the Lesson Plan

Take advantage of the great information provided in the Black History Month Lesson Plan to heighten awareness of the strong leadership roles played by African-Americans in the Army. The lesson plan is available at [goarmy.com](http://goarmy.com) and includes activity outlines and profiles of African-American Soldiers.

### 4 Lend a Hand

Many schools plan activities to help students learn more about African-American history and culture. Connect with school contacts and offer to assist with their events. This allows you to identify additional contacts and influencers while you show your support for an important program.



### 5 Acknowledge Unsung Heroes

Solicit five nominations of African-American super-COIs who have exhibited leadership and community development qualities from each recruiting company. Then, work with the battalion APA staff to create certificates of recognition for these influential community members. Not only does this call attention to their great work, but it is an excellent way to continue building relationships with key constituents.

### 6 Write About It

Once activities have been planned and finalized, ask if the APA staff can incorporate the details into a news release. Invite local media to attend recognition events or profile a local African-American Soldier and highlight their achievements.

For more information on leveraging Black History Month locally, contact Richard Campbell at [rcampbell@vitalmarketing.com](mailto:rcampbell@vitalmarketing.com).

# The Changing Vocabulary of Recruiting



By Lucas Hutton, USAREC Doctrine Division

Over the decades, recruiters have developed a common language that lets them talk about what they do in terms everyone understands. The launch of new recruiting doctrine in the spring of 2005 introduced new words and phrases that replaced ways of speaking and thinking. Some of the new terms required a major shift in the way recruiters think about what they do.

For example, lead generation and prospecting remain, but “selling” is out. The shift from sales to developmental counseling was a serious departure for veteran recruiters who had been “selling the Army” for years.

Following are some of the major changes to our vocabulary over the past two years.

## The Army Interview

Developmental counseling has replaced the sales interview. Market research told recruiting leaders that young people today don’t want anyone to sell them anything. That is, the people we most wish to recruit don’t want someone trying to persuade them to do something they might not want to do. Too often, discussions of military recruiters degrade into unflattering comparisons with used-car salesmen. Today’s recruiters conduct an Army interview designed around the developmental counseling model in Field Manual 6-22, Army Leadership.

## After-action Review (AAR)

In days of old, station commanders conducted daily performance review (DPR) with their recruiters. DPR was often a grueling, time-consuming, daily re-hashing of the events of the day before. Today’s AAR rests on the Army’s Training Circular 25-20, A Leader’s Guide to After-Action Reviews. The TC defines AAR as “...a professional discussion of an event, focused on performance standards, that enables Soldiers to discover for themselves what happened, why it happened, and how to sustain strengths and improve on weaknesses. It is a tool leaders and units can use to get maximum benefit from every mission or task.”

## Future Soldiers

The acronym DEP (Delayed Entry Program) is still valid, but Army recruiters rarely use it today. Prospects still become applicants when they agree to process for enlistment. When applicants enlist, they become Future Soldiers, not “DEPs.” USAREC adopted this term because it more accurately defines the person awaiting entry onto active duty. New recruits are not quite full-fledged Soldiers, but they are committed to serving their nation in the Army and Army Reserve. Recruiters help these new recruits prepare for Army life through the Future Soldier Training Program (FSTP). The term emphasizes training. The old “DEP function” is now a Future Soldier training event.



**Left:** The acronym DEP (Delayed Entry Program) is still valid, but recruiters rarely use it today. Prospects still become applicants when they agree to process for enlistment. When applicants enlist, they become Future Soldiers, not “DEPs.” Recruiters help these new recruits prepare for Army life through the Future Soldier Training Program (FSTP).

**Right:** Developmental counseling has replaced the sales interview. Market research told recruiting leaders that young people today do not want anyone to sell them anything. Today’s recruiters conduct an Army interview designed around the developmental counseling model in Field Manual 6-22, Army Leadership. *Photos by Walt Kloeppel*

### Large and Small Stations

The command once classified enlisted recruiting stations as “limited production” and “on-production.” The descriptors referred to the station commander’s status. In smaller stations, the station commander was also an “on-production” (or OP) recruiter. Those leaders, therefore, were OP station commanders, and we called their stations OPSCs. The leaders of larger stations were on limited production. That is, the station commander bore the mission for the entire station, but normally did not personally prospect, interview, and process applicants. Thus, larger stations were LPSCs. Today, we refer simply to large and small stations. LGSC refers to a large station, which has five or more recruiters. SMSC refers to small stations.

### Company Leadership Team (CLT)

CLT and BLT (battalion leadership team) are obsolete and have not been replaced with anything comparable. CLT referred to the recruiting company commander and first sergeant. BLT meant the battalion commander and command sergeant major. One problem was that these abbreviations were inventions of the recruiting culture and had no equivalent in the operational Army. These terms also clouded the distinction between the roles of commander and senior enlisted advisor. Today, we refer to the appropriate person or role. If we mean the commander, we say or write *the commander*. If we mean the senior enlisted advisor, we say or write *the first sergeant* or *the command sergeant major*.

### Recruiting operation plan (ROP)

A ROP is simply a written statement of how a recruiter or commander plans to achieve his or her recruiting mission. Recruiters prepare their ROP in the Recruiter Zone calendar. Commanders prepare a ROP in any manner they choose. The command has not prescribed a ROP format.

### Situational awareness board (SAB)

Recruiting stations have a wall-mounted cabinet with a board that displays the area of operations, its mission, the ROP and a written analysis of the station’s strengths, weaknesses, opportunities and threats (SWOT). The term SAB replaced operations and market analysis (OMA) board. In coming months, the SAB will be replaced by a 37-inch plasma screen. Station commanders will use the screens not only to plan and conduct recruiting operations, but as aids for recruiter and Future Soldier training and briefings.

### What went away?

New recruiting doctrine has done away with certain forms and practices that were familiar to veteran recruiters. If your organization is still using this stuff, they’re using bootleg copies.

**STAR folder** — The Station Training Assessment Review folder.

**USAREC Form 660** — The Recruiting Station Evaluation Checklist. This six-page form was discussed in the now-obsolete USAREC Reg 350-9 and other publications.

# St. Helena Graduate Trades Culinary Tools for Parachute Packs

Story and photo by Cathy Pauley, Sacramento Battalion

**J**oel Corona, son of Jesus and Maria Corona of St. Helena, Calif., is an aspiring chef who has traded his culinary tools to pack parachutes for the Army.

Corona, a graduate of St. Helena High School, has always been a sports enthusiast. He wrestled and played baseball at St. Helena High School since he was 14. However, his No. 1 interest was not the sport itself, but eating.

"I had quite an appetite in high school, but I never appreciated the food," Corona said. "Later, my palate became exposed to Vietnamese and Thai foods and that started my taste journey."

Corona also got exposure to food when his future brother-in-law romanced Corona's sister with cooking.

"I was wowed when he came over to our house and cooked for her," Corona said. "I asked him if he would teach me how to cook. He was leery at first, because most chefs have an ego, but then he let me hang out in the kitchen with him."

Corona took all the culinary arts classes offered in high school but was ready to learn more. So he looked to the Culinary Institute of America in St. Helena as the next step.

"This was like Marine World to me," Corona said. "I wanted to ride all the rides."

Chef David Thater, instructor at Culinary Institute of America, took Corona under his wing. Thater was impressed with his enthusiasm and he allowed Corona to come to the institute in the evenings after his high school classes and learn from the best.

"I learned so much. My mind was opened to a whole world of culinary knowledge," said Corona.

Corona, 19, worked his way into an instructor role at the culinary institute after graduating from high school. He has worked next to Paula Dean and Monty Marioto. His favorite "celebrity" chefs are Chi, who works at a famous San Francisco restaurant, and Maiphan, a chef at Lemon-grass restaurant.

But Corona also loves his country. He always wanted to join the armed forces. His dad, Jesus Corona, is a Vietnam veteran and his brother-in-law comes from a military family.

"I love to cook, but I saw the Army as a great career," Corona said. "I want to cook on the side but get experience and pay from the Army."

Napa Recruiting Station Sgt. 1st Class Joe Salazar initially contacted Corona a year ago from a leads card, but Corona said he was considering the Navy. "I told Joel that I applauded him and his patriotism to any service," Salazar said.

Those words stuck in Corona's head and in late October he called to talk to a recruiter at the Napa office and it turned out to be Salazar. They met at the Culinary Institute and talked about what the Army has to offer.

"I never thought I would actually join," Corona said. "If I don't do it, I may regret not trying."

Corona is not looking at a "chef" job in the Army, however. He is going airborne as a parachute rigger.

"It sounded interesting and I like the whole aviation thing," Corona said.

He left Nov. 26 for Fort Jackson, S.C., for basic training. After basic training, Corona will go to Fort Benning, Ga., for airborne school. He ultimately hopes to get his bachelor's degree and hands-on experience during this three-year enlistment.

But the bottom line is, "I just want to serve my country," Corona said.



**Joel Corona, 19, of St. Helena, Calif., learned from the best chefs at the Culinary Institute of America in St. Helena. The future airborne Soldier left for basic training at Fort Jackson, S.C., Nov. 26.**

# NYC Battalion Educates Educators on Army Education Programs

By LaDonna Davis, New York City Battalion

Junior Reserve Officer Training Course instructors from throughout the New York City and New Jersey area gathered at the Fort Hamilton, N.Y., Army installation reserve center Dec. 19, to discuss various education tools that the Army has to offer parents, teachers and high school students attending school in the metropolitan area.

The JROTC Summit brought together the New York City Recruiting Battalion's education services specialist, teachers and New York City Battalion Soldiers in an effort to explain to instructors how the Army can help educate and prepare young high school students for college through a number of free testing, tutoring and scholarship opportunities that only the Army can offer.

"There is a myth that the Army is trying to compete with schools in the education process," said New York City Battalion Commander, Lt. Col. Paul Cook. "The truth is that we're trying to work with the schools and the educators and students so that they can further their education and be productive young men and women in society."

There are a number of education tools that the Army offers to educators and students that are free to the public, some of which carry no obligation to join the military.

One of the most comprehensive of the programs is March 2 Success.

"The program is an amazing tool for students and teachers," said Dee Richardson, the New York City Battalion education services specialist. "It's a Web site that students can log onto and work at their own pace to help improve their test taking skills as well as their math and comprehensive skills, so that they can do well on those standardized tests that each student must take in order to go to college."

One of the things that makes M2S such a powerful tool is the ability of teachers and parents, Richardson says, to log on and monitor the progress of their students.

Another education tool that the Army offers to educators is a test called the Armed Services Vocational Aptitude Battery. The ASVAB is designed to give students information necessary to make sound education and career choices after they graduate high school by assessing their skills and interests.

For one high school JROTC instructor, the ASVAB has been life changing for his students.

"I sell (the ASVAP) to the whole student body as a free tool that will guide you into what you are skilled at doing," said Lt. Col. Lee Anderson, the senior JROTC teacher at Fort Hamilton high school. "If you want to be a brain surgeon, but can't hold a scalpel, this test will help you find something that you can do. It's wonderful."

Other Army education tools that were briefed at the summit include the Army Reserve's 'Currently in High School Program,' which gives high school students the opportunity to go through basic training in the summers of their junior and senior years; the Concurrent Admissions Program, which encourages active duty and reserve Soldiers to enroll in college and use their GI Bill benefits; and the Education Career Stabilization program, a Reserve program to give enlistees the opportunity to defer deployment while they finish college.

"There are so many education tools that the Army offers to students, and when they are given the opportunity to use the products that are provided to them, they are given an edge over so many other kids out there. And that's our goal, to help students be proud about their accomplishments and to better themselves," Cook concluded.



Tour participants receive a briefing before the beginning of a medical trauma simulation at the fabricated Iraqi village of Medina Wasl. After viewing the simulation from the top of a village building, the guests sat down to a lunch of MREs and water from their CamelBaks.

# Hollywood

## Visits the National Training Center

Story and photos by Michael Goldstein, 6th Brigade

“The National Training Center is the world’s premier combat training center,” explained Maj. Lucinda Wilson, Secretary of the General Staff at Fort Irwin. “We reproduce in realistic settings the situations Soldiers will encounter in Iraq and Afghanistan — our objective is to lead, train, win.”

These were the opening words of the command briefing given to a group of distinguished visitors on a Los Angeles Battalion sponsored tour of the National Training Center at Fort Irwin Nov. 15-16.

“We have a unique opportunity in Los Angeles to make influencers in the entertainment industry familiar with Army training and values,” said Lt. Col. David Walden, commander of the Los Angeles Battalion. “The public learns a great deal about the Army through films and print publications — we want to do our best to make sure that information is accurate and up to date.”

The group Los Angeles Battalion collected included two writers, an actor, and a special effects producer. The guests were John Fasano — a writer/director/producer, who was a producer for the movie “Tombstone” and wrote the screenplay for the TV movie “Saving Jessica Lynch;” Richard Carleton Hacker — a writer well known for his stories on wine, spirits and cigars published in Ritz-Carlton magazine, Resort Living,

and the The Quarterly Review of Wine; Michael Gregory — an actor who played the first Dr. Rick Webber on daytime’s “General Hospital” and joined Arnold Schwarzenegger in “Total Recall” and “Eraser;” and Rick Dean, director of business development for THX Digital Works, the company responsible for the realistic and dramatic sound accompanying today’s best movies.

The battalion did not restrict the guest list to Hollywood influencers. Carrie Wetter and Ken Kuwamura represented the Human Resources Division of the Union Pacific Corporation, which often takes the top spot in the “GI Jobs” Top 50 Military-Friendly Employers list. The major company in the corporation is the Union Pacific Railroad, the largest railway in the United States.

“We wanted our guests to experience Army training first hand — up close and in the field,” said Col. Patrick Walsh, commander of the 6th Brigade. “We stopped short of having them spend the night in tents — but otherwise, we let them see just how realistic our training can be.”

And there was no doubt the battalion had the right group for this experience.

Highlights of the trip included a nighttime helicopter trip to the fabricated Iraqi village of Al Sharq, where Soldiers and Arab

speaking role players showed the dangers of exploding mines and sniper fire in close quarters, and a Humvee ride over rough terrain to a medical trauma simulation at the village of Medina Wasl.

Guests may well have been reminded of the O.K. Corral showdown in the film “Tombstone,” which they had the opportunity to view courtesy of producer Fasano during the bus ride to Fort Irwin as Soldiers faced high tension in deciding how to rescue wounded comrades in an enemy ambush at Medina Wasl. Exercise observers marked some of the Soldiers as “dead” through contact with roadside mines or sniper fire — but the Fort Irwin guide explained the “fatalities” were typical in first runs in the medical scenario and the trainees would do better on their second run through this “training lane.”

The visitors showed their interest and enthusiasm throughout the tour by taking pictures, recording briefings and asking numerous technical questions. It was clear to the hosts that some of these experiences would appear in future scripts and magazine articles. The Los Angeles guests also left no doubt about their desire for authenticity as they competed for the

outside seats on a Black Hawk helicopter and reviewed for each other the different ingredients in their MREs — which included main dishes of ravioli, chicken and noodles and Cajun sausage.

“We expect to see benefit from this tour in the future,” said Walden. “Our guests will reflect on what they’ve seen — and decide how they can make a true picture of Army training a part of their work. We expect them to become Super COIs in our Grassroots Community Relations Program. They’ll be our partners as we present Army opportunities to Los Angeles teachers, administrators, school boards and other influencers.”

“This is just the beginning of our efforts to expand our Community Outreach Program,” added Walsh. “We haven’t appreciated in the past what the National Training Center had to offer Army recruiting. We’ve now forged a great working relationship with Fort Irwin leadership — and we’ll take advantage of their offer to show influencers throughout the western states the high quality of Army training through the carefully constructed scenarios of the world’s premier combat training center.”

**Actor Michael Gregory (far right) shares movie industry stories with (l-r) Rick Dean of THX, Brig. Gen. Dana Pittard, commanding general of Fort Irwin and the NTC, Lt. Col. David Walden, commander of the Los Angeles Recruiting Battalion, and author Richard Carleton Hacker. Brig. Gen. Pittard spent time with members of the tour group after a signing ceremony recognizing the Army Family Covenant.**





Secretary of the Army Pete Geren; Pvt. Michael Raleigh Fehl, of Porter, Minn.; Pvt. Damien L. Jones, of Jennings, Mo.; Pfc. Matt Millen, of Overland Park, Kan.; Pvt. Jonathan Wight, of Lavonia, Ga.; and Lt. Gen. Clyde A. Vaughn, director, Army National Guard, met Jan. 10 during a Pentagon press conference to highlight the success of the Army National Guard's "Active First" program. Under the program, young men and women are recruited by the National Guard to complete a term of service in both the Active and National Guard components of the Army.

## 'Active First' Program Assists in Meeting Strength

Story and photo by C. Todd Lopez, Army News Service

**D**uring a press conference at the Pentagon, the Army's senior leader said the National Guard's "Active First" program has contributed to the Army staying on-target to reach recruitment goals.

"Last month we announced our plans to accelerate end-strength growth to achieve our 74,000 increase by 2010," said Secretary of the Army Pete Geren. "We're on track to meet that goal. And if trends continue, we will exceed it. Active First deserves growing credit for helping us meet that goal."

More than 500 recruits have enlisted under Active First since the pilot initiative began Oct. 1. Under the program, young men and women are recruited by the National Guard to

complete a term of service in both the Active and National Guard components of the Army. Those recruits are paid bonuses based on the duration of the active service commitment they choose.

Secretary Geren has set a goal of 1,600 enlistments for the program in Fiscal 2008. Lt. Gen. Clyde A. Vaughn, director of the Army National Guard, said he believes the service will have no trouble meeting that goal because of the trust the American public has in the National Guard and because of the care the Army provides to its Soldiers.

"The Secretary has tasked us with a goal of 1,600 and that is not going to be hard," he said. "It's about trust, it's about



reaching out with that big force that we have got out there with recruiters and recruiting the home team. The big thing about the National Guard, the big thing about the Army, is we want to take youngsters and put them up on that first step and help them all the way through.”

Four Soldiers who enlisted under the Active First program attended the press conference. Those Soldiers include Pvt. Michael Raleigh Fehl, of Porter, Minn.; Pvt. Damien L. Jones, of Jennings, Mo.; Pfc. Matt Millen, of Overland Park, Kan.; and Pvt. Jonathan Wight, of Lavonia, Ga. Secretary Geren said those Soldiers represent both the relationship between the National Guard and the Army and what the National Guard is capable of doing with its strong community ties.

“These recruits exemplify the best of Active First — they are the people behind the numbers,” he said. “Active First is a great partnership; it shows we are one Army — the National Guard and Active components working together.

The National Guard is helping recruit people to help grow the all-volunteer force. It has its own contacts in the community all over America, and it is these contacts, and the trust the communities of America have in the National Guard, that has enabled this program to get off the ground with such great strength.”

A career path for a Soldier under the Active First program might begin with six months in a National Guard unit. The Soldier would then enter basic training followed by 30, 36, or 48 months of active duty.

At the completion of active-duty, Soldiers return to their National Guard unit and serve one weekend per month and two weeks a year until they complete a total of eight years of service. Depending on their choice of active-duty service time, a Soldier could receive bonuses totaling as much as \$60,000.

Wight enlisted under the Active First program in November. He chose a 36-month tour in the active Army and will train as a military policeman. He said one of the reasons he chose to enlist is the opportunity to serve his country. But he also said the Army was simply the best deal of the options he explored.

“After I checked out the real world, the Army was No. 1 on my list,” he said. “There are so many things the Army is doing as far as bonuses, training and equipment. I mean, it’s a hundred billion things.”

Another benefit Wight focused on was the support the Army and the National Guard would provide to his growing family. He and his wife Jessica raise their daughter together and have another child on the way.

Wight also said he knows his service in the Army will provide benefits for him even after he takes off the uniform.

“I chose the military police, and they will give me the best training possible,” he said. “After that, if I decide to get out, I can put my resume in anywhere and go from there. That was one of the No. 1 things. Plus, you just can’t find everything the Army offers anywhere else — I wouldn’t trade it for the world.”

Fehl shipped out for basic training Jan. 30. He chose the 30-month option for active service and will train to work in field artillery. While impressed with the opportunities the Army offered him, he said family history had a lot to do with his decision to enlist.

“My grandpa served in World War II,” he said. “Before that, his dad was in. And my dad was in too. We just have a lot of history in the Army.”

Another opportunity influencing Fehl’s decision to enlist was the chance to leave his hometown of Porter, Minn., with a population of 300 and a scarcity of job opportunities.

“I mean, I kind of wanted the experience — to go out, to get out of a smaller town like Porter — it’s 300 people, you know? There’s not too many jobs a guy can get around there,” he said.

Sgt. Jared Golde, Fehl’s recruiter, said stories like Fehl’s are common.

“When you are in a small town, like up in Porter, there really are no active-duty installations around,” he said. “So the National Guard is kind of the primary military that is visible.

The Active First program, Golde said, has helped him as a recruiter because it allows him to offer something other services cannot.

“Some of the active-duty service commitment the program offers — 30 or 36 months, for instance — are less than what the active duty side can offer,” he said. “They can serve for only two and half years and then get to come back home — that’s usually not an option for most branches. And not only do they get exceptional training as a result of their service, but they also receive a large bonus.

The Active First program is available to service-eligible men and women in all 54 states and territories. All Soldiers who enlisted under the Active First program may choose, at the end of their active-duty service commitment, to re-enlist in the active component or to continue service in the National Guard.

The Army estimates about 30 percent of Soldiers enlisted under the program will choose to remain on active duty. Soldiers enlisting in the program may choose from more than 50 different military occupational specialties, ranging from infantrymen to administrative positions.

In January 2007, President George W. Bush approved Army plans to increase its end strength by more than 74,000 Soldiers.

The Army initially planned to spread that increase out over five years and to meet its goal by 2012.

In October, the Army announced it had changed the target date to 2010. The Army plans to meet that goal with increased retention efforts and recruitment programs such as Active First.



# All-American COIs

By Julia Bobick, G7/9 Public Affairs

**E**ye-opening, amazing and moving are just a few of the common adjectives influencers used to describe their tour of Fort Sam Houston held in conjunction with the U.S. Army All-American Bowl last month in San Antonio.

“It truly was an incredible experience which has touched me deeply,” said Cindi Goldhaber, Assistant Principal of Hilliard Davidson High School in Ohio. “The civilian leaders as well as the officers were wonderful and helped me to see how a career in the military can be a very rewarding experience for many individuals.”

The influencers, which included some 80 educators, coaches, community leaders and Partnership for Youth Success representatives from across the country, toured Brooke Army Medical Center, the Combat Medic Training facility, Fort Sam Houston and family housing, and the military rehabilitation center: the Center for the Intrepid.

In addition, the coaches participated in the

Army Coaches Academy, while some influencers spent the day with the U.S. Army Golden Knights Parachute Team and others had the opportunity to shoot with the U.S. Army Marksmanship Unit.

“I was not sure what I was getting into,” said Jim Fogarty, Athletic Director for Arroyo Grande High School in California, who initially did not know why or how he was nominated for the tour. In fact, he admitted that when he got the call from the battalion he thought they were trying to sell him a time-share deal. “The entire experience was very worthwhile to me. The quality of the young Soldiers I met was just tops and changed my whole perception of the Army.”

Fogarty was among several participants who were impressed with both the wounded warrior panel and the education panel, which gave several Soldiers of varying ranks the opportunity to explain how the Army has helped them achieve their educational goals.

“This is something I can share with my kids now, especially when they say they cannot afford college,” he said. “The Army for a good kid is a great place – it offers tremendous opportunity.”

Valley High School Head Coach Troy Hill, from New Kensington, Pa., thanked the Soldiers on the panel and told them that hearing their stories gave him some “added pep” and some great information to pass on to his athletes and students to help them make the right decisions for their lives.

“We need an Army; we need quality people to serve. It looks to me like you’re doing a great job [finding them], based on the Soldiers I met,” Fogarty said.



**Above:** Seaside, Calif., High School Head Coach Andy Gray takes notes during the All-American Bowl Coaches Academy Jan. 4. **Right:** Coaches watch a demonstration during an on-field clinic. *Photos by LaShonda Walker*



**Above:** Jeffrey...  
**Column:**...  
**Right:**...  
**to Ro:**...  
**Man:**...  
**Jan. 4:**...



Above: Assistant Principal Cindy Goldhaber from Hilliard, Ohio, and High School Guidance Counselor Mitch Fisher from Stevens Point, Wisc., talk to Sgt. 1st Class David Garrett about the Army rank structure. *Photo by Julia Bobick* Left: Union Pacific Railroad Field Recruiting Manager Carrie Wetter receives skeet-shooting instruction from Sgt. 1st Class Lance Dement during an Army Marksman-ship Unit demonstration. *Photo by Sgt. 1st Class Dale Woosley* Right: Troy Hill, Valley High School Head Coach from New Kensington, Pa., examines a trauma patient simulator at the Army Combat Medic Training facility. *Photo by Dan Jones*



Left: Medical Recruiting Brigade Command Sgt. Maj. Jeffrey Telepak chats with Sarah Angermuller, Columbus State University Department of Nursing. Right: Huntington Beach, Calif., Mayor Gil Coerper talks with Donald James, Assistant Secretary of the Army for Power and Reserve Affairs, during the COI dinner on Feb. 13. *Photos by Julia Bobick*



# All-American Bowl One of Army's Top Outreach Events

By Elizabeth Lorge, Army News Service

The All-American Bowl, an annual East-West matchup of the nation's top high-school football players held Jan. 5 in San Antonio, is one of the Accessions Command's top outreach events.

The 150-city selection tour for the football players and U.S. Army All-American Marching Band members allowed recruiters to tell almost a million students and influencers about the Army, according to Tom Tiernan, the chief of outreach and event marketing at Accessions Command.

Recruiting Command also holds a national center of influence tour, which brings educators and other influencers to Fort Sam Houston, Texas, and allows them to interact with Soldiers and Army leaders.

"It's not so much a recruiting effort as an opportunity to educate people about the United States Army," said Col. David Lee, director of Accessions Command Strategic Outreach.

The Army isn't trying to recruit the players, most of whom have full football scholarships to top universities; but recruiters talk to the many students who don't have such opportunities about the opportunities the Army offers.

More importantly, each athlete is paired with a combat veteran who has received the Silver Star, Bronze Star or Purple Heart, and has the opportunity to see what true heroism is up close.

"Meeting our Army heroes is definitely an extreme highlight of being out here," said West team quarterback Dayne Christ. "Getting to know these guys is a very humbling experience. All these honors and accolades that we're nominated for out here, they're really meaningless in the grand scheme of things.

"It really means a lot to me, and I know these other guys, to be able to sit down with such courageous individuals who truly epitomize the word hero."



Army ROTC Cadets Evan Mayer and Daniel Liebetreu attempt to get by defensive player A.J. Harmon of Louisville, Ga., at the All-American Bowl skills challenge "shake and bake" competition Jan. 2 at the Alamodome. Photo by Elizabeth Lorge



Above: San Antonio area recruits take the oath of enlistment during halftime of the All-American Bowl. Photo by Julia Bobick Right: Army Silver Star recipient Sgt. Jose Rivas tosses an Army coin to see if the East or West team will receive the kickoff. Photo by Air Force Tech. Sgt. Larry Simmons



## New Recruiting Ads Launch During Game

By Elizabeth Lorge, Army News Service

Army Accessions Command launched five new recruiting ads during the Army All-American Bowl Jan. 5.

The ads feature real Soldiers doing their jobs and the voice of actor Gary Sinise, said Col. David Lee, Accessions Command deputy chief of staff for strategic communications, marketing and outreach.

"We've got one that's titled 'Look Up' that stars a Hispanic Soldier," he said. "It shows the different experiences that a Soldier can have from combat operations to peacekeeping, and shows that a Soldier can gain respect for all the different missions that he does and the wide breadth of things that you do in the Army."

Other commercials featured former Soldiers talking about life after the Army and Reserve troops doing both their civilian and military jobs.

Accessions Command also updated [www.goarmy.com](http://www.goarmy.com) with new videos and Soldier interviews about their experiences in the Army. The updated site includes videos that show the basic-training experience on a weekly basis.

# Red Stick Bowl — More Than Leads



*Story and photos by Len Butler, Baton Rouge Battalion*

**T**housands of high school football fans cheered on their favorite local players in the sixth annual U.S. Army Red Stick Bowl high school all-star game between the “Black Knights” and “Rough Riders” at Olympia Stadium on Dec. 16.

The start of the game was delayed for more than 30 minutes, when a powerful thunderstorm moved across the area. The crowds, however, endured the weather by hiding underneath the stadium seating until the rains ended. When the weather cleared, more fans came and easily exceeded last year’s record crowd.

Incidentally, Baton Rouge, loosely translated, is French for Red Stick. And while this event primarily was intended to garner leads, Seigen Lane Station Commander Sgt. 1st Class Christopher Diaz said there was much more to the Baton Rouge Battalion’s involvement in the Red Stick Bowl than just getting leads.

“The Red Stick Bowl is a great tool in that it helped us get into the hard-to-penetrate schools, as well as build a relationship with the community,” he said. “This is the biggest (high school) sporting event of the year and now even private schools are being penetrated.”

Sgt. 1st Class Chad Breaux agreed. He added that school administrators had a chance to see recruiters in a way that was unlike the way they normally see them.

“It helps when school officials see us doing something for the kids outside of the normal stuff we do at their high schools,” he said. “The game gives us an opportunity to talk to these kids outside of the school without (the students) feeling pressured that all we are worried about is recruiting them.”

**Thousands of high school football fans cheer on their favorite local players in the sixth annual U.S. Army Red Stick Bowl high school all-star game between the “Black Knights” and “Rough Riders” at Olympia Stadium, Baton Rouge, Dec. 16.**

Red Stick coordinator Barrett Murphy, a long time coach and radio personality here, said since the Army’s sponsorship of the Red Stick Bowl began last year, the quality of the event has dramatically increased.

“What we have here is something that other areas of the state are trying to duplicate,” he said. “We have a top-notch sponsorship with the Army and we’re attracting more sponsors because the quality of this event has gotten better every year.”

Recruiters assisted the referees during the game, working the sideline equipment. Staff Sgt. Rodney Slater, who operated the down marker, said being on the sideline gave him the opportunity to talk to the coaches, giving him a chance to talk to an influencer that can be a valuable asset.

“These kids might talk to their coach more than they do their parents and they see them on a daily basis, especially this time of year,” he said. “The coaches have extremely tight mentor relationships with them and their families.

“Coaches have their own networks,” he added. “To get into that network will get so many more contacts — not only at the high school level but the college level as well.”

On the field, there was a lot of hard-hitting action. The star of the game, however, was Champlain Babin, the running back from nearby Donaldsonville High School, who ran for 191 yards on just 12 carries. Babin was a one-man highlight reel, scoring on runs of 41 and 49 yards to carry the Black Knights over the Rough Riders 22-0.

# Ways to Give Your Spouse and Children the Gift of Time!

By Jack Nix, USAREC G-1

**R**ecruiter, you can give your spouse and children the greatest gift of love and it will not cost a penny! The most valuable gift you can give them is the gift of your time.

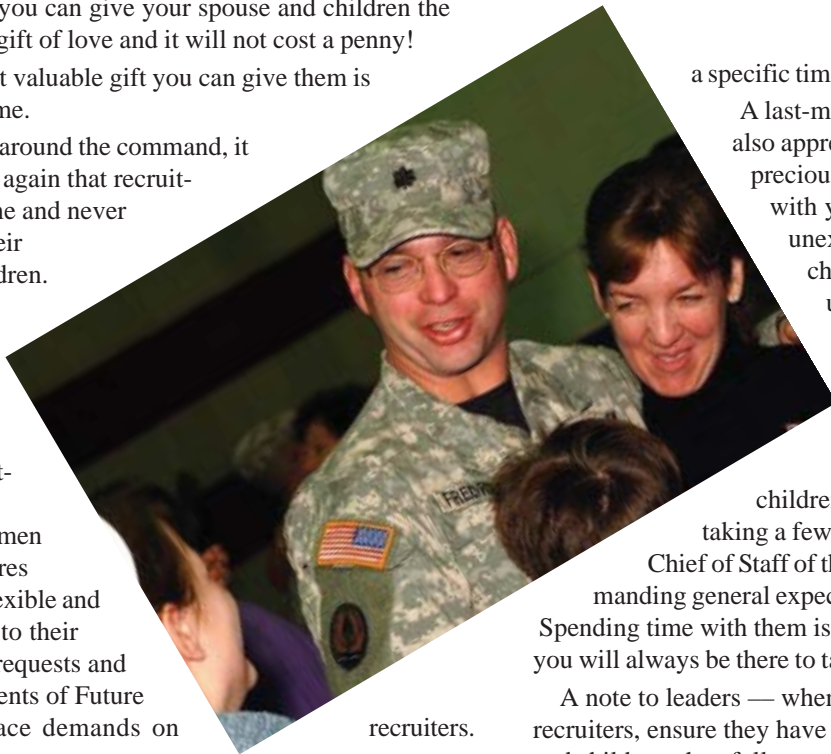
During travels around the command, it is heard over and over again that recruiters are never home and never have time with their spouses and children.

Yes, the recruiter's job involves long hours that are often, if not usually, unpredictable. The task of recruiting young men and women requires recruiters to be flexible and ready to respond to their Future Soldiers' requests and expectations. Parents of Future Soldiers also place demands on

recruiters. Yes, there is little 'free' time for recruiters. But recruiters can take time for their spouse and children! It takes planning and coordination to make it happen.

You have a planner in Recruiter Zone, the RZ calendar, where you build the daily recruiting operation plan — your ROP. Your station commander reviews your ROP to make sure you are planning the right activities to achieve mission. Block out time in the ROP to have a date with your spouse and children.

There will always be times when a last-minute obligation forces you to cancel a date with your spouse or children, but the fact that they know you planned a date on a specific day at



a specific time will be greatly appreciated.

A last-minute or spur-of-the moment date is also appreciated, even if it is only for a few precious moments. Grab a burger and drink with your spouse on the way to an unexpected appointment. Stop by your child's school during lunch (they usually only get about 20 minutes for lunch) and watch the pride in the eyes of your child when you walk into the lunchroom wearing your uniform.

Yes, you can give your spouse and children the greatest gift ever by simply taking a few moments to spend with them. The Chief of Staff of the Army and the USAREC commanding general expect you to take care of your family. Spending time with them is the best way to reassure them that you will always be there to take care of them.

A note to leaders — when you check the online calendars of recruiters, ensure they have blocked out time for their spouse and children; then follow up with your recruiter to see if they spent the time with their spouse and children. Touch base with the spouses of recruiters in your unit to see if your recruiters are taking time to spend with their families.

Your spouses and children understand the long hours that are required to perform duties as a recruiter. What they do not understand is — why you do not take at least a few moments to spend time with those who are most valuable to you — and will be there after the Army is no longer part of your life.

Give the greatest gift of love to your spouse and children this Valentine's Day and every day!



# Family Engagement Kit

The Travel Risk Planning System, better known as TRiPS, aims to reduce the risk of accidents when traveling by POV, the No. 1 killer of Soldiers. Photo by Walt Kloeppe

## U.S. Army Combat Readiness/Safety Center

Army officials are empowering family members to take an active role in implementing safety practices to protect their families and loved ones returning home from deployments.

The Army recognizes that Army families are a highly powerful group, capable of positively influencing how Soldiers and family members think. The Army's new Family Engagement Kit raises families' awareness of the leading indicators in accidents while passing along the "what" and "how" of best practices. Armed with these newly created tools, family members are afforded active involvement in their Soldiers' safety.

The U.S. Army Combat Readiness/Safety Center study of accident and associated statistics, indicates when Soldiers return from a deployment or controlled environment, the rigors and oversight provided by leaders is diminished.

During fiscal 2007, 186 Soldiers died within one year of returning from deployments. Approximately 30 percent of the deaths occurred within the first 30 days of post-deployment and 63 percent within the first six months. Of the 186 fatalities, 145 involved privately owned vehicles during off-duty hours.

Army safety officials are convinced that oversight, control and structure are beneficial to achieve an accident-free environment. The USACRC's collective challenge is to formulate tools that target safety and risk management as a "way of life" for application when Soldiers are off duty.

"As leaders, we know that direct engagement with our Soldiers makes a positive difference in their safety," said Brig. Gen. Bill Forrester, director of Army safety and commanding general of the USACRC. "No one knows Soldiers better than their families and there are few organizations better positioned

than families to influence Soldiers to make safer choices and take fewer risks."

Forrester added that the USACRC believes it is extremely difficult to look a spouse or child in the eye and tell them you are not going to wear your helmet or a seat belt because you don't care enough to stay alive for them.

"The Family Engagement Kit features tools that Family members can use to engage their loved ones in best safety practices in order to help protect them," said Forrester. "Many take very little time or effort, and the payoff is huge."

In all, the kit includes six tools for post-deployment best practices. One such tool is the Travel Risk Planning System, better known as TRiPS. The aim of TRiPS is to reduce the risk of accidents when traveling by POV, the No. 1 killer of Soldiers.

Another potentially life-saving tool included in the kit is the Motorcycle/ATV Agreement. This tool encourages families and their Soldiers to discuss the hazards and safety measures associated with riding motorcycles or all-terrain vehicles.

The Army's goal is to put these tools into the hands and empower Army Family Team Building trainers, Family Readiness Group leaders, brigade-level safety professionals, BOSS leaders, parents, and individual family members to keep our Army team safe, Forrester added.

Families are encouraged to embrace the Family Engagement Kit as another tool supporting one common desire — safer Soldiers and families.

"Family involvement is essential, so I ask for engagement with your loved one," Forrester said. "With your help, we can better protect our nation's most precious assets — our Soldiers."

For more information about the Family Engagement Kit, visit the USACRC Web site at <https://crc.army.mil/familyengagement>.

## Mixed Martial Arts Growing Fast

*By Capt. Rick Frank, Dallas Battalion*

Mixed martial arts is the fastest growing sport in the United States. On just about any given night you can find the sport on television. Go to a mixed martial arts event and you will be in recruiter heaven. The average fan is an excellent prospect for the Army and the mixed martial art fan base continues to explode on a daily basis. Army fighters have emerged onto the scene and will continue to help with recruiting.

In 1995 Matt Larsen developed today's modern Army combative program. In 2005 he put together the first Army combatives championship. Training in mixed martial arts has spread like a virus among troops and is even taught at basic training. Combatives tournaments have popped up all around the Army. With literally hundreds of thousands of students, the military combatives systems cannot help but become an ever larger part of the American martial arts scene.

This is even greater news for recruiting. Our own fighters are an actual billboard for advertising the Army. Dallas Battalion reaped the rewards with two of the Army's best fighting in the Big D during the first quarter of the year. Mixed martial arts principles — discipline in training, strength of mind and body,

control — fit into the Warrior Ethos the Army teaches its Soldiers.

Enter Staff Sgt. Tim Kennedy, Active Army, Bronze Star with Valor Medalist, Operation Iraqi Veteran, 3 times Army Combatives Champion. Tim Kennedy fought Jason "Mayhem" Miller at HDNet Fights on Dec. 15 in Dallas. Kennedy was the 2005, 2006 and 2007 Army Combatives Champion and one-time sparring partner of Chuck Liddell. He currently fights in the International Fight League for the Chicago Red Bears. He has faced some of the best fighters in the world this year and won. His current record is 8-1.

Staff Sgt. Damien Stelly, an Airborne Ranger, won the 2005 All Army championship and is an instructor at the Army Combative School, where he learned his skills. He is 7-1 as a pro and has been fighting on the Art of War card in Dallas.

Both warriors are combat veterans, and both have turned down opportunities to fight in the UFC in order to deploy with their units. The Army already has one champion in the Ultimate Fighting Championships. UFC Heavyweight Champion Randy Couture is an icon in the sport and was in the Army. He continues to be a fan favorite in the sport. It won't be long before combatives begins to be a major force in the world of mixed martial arts and a multiplier for recruiting.

## Future Soldiers Challenge Future Sailors — One Team, One Fight

*Story and photo by Julie M. Lucas, Fort Carson Mountaineer Editor*

During the annual Army versus Navy football game, prospects in the local area got together for a friendly challenge. This year's challenge took place at Alternate Escapes at Fort Carson, Colo., Dec. 1.

"Bringing the Navy and Army together for this tradition during the 108th year is remarkable," said Petty Officer Joshua Labrie, a Navy recruiter in Security, Colo. "When these kids join, they will be serving together."

Forty Future Soldiers and 30 future Sailors competed in challenges during halftime such as push-ups, sit-ups and pull-ups. Pizza and drinks were enjoyed while the future military members cheered for their respective teams. The Army also had gaming available, such as the America's Army game for those who weren't into the physical activities.

"It was a really great turnout and the Future Soldiers had a good time," said Sgt. 1st Class Jamie Perry, Powers station commander. "Our future Soldiers had an opportunity to show off their physical power over the Navy."

"This was a really great event and I can't wait to serve my country," said Future Soldier Stephen Singer.

This year's football game, played in Baltimore, helped the Navy bring home the Commander-in-Chief's trophy.



**Future Soldier Stephen Singer completes pull-ups with ease during the Army/Navy contest at Fort Carson, Colo.**



## Honesty and Teamwork Led Army Reserve Recruiter to Success

Story and photo by Toni L Harn, Des Moines Battalion

Two months after returning from an 18-month tour to Iraq with the 308th Quartermaster Unit, Washington, Iowa, Sgt. Al Smith visited the Recruit the Recruiter office in St. Louis and started his way to become a successful USAR recruiter for Iowa City Company, Cedar Rapids Iowa Recruiting Station, Des Moines Battalion.

“I was recruited out of the Coralville Iowa Recruiting Station and three of their recruiters were good to me and I felt I wanted to follow in their footsteps,” said Smith. “They were, Sgt. 1st Class Scott Swalla, the Coralville station commander who recently retired, Sgt. 1st Class Craig Novinska, now a USAR recruiter at Omaha Central in Nebraska and Sgt. 1st Class Keith Sollazzo, now a USAR recruiter at Burlington, Iowa.”

Smith has been in Iowa City Company and is now starting his third year. He feels his success in the last year was due to being part of a good team, Cedar Rapids station, and having students trust him.

“Most of my contracts come from my high school visits and activities,” said Smith. “When you first meet a kid, you have to sell the Army. They have to trust you and you have to help them get where they want to go in life. Be there for them whenever they have a problem or a question, because as a Reserve recruiter and a part of the community, you will be here for awhile, and they and their families will be around for a long time.”

Smith’s production numbers for Fiscal Year 2007 were 28 combined volume; 26 Reserve of which 14 were GSA. He had no Future Soldier losses in Fiscal Year 2007.

Smith, who is from Oxford, Iowa, stated even at the age of 25,

he feels young at heart and has no problem getting along with the high school students. Perhaps his two young sons, Tyrone, 4, and Tristin, 1, keep their father feeling young.

“I won two awards from 5th Brigade for third and fourth quarter FY 07, Top USAR Recruiter—Volume and Top Army Reserve Recruiter—GSA for the year (Des Moines Battalion) and Top Volume Producer in 4th quarter for the battalion,” said Smith.

He also added the Battalion Heavy Hitter Award and earned a Knights Saber for his accomplishments in FY 07.

Smith also thanks his wife, Jillian, for her support during his past two years in recruiting duty with USAREC.



**Sgt. Al Smith, Cedar Rapids station, Iowa, receives one of several awards he earned for Fiscal Year 2007 from 5th Brigade Command Sgt. Major Michael Horner.**

## The Big Apple is Turning Red, White and Blue

By Capt. Thad Krasnesky, Brooklyn North Company

In the middle of what many people view as one of the more liberal and anti-war cities in the nation, Army recruiting is suddenly seeing a significant upswing in numbers. The Brooklyn North Company has hit a landmark not seen in New York in more than 15 years. They have achieved 100 percent of their mission on both the Regular Army and the Army Reserve side for the first quarter of Fiscal Year 08.

The noncommissioned officers of the Brooklyn North “Kings” are the best in the business. They go out and tell their story and tell people what the Army has to offer. They don’t try to ‘sell’ people. People are either interested or they are not. The NCOs excel at educating people about what the Army really is and then letting them make their own decisions.

About half of the enlisted Soldiers in Brooklyn North company have college degrees and almost 90 percent have some college education. Their advanced training spans a variety of skills from computer programming, to dental technicians, to master chefs. They also have their share of traditional military skills, such as jungle warfare training or rappelling from helicopters. It is this unique synergy of the contemporary Army and the traditional Army to which much of the success in recruiting is attributed.

“The more people know, the more they want to join,” said one NCO in Brooklyn North. “For those that want to go to college, we have options; for those that just finished college and want to pay off their college loans, we have options; for those that want adventure or travel or advanced training, we have options. It’s just a matter of getting the word out and breaking the stereotype that most people have.”

## Which Morrow?

Story and photo by Becky L. Garcia, Oklahoma City

It is not rare, but it surely is not common to find family members working in the same command in the Army. The Oklahoma City Battalion can be among one of the few to boast that they have a family affair amongst their ranks. What is unique about these members is that they did not even know each other until they were assigned to the Oklahoma City Battalion.

On a typical workday, Sgt. 1st Class William Morrow from Lawton East recruiting station received a phone call from another recruiter who was going to be joining the Oklahoma City Battalion. As Sgt. 1st Class Morrow starting discussing topics that typically come up in conversation when a new Soldier joins a unit, he found that the new Soldier was coming from the same station he had just left. This, of course, sparked further talk in that not only was he coming from the same duty station, but that they were stationed there at the same time.

Discussing time they had spent at Fort Stewart, Ga., again allowed them to find out they were deployed to Iraq together and did not know it. This information was of course just “war story” talk and what many military members find they have in common with others when first meeting. The interesting part of the conversation was Sgt. Monty Morrow and Sgt. 1st Class William Morrow realized they also were distantly related.

“It turned out our grandfathers were brothers. Even though I never knew any of my grandfather’s siblings, it was nice to find some of my family. My portion of the family tree is small, the only Morrows left on my branch are my father, me, and my three sons,” said Sgt. 1st Class Morrow.



**Sgt. 1st Class William Morrow and Sgt. Monty Morrow share not only the same name, but the same battalion. They also discovered they are related. Their grandfathers were brothers.**

It is similar for Sgt. Morrow from Muskogee station, as well. He is the only Morrow left on his side of the family with the exception of his two boys. His father had no brothers and he was the only male born in his family. “I do get a kick out of it when I call battalion and tell them this is Sgt. Morrow, (thinking, no the one in Muskogee),” said Sgt. Morrow.

In the Morrow family, it seems that no matter how far apart they have become, serving their country is still a family value!



## Army Partners with OKC Ford Center Box Office

After months of planning and much perseverance, the Army was granted exclusive naming rights at the Oklahoma City Ford Center Box Office. The ticket office was renamed the U.S. Army Ticket Office and branding was put in place. The facility is Oklahoma City’s main sport and events arena. Dr. Gib Gibson, Civilian Aide to the Secretary of the Army for Oklahoma, cuts the first slice of cake in military traditional fashion.

*Photo by Becky Garcia, Oklahoma City Battalion*

## Centurion Warriors Conduct Commissioning Ceremony 8,000 Miles Away

Story and photo by Sgt. 1st Class David Behm, 6th Medical Recruiting Battalion

An 8,000-mile separation did not deter transportation officer Maj. Jared Galazin from participating in commissioning his spouse as a new captain in the Medical Service Corps.

The day began like many others for Melissa Galazin — she took her daughter to daycare, went to the gym and continued her daily routine. Life is difficult at times with her husband deployed with the Multi-National Corps-Iraq Joint Fires and Effects Cell.

Melissa has always wanted to serve her country, and for the past 10 years she served the military but as a civilian contractor and not as a Soldier. Melissa decided to apply for a position as an environmental science officer in the Medical Service Corps.

Melissa decided to complete the physical and application process to include notifying co-workers and past employers that she would be requiring letters of recommendation, even though some of the officers that she worked with were also deployed overseas. After numerous e-mails and phone calls, the application was completed and sent up to the selection board.

Last December Melissa received the phone call she had waited for — she had been selected as a captain in the Medical Service Corps serving as an environmental science officer. Melissa immediately e-mailed her husband in Iraq. Melissa wanted her husband to administer the oath to her via a video teleconference Dec. 19. She decided on that day because it was the day Maj. Galazin set up a VTC for the weekly updates to the rear detachment at Fort Bliss, Texas.

After the briefing was completed the unit set aside time so Galazin could administer the oath to his wife. With officers, enlisted Soldiers, civilian employees and friends present to witness the event, Maj. Galazin stood at attention along with all the senior staff inside a room in which the VTC was located. Melissa Galazin raised her right hand and repeated the oath that was administered by her husband 8,000 miles away. After the oath was administered everyone departed the room and left the new Capt. Galazin and Maj. Galazin a few minutes of private time before the allotted time for the VTC was over.

Capt. Galazin will be attending Officer Basic Leadership Course in March and then will go directly into the Preventive Medicine Course. After completion of training, she and Maj. Galazin will both be headed to duties in Korea as they requested. Maj. Galazin was stationed there previously and Melissa went as a noncommand-sponsored dependant. Both loved the experience and are anxious to return.



Melissa Galazin joins her husband, Maj. Jared Galazin, via a video teleconference on Dec. 19. Maj. Galazin administered the oath to his wife, who was sworn in as a captain in the Medical Service Corps.



## Brother Enlists Brother

HRAP Lt. Justin Ruholl swore in his younger brother, Jamie Ruholl, Dec. 21, at St. Louis MEPS. Sons of midwestern farmers, the brothers grew up in Dieterich, Ill. Lt. Ruholl is stationed in El Paso, Texas, at Fort Bliss with the Air Defense Artillery Corps.

Always displaying a passion for serving his country, Lt. Ruholl recruited his younger brother to serve with the help of Staff Sgt. Cory Purling, station commander for Effingham station in Illinois. Jamie Ruholl began basic on Jan. 16, at Fort Jackson. He has chosen 92R, parachute rigger, as his MOS. Photo by Staff Sgt. Corey Purling, St. Louis Battalion

## Army Announces Stationing Decisions

*Army News Service*

The Army announced unit stationing decisions on Dec. 19 to support the President's plan to grow the Army by 74,200 Soldiers across all three Army components. This growth includes the stationing of six new infantry brigade combat teams, eight support brigades in the active component, and associated growth in smaller combat support and combat service support units required to complement the Army's overall force-structure growth.

The foundation for this stationing plan is implementation of base realignment and closure-directed realignments. This plan relocates the 1st Armored Division from Germany to Fort Bliss, Texas, and the 1st Infantry Division from Germany to Fort Riley, Kan., and Fort Knox, Ky., by September 2011. The plan extends brigade combat team capabilities in the European command for an additional two years through the activation of two brigade combat teams in Germany in 2008 and 2010. This supports near-term theater security needs, and reduces stress and turbulence on Soldiers and families by allowing needed time for construction to support transformation, BRAC realignments, and Grow the Army stationing.

The Army currently has 42 Active Component brigade combat teams. Complying with the Record of Decision for the Army's Programmatic Environmental Impact

Statement, the Army will grow six infantry brigade combat teams for a total of 48 by: retaining one infantry brigade combat team at Fort Carson, Colo., as the 43rd Brigade Combat Team (FY 08); activating the 44th Brigade Combat Team at Fort Bliss, Texas, in FY 09; converting one heavy brigade combat team to an infantry brigade combat team at Fort Stewart, Ga., in FY 10; and growing three infantry brigade combat teams in FY 11, one each at Fort Stewart, Ga., (46th BCT), Fort Carson, Colo., (47th BCT), and Fort Bliss, Texas, (48th BCT). The two brigade combat teams stationed in Germany for two years will relocate in FY 12 and 13 respectively. These units tentatively are to go to Fort Bliss, Texas, and White Sands Missile Range, N.M.

The Army will also activate eight active component support brigades and restation two others as part of rebalancing the force at the following locations: In FY 08, an air defense artillery brigade headquarters activates at Fort Hood, Texas, and an engineer brigade headquarters activates at Schofield Barracks, Hawaii; in FY 09, a maneuver enhancement brigade activates at Fort Leonard Wood, Mo; in FY 10 a fires brigade activates at Fort Bliss, Texas, and a maneuver enhancement brigade will be restationed to Fort Richardson, Alaska, pending completion of supplemental environmental analysis in accordance with the National Environmental Policy Act; in FY 11, an expeditionary sustainment command headquarters activates at Fort

Lewis, Wash., and a sustainment brigade activates at Fort Hood, Texas; in FY 13, a military police brigade will be retained at Schofield Barracks, Hawaii, a battlefield surveillance brigade activates at Fort Polk, La., and a maneuver enhancement brigade will be restationed to Fort Drum, N. Y.

To support these six infantry brigade combat teams and eight support brigades, the Army simultaneously is announcing the stationing of approximately 30,000 Soldiers in combat support and combat service support units throughout the United States as well as various overseas locations. The details are contained in a report directed by the FY 07 Emergency Supplemental Appropriations Act requiring the Secretary of Defense to submit a stationing plan to support Army Growth.



### Grow the Army

*Elizabeth Lorge*

The Army has now launched its latest Web site, Grow the Army, to illustrate upcoming troop movements and upcoming unit stationing changes.

The site, [www.army.mil/growthearmy](http://www.army.mil/growthearmy), features interactive maps, charts and graphs to show Soldiers and their families where the Army's new 74,200 Soldiers,

six infantry brigade combat teams, eight active-component support brigades and various-sized combat-support and combat-service-support units will move, grow or activate between fiscal years 2008 and 2013.

"The Army is undergoing the largest transformational change since 1942," said Vice Chief of Staff of the Army Gen. Richard Cody at a Pentagon press conference Dec. 19.

"We've changed our doctrine. We've changed our organizational structure to the Army modular force.

We've changed the active component and the reserve component, balancing between formations. We've changed modernization and reset programs, and at the same time, under BRAC 2005, we're changing the footprint of our Army to make it more agile, more expeditionary, but also to place our formations and our family members in camps and stations that have a higher quality of life, a higher quality of training ranges so that we have the right formations so that we are training as we would fight."

States are color-coded and users can click on them to see specific stationing changes. The state of Texas, for example, is scheduled to gain units at both Fort Bliss and Fort Hood because of both 2005 Base Realignment and Closure Act decisions and new stationing decisions, so the state will be light green on the Web site's map.

Downloadable fact sheets also describe the changes for each state, as well as installations overseas.

## Army Change of Station Travel Review

*Army News Service*

The Army is conducting an internal review to identify possible irregularities in its Temporary Change of Station process for long-term travelers. The Army leadership directed this review as part of its ongoing efforts to identify weaknesses in the Temporary Change of Station process, make improvements without delay, detect incidents of misconduct and hold accountable those who have engaged in misconduct.

“The Army has an obligation to ensure we use resources provided by the taxpayers efficiently and wisely,” said Secretary of the Army Pete Geren. “Our investigation into the Temporary Change of Station process led to significant improvements that make it easier to find suitable housing for Soldiers on temporary duty while reducing the chance for fraud or waste.”

The Army’s internal review is part of its efforts to ensure greater accountability in the Temporary Change of Station travel system, which the Army substantially revised in August 2007. Since 9/11, the Army has used Temporary Change of Station or temporary duty (TDY) orders to fulfill operational requirements for the war on terrorism.

For purposes of its internal review, the Army is giving initial priority to the claims of those Soldiers who have claimed an aggregate of more than \$100,000 while on Temporary Change of Station

orders. Since this review process began, some cases of potential fraud have been discovered, as well as possible incidents of waste and abuse.

Fraud is defined broadly as any intentional deception designed to deprive the United States unlawfully of something of value, or to secure from the United States for an individual a benefit, privilege, allowance, or consideration to which he or she is not entitled, and it includes making false statements and submitting false claims. In contrast, waste and abuse in the context of travel claims generally involve the extravagant, careless or needless expenditure of Government funds, or the consumption or misuse of Government resources as the result of deficient practices, systems, controls or decisions.

Because they potentially involve criminal offenses, all suspected cases of fraud are being referred to the Army Criminal Investigation Command. The Army’s internal review currently consists of full-time examiners. Details of the suspected incidents of fraud cannot yet be disclosed due to the law enforcement sensitivity surrounding the cases.

Soldiers on Temporary Change of Station orders support critical missions around the world, including work in operations centers and at mobilization sites. The changes to the Temporary Change of Station policy and subsequent reviews address only Temporary Change of Station Soldiers who are not deployed to a combat zone or

designated hostile fire area. The Army’s intent in revising the Temporary Change of Station policy is to minimize the use of TCS orders to fill long-term mission requirements, and to exercise good stewardship of the Army’s scarce resources.

“The Army recognizes the sacrifice citizen Soldiers make in leaving their homes, jobs and communities to serve our nation in a time of war,” Secretary Geren said. “Since 9/11, thousands of our country’s citizens have stepped forward to support missions around the world honorably. The improper actions of the few in no way diminish the outstanding service of the many.”

A presidential order dated Sept. 14, 2001, authorized the Army to call on individual ready reservists to fill jobs left vacant by Soldiers deploying into operational theaters or meet the immediate demands of operations. The positions being filled included staffing operations centers, training Soldiers at mobilization sites and guarding sensitive areas. Though the assignments were expected to be short term, many serving Soldiers have been extended repeatedly — sometimes for several months or years at a time.

Being on Temporary Change of Station orders entitles Soldiers to lodging and per diem reimbursements in addition to their normal housing allowance. Using Temporary Change of Station orders to send Reserve Component Soldiers to temporary duty locations for 180 days or less is normal Army procedure because they are essentially maintaining a

home away from home and are entitled to reasonable reimbursement for their additional expenses.

The changes made in August and the continuing travel claim reviews will ensure that the Temporary Change of Station program remains a viable means of satisfying temporary requirements. The administrative changes make the program more manageable and efficient, saving dollars for the war effort.

The Temporary Change of Station policy changes, which took effect Aug. 15, 2007, include the following provisions: Soldiers in a Temporary Change of Station status who are filling long-term requirements (such as requirements lasting longer than 180 days) may be offered permanent change of station assignments to their positions. Soldiers who do not wish permanent change of station may request a waiver to remain on active duty with reduced per diem entitlements. Soldiers who decline a permanent change of station assignment and are not granted a waiver will be released from active duty when their current orders expire.

The U.S. Army Installation Management Command will now manage travel funds and arrange lodging. Soldiers in Temporary Change of Station status will be directed to use government lodging solutions. Soldiers may live on the civilian economy with Installation Management Command approval. All travel claims will be filed using the Defense Travel System.

## New Army Ads

Coinciding with the U.S. Army All American Bowl on Jan. 5, GoArmy.com launched a completely new and fresh look. The new home page features an all-video experience in the form of Army Strong TV. The Flash video player features 57 videos. Twenty of them are all new and some highlight and extend the experiences of Soldiers and former Soldiers seen in the newest television ad campaign, which also began airing on Jan. 5.

The new TV campaign is comprised of five new ads. These ads, along with the introduction video to the new GoArmy.com home page, feature the highly recognizable narrative of actor Gary Sinise, who has signed on as the voice of the U.S. Army for the new campaign.

Be sure to check out the newest TV ads on the USAAC G7/9 portal page - <https://my.usaac.army.mil/portal/dt/usaac/HQ/SOD>

## Warrior Transition Office Focuses on Soldiers, Families

By Elizabeth M. Lorge

The deputy director of the Warrior Transition Office pledged Tuesday that his office, medical officials and Warrior Transition Unit cadre will always listen to concerns wounded warriors and their families might have about their care.

Lt. Col. Chip Pierce told Soldiers Radio and Television in an interview that one of the lessons the Army Medical Department has learned as a result of the Army Medical Action Plan is that it didn't have a system in place last year to listen to patients and their families.

"It wasn't that anyone was trying to rush anyone else through the system, but we weren't looking at the entire process through their eyes," said Pierce. "Now we have, we believe, a system in place to better understand what's going through

our patients' lives and understand it through their own stories.

The 35 WTUs Armywide currently have approximately 8,900 wounded warriors and 1,500 cadre assigned to them. Many of the WTU cadre have volunteered for their assignments, and each officer or noncommissioned officer goes through an interview process before he or she is selected.

Each wounded warrior is also assigned a primary care manager, a nurse case manager and a squad leader to ensure no Soldier falls through the cracks. They even follow up with Soldiers after they return to their units or transfer to the Department of Veterans Affairs.

Every WTU and medical treatment facility also has an ombudsman who is available to answer questions and address concerns, but Pierce stressed that everyone at an Army hospital is an advocate for Soldiers and will get them help if they speak up.

According to Pierce, it's important for families to be at Soldiers' bedsides as soon as possible, as their cases are being reviewed and treatment plans are being developed, so they can really understand what is going on and participate in their Soldiers' treatments. He said that in some cases families can even help with physical therapy, with amazing results.

"What we're finding out is that the results are far greater, far faster than ever before. It boosts the morale of the Soldier and, quite frankly, we understand that it's tough on the family, and we try to address that as best we can and encourage the family to hang in there with us through some tough times for their Soldier, and to be strong for their Soldier through the healing process," he said.

The AMAP has a simple yardstick for success: "Is it good for our families? Is it good for our Soldiers? If it is, then that's what we use and we look to see how to make it even better," said Pierce.

"If the measure of success is just good enough, it's not good enough for us. We want to be providing the very best care. We want to be providing the very best people to care for our nation's wounded warriors."

## No. 8 Army Team Prepares for 2008 Season

By U.S. Army Racing

NASCAR driver Mark Martin and the No. 8 U.S. Army Team spent Jan. 7 getting acquainted, while testing the high-banked 2.5-mile tri-oval of Daytona International Speedway.

"We had a great day," said Martin, after a second session of testing. "I'm excited about working with Tony Gibson (crew chief) and this No. 8 U.S. Army Team. The transition today was virtually seamless. This team is a charged up group of guys with a great, can-do type of attitude. I had a great first day with the No. 8 team."

Martin and the No. 8 U.S. Army Team are preparing for this month's 50th running of the famed Daytona 500. The driver said he believes the prospects for the race are good.

"Everyone knows that we came up just inches short last season of winning the Daytona 500, and thanks to the U.S. Army and everyone at Dale Earnhardt Inc., I feel we have another shot at the Daytona 500 this season," Martin said. "This team has had huge success in restrictor-plate racing in that No. 8 car. The team has given me something today that has brought some new things to the table, and hopefully if I can bring a few things to the table, we can be a contender."

Martin took time to announce his 26-race Sprint Cup schedule for 2008, beginning with his record-extending 20th consecutive start in the Budweiser Shootout on Feb. 9.

Highlights of Martin's 2008 schedule include the 50th running of the Daytona 500, the Coca-Cola 600, Brickyard 400 and the Sprint Cup All-Star event.

"Those guys on this team really had some fast cars a year ago, and we are looking to build on that. Our goal is to be competitive and race up front this season," said Martin, who will enter his 26th year of Cup racing. "It's an incredible honor to drive the No. 8 car for DEI and we are excited about moving into the season."

# Gold Badges



## DECEMBER 2007

### ALBANY

SFC Sherwyn Gibbs  
SSG Michael Cowles  
SSG Daniel Kissane  
SSG Tyrone Upshaw  
CPL Steven Taylor

### BECKLEY

SFC James Porter III  
SSG Anthony Carlie  
SGT Patrick Ross  
SGT Jonathan Volante

### CLEVELAND

SSG Michael Wriston  
SGT Brandon Eck  
SGT Tracy Huffman

### COLUMBIA

SFC Michael Lyle

### DENVER

SSG Mark Fullman  
SGT Marc Parker  
SGT Richard Wodrich  
CPL Michael Brown

### DES MOINES

SSG Joshua Lichtensteiger  
SGT William Duree  
CPL Terry Rawls  
CPL Zachary Grady

### GREAT LAKES

SSG David Skaggs  
SGT John Hund  
SGT Travis Saxton  
SGT Robert Yu

### HOUSTON

SGT Jason Kriner

### LOS ANGELES

SFC Walter Sewell  
SSG Carlos Dubon  
SSG Curtis Hines  
SSG Jaime Montanez  
SSG Robert Salyer  
SGT David Garcia  
SGT Adam Kositanont  
SGT Michael Wotring

### MID-ATLANTIC

SFC Milton Ward  
SFC Levi Baggett  
SSG Richard Moore  
SSG Emanuel Myers  
SSG Michael Viola II  
SSG Anthony Davis  
SGT Joseph Bilski  
SGT Donovan David  
SGT Cedric Lloyd

### MONTGOMERY

SSG Shawn Keller  
SSG Dean Riley  
SSG Jesse Strand  
SSG Daniella Suttle  
SGT Jamaal Hendricks  
SGT Joshua Isbell

### NEW ENGLAND

SFC Michael Colbert  
SSG Timothy Warden  
SGT Eric Collett  
SGT Jeffery Williams

### NEW YORK CITY

SFC Alex Gonzalez  
SSG Jamel Alexander  
SSG Sean Burke

### OKLAHOMA CITY

SFC Daniel Hayes  
SFC Dennis Sitzes  
SSG Harold Kidd  
SSG Charles Lesley  
SSG Dennis Walker  
SSG Timothy Walton  
SGT Jesse Dicus IV

### PHOENIX

SFC Jeffrey Holcombe  
SFC Michael Riedel  
SFC Patrick Thomas  
SFC Robert Wier  
SSG Daniel Bonilla  
SSG Jesse Cruz  
SSG James Daniels  
SSG Adrian Espinoza  
SSG Franklin James  
SSG Cory Hammond  
SSG Clinton Ludwick  
SSG Peter Vanbrussel  
SSG Arthur Walker  
SGT Michael Phillips  
SGT Morgan Self  
SGT James Williams  
SGT Kyle Yackel  
CPL Adriana Escalante

### SALT LAKE CITY

SSG Eric Estes  
SSG Alfonso Flores  
SSG Joey Nace  
SSG Clarence Skillin  
SGT Justin Christopher

### SAN ANTONIO

SSG Orlando Mathews  
SGT Manuel Alvarez

### SEATTLE

SFC Robert Harder  
SFC William Ricks  
SGT Andre Bourgeois

### ST. LOUIS

SSG Davis Aossey  
SSG Latonya Lawson  
SSG Marcus Sumler  
SSG Donald White  
SGT Herman Jurgens  
SGT David Salas  
SGT Luke Thomas

### SYRACUSE

SFC Jaime Labrecht  
SFC Darrin Cowher  
SFC Mistie Morgantatro  
SFC Bradley Swayne  
SSG Jeffrey Ege  
SSG Eric Howitt  
SGT Dustin Comes  
SGT Michael Kroeger  
SGT Steven Lapsley  
CPL Gale Roberson

# Rings



DECEMBER 2007

## ATLANTA

SFC Areka Brown  
 SFC Donna Milner  
 SFC Dwayne Spates  
 SSG Mark Avant  
 SSG Shannon Bailey  
 SSG Tarnish Pride  
 SSG Hector Torres  
 SSG Patrick Warren  
 SGT Timothy Birdwell  
 SGT Madriek Bolden  
 SGT David Harris  
 SGT Gregory Griffin  
 SGT Kelley Green  
 CPL Matthew Davis

## BALTIMORE

SFC Jonah Jancewicz  
 SFC Roderick McCree  
 SFC James Mitchell  
 SSG Michael Alley  
 SSG Devin Duckworth  
 SGT Jeremy Paulus

## BECKLEY

SFC James Montgomery  
 SFC Theodore Zuppa  
 SSG John Hughes II  
 SSG Christopher Starke  
 SSG Edwin Taylor

## COLUMBIA

SFC Reginald Coaxum  
 SFC Shawn Cook  
 SFC James King  
 SFC Omar Ward  
 SSG April Artis  
 SSG Raharda Eaddy  
 SSG Randolph Jackson  
 SSG Kendra Singletary  
 SGT Michael Merrell

## DALLAS

SSG Saul Garcia  
 SSG Willie McCall  
 SSG Sharon McLeain  
 SSG Charles Moten

## DENVER

SSG Matthew Lowry

## DES MOINES

SFC Jacob Duncalf

## GREAT LAKES

SSG William Bastian  
 SSG Jason Noggle  
 SGT Jeremiah Rapmund

## HOUSTON

SFC Eduard Garza  
 SSG Jason Smith

## INDIANAPOLIS

SSG Michael Adkins  
 SSG Bryant Treacle

## JACKSONVILLE

SSG Shameika Helm  
 SSG Dennis Parent

## KANSAS CITY

SSG Sharon Gautier  
 SSG John Kinsler  
 SSG Rudy Toman  
 SGT Ralph Malone  
 SGT Michael Wall

## MIAMI

SFC Jorge Martinez  
 SFC Luis Santana-Gonzalez  
 SSG Ricardo Reyes  
 SSG Steve Whitaker

## MID-ATLANTIC

SFC Joey Jimenez  
 SGT Earl Malick

## MINNEAPOLIS

SFC Corey Watts  
 SFC Christopher Williams  
 SSG Jacob Sackman  
 SGT Nathan Lolley

## MONTGOMERY

SFC Calvin Baisden  
 SFC Richard Kopf  
 SSG Andre Bend  
 SSG Christian Hare  
 SSG Brandon Hughes  
 SSG Aubrey Odom  
 SSG Brian Privett  
 SGT Lashonda Young

## NASHVILLE

SSG Travis Eller  
 SSG Nicholas Perample  
 SGT Steven Brown

## NEW ENGLAND

SFC Lovie Benton  
 SFC Jeremy Clark  
 SFC Christopher Irwin  
 SSG Torin Hammond  
 SSG Patric Lepene  
 SSG Adam Royds

## OKLAHOMA CITY

SFC Kelly Burks  
 SSG Jorge Calaf  
 SSG Wade Bozeman  
 SSG Brian Brown  
 SSG Jennifer Noles  
 SSG Randy Ward  
 SSG William Zinn  
 SGT Blake Butler  
 SGT Andrea Gulley  
 SGT Matthew Heinen

SGT Monty Morrow  
 SGT Eugene Mullins

## PHOENIX

SFC Edward Campbell  
 SFC Jeffrey Chavez  
 SFC Richard Cooke  
 SFC Russell Edwards  
 SFC Richard Morales  
 SSG Jamie Cancel-Soto  
 SSG Thomas Johnson  
 SSG Arthur Rico  
 SGT Chance Butts  
 SGT Erich Villa-Chavez

## PORTLAND

SGT Joseph Shin

## RALEIGH

SFC Jeffery Hood  
 SFC Charles Jones  
 SFC Travis McNair  
 SFC Thomas Weinheimer  
 SSG Kenneth Bowman  
 SSG Bobby Dill  
 SSG Billy Jones  
 SSG Kenneth Joyner  
 SGT Steven Bray

## SACRAMENTO

CPL Bryan Burubeltz

## SALT LAKE CITY

SFC Byron Dishmon  
 SSG Nicholas Lafata  
 SGT Russell Porter

## SPECIAL OPERATIONS BATTALION

SFC Russell Smart III

## ST. LOUIS

SGT William Duval  
 SGT Ronald Harig



# Morrell Awards

## DECEMBER 2007

### ALBANY

SFC Joseph Perieu

### ATLANTA

SFC Craig Garner  
SSG Corey Armstrong  
SSG Lionel Escoffery  
SSG Antoine Huff  
SSG Anthony Shaw  
SSG Alan Sinclair

### BATON ROUGE

SFC Timothy Cage

### COLUMBIA

SFC Ronald Anderson  
SFC Darryl Bogan  
SFC Mark Weems  
SFC Sheldon Whitfield  
SSG Latasha Graham  
SSG Lemuel Hashim

### DALLAS

SFC Billy Morrow  
SSG Stephanie McLeod

### DENVER

SFC John Luman

### DES MOINES

SFC Charles Frizell  
SSG Michael Tucker

### GREAT LAKES

SSG Rex Allen

### JACKSONVILLE

SFC Timothy Burkett  
SFC Brenda Holden  
SFC Lareese Jackson  
SSG Robert Bramlitt III

### MIAMI

SFC Loretta Hall-Weathersby  
SSG Steffon VonBassion

### MINNEAPOLIS

SFC Simon Anderson  
SSG Jeremy Haugen

### MONTGOMERY

MSG Johnnie Mae Hulett  
SFC Daniel Moore  
SFC James Munford  
SFC Richard Reifsnyder  
SSG Toinett Habersham  
SSG Frank Moss  
SSG Leonard Peters  
SSG Lorenza Strother

### NASHVILLE

SFC Richard Hauck  
SFC Charles Honaker

### OKLAHOMA CITY

SFC Clinton Russell  
SFC Luis Berrios-Rodriguez  
SFC Danny Smith  
SFC Falan Versaw  
SSG James Grant  
SSG Michael Shilen



### PHOENIX

SFC Fabian Diaz  
SFC Michael Miranda  
SFC Sharena Murphy  
SSG James Mooney

### RALEIGH

MSG Daniel Rodriguez  
SFC David Brooks  
SFC Kelly Foye  
SFC Tamra Johnson  
SFC Levan Smith  
SSG Jermaine Dinkins

### SALT LAKE CITY

SFC Raymon Collett  
SFC Don Gargano

### ST. LOUIS

SSG Natasha Holtgrewe  
SSG Clifford Martin  
SSG Torey Palmore  
SGT William Weston

# 79R Conversions

## DECEMBER 2007

### ATLANTA

SSG Corey Armstrong  
SSG Andrew Maxwell

### BALTIMORE

SSG Steven Moton

### BECKLEY

SSG Joseph Casey

### COLUMBIA

SSG Latasha Graham

### DALLAS

SFC Edward Hogge  
SFC Kenneth Marion  
SSG Christopher Willmouth

### DES MOINES

SSG Michael Arwood  
SSG Nathan Lawler  
SSG Jeffrey Mann

### GREAT LAKES

SFC Mark Doran

### HOUSTON

SSG Raul Narvaez

### INDIANAPOLIS

SSG Jeremy Sutton

### JACKSONVILLE

SSG Tony Pena

### KANSAS CITY

SFC Delissa Rogers-Green

### LOS ANGELES

SSG Joseph Cannon  
SSG Maurice Mitchell

### MINNEAPOLIS

SFC Corey Watts

### MONTGOMERY

SFC Felicia Johnson  
SFC James Munsford  
SSG Sheila Harris

### NASHVILLE

SSG Thomas Clark  
SSG Eric Wells

### OKLAHOMA CITY

SSG Kenneth Jackson

### PHOENIX

SSG Arthur Rico

### SACRAMENTO

SSG Michael Kolle

### SOUTHERN CALIFORNIA

SFC Christopher Langseth  
SSG Jethro Thomas

### TAMPA

SFC Scott Phenicie  
SFC Joseph Tomlin

**1. What is the only valid agreement that exists between the person and the Department of the Army for enlistment in the RA or the Army Reserve?**

- a. Web request reservation
- b. DD 4 with appropriate annexes
- c. oath of enlistment
- d. DD Form 1966

**2. Which method of prospecting demonstrates the power of networking?**

- a. fact to face prospecting
- b. telephone prospecting
- c. Internet prospecting
- d. referral prospecting

**3. As an exception, the recruiting battalion commander may waive up to how many months of the six-month waiting period if the applicant is sentenced to a fine and, as an alternative, elected to serve a confinement period.**

- a. one
- b. two
- c. three
- d. four

**4. The MEPS commander has the authority to immediately retest applicants, except when \_\_\_\_\_.**

- a. an entire testing session is disrupted due to a fire drill, power failure, undue noise, etc.
- b. an applicant leaves a test session because of an illness that existed before the beginning of the session
- c. an applicant is called away from the test because of an emergency
- d. never

**5. The core domains that shape the critical learning experiences throughout a Soldier's and a leader's career are \_\_\_\_\_.**

- a. operational
- b. institutional
- c. self-development
- d. all of the above

**6. The Solomon Amendment requires the same access to secondary school students and to directory information concerning such students as is provided generally to postsecondary education institutions or to prospective employers of those students.**

- a. true
- b. false

**7. What is the eligibility status for a prior service applicant with a positive DAT result?**

- a. waiver not authorized
- b. disqualified, waiver considered
- c. qualified
- d. qualified upon completion of waiting period

**8. Courtesy enlistments may be authorized by recruiting battalion commanders and must be coordinated at least how many days before the applicant's scheduled active duty date?**

- a. seven
- b. 15
- c. 30
- d. 45

**9. All prior service applicants who are qualified may enlist for ACASP regardless of former MOS provided they meet a minimum break in service of how long?**

- a. two years
- b. three years
- c. four years
- d. none of the above

**10. OCS/WOFT applicants who are selected have 10 working days to enter the Future Soldier Training Program after selection board results are released.**

- a. true
- b. false

**11. The DD Form 369 is valid for how long?**

- a. three months
- b. six months
- c. one year
- d. indefinite, unless an applicant has a new offense

**12. Who is the approval authority for applicants with two DUI/DWI convictions, one of which occurred outside the three-year period?**

- a. battalion commander
- b. brigade commander
- c. commanding general
- d. waiver not authorized

**13. When performing movement techniques during an urban operation, you should look at and beyond obstacles for all of the following except \_\_\_\_\_.**

- a. booby traps
- b. enemy positions
- c. concealed positions
- d. wind direction

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



5th Brigade



6th Brigade



Medical Recruiting  
Brigade

December Fiscal Year 2008

## Top Regular Army Recruiter

**SGT David Alves**  
Albany Battalion

**SSG Fernando Tomlinson**  
Jacksonville Battalion  
**SSG Diane Evans**  
Tampa Battalion

**SSG John Swain**  
Dallas Battalion

**SFC Osmil Sazon**  
Southern California

**SFC Michael McPhatter**  
2d Medical Battalion

## Top Army Reserve Recruiter

**SFC Kenneth Golder**  
Albany Battalion

**SSG Jerome Morgan**  
Jacksonville Battalion

**SFC Alton Savoy**  
Kansas City Battalion  
**SSG Lance Masias**  
St. Louis Battalion

**SSG Harris Polou**  
Portland Battalion

**SFC Robert Goethals**  
3d Medical Battalion

## Top Large Station Commander

**SFC Jason Krogstie**  
Johnsontown  
Pittsburgh Battalion

**SFC Bobby Garner**  
McDonough  
Atlanta Battalion

**SFC Brian Heffernan**  
Denton  
Dallas Battalion

**SFC Poutoa Fuega**  
North Highlands  
Portland Battalion

**SFC Alexander Panos**  
Cleveland  
3d Medical Battalion

## Top Small Station Commander

**SSG John Loomis**  
Pottsville  
Harrisburg Battalion

**SFC Richard Gainfrancesco**  
Wilkesboro  
Raleigh Battalion

**SSG Michael Whittler**  
Marshalltown  
Des Moines Battalion  
**SSG Ruben Valles**  
Del Rio  
San Antonio Battalion

**SFC Hyong Kim**  
Korea  
Portland Battalion

**SFC Cornell Jones**  
Nashville  
2d Medical Battalion

## Top Company

**Norfolk Company**  
Baltimore Battalion

**Lexington Company**  
Nashville Battalion

**Springfield Company**  
St. Louis Battalion

**Sierra Company**  
Salt Lake City Battalion

**Chicago Company**  
3d Medical Battalion

*Note: 3d Brigade is testing the Team Recruiting Concept*

## Answers to the Test

1. b. AR 601-210, para 1-11 a
2. d. UM 3-01, para 4-13
3. c. AR 601-210, para 4-33 b (3)
4. b. AR 601-210, para 5-8 g (2)

5. d, UM 3-0 para 1-36
6. b. UP 350-13, para 11-2  
(Hutchinson Amendment)
7. a. UR 601-56, para 2-5 b
8. b. AR 601-210, para 5-41 a

9. b, AR 601-210, para 7-4 a
10. a. UR 601-91, para 4-2 e
11. d. UR 601-94, para 5 g
12. c. AR 601-210, para 4-7 c
13. d. STP 21-1-SMCT, page 3-164,  
step 5 a (1)

PERSONAL

# COURAGE

Face fear, danger, or adversity.



*"The Soldier, above all other people, prays for peace, for he must suffer and bear the deepest wounds and scars of war."*  
— General Douglas MacArthur

★  
CALL TO DUTY  
BOOTS ON THE GROUND



U.S. ARMY

ARMY STRONG.™

# ARMY VALUES