

RECRUITER

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Journal

Recruiter Zone and E-mail Campaigns



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Leadership, Teamwork and Football

GENERAL DOUGLAS MACARTHUR ONCE SAID, “Upon the fields of friendly strife are sown the seeds that, upon other fields, on other days, will bear the fruits of victory.”

These words refer to all sports, but particularly to football. Competing in a sport that thrives on teamwork and leadership helps to develop the values in youngsters that will help them in life. For our Soldiers, these values make an enormous difference on the battlefield.

This year’s All-American Bowl is not just a football game played in San Antonio’s Alamodome. It’s military history and tradition on display. The Army is upfront and visible for 40,000 fans in the stadium and thousands more on national television. Of course, the real striking point of the game lies in the way we build on relationships and further connect with coaches, parents, and school influencers.

The 2008 game is Year No. 8 in highlighting the best and most talented players from across the country. Now, we want to take advantage of every ounce of adrenaline, hard work and dedication that went into conducting this important event as an opportunity to mobilize the Army and the nation.

Telling the Army story is a broad mission for Recruiting Command and keeping Americans informed about their Army is truly a huge challenge. We need the participation of not only the recruiting force but also the entire Army, and in addition, we should encourage the participation of community leaders, school officials and youth across the country.

One of our most powerful venues for disseminating our Army Strong message is the Army’s All-American Bowl — what an

exciting way to make contact with centers of influence and with the people who can assist thousands in learning about our Army.

We can easily recognize the correlation between this month’s All-American Bowl game plan and the recruiting game plan. Both take well thought out teamwork, in addition to a high impact strategic game plan. Just as the athletes showcase their talent, the Soldiers, civilians and contract employees in Recruiting Command must stay prepared to be winners. Our game plan, a major undertaking, must provide for maintaining and manning the All-Volunteer force.

Follow-up is the key to encouraging centers of influence. What can you do? Find out the specific commitments your influencers made who participated in the All-American Bowl COI tour. Did an influencer who attended the All-American Bowl agree to write a letter to a newspaper editor telling about the experience of visiting wounded warriors during All-American Bowl week? What did they agree to do regarding March 2 Success and their school? Did an influencer’s participation lead to a company signing up to become a Partnership for Youth Success partner? These same commitment cards are available for your use at your local COI events.

The Army showcased the teamwork of the best athletes from across the country Jan. 5. Senior leaders spoke with the influencers, the 80-plus high school football athletes, and 90-plus U.S. Army All-American Marching Band musicians. We can and will build on the relationships established there and make connections for continued follow up. While football was the draw, building a team of influencers through follow up is the goal.

A high level of motivation and excitement hardly describes the energy involved in the All-American Bowl each year. Let’s take that energy and make the 2nd quarter, as well as the remainder of the year, a successful one.

Take care of yourself, your team members, family members and stay Army Strong!



Maj. Gen. Thomas P. Bostick

Key to Career Progression — Writing the NCOER

PROVIDING THE STRENGTH for a volunteer Army during a time of war is not an easy task. The challenges our Soldiers overcome to successfully accomplish their mission are numerous and substantial.

When a Soldier arrives at Recruiting Command, he or she is venturing into an unfamiliar operating environment and is expected to learn new duties and responsibilities, as well as develop newly acquired knowledge and skills in a short period of time. The tempo is high due to the importance of our mission.

Human Resources Command is tasked to provide USAREC some of the most qualified NCOs to serve as ambassadors for our Army. When these Soldiers arrive at our units, one of the key points of concern that we, as leaders, should keep in mind is their continued professional development.

One of the most effective tools we have to develop our Warriors is the NCO Evaluation Report — NCOER. Writing an effective and accurate NCOER is truly an art. When considering the nature of Recruiting Command and the fact that our mission is different from any other in our Army, the art of writing an NCOER in USAREC takes on added significance.

USAREC's environment is full of acronyms, terms and actions that are unfamiliar to those external to the command. These considerations must be kept in mind when writing an NCOER for a Soldier assigned to USAREC.

The most important consideration when writing an NCOER is that of the

“Whole Soldier Concept.” This concept is reflected on both sides of the DA Form 2166-8, NCO Evaluation Report. The Army Values, NCO Responsibilities, Physical Fitness, Military Bearing, Leadership, Training and Responsibility/Accountability are the key areas of concern on the NCOER. Over the years in USAREC, the NCOER has become almost solely focused on enlistment production, rather than capturing key points in the above listed areas.

Don't get me wrong, enlistment production is our charge while assigned to this command and should be given adequate attention on the NCOER. However, we must make an effort to also reflect other areas when it comes to writing a well-rounded NCOER.

For instance, Soldiers within our ranks who are on detailed recruiting duty are still competing amongst their peers, in their MOSs, for promotion. Most of their peers will not be assigned to USAREC but are still assigned to units within their career field.

Being assigned to USAREC for a detailed recruiting tour should not be a detriment to an NCO's career progression and should, in fact, be just the opposite. Every proponent brief I have read categorizes recruiting duty as a “high risk” duty assignment. This means that when a Soldier successfully completes a tour on recruiting duty, his/her NCOERs should reflect this fact.

All too often, a USAREC NCOER is full of USAREC acronyms and terms which are unfamiliar to anyone external to



Command Sgt. Maj. Martin Wells

USAREC and who may be part of a promotion board review panel. Keep this point in mind when writing the NCOER.

Those Soldiers responsible for writing NCOERs should review both DA Regulation 623-3 and DA Pamphlet 623-3. In addition, a USAREC NCOER guide will soon be fielded which addresses the art of writing an NCOER for a Soldier assigned to USAREC. The purpose of this guide is to provide some key guidelines and examples in an effort to insure the best possible NCOERs are being forwarded.

Again, I want to impress upon you the absolute importance of providing evaluations to our Soldiers that are based on who they are as Soldiers and that entails many important areas of consideration. They deserve nothing less.

FORGET IT

2007 IS BUT A MEMORY and we are standing in a brand new year. During the first month of a new year, it's not unusual to reminisce and to dream about the future. Were there things that we would change about the past 365 days if we had a chance, or are we happy with the last 52 weeks of our lives?

Your life is like the morning fog — it's here a little while, then it's gone. The smoke of 2007 is starting to clear. We are moving into a new year and 2008 promises to be a great year. And as we stand poised to step over the threshold into a year that holds so much promise, maybe it would do well to reflect for a moment on 2007.

2007 exists now only in our memories and in our record books. All we have done, all we have accomplished and all we have struggled together for is but a mist that appeared for a little while and then vanished.

It is said, "I am still not all I should be, but I am focusing all my energies on this one thing: Forgetting the past and looking forward to what lies ahead." This is saying we need to forget what is behind and look toward what is ahead. I see this as a comparison between our life and a race. What is behind is fine, but unless our effort remains consistent it has little bearing on the result of the race. A runner doesn't place any stock in how many circuits he's done, only the number that are left.

How do you want to spend today? Yesterday is gone. It cannot be altered, changed or relived. What do we need to forget?

1. We need to forget our resentments. As the new year stretches out in front of us like an unmarked page, maybe we'd better take the time to clean our pens before we leave our mark.

As we step into 2008 let's forget all of the petty hurts and injustices, and all of the big hurts and injustices from 2007. If you can forget only one thing today, forget the grievances that you have against others and get on with your life.

2. We need to forget our worries. Rocking chairs are like worry. They give you something to do, but they don't get you anywhere.

There are two types of things that we worry about: things we can do something about and things we can't do anything about. We ought to do something about the first group and forget the second group.

3. We need to forget our failures. Too many people today are paralyzed by the fear of failure. Much like Mark Twain



Chaplain (Lt. Col.) Terry Whiteside

wrote, "The cat, having sat upon a hot stove lid, will not sit upon a hot stove lid again. But he won't sit upon a cold stove lid, either."

Nobody likes to fail, but it is unfortunate that some people seek to escape failure by not trying, which in itself guarantees failure.

We can't be afraid of failing because fear of failure becomes the fear of trying. With every attempt comes the possibility of failure. As we move into 2008 we need to look beyond past failures to future successes. We have all failed and we know that failure is not defeat. The only impact that yesterday's failures should have on today's endeavors is that they should have made us wiser.

Victories need to be used just as failures are. They are simple lessons of life. If we learn not to do a particular thing because it results in failure then we have to learn to follow our successes. The trick is just because something worked well yesterday doesn't necessarily mean that it will work just as well tomorrow. It's not enough to let go of the past if you're not ready to stretch ahead and grab hold of the future.

There are great things in store for you, but only if you want them. Unless you reach out and take them they'll never be yours. All of 2008 belongs to you. No matter what your past may be, your future is spotless.

I mean it when I say that 2008 is going to be a great year for you. We have to dream. We need to be willing to reach out for that dream. Let's run the race and share the success together.

THE WAY I SEE IT

If you have an issue you would like to have addressed through The Way I See It, e-mail TWISI@usarec.army.mil

No Handcuffs Please

Dear TWISI,

I love the Army. It is by far the best kept secret of all the branches. However, one thing we are lacking is backbone.

One observation I made today is a prime example. The Marine Corps office across from mine is the perfect example of a recruiting station. It has a couple of desks, a couch, a video game system, a video library consisting of all the latest and greatest war movies — of course featuring the Marine Corps — a weight bench and a pull-up bar. Every Thursday their office is filled with future soldiers — females and males.

My co-worker wondered out loud why we couldn't have a setup like that. I jokingly replied that we'd probably be subject to Article 15s for thinking outside the box like that. My belief is we have to be aggressive in our thinking. We send individual Soldiers out to recruit without regard to their public perception.

We are a nation at war, but the people who can make it happen are being hampered by rules. At least give commanders the latitude to deal with their areas without regard to being destroyed careerwise for trying to make mission.

Another example is this, the ASVAB determines an individual's knowledge based as it relates to the Army — a high school diploma should not. Ninety percent of my GED testers have a higher score on the ASVAB than the HSDG. I truly believe that we are playing a numbers game instead of bottom line — point blank filling the foxholes.

The numbers don't lie, we are in a bad situation that will only get worse. No to gangbangers, felons and the like but wasting time on a waiver for a juvenile theft or assault during a football game is crazy. Items not prosecuted by the DA but are subject to review by the Army for a job as a cook is crazy. Let's take off the handcuffs and make the mission.

*Respectfully,
Unidentified Recruiter*

Dear Recruiter:

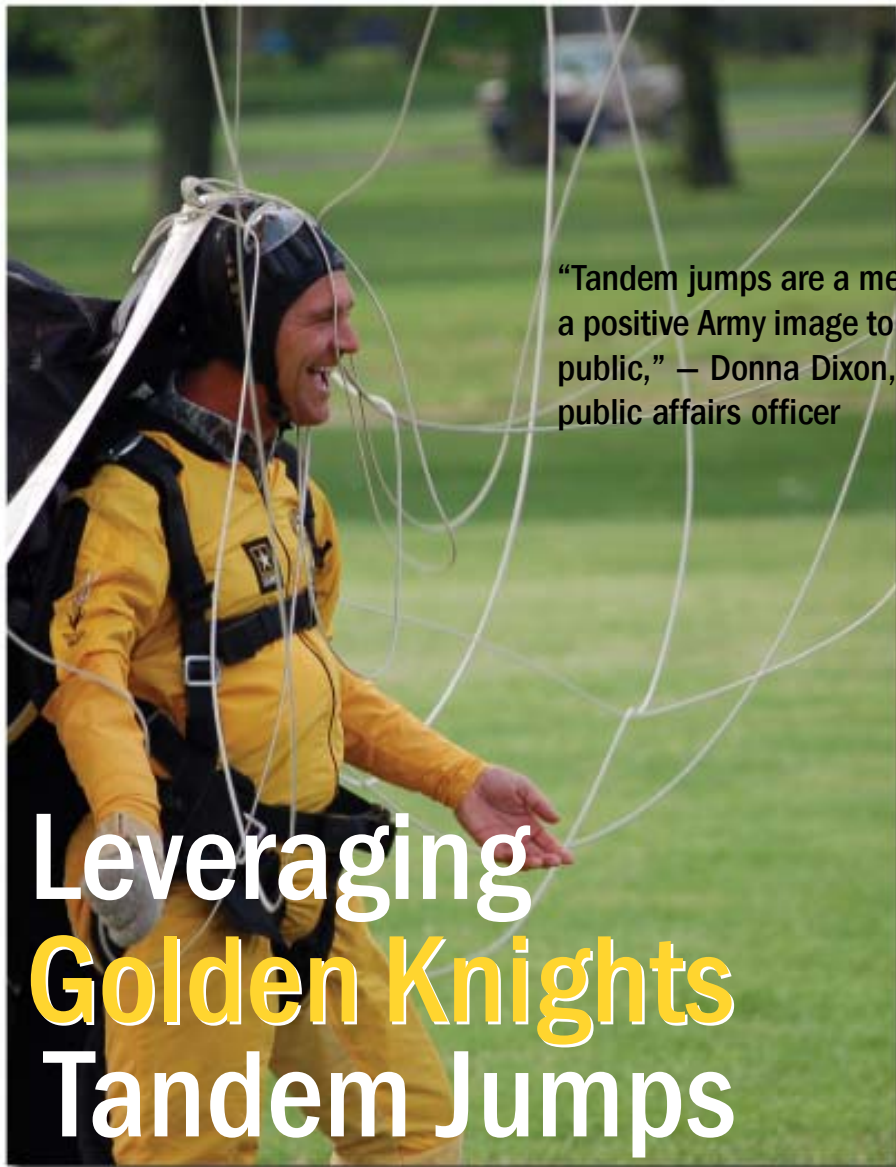
Thank you for your input to the "The Way I See It" Program. This letter will address what the command is currently doing to make your recruiting efforts easier. In your letter you referenced some items that are in the Marine recruiting station that you feel are generating more applicant traffic than the Army recruiting station. After speaking with the Marine recruiting command, the items you referenced that were in that recruiting station are not Marine recruiting issue, but were purchased by the local recruiters. We are not suggesting that you personally purchase such additions. If you feel that these are items that will generate more traffic for you, then you should submit your request through your chain of command.

In support of creative ideas, we offer The Army Suggestion Program which is available online to every Soldier to make suggestions on how to improve the command and the Army. This program solicits improvements to processes, approves, adopts, implements and pays cash for adopted ideas. This site does not require chain of command approval in order to solicit an idea for implementation. You can submit your suggestions for things to be added to the recruiting stations that will increase enlistment contracts. In FY 2007 the Army and Army Reserve made its mission despite the nation being at war. This great success was due to the innovative leaders and Soldiers' ability and latitude to think outside the box.

Our goal at USAREC is always to give the recruiter tools to make the recruiting process better and allow greater opportunities for enlistment success. We have lifted some of the waiver requirements by allowing the battalion commander authority to conduct suitability reviews for law violations that are dismissed, plea bargained, or Nolle Pros.

With respect to enlistment opportunities, several enlistment categories that previously were closed are now open for enlistment. These categories are applicants pending GED completion, low test scores, inability to pass the tape test, no medical processing for prior service, enlistment incentives for categories that historically were never offered, increased education incentives and reduced the time to process OCS packets. All these programs and many more changes have been put in place based on the suggestions from the field to make recruiting better. Despite all these changes we must maintain a high-quality Army. The Department of Defense requires each military service to meet certain benchmarks. These benchmarks are referred to as "quality marks." The high school diploma graduate requirement is no less than 90 percent of the non-prior service enlisted in any FY, at least 60 percent must be in Test Score Category I-III A and not more than 4 percent of our enlistment may be in Test Score Category IV. These "quality marks" are based on attrition and performance data and are meant to ensure that we are only enlisting those applicants who can meet Army standards, train and be retained. We are asking that the Department of the Army review these benchmarks based on the most current performance and attrition data available. I doubt if you will see any changes to these requirements in the near term, but we are reviewing them. As for now, all categories are open to those who are qualified. For further information contact Master Sgt. Darin Otjen at 1-800-223-3735, ext. 6-0142; DSN 536-0142; commercial (502) 626-0142; or e-mail at Darin.Otjen@usarec.army.mil.

*Sincerely,
Col. Hubert E. Bagley
Chief of Staff*



“Tandem jumps are a means of projecting a positive Army image to the American public,” – Donna Dixon, Golden Knights public affairs officer

Leveraging Golden Knights Tandem Jumps

Tim Farmer, a television host for an outdoor program, is all smiles after making a smooth landing with Golden Knight, Staff Sgt. Joseph Jones. The three-minute jump yielded in Farmer airing a 15-minute segment on his program about the Army and the benefits of enlistment.
Photo by Walt Kloeppel

By Sara Entgelmeier, Weber Shandwick

More than 80 times each year, COIs from across the country are given the chance to perform a tandem jump with the U.S. Army Golden Knights parachute team. Promoting the Army, these opportunities also provide ways to engage key influencers and build relationships that last long after their feet are back on solid ground.

“Tandem jumps are a means of projecting a positive Army image to the American public,” said Donna Dixon, Golden Knights’ public affairs officer. “It’s a once-in-a-lifetime opportunity for participants.”

Whether the battalion has an ongoing relationship with a COI or is looking to bring a community member into the pipeline, leveraging this unique asset effectively can yield big rewards.

Countless recruiters report being able to set up tables or participate in functions at schools they were previously unable

to navigate, after an administrator spent a few hours with the Golden Knights. Media personalities often talk on-air about their excitement leading up to and following their jumps. In many instances, the opportunity simply offers a common experience and initiates general conversations to build on.

“One of our recruiters drove a group out to the jump site in near silence,” said Donald Herth, advertising and public affairs chief for Columbus battalion. “However, on the way home, it was like they were best friends. They were able to see Soldiers as regular people — people with spouses and children, who get home and have to work in the yard just like them.”

While the experience itself has an immeasurable impact on participants, the actions following the jump are key to sustaining momentum. The Columbus battalion has established a series of follow-up tactics to ensure they capitalize on the enthusiasm and support.

Since most participants look forward to receiving photographs and a video documenting their tandem jump, Herth makes sure business cards are collected at the jump site and e-mails one or two photos within a few days. In this follow-up e-mail, he also notes the company commander will provide a CD-ROM with additional images. Once the CDs are completed, the commanders deliver them in person, providing another face-to-face contact and allowing the relationship to develop and communication channels to become more open.

“The key to effectively leveraging these opportunities is to establish relationships,” said Herth. “When possible, it’s important to involve the recruiter prior to, during and after the jump to ensure we’re maximizing the contact they can have and engaging the current and prospective influencers they work with daily.”



Golden Knight, Staff Sgt. Joseph “J.J.” Jones (left) poses for photos with “Kentucky Afield” host Tim Farmer.
Photo by Walt Kloeppel



Video Available for Recruiter’s Use

Tim Farmer, host of Kentucky Afield outdoor television show, made a tandem jump with the Golden Knights in May.

“Kentucky Afield”, the nation’s longest running outdoor television show — since 1953 — aired the jump in detail as well as a powerful interview with Golden Knight Staff Sgt. Joseph Jones on why he joined the Army. Farmer tied in the interview during a fly-fishing segment with Jones, showing some candid and lighter moments with one of our Soldiers.

USAREC has obtained permission and copies of the video to provide recruiters’ use in outdoor adventure and recreation type forums or any other appropriate location.

G-7/9 recommends using it in a continuous loop in the background for outdoor/adventure shows to generate interest and tell the Soldier’s story.

Contact Julia Bobick at 502-626-0177 or julia.bobick@usarec.army.mil for more information.

IMPROVED

Enlistment Procedures

Sgt. 1st Class Theodore Ingram, G-3

It's a new year in USAREC with an updated AR 601-210 to improve the efficiency of enlistment procedures. One change to AR 601-210 that has the most impact is dependency waivers, both prior and nonprior service, have battalion level approval authority. There have been changes to the headings and contents of paragraphs 4-8 through 4-11. A notable change is endangering the welfare of a child, now added to 4-10, requiring brigade review.

The majority of changes apply to prior service enlistments. For Army Reserve enlistment, 3-18 changes in the determination of pay grade, and Regular Army, 3-23a, has changed to require a waiver only on the last period of service (excluding IRR), as opposed to last period of active service.

Another major change to Regular Army enlistment is located in paragraph 4-26d and reads, "RA applicants currently serving in a RC of the Army and had a waiver approved for enlistment into that RC may enlist into the RA without processing another waiver. RC approval documentation must be provided for enlistment."

For Army Reserve enlistment, IRR discharges no longer count as last period of service with regards to waivers (3-23b).

USAREC Message 08-015 lays new guidelines for entry-level performance as well as conduct and misconduct waivers as well. All documents regarding the last discharge must be obtained for the fastest waiver process.

Additionally, recruiters should close the loop on police checks and court checks, making sure that all checks are run using known aliases and names that the applicant may have used.

Make sure to double check the final disposition from the court check or document to ensure that every case is closed. If a



One of the changes to AR 601-210 that has the most impact is that all dependency waivers, both prior and nonprior service, have battalion level approval authority.

recruiter is unable to get a final disposition from the court, he or she should contact the district attorney's office to see if they can provide a letter stating the final disposition. Also, the recruiter must ensure that the applicant's statement closes the loop with the court's final disposition for the charges. Use of a self-admitted UF 1037 on law violations is not authorized when processing a waiver. Validating that a UF 670 and a 680-ADP are present on administrative and SCM waivers will speed up processing and stop most return without action.

In the case of a medical waiver for an applicant who was discharged for a medical condition, the recruiter must provide the medical discharge board proceedings prior to the Command Surgeon reviewing the waiver.

Recruiters must ensure that regulatory required documents are in every packet to expedite the waiver process and alleviate returned packets.

County Government Days in Lincoln Company

“The U.S. Army and the American Legion recognize the value of the partnership between U.S. Army Recruiting and the American Legion. The Army’s goal of reconnecting with American communities will be strengthened by recognizing the patriotic contributions of American Legion posts and members across the United States”

— Scope of agreement made between USAREC and the American Legion

By Renee Sawyer, Des Moines Battalion

Lincoln company, Des Moines battalion, has built a partnership with the Nebraska American Legion that has proven successful in reaching future prospects and community leaders. The program called Boys and Girls County Government Days kicked off in Lincoln two years ago, with Lincoln and Omaha companies taking part in more than 50 county events throughout Nebraska.

The success of the program can be contributed to Maj. Scott Holden, Lincoln company commander, and Roy Vap, American Legion liaison for the State of Nebraska. Between the two, they have managed to reach out to more than 3,000 students and almost 200 community leaders.

“The partnership with the American Legion maximizes the Army presence because it brings the top 50 percentile of juniors and seniors from schools to one location at one time,” Holden said, “It cuts costs and is time productive for my recruiters.”

Vap, also a super-COI for Des Moines battalion, assists the Lincoln Recruiting Company in gaining access to schools and other community organizations. He promotes Army benefits and programs with his colleagues at other Legion posts. The American Legion has more than 47,000 members in Nebraska. Ninety percent of Lincoln company recruiters belong to the organization and take part in events with American Legion programs held throughout counties in the state.

Some of the programs that USAREC and the American Legion have partnered together on are American Legion baseball, marksmanship clubs and American Legion Boys and Girls County Government Days.

The Boys and Girls County Government Days are one of the major events in which Lincoln company participates. Educators from the schools, Legion Auxiliary, county officials and Army recruiters all take part in the daylong event.

A typical event starts in the morning with selected students



Sgt. 1st Class Barry Strong, Grand Island station commander, talks to students at the Clay County Government Days.

going to the county courthouse and learning how county government works, the individual offices and duties of each, and the history of their respective counties. The American Legion invites a different guest speaker to follow the morning lesson at each event to talk to students about various topics, to include military history.

The afternoon session is where a presentation is given by a local Lincoln company recruiter. It starts with an Army Strong video, followed with veterans being recognized. A slide show consisting of Army history, Army Values, training, jobs, incentives, programs and the many benefits the Army offers is shown. The presentation lasts about 25 minutes and is followed by a question and answer period about the Army presentation.

One of the most common statements given by students and COIs after the presentation is, “I didn’t know the Army offered that.”

Vap stated that around 50 percent of students who attend Government Days request more information about military careers. This shows that the Government Day events are an effective tool in reaching out to America’s youth and educating them on the Army.

Lincoln company and the American Legion expect to target at least 3,000 students in FY 08 in more than 211 high schools and communities. In February 2008, a mega Government Day event is planned in Kearney, Neb., where attendance is expected to exceed 1,000 students and educators. This program is giving recruiters the opportunity to be in front of community leaders, to build and strengthen COI influence, and to increase rapport with prospects.

Both Vap and Holden agree that the American Legion Boys and Girls County Government Day program is a win-win situation for everyone involved.



Maj. Scott Holden, Lincoln company commander, stands before Future Soldiers to reaffirm their oath of enlistment.



Sgt. Charles "Rob" Myers talks with two prospects at his Martinsburg, W. Va. station. Myers is Baltimore Battalion's No. 1 recruiter. Photo by Mike Rafferty

Never Stop

Recruiter Offers Formula for Success

*By Donna Miles,
American Forces Press Service*

"When I go out and talk to people, if they're between the ages 17 and 41, I automatically assume that they're somebody who could join the Army," he said. "If they're outside that age group, I consider them somebody who can help me find somebody to join the Army."

That mindset, along with an affinity for straight talk, has proven to be Myers' key to success as an Army recruiter. Now 27 months into a 36-month assignment at the Martinsburg, W. Va., station, Myers is Baltimore Battalion's No. 1 recruiter.

Despite operating in one of the toughest recruiting environments in decades, he enlisted 36 Soldiers in FY 07 — 50 percent above his personal mission of two recruits per month.

This fiscal year is looking positive, too, with all signs pointing to Myers doubling his personal mission. Two weeks into the year's first recruiting month, he'd already signed up three Soldiers. Another prospect had agreed to enlist and taken all the initial steps, but Myers isn't one to count his chickens before they hatch.

Every recruiter knows the heartbreak of something going awry before a potential recruit leaves the Military Entrance Processing Station with a signed contract in hand, he said.

"I never count on it until they're in," he said, hesitantly adding, "but I should have four by the end of the month."

Despite his success, Myers had a lot to learn when he arrived in Martinsville for his first recruiting assignment. He credits Staff Sgt. Devin Duckworth, his station commander, and others with taking him under their wings and teaching him the ropes.

"When I came here, I knew only the very basics, and I was trained along the way," he said.

With solid mentoring behind him, Myers attributes his recruiting successes to hard work, straight talk and an ability to show people that they stand to benefit from serving in the Army.

Admitting he doesn't like "to be second in anything," Myers said the only way to succeed as a recruiter "is never to stop." He pulls long hours, typically 8:30 in the morning until about 7 at night.

"There are a lot of myths about recruiting, that you never see your family and all you do is work," he said. "The flip side of that is that if you do your job well and you do what you're supposed to do on a daily basis, you don't have to work 13 hours a day, seven days a week. You can actually set time in for your family."

Myers spends most of his family time in the mornings, when he helps get his 10-month-old baby dressed, gets his other two

kids off to school, and eats breakfast with his wife before heading to the office. Once a week, on his designated “family day,” he leaves work at 5 p.m. sharp to have dinner with his family.

Myers has become something of a fixture in Berkley, Morgan and Jefferson counties, which make up his station’s territory. He’s frequently seen setting up a table at Martinsburg High School to distribute fliers and key chains and talk to the students. He and his fellow recruiters often go to Friday night football games to throw Army footballs into the stands. They get to know people at the area unemployment office and local employers who pass along referrals.

“I know many people in the community, and they have my business card. They know my number,” he said. “And if they’re willing to help me, they will hand (a potential recruit) my business card or call me and tell me they’ve got somebody.”

When he talks to prospects, or the parents, teachers, coaches and other adults who may influence their decisions about the military, Myers knows he has to overcome two big hurdles: concerns about the war and Washington politics.

Myers concedes he’s lucky to be stationed in an area that’s open to recruiting. Community members tend to support the military and see it as an opportunity for advancement.

“Overall, I say we are in a decent area where people are receptive to us. For the most part, they’ll let us into their homes to talk to their sons or daughters,” he said. “But we also have parents who say, ‘There is no way in hell I will let my son or

people focus on their future and explains how the Army can help them reach their long-term goals.

“You’re sort of a counselor more than a salesman,” he said.

When he talks to potential recruits, Myers recognizes that patriotism or family tradition drives some to military service. But rarely does he try to spark their interest by telling them they’re doing something great for their country.

The biggest motivator, he said, is showing them how the Army can benefit them personally.

“We say, ‘Here is what the Army is going to do for you: They’re going to give you this much college money. They’re going to let you pick your own job, and it’s guaranteed. They’re going to give you this much of a cash bonus.’”

Myers called the Army’s generous options and benefits plans “everything for recruiting” that help overcome reluctance to duty that could include a combat deployment.

Much of Myers’ success boils down to his deep-seated belief that he’s offering potential recruits a great opportunity.

“For whatever someone’s goal is, the Army has an option or benefit to help them reach their goal,” he said.

He said he understands his recruiting base and remembers when he enlisted in the Army while living in West Virginia, a few hours away from Martinsburg. Like many of his typical recruits, Myers went to college for a year. He soon found himself working as an assistant warehouse manager at a home-improvement store until the local economy took a nosedive and

Every time he meets someone – be it the newsboy, the bagger at the local grocery or the spectator at the high school football game – Sgt. Charles “Rob” Myers mentally puts them into one of two categories: those he can recruit into the Army and those who can help him recruit someone else.

daughter join the Army with the climate in the world right now.”

Anyone looking for assurances that they won’t go to Iraq won’t get it from Myers. “CNN is out there. You can’t hide the fact that someone joining the Army has a chance of going to Iraq,” he said.

On the other hand, he said, some potential recruits want nothing more than to deploy to Iraq right away so they can take part in exciting missions like those they see on TV. He tells them they’ve got a good shot at going to Iraq, but again, offers no promises.

The official philosophy at Myers’ recruiting station matches his own.

“You be up front. You tell the truth completely. You don’t sugarcoat it,” he said. “And if they join, they join. And if not, you haven’t dented your credibility in the community.”

Myers is quick to correct anyone who insinuates that he’s “selling” the Army. He sees himself as an advisor who helps

he got laid off.

When Myers started looking around for options, the Army offered him an opportunity to build a career, work toward a retirement, go to college with all expenses paid, and see places many of his recruits have only dreamed of.

After spending most of his career in finance and accounting, Myers said he believes he’s found his calling as a recruiter. He submitted paperwork to convert and hopes to extend his assignment at the Martinsburg station another 18 months to serve as its next station commander.

In that role, he’ll help train other new recruiters as they take to the schools and streets and neighborhoods of West Virginia to recruit the next wave of Soldiers.

Myers said he’s confident that, with solid mentoring, the recruiters he leads will experience the same successes he’s had.

“For me, there wasn’t any magic. I wasn’t born a recruiter. It just took a lot of encouragement and mentoring,” he said. “And for whatever reason, I’ve really taken to this recruiting thing.”



Capt. Richard Frank, Lewisville, Texas, company, interviews with Chris Vaughan, Fort Worth Star Telegram reporter, about the grand opening of the Keller Recruiting Station. Photo by LaShonda Walker

Company Command Time in USAREC

By Pearl Ingram, RJ Editor

In 1981, when Capt. Ronald Johnson took on his second company command assignment, he chose not to serve in his home state of New York. Instead he opted for serving in the Atlanta Recruiting Company. Now he realizes that if he had not chosen Atlanta, he would not have attended Georgia Tech for graduate school.

“I didn’t go into it (recruiting) with any attitude other than, ‘OK, the Army wants me to go do this, so I’ll go do it,’” said now Maj. Gen. Johnson, deputy chief of engineers.

Much like Johnson, Lt. Gen. Carter Ham served as a company commander in Lima, Ohio, from 1982 to 1984. Today, Ham serves as the Director of Operations, J3, The Joint Staff.

Prior to his recruiting assignment, then Capt. Ham said he had not thought, ‘not even a little bit,’ about serving as a recruiting company commander. “Having spent my first years in the tactical Army, I will tell you that I went out with a little fear and uncertainty on my part,” said Ham.

However, it was not long into the new assignment that Ham realized the importance of his duties — that he represented the Army in the eyes of many Americans who had no connection with the Army other than their connection with the local recruiting force.

“So the recruiting force, out there in small towns and villages and in the big cities, in schools and universities, that is to most people in America, the United States Army,” said Ham.

Ham soon realized that if the recruiting mission failed, then the whole house of cards, the All-Volunteer Army, could come tumbling down.

“You cannot have a trained and ready Army, prepared to

answer the nation’s call to duty wherever and whenever that might be required, if the recruiting mission is not successful.”

Ham said he gained an appreciation for the dedication of noncommissioned officers while serving in the Lima company. He said that across the board, he had not encountered a higher caliber or more independent mission-focused group of noncommissioned officers.

“My assignment in Recruiting Command was the first time it really struck me about the necessity to empower noncommissioned officers and to have them operating within a clear set of guidelines and intent, but without getting in their knickers each and every day.”

During the first month of his assignment, the Lima company did not achieve the mission. However, he found that under good leadership and support at the battalion and brigade levels, he learned, and his company became successful. For him, the widespread myth that failing to meet a mission could end an officer’s career came to an end.

“I would say that I am living proof that that is not necessarily the case,” said Ham.

Johnson said that serving as a recruiting company commander was different from serving as commander of Company A, 9th Engineer Battalion, U.S. Army Europe and Seventh Army, Germany.

“I spent almost no time dealing with the personal problems that you would have with a younger less experienced group of team members — people writing bad checks, doing that sort of stuff,” said Johnson.

Instead, he spent time with station commanders, who were sergeants first class, and recruiters, who were mostly staff

sergeants. In addition, he spent time with community leaders, civic groups, school principals, school guidance counselors, and college administrators — doing his part in representing the Army well.

Representing the Army is what Capt. Richard Frank, the commander of the Lewisville, Texas, company loves to do. His assignment is his first command assignment, unlike most USAREC company commanders who are on their second assignment. Frank sees himself as an ambassador for the Army.

“You see a lot of news stories, unfortunately, sometimes they are negative,” said Frank. “It is nice to be out here and be able to tell all the positive stories.”

Frank served with the 4th Infantry Division in Iraq for 13 months and has plenty of stories about what it means to establish a democracy. He says that in his recruiting job he faces a diversity of challenges and a day-to-day competition to complete his mission. He has extended for a third year of company command time and says he loves it.

“If you love sports, you will fall in love with recruiting,” said Capt. Frank. “You compete on everything from college contacts to contracts. It’s almost like a sports obsession when you are always trying to do better.”

Frank admits that recruiting is an awesome mission that the Army cannot lose, no more than the military can lose in Iraq. He admits there are some drawbacks to the job, which for him are the long hours. He spends a good deal of time meeting with centers of influence, high school teachers, and attending Friday night high school football games, which he thoroughly enjoys.

“I am a real big time sports junkie. I love sports and have always been competitive and probably that has been one of the greatest satisfactions.”



In 1981, when Maj. Gen. Ronald Johnson took his second company command assignment, he chose not to serve in his home state of New York. Instead, he opted for serving in the Atlanta Recruiting Company. Now he realizes that if he had not chosen Atlanta, he would not have attended Georgia Tech for graduate school. Photo by E. T. Eyre



Joint Staff Director for Operations Lt. Gen. Carter Ham, U.S. Army, briefs reporters in the Pentagon on current U.S. military operations around the world. DoD photo by R. D. Ward

He loves building relationships in the community and feels he is preparing himself for future leadership challenges and a successful career.

“I think the biggest reward is making sure we tell that Army story.”

“You see these kids come back and they are changed,” said Frank. “The parents are so proud of what they are doing. I have enjoyed it.”

Since Ham and Johnson served in Recruiting Command in the early 1980s, a great deal has changed, but the necessity of manning the All Volunteer Army remains the same.

Today’s modern recruiting force uses laptops computers with recruiting specific software installed that is designed to track missions. All commanders and recruiters have cellular phones to keep in touch with geographically dispersed stations and battalion leadership. Each company consists of six to eight stations, and travel out of the office is necessary several days each week. Two hundred forty companies make up the command with changes of command in nearly half of the positions each year.

Recruiting company commanders serve in a stabilized tour for two years and can extend the tour for an additional year. One benefit officers receive when choosing to serve a Recruiting Command tour is getting the opportunity to serve in or near their hometowns.

Along with Ham and Johnson, current XVIII Airborne Corps commander, Lt. Gen. Lloyd Austin, has served as a recruiting company commander. Each of the three general officers served a command tour in their specialty before coming to the recruiting, which is also the case for most of today’s commanders.

Even though Ham admits he wasn’t thrilled when he received the call from his assignments officer in 1982, he now says, “If you measure by promotion, then I think we are doing OK.”



Staff Sgt. James McClintock, drill sergeant, 1st Battalion, 61st Infantry Regiment, shows an America's Army employee the finer points of operating a .50-caliber machine gun Nov. 8 at Bastogne Range, Fort Jackson. Photo by Heath Hamacher

'America's Army' Contractors Take Basic Training



By Heath Hamacher, Fort Jackson Leader

The developers of America's Army, the official video game series of the U.S. Army, spent four days at Fort Jackson, S.C., in November to learn what it is like to transition from civilian to Soldier.

Civilian contractors from across the country — including America's Army Public Applications in Emeryville, Calif.; Redstone Arsenal, Ala.; and Picatinny Arsenal, N.J. — went through a mini-basic combat training which included physical training, drill and ceremony, Victory Tower and weapons firing at Bastogne Range on Fort Jackson.

The original PC version of America's Army — subtitled Recon — launched July 4, 2002, and has been downloaded more than 40 million times, making it one of the most popular PC video games of all time. Since its release, subsequent PC versions and versions for Xbox and mobile phones have also been developed.

Owned by the U.S. government and originally developed as a global public relations initiative, America's Army is a multiplayer, first-person shooter game simulating the Army experience from basic training to the battlefield.

Players are bound by rules of engagement and must adhere to the seven Army Core Values to accomplish missions.

Developers' experiences during their stay at Fort Jackson should help make Version 3.0 — scheduled for release September 2008 — the most realistic version yet.

"This will help keep this the most authentic Army game out there," said John Carlisle, account director, Ignited Marketing. "It's good to get the developers behind a machine gun because usually those guys are the ones rendering it in three dimensions, putting it into the game. So, you want them to under-

stand the action of the weapon, the procedure by which ammo is loaded and the weapon cleared."

Carlisle, a former Army officer, said the technical aspect is important, but there is more to learn about Army life that can benefit mini-BCT participants both professionally and personally.

"They'll understand being a Soldier isn't just about shooting, it's about camaraderie, teamwork, being a unit and sharing a common experience," he said. "That's the real strength of the Army."

Carlisle said he applauds the efforts of the employees who took on the challenge.

"All of these people volunteered because they wanted to walk in a Soldier's boots a little bit," he said. "These are folks that have been working at a desk behind a computer, living a fairly good civilian life coming out here to do the things basic recruits do; march, set up bivouacs, live in the barracks — they all came here with the idea this would make them better at their jobs, but I don't think they realized this will make them better, period."

After four days of waking up at 5 a.m., eating in dining facilities, marching around post and living a Soldier's existence, America's Army employees graduated mini-BCT Friday and, after watching the 3d Battalion, 60th Infantry Regiment graduation ceremony, headed back to their respective companies.

Clayton Montgomery, AAPA associate designer, is excited about the knowledge he took back with him.

"I already had a great respect for Soldiers, but this experience has increased that," he said. "It was really awesome for them to set this up for us. This is a once-in-a-lifetime chance and it's really awesome to be a part of that."



Sgt. 1st Class James Holomon of Ruston station, La., talks with a prospect at Louisiana Technical University. *Photo by Sgt. 1st Class Louis Sidney*

Exploring Internet Prospecting

By Pearl Ingram, RJ editor

Three recruiters in the Ruston, La., station spent one day training to use Recruiter Zone and the e-mail campaign. It has paid off in the number of e-mails sent. The station ranks among the highest in the command. However, if Sgt. 1st Class James Holomon could have more information on his station's e-mail campaign, he would want to know the number of e-mails that were opened.

"We have had less than 100 responses out of the 16,000 sent," said Holomon. "I would say that is very little."

Sgt. 1st Class David McDonell, Fort Collins, Colo., station has a similar request. He said when he used the mail merge system at least he received negative replies.

"I would like to see all the negative replies because the negative replies are at least contacts that we don't have to make telephone calls to," said McDonell. "It is just as important to know who is not interested as it is to know who is interested."

Both Holomon and McDonell send mostly to the college market, since high schools do not provide students' e-mail



Nick Harrison, ARISS functional director, says his advice to recruiters is to take the time to read the information on the computer screen in Recruiter Zone. The e-mail campaign page can do more for you if you understand all the features. Although the recruiter's name does not appear on the From address line on e-mails, the recruiter's personal information is automatically placed at the bottom of the template. Photos by Joyce Knight

addresses on school lists. If there is an e-mail address on the school list, it usually is an emergency point of contact and in most cases it is the parents' e-mail address according to Holomon.

Sending out a large number of e-mails is easy and only takes a few minutes. Once in Recruiter Zone a recruiter selects one of 18 templates, selects the e-mail addresses and clicks send. Three of the templates are Army Reserve specific and another four can be used for either Active or Reserve messages. Once a template is selected, the recruiter can view the message to be sent by clicking the Preview button.

"My high school template doesn't focus exactly on what a college student would like to hear," said Holomon. He would like to see more Reserve templates available.

Holomon says he is not sure if Ruston station has written a contract based on response to the e-mail campaign, but he is 100 percent sure that they have contacted all addresses on the college lists.

To contact the prime market, high school prospects, Holoman sends snail mail. He has tried to find a method for printing the mailing labels from the Recruiter Zone mail selection but has not been able to do so.

The top station in USAREC in e-mail for November was Sgt. 1st Class Ryan Razon's station in Fall River, Mass. Razon says his guys blasted out e-mails pretty hard to the college market. The eight high schools in his area do not give out e-mail

addresses, although the recruiters have asked.

Razon, like McDonell, feels his recruiters could use more training and as well as being given a better understanding of how the system works.

"I think it will be helpful once we get a little bit more into the whole Internet prospecting thing," said Razon.

Although in November, Razon had no way of knowing that his station had sent 9,577 e-mails but that will change in updates of Recruiter Zone. Additional features, such as the recruiter being able to view the number of e-mails sent as well as the number of e-mails opened will be added. The next update is expected to go out this month according to Jeff Hester, the Epiphany systems administrator.

Hester says what the recruiter sends out is not actually an e-mail but a request to the database to select a template. The database adds the recruiter's name, rank, address, telephone number and a link to their e-mail address. The system also adds the GoArmy Web site address.

"What they are doing is writing the information into a database here at Recruiting Command and then the Epiphany system picks it up and applies it to a template," said Hester.

Hester says if a prospect hits the Reply button rather than clicking on the recruiter's e-mail address at the bottom of the template, the reply comes to him. He normally gets only two to three replies each day. Recruiters are sending 17,000 to 18,000 e-mails per day. According to Hester, the industry standard for

E-mail Campaign for November

Number of Stations Using E-mail Campaign
1,085 stations

Number of Recruiters Sending E-mails
4,347

Number of E-mails Sent
234,537

Number of Prospects
198,177

Number of E-mails Read
164,175

Station Sending Highest Number of E-mails
9,577 Fall River, Mass.



response to e-mail prospecting is less than .5 percent.

When a negative reply is received, such as “bite me,” the e-mail address is suppressed and no further e-mail can be sent to that address. He also suppresses Unsubscribe requests in accordance with the DoD regulation on spam.

“Even if the recruiters load the name back into the system, they will not be able to send them any more e-mails,” said Hester.

Nick Harrison, ARISS functional director, says his advice to recruiters is to take the time to read the information on the computer screen. It can do more for you if you understand all the features. Although the recruiter’s name does not appear on the from address line, the recruiter’s personal information is automatically placed at the bottom of the template.

In the future USAREC will add demographic and market segmentation information to the system, giving recruiters an even more direct way of contacting prospects.

“I think with the brain power we have up here, we can help them do a little bit better,” said Harrison. “We’ve made it really simple. They can hit a very large group of people in five minutes.”

Under the Contact a Soldier button, recruiters can search for a Soldier who graduated from their high school and ask the Soldier to consider coming back to the area as a hometown recruiter assistant. Or, they can ask the Soldier to speak with or e-mail a prospect who is considering enlisting for the same job

specialty. Contact a Soldier has been available for about eight months and can be one way that recruiters can encourage Soldiers to participate in the \$2,000 referral bonus program.

“These are two big things that are right under the People tabs,” said Harrison. “So when they go to People, they can Schedule a Campaign or Contact a Soldier.”

To assist recruiters with questions about the system, they can contact the battalion application trainer. This is a new position in battalions and two trainers are being placed at each battalion to assist with computer training. The Frequently Asked Questions section also provides a way to learn about the program.

“I would tell you that it is widely used because if something goes down with the server, we get trouble tickets from the recruiters saying their e-mails haven’t gone out,” said Harrison.

The college list e-mail addresses may or may not be useful, since students often have more than one e-mail address. If professors don’t use e-mail for assignment purposes, students often don’t check that e-mail box. Hollomon says he doesn’t trust cyber leads or headquarters leads since they can be false names entered at the goarmy Web site. Many of the names from events just want the T-shirt said Hollomon and most don’t qualify for enlistment.

“I think this could be a successful tool,” said Hollomon. “The thing is that you have to have somebody’s e-mail address to contact that person.”

Mom Joins Sons as



Pvt. Vickie Granroth Myllyoja is a 5-foot, 2-inch advanced individual training Soldier assigned to Fort Lee's Company C, 262nd Quartermaster Battalion, 23rd QM Brigade. She lost her 45-year-old husband 10 months ago to a heart condition, made good on a vow to live a meaningful life, and joined sons, Coalton and Cody Campioni, as defenders of freedom.

Let's say you're a 37-year-old mother from Northern Michigan. You recently lost your husband and you have two teenage sons in the military who are likely to be put in harm's way.

You've always set the example for your children, so you call up a recruiter, raise your hand in earnest and join them in service to the country.

Sounds like an idea for a decent movie script, right? But it's not. It is the real life story of Pvt. Vickie Granroth Myllyoja.

Defenders of Freedom

Story and photo by T. Anthony Bell, Fort Lee Public Affairs

Myllyoja is a 5-foot, 2-inch advanced individual training Soldier assigned to Fort Lee's Company C, 262nd Quartermaster Battalion, 23rd QM Brigade. She lost her 45-year-old husband 10 months ago to a heart condition, made good on a vow to live a meaningful life, and joined sons, Coalton and Cody Campioni, as defenders of freedom.

"I'm the one that makes mud pies with them," she said, referring to her preference to get her hands dirty and be actively involved in her sons' lives. "I'm not the one that sits back and watches them do this kind of stuff."

Myllyoja has been doing "this kind of stuff" with her sons since they were youngsters. A native of the rugged Upper Michigan Peninsula town of Dollar Bay on Lake Superior, Myllyoja raised her boys in a way that would make any father proud. She cited as an example her approach to teaching them to confront their fears.

"Just to teach them not to be afraid of heights, I would climb trees with them," she said. "I would say, 'Come on kids, mom's up here; you can do it, too.'"

With both of her sons — 19-year-old Coalton, an Army private first class currently in Iraq and 18-year-old Cody, a Marine private in San Diego — Myllyoja's commitment to setting examples and leading the way for them sort of worked in reverse. They joined the ranks of the military first; she supported their decisions and then followed them in their tracks.

"I stand behind my kids," she said. "If they're going to do something, I want to be there doing it with them."

So now mom is an active-duty Soldier donning combat boots, carrying a weapon and participating in road marches, just like her sons. It may be considered a noble and courageous thing to do, but Myllyoja is also a realist. She knows there are risks — for herself and her sons — but maintains that the risks aren't any more than those in everyday life.

"My husband died at 45," she said. "People can get cancer at the age of 30; so you can die anytime you catch a disease. I would rather my kids say, 'My mom died defending her country and helping other people.'"

Myllyoja's realization that life can be fleeting came during her marriage to Dennis Myllyoja, a 110-pound man whom she said "...was as strong as a brick house." She married him six years ago with the full knowledge that he was going to die.

"Knowing that he didn't have much time to live, we just did everything we could (together)," she recalled.

During the time they were married, Dennis acted as a father to the two boys, mentored others in the community and taught his wife a trick or two about those fleeting moments.

"He said that no matter how rough life gets, live for the moment."

Myllyoja's newfound grasp on life after Dennis' death was manifested in her decision to enlist. When she did, Coalton wasn't surprised.

"She's a tough old bird," he said. "I knew she could handle it."

Myllyoja is more than pulling her weight and meeting the standard. She said she is currently ranked at the top of her class in terms of academic performance and Coalton said she has turned in some physical training test scores that he envies.

"When you call your mom and she says she has a better PT score than you, even with the age difference and points scale, it made me want to push a little harder," he said.

Myllyoja plans to spend the next 20 years in the Army. She is currently undergoing training as a mortuary affairs specialist, a job that requires the handling of remains. She said she is honored to train in that job, despite the fact she recently buried her husband.

"Bad things happen to good people," she said. "You just have to move on and being a mortician is helping people move on."

New Program to Boost Army's Employment Aid to Spouses

By Gary Sheftick, ARNEWS

The Departments of Defense and Labor announced a joint program to provide military spouses with resources to help find jobs, receive training and launch careers.

A two-year pilot program that begins this month will provide \$35 million in resources at 18 installations in eight states. Five of the posts that will participate in test of the "Military Spouse Career Advancement Initiative" are Fort Carson, Colo., Fort Benning, Ga., Fort Bragg, N.C., Fort Lewis, Wash., and Schofield Barracks, Hawaii.

"Today we embark on a landmark program that will open the doors to our military spouses for more fulfilling careers," Secretary of Defense Robert Gates said as he announced the initiative at the Pentagon. He and Secretary of Labor Elaine Chao signed a proclamation to support the initiative.

"We understand how hard it is for families of military men and women who have to be ready to move anywhere in the world every couple of years," he said, adding that packing and relocating is often at the expense of spouses' careers.

Secretary Gates said moving makes it difficult for military spouses to "navigate the career licensure and certification requirements that go with most professions." He said the new program will help spouses obtain credentials for "high-growth, portable occupations" such as education, health care, information technology and financial services.

Eligible spouses will get reimbursed for expenses directly related to post-secondary education and training under the new program. These include costs for tuition, fees, books, equipment, and credentialing and licensing fees in a number of professions. The program also covers the cost of renewing existing credentials and licenses due to a military move.

Spouses of active-duty servicemembers grades E1 through E5 and O1 to O3 will be eligible to participate. They must have a high school or general education diploma.

Army Education Centers at the five installations testing the program will have more information about the initiative said Patricia Wells, the Army's Employment Readiness Program Manager at the Pentagon. She said Employment Readiness



Military spouses watch as Secretary of Defense Robert M. Gates, Gwen Bates, middle, a military spouse representative, and Secretary of Labor Elaine Chao sign a proclamation in the Pentagon Nov. 14 that established funding for education and training for eligible military spouses in eight states. Photo by Petty Officer 2nd Class Molly A. Burgess

Managers at the five installations have also received training in the initiative and will be ready to help spouses apply for the program.

Wells said the Army has been helping military spouses with employment resources for more than 20 years. The Army's Employment Readiness Program, or ERP, provides job search assistance, job skills training and information and referral services for Soldiers, family members and eligible military ID card holders.

It provides assistance with resume and resumix writing, interviewing techniques, dressing for success tips and net working. Job skills training includes basic computer training, an overview of the federal employment process, and a class in entrepreneurship.

The ERP managers work with installation Civilian Personnel Offices, community agencies, contractors, and local Army Spouse Employment Partnership, or ASEP representatives.

Under ASEP, the Army has a partnership with Fortune 500 companies and federal agencies who pledged their support to increase employment and career opportunities for Army spouses. At present there are 31 Fortune 500 companies and five partners from federal and military agencies participating in the program.

Between September 2006 and September 2007, more than 7,200 military spouses were hired by ASEP partners, bringing the current total number to more than 23,000 spouses hired through the partnership.

The Military Spouse Job Search Web site, www.msjs.org was launched in July 2005 as a portal for military spouse resumes and a place for ASEP partners and registered military spouse-friendly employers to post their job vacancies.

The new DOD and Department of Labor initiative, however, adds funding for education and training that had not been available before under the Army programs, Wells explained.



Winter Driving Poses Added Risk on the Road

From the TRADOC Safety Office

There's nothing more beautiful than a fresh blanket of new-fallen snow. Unless of course, you're driving in it. Winter snow and ice pose special problems for even the most experienced driver. When you're prepared for winter driving emergencies — you'll be able to say “let it snow, let it snow, let it snow” — and mean it!

Winterize Your Car

When the weather turns frosty, prepare your car for the season — get a complete tuneup. Ask your mechanic to test brakes, the battery and the exhaust system. Check fluid levels, add anti-freeze and switch to winter-weight oil. Install snow tires on drive wheels, and be sure to carry emergency tools in your trunk — sand, salt, shovel, chains, snow-scraper/brush, booster cables, blankets and a flashlight.

What To Do If You Skid

The primary problem faced by winter drivers is skidding on slick or icy roadways. If your car should skid, do not brake. Instead, take your foot off the accelerator and turn your car in the direction that you want the front wheels to go. Use gentle, steady motions when turning the steering wheel. Turning too much or too fast may cause your vehicle to flip or spin out of control.

What to Do If You're Stuck

An equally common problem is getting stuck in the snow — your wheels spin but your car won't move. This is when emergency equipment is most important. Don't continue to spin your wheels; you'll only wind up in a deeper rut. Instead, pour sand, salt, or gravel around the wheels to give them something to grab onto and improve traction. You can also shovel snow away from the wheels and out from under the car to clear a pathway.

Some General Guidelines

Whenever driving conditions are less than ideal, it pays to be cautious. Drive slowly, test your brakes frequently and never tailgate. Make sure that windshields (front and rear) are clear and that wipers and defrosters are in good working condition. Use low gears when traveling on slick surfaces, especially hills, to give added traction. Listen to weather forecasts and if weather and visibility are hazardous, stay home!

Did you know that 70 percent of deaths during snow or ice storms occur in vehicles? It pays to carry blankets or sleeping bags, matches, candles, a snow shovel, sandbags, a flashlight and nonperishable foods. Be prepared!



Winter Driving Safety Tips

■ If you find yourself driving in the snow, stay alert, slow down and stay in control. These are the three key elements to safe driving in the snow.

Here are a few other tips for driving in the snow:

- If you think you may be heading into snow or there is a possibility of driving in the snow, make sure you do a maintenance check on your vehicle before making the trip. Check the vehicle battery, belts and hoses, antifreeze, oil, lights, brakes, heater and defroster and check the exhaust system for leaks that may allow carbon monoxide to enter the vehicle.
- Plan your route ahead of time and give yourself extra travel time. Make sure someone knows your travel plans.
- Wear comfortable clothing that does not restrict your movement while at the wheel. Keep warm clothing available for when you exit the vehicle.
- Always clear any snow and ice from all windows, lights, mirrors and the roof before driving. After starting the vehicle wait for the interior windows to clear of fog so you will have appropriate visibility.
- Make sure there is sufficient windshield washer fluid in the vehicle reservoir and that it is rated for freezing temperatures.
- It takes longer to stop on slippery surfaces, so add additional time to the three-second rule.
- Know the proper handling procedures for a skidding vehicle.
- Slow down in snow and icy conditions, make turns slowly, and make all starts slow and smooth.
- Remember that bridges and overpasses may freeze before the regular travel lanes of a roadway. Watch out for black ice, areas of the roadway that appear black and shiny and where your vehicle can suddenly lose traction. Slow down in these areas and keep your foot off the brakes.
- If you get stuck or stranded, don't panic. Stay with your vehicle for safety and warmth. Wait for help to arrive. If you have a cell phone and are in an area with cell phone service, try calling for help. Try to always know your exact location while driving.
- Keep your clothing dry. Wet clothing can lead to dangerous loss of body heat.

Fort Hamilton Hosts FS Dinner

By Emily Gockley, New York City Battalion

Forty-two new Soldiers and more than a hundred family and friends celebrated an early Thanksgiving at the Hamilton Club at historic Fort Hamilton.

“Not to take anything away from Lexington, Concord, or Boston, but it can be argued that the first shots of the Revolutionary War by the newly declared independent states were fired from this very spot on the afternoon of July 4th, 1776,” said Capt. Thad Krasnesky, the host of the evening’s event.

Although there are many engagements that vie for “first shot” honors of the War of Independence, the first engagement that occurred after the Declaration of Independence was publicly announced occurred in Brooklyn.

“It is fitting that your journey as Soldiers begins here at the same place that our journey as a nation began,” said Krasnesky.

“We give thanks tonight for the courage of those men and women with whose heritage we are now joined. We give thanks for your dedication and sacrifice and ability to see beyond yourselves and commit to something that is greater than the

sum of its parts. And we give thanks for the family and friends that support your decision tonight,” said Krasnesky.

Fort Hamilton is the second oldest continuously occupied post in the United States. The building that houses the Hamilton Club originally housed a coastal artillery battery and dates back to the early 1800s. Family and enlistees alike were impressed by the historic impact and the massive grandeur of the twelve-foot thick walls that once defended our shores.

Ten new enlistees received promotions at the dinner and ceremony for rank that was earned prior to shipping out to basic training. Future Soldiers can earn rank a number of ways prior to training. Several high school seniors who were among the enlistees also received checks totaling more than \$10,000 that represented bonuses earned for staying in school. As part of the Army’s commitment to education, a \$1,000 bonus is paid to each senior for every month that they stay in school through graduation.

“If the Army treats my son and our family with as much respect as we felt tonight,” said one mother, “Then I think that this will probably be the best decision of his life.”



Former Recruiter Receives Award for Outstanding Performance

Sgt. 1st Class Anthony G. Adkins, of Headquarters and Headquarters Company, USAARMC, Maneuver Mounted Battle Lab, was awarded an Army Achievement Medal by Col. David Mann for outstanding performance during a two-month stint with the Montgomery Recruiting Battalion, Anniston Company. Adkins was one of the former detailed recruiters who was sent TDY to assist the field. According to Mann, he obtained 11 and possibly 12 contracts during his two months.

Recruiter Enlists Son

Story and photos by John L. Thompson III, Houston Battalion

When a young man chooses military service he often talks with his parents; he may also seek someone who lived the life of a Soldier. For John Boyles, his parents have both those qualities. Boyles' father, George, completed a career in the Army, then left for Iraq in October to work as a contractor. His mother, Staff Sgt. Crystal Boyles, is eight years into her Army career and is the recruiter who enlisted her son John.

The shy 18-year-old, deciding it was time to explore his life options, spoke with his mother about the benefits and training the Army could offer him. Since he was going to an Army recruiter he knew so well, he felt confident that she would steer him in the right direction.

"I was kind of surprised," Staff Sgt. Boyles said. "I was sitting here in the office when he called me and said, 'Hey Mom, what do you think about me coming in and finding out what my options are with the Army?' and I said, 'Come on in and we'll see what we can do for you.'"

The younger Boyles, who owns and designs Web sites, is currently in contract negotiations with several major video-game companies, including Atari. He has also met renowned animator Akira Toriyama and received support from the artist he deeply admires.

John admitted he was more concerned about the physical challenge of basic combat training which is required of all Soldiers. By beefing up on his own and with guidance from his mother, he believes he can handle both the physical and mental aspects of basic training.

"Learning to follow orders and approaching the prospect of being trained as a Soldier in a positive manner will help me succeed," he says.

As an Army Reserve Soldier, he will enter military duties as a human resources specialist with the 420th Engineer Brigade in Bryan, Texas. He says he will enjoy using the skills he has to enhance what he will learn in the military.

"When you are making a Web site, you have to cut it up into sections so people will like it, so it will appeal to them," John Boyles explains.

"That experience will help me organize paperwork, even if it is on a computer somewhere."

For John, his selfless service will also reap other rewards, such as eligibility for college tuition and a healthy sign-on bonus. And as far as the prospect of travel, John says he is well traveled as an 'Army brat' and looks forward to traveling to other countries where he already made friends through the Internet.



Staff Sgt. Crystal Boyles, Soldier, recruiter and mother to son John, strike a pose the day prior to his departure for basic training. Her husband left for Iraq a week prior as a contract worker.



Army iPod Giveaway

Joan Dewit receives an iPod from Mel Almodovar, Denver Battalion education specialist services. Dewit, a high school counselor at Sand Creek High School, Texas, won the iPod at the National Association for College Admission Counseling convention in Austin, Texas, last September. She was one of 301 Centers of Influence attending the exhibit where she was given information on the March 2 Success program. *Photo by Cpl. Jeremy Tuck, Denver Battalion.*

Pitching for Their Community

By Cheryl Cho and Maj. Mary Fogarty, Seattle Battalion

Recruiters from Seattle Battalion's Everett Recruiting Company in Washington state have been building strong ties with their community through a partnership with the Everett AquaSox, a minor league affiliate of the Seattle Mariners.

Everett Company participates in six games per season with the AquaSox, interacting with the fans and talking with potential applicants. The AquaSox players wear Army-themed jerseys at each of these games. At the end of the season, when the jerseys are no longer needed, they are auctioned off to the crowd in a silent auction. The proceeds are donated to Camp Erin, an organization that provides a summer camp experience for kids grieving the loss of a loved one.

Last year's donation to Camp Erin totaled \$4,800. The auction has become more popular each year with the AquaSox fans, who get to purchase jerseys worn by their favorite players. Everett Company and the AquaSox choose a different pattern for the jerseys each year to encourage fans to collect the entire set. So far, the team has worn woodland camouflage, desert camouflage, and American flag themed jerseys.

"I'm proud that we've been able to be a part of this for the past three years," said Maj. Mary Fogarty, Everett Company commander. "Camp Erin is a worthy organization that provides a wonderful service to these kids."

"Without a strong community, we wouldn't have a strong baseball club," said AquaSox General Manager, Brian Sloan. "We feel very strongly about giving back to the community,

along with our partners. I think contributing to Camp Erin is one of the best things we do in the community."

The camp is named after Erin Metcalf, a 17-year-old hospice patient, who died in 2000 and was a close friend of the Seattle Mariner Jamie Moyer and his wife Karen. The couple's Moyer Foundation and Providence Hospice and Home Care established an endowment to fund Camp Erin's operating costs.



The 2007 contribution to Camp Erin of \$4,800 was presented by Sgt. 1st Class Samuel Stroud of Everett Recruiting Station and AquaSox General Manager, Brian Sloan. Photo courtesy of Everett AquaSox

Recruiter Puts Son of his Recruiter in the Army

Courtesy of PaYS

When Staff Sgt. William Boettcher joined the Army in 2001, Sgt. 1st Class Jeff Coleman of the Westland, Mich., station was his recruiter. After a few years service and a tour in Iraq, Boettcher graduated from recruiting school and was assigned to Westland, where he originally enlisted.

By then Coleman was a guidance counselor at the Troy MEPS and their paths crossed as Coleman processed many of Boettcher's Future Soldiers. Both their wives were active in the Family Readiness Group for the Dearborn company and eventually became friends. This friendship led to the families spending time together. Coleman's son, Yngwie, even watched the Boettcher's children until Coleman's retirement from the Army in 2006.

Their paths continued to cross as Coleman became a contractor and worked as a guidance counselor at the Troy MEPS until he took a position with General Dynamics Lands Systems. As one of the first PaYS partners, GDLS quickly capitalized on Coleman's Army background and put him in charge of their PaYS program.

In July of 2007, Coleman contacted Boettcher and informed

him that his son was ready to join the Army. Boettcher worked with him and on Sept. 10, 2007, Yngwie enlisted as an 11X, infantryman and even referred a friend who also enlisted.

Boettcher said it was an incredible honor to have a hand in making Yngwie a Soldier, just like his dad had a hand in his journey all those years ago.



Yngwie Coleman stands beside his recruiter, Staff Sgt. William Boettcher (left), before being sworn into the Army. Coleman's father was Boettcher's recruiter in 2001.

Famous Vietnam General's Granddaughter Transforms to Active Duty Soldier

By Cathy Pauley, Sacramento Battalion

Staff Sgt. Rachel Westmoreland, like her famous great-grandfather Gen. William Westmoreland, has decided to pursue an active duty career in the Army.

Westmoreland, who served during World War II and the Korean War, was the commander of U.S. military operations during the Vietnam War, from 1964 to 1968, then Army Chief of Staff from 1968 to 1972.

Rachel Westmoreland joined the Army Reserve in 2002. After basic and advanced individual training, she deployed for 15 months with the 419th Transportation Company to Iraq.

Following her Iraq deployment, Westmoreland volunteered as a drill instructor. After DI school, she spent 10 months on active duty at Fort Jackson, S.C., using those new skills.

"I loved being on active duty and I loved being a drill sergeant," Westmoreland said.

Since her drill sergeant stint, Westmoreland, 23, has worked construction and is a server at a local coffee-house.

But the love of the Army and the lifestyle has led her to decide to take the leap of transforming from an Army Reserve Soldier to an active duty Soldier. Her ultimate goal is to become a full-time drill instructor.

"I feel because of my young age that I can relate well to new recruits as a drill instructor," Westmoreland said. "I meet a lot of civilians who are my age and I can offer my experience, because I've deployed to Iraq. I can tell them, 'Hey if I can do it, so can you.'"

Folsom station recruiter Staff Sgt. Clarence Harada, who wrote her enlistment Oct. 2 said, "Staff Sgt. Westmoreland is a perfect noncommissioned officer. Her persona speaks of professionalism. The NCO Corps is known as the 'backbone of the Army,' because of noncommissioned officers such as herself."

Westmoreland left for her active duty assignment at Fort Hood, Texas, Oct. 18.

When asked if her great-grandfather was the inspiration for her joining the Army, Westmoreland said she enlisted on her own accord. She didn't get to know much about her great-grandfather until she volunteered at a Veterans Administration hospital in Utah.

"I learned more about my granddad talking to patients than any history books could tell."

Gen. Westmoreland died in 2005 at age 91.



Staff Sgt. Rachel Westmoreland, like her famous great-grandfather Gen. William Westmoreland, has decided to pursue an active duty career in the Army. She's standing with her recruiter, Staff Sgt. Clarence Harada of Folsom station, Calif.

New VA Hospital

By Julia LeDoux, Fort Belvoir Eagle

A new chapter in Army health care in the National Capital Region began Nov. 8 at a groundbreaking ceremony for a new hospital on Fort Belvoir.

Base Realignment and Closure 2005 (BRAC) ordered Walter Reed Army Medical Center to close and combined its medical care for servicemembers, military retirees and their family members at two locations in the National Capital Region: the National Naval Medical Center in Bethesda, Md., and Fort Belvoir.

“Today is significant because it represents the future direction of military health care,” said Maj. Gen. Gale Pollock, commander of the U.S. Army Medical Command and acting surgeon general. “It represents progress, it represents the direction and growth of military health care. And, most importantly, it represents our continuing commitment to provide the highest-quality, compassionate care to military servicemembers, veterans and their families.”

The new, state-of-the-art, 120-bed facility will replace DeWitt Army Community Hospital, which opened in 1957. The new hospital is slated to open by Spring 2011 on the site of Fort Belvoir’s old South Nine Golf Course.

The new hospital will have six levels and 1.2-million square feet of space. It will include a 10-bed intensive care unit; a 12-bed behavioral health inpatient unit; a cancer center; an emergency center; an operative services center

with 10 operating rooms; diagnostic centers such as pathology and radiology and modular clinic space dedicated to outpatient services, with additional space planned for future outpatient expansion.

The Norfolk District of the U.S. Army Corps of Engineers is managing the construction of the \$747 million hospital, which is expected to be complete by late summer 2010. The facility will then be turned over to AMEDD to staff and equip.

Congressman Jim Moran, who represents Virginia’s 8th District, noted the new Belvoir hospital will be “the premiere military health care facility in the world.”

Army Forges Partnership with 10 Colleges

By Alia Naffouj, TRADOC News Service

Higher-education leaders from across the country came to Fort Monroe Nov. 14 to discuss the Army’s new “College of the American Soldier,” a partnership with 10 participating colleges.

The partnership promotes educating Soldiers through the Noncommissioned Officer Education System and aims to provide Soldiers the opportunity to obtain their bachelor’s degree with minimal obstacles, according to U.S. Army Training and Doctrine Command officials.

Coastline, Barstow, Limestone and Thomas Edison State offer associates degrees through the program.

Thomas Edison College, Austin Peay, Franklin, Limestone, Park, Strayer, Maryland and Empire State offer bachelors degree programs.

“This program not only benefits Soldiers but serves the best interest of institutions as well,” said Gen. William S. Wallace, TRADOC commander, at the Nov. 14 kick-off event for the College of the American Soldier.

“Improving civilian-education opportunities for Soldiers throughout their military careers helps promote the ideal of lifelong learning and extends the pursuit of knowledge well beyond a Soldier’s service commitment.”

The program is designed to maximize a Soldier’s potential college credits based on military training and education, officials said. They said a Soldier could realistically attain a bachelor of arts or bachelor of science degree before reaching retirement based on the American Council on Education’s recommended credits for military training and education and completion of college classes, working with the Service Members Opportunity Colleges Army Degrees member schools.

Participating colleges will certify the amount of credit up front to be applied to a career noncommissioned officer degree based on the American Council on Education’s credit recommendations.

The College of the American Soldier program also aims to make it easier for NCOs to assess where they are in

attaining their degree.

The College of the American Soldier will link with a portal called the Army Career Tracker, which will show a Soldier a specific “map” toward a degree. Soldiers will be able to see what Noncommissioned Officer Education System courses will transfer as equivalent credit at any point in their career — from basic training through the Sergeants Major Course. The portal will list exactly what a SOCAD school will grant, get each credit source and provide a list of other ways guaranteed to meet degree requirements.

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 limiting the residency requirements at participating schools.

The flexibility of the program also encourages an NCO’s lifelong learning strategy because there is no time limit for completion.

The program will benefit Soldiers regardless if they make a career of the Army or not.

“It is better for the armed forces because they are more educated, and if they leave the armed forces more educated, it is better for America,” said the TRADOC deputy commanding general, Lt. Gen. Thomas F. Metz.

AMU Wins International Sniper Competition

By Bridgett Siter, *The Bayonet*, Fort Benning, Ga.

“A wealth of information that isn’t shared is worthless,” said Sgt. 1st Class Jason St. John, half of the two-man sniper team from the U.S. Army Marksmanship Unit.

St. John and his partner, Staff Sgt. Robby Johnson, returned from a second-place finish last year to beat 16 other teams in the seventh annual International Sniper Competition at Fort Benning Oct 26 - Nov 2.

Two-man spotter-shooter teams from the Army, sister services, Canada, Ireland and Sweden competed in the weeklong event, which focused more this year than ever before on training and sharing information on the latest advancements in sniping tactics and technology, said Capt. Keith Bell, Sniper School commander.

“Finding the best two-man sniper team in the world — that’s secondary to what we do here. We train Soldiers to be snipers, the most deadly weapons on the battlefield,” he said. “That’s what’s important.”

The competition served another purpose as well, Bell said. Each year it draws more and more attention from the media — each year more and more people come to understand the role the sniper plays on today’s battlefield.

“When the enemy blends in so well with the population, you can’t take him out with a hand grenade or a machine

gun,” Bell said. “It’s critical to have these snipers in undisclosed locations, basically invisible, who can take out a target in a crowd with one bullet placed precisely.”

Johnson and St. John served as snipers with the 75th Ranger Regiment’s 3rd Battalion. Johnson said the value of a sniper team cannot be underestimated.

“We’re a platoon’s best friend,” Johnson said. “We cover their backs, we cover their fronts, so they can do the mission, whether they’re breaching a building or going over a wall. We’ve got eyes on it before they even get there.”

With five combat tours between them — and now the International Sniper championship — St. John and Johnson said they’ve yet to master the skill of sniping. And that’s a good thing.

“There’s always room to learn and improve,” St. John said. “The moment you think you’re perfect is the moment you’ve discovered your greatest shortcoming.”

Johnson said he came away from every shooting event “kicking himself” for falling short.

“That’s the value in (the competition.) Basically, it’s a kick in the face,” he said.

“You realize your shortcomings. It doesn’t matter if you’ve been a sniper for years or you’re competing for the first time, you go out there and you realize there’s so much room for improvement.”

The competition will be aired on the Discovery Channel at a time and date to be announced.

‘Grill Sergeants’ to Debut on Pentagon Channel

By Mike Strasser, *Fort Lee Public Affairs*

Under the hot lights of the television studio, Sgt. 1st Class Brad Turner was the featured chef for the taping of a new Pentagon Channel lifestyle program called, “The Grill Sergeants,” which will debut later this fall.

Turner said it was an honor to be chosen as the show’s first host.

“I have been humbled by the amount of work from a lot of great people here and the camaraderie among everyone putting this show together,” said Turner.

Brian Natwick, Pentagon Channel general manager, said the concept for the show originated to expand the channel’s lifestyles programming. Having already filmed an exercise show, Natwick said a cooking show would fit well into the lineup.

“In lifestyle programming, the goal was to put an emphasis on readiness,” said Natwick. “The first show focuses on physical fitness, and the new show highlights healthy eating. The two shows meld well in providing information on how to stay fit and healthy so that our military members can continue on with their mission.”

“It’s important to emphasize family cooking, and just families, period,” said Turner. “On this

show, you’ll hear me say, ‘Share your love, share your food.’ And that’s because the military family moves at such a high tempo. Mothers, fathers, even grandparents are working and deploying, and when you come back, you need that reconnection time. What better time to connect than what you do at least three times a day, and that’s eat.”

Chief Warrant Officer 4 Robert Sparks, ACES culinary division chief, made his screen debut as a guest taster and was impressed with the magnitude of the production.

Considering a week earlier, the production studio was simply a supply room, Sparks said the small crew did



With the cameras rolling, Sgt. 1st Class Brad Turner plates up his culinary creations during the taping of the Pentagon Channel lifestyle program called, “The Grill Sergeants.” *Photo by Mike Strasser*

incredible work in a short time.

“It’s amazing how they’ve transitioned all that into a studio worthy of any Food Network show,” said CWO4 Sparks. “All I can say is watch out Emeril and watch out Rachael Ray. Here comes ‘The Grill Sergeants.’”

“It’s groundbreaking for food service to be placed in this kind of spotlight,” said Turner. “With the amount of chefs in the military, both active and retired, this really validates the excellence in the food service program.”

Mental Health Needs of Soldiers Returning from Iraq Identified

Army News Service

A new Army medical study published in the Nov. 14 issue of “JAMA,” The Journal of the American Medical Association, reports on results from 88,235 post-Operation Iraq Freedom returning Soldiers who completed post deployment health reassessment surveys months after their return, as well as initial surveys as they were departing Iraq for home. The study shows that the follow-on process of a second survey is working well to identify Soldiers returning from Iraq with mental health concerns. The second survey is an important effort by the Army to assess the effectiveness of mental health programs and provide the best mental health care to Soldiers and their family members.

“With regard to the study findings, most importantly, we found that the second screen is working,” said study author Army Dr. (Col.) Charles S. Milliken, principal investigator, Division of Psychiatry and Neuroscience at Walter Reed Army Institute of Research. The second medical survey “was created because a preliminary study, also done by Army medicine, suggested that we were missing Soldiers by only screening as they were coming home, Milliken said. “The study showed that if you screen a second time, you uncover a large group

of Soldiers who were not detected to have health concerns on the first screen.”

“We understand deployments place stress on our Soldiers,” said Brig. Gen. Stephen L. Jones, Assistant Surgeon General for Force Protection, U.S. Army Medical Command. “The purpose of the post deployment health assessment and reassessment is to reach out to them, bring them in, educate them, ask them if they have any physical or psychological concerns, and get them the care they need. This is about reducing stigma and breaking down barriers to getting care, and it’s working.”

“The study demonstrates that we’re using a valid scientific approach to advance our knowledge,” Jones said. “We’re submitting our findings to leading medical journals not only to be transparent, but also to involve the entire medical community in this effort. We’re taking better care of the physical and psychological health of our Soldiers than in any other war. We didn’t conduct health assessments after World War II, Vietnam, or the Gulf War,” Jones said. “Our goal is to ensure every returning Soldier receives the health care they need, the earlier, the better. Our post deployment health assessments and reassessments are the way we do that, and we’re continually improving the process.

“In our Army Family Covenant we promise to provide a quality of life commensurate with the Soldier’s voluntary service and the families’ daily sacrifices,” Jones said. “Studies like this help us determine where we can best apply our resources. Our Soldiers are strong and well trained. They’re resilient and upon return home most develop stronger bonds with loved ones, re-establish relationships, and show more compassion. Some need assistance, and through this screening process we’re teaching our Soldiers that seeking help is a sign of strength, not weakness. This is part of our efforts to reduce the stigma traditionally associated with seeking medical or psychological care.”

Wounded Warriors Entitled to Keep Bonus Payments

BY J.D. Leipold, Army News Service

Soldiers who become ill or are wounded while on active duty are entitled to keep all recruitment bonuses due them.

The Army reiterated that policy, after a wounded Soldier inadvertently received a letter from the Army that stated he would be required to pay back any enlistment money he received.

“If you are ill or were injured while on duty, the Army will not ask you to repay any portion of your recruitment bonus,” said Brig. Gen. Mike Tucker, assistant surgeon general for Warrior Care and Transition. “This money will stay in the hands of our Soldiers.”

Army policy prohibits what is described as “recoupment” when it would be contrary to equity and good conscience, or would be contrary to the nation’s interests. Those circumstances include, for example, “an inability to complete a service agreement because of illness, injury, disability or other impairment that did not clearly result from misconduct.”

The Army is looking into the specifics behind former Soldier Jordan Fox, who was injured while serving in Iraq. Fox told news media he had received a letter from the Army stating he would be required to repay a \$3,000 enlistment bonus.

The general said Soldiers who have received letters from the Army asking for repayment of a recruitment bonus should contact the Wounded Soldier and Family Hotline to report the issue as soon as possible.

“If there’s a problem, we are going to fix it,” Brig. Gen. Tucker said. “We are committed to honoring our warriors and families in transition.”

For those who reside within the United States, the hotline can be reached at 800-984-8523.

Soldiers and Families may also call from overseas assignments via the Defense Switch Network 312-328-0002 or via email at: wfsupport@conus.army.mil.

Gold Badges

NOVEMBER 2007

ALBANY

SGT James Ball
SGT Daniel Hornstrom
CPL Richard Brenton

ATLANTA

SFC David McClendon
SSG Robbyn Armstrong
SSG Robert Browder
SSG David Hagan
SGT Brenden MacDonald

BECKLEY

SSG Charles Church
SSG Christopher O'Dell
SSG Robert Trout
SSG Jonathan Wessman
CPL Adam Silva

CHICAGO

SFC Michael Stoddard
SSG William Allen
SSG Francisco Contreras
SSG Joshua Villa

CLEVELAND

SSG Kelly Hart
SSG Joshua McCowan
SGT Kellin Banks
SGT Nicholas Downey
SGT Zachary Flick
SGT Timothy Moore

COLUMBUS

SFC Ricky Layne
SSG Garry Cladwell

DALLAS

SFC Paul Boutte
SSG Eddie McAfee
SSG Tommy Watson
SGT Kereen Bennett
SGT Carolyn Castillo
SGT Eric Leuschner
SGT Joshua Wilcox

DES MOINES

SGT Kurt Curtis
SGT Christopher Hunt

GREAT LAKES

SFC Johnny Moses
SSG Alvin Byers
SSG Robert Streit
SGT Edward Westfield
CPL Lorin Divine
CPL Michelle Messina

MID-ATLANTIC

SFC Dimitri Cromwell
SFC Mark Schiffinger
SSG Leodus Brown
SSG Luis Cartagena
SSG Anthony Colon
SSG Jose Gonzalez
SSG Moises Rosado II
SSG Steven Schwartz
SGT Ed Turner

MINNEAPOLIS

SFC Jeffrey Walizer
SSG Walter Dunkerley
SSG Joshua Tolbert
SGT Kristin Gillet
SGT Charles Medecke
SGT Nathan Peters
CPL Bruce Munroe

MONTGOMERY

SFC William Lindsey
SSG Christopher O'Neal
SGT Terry Saffold
CPL Joshua Smith



PORTLAND

SFC Darold Cooper
SFC Susan Yamashige
SSG Michael Buttler
SSG Van Loworn
SSG Isaac Poole
SSG Harold Sparrow
SSG Iphia Tuatagaloa
SGT Cynthia Avilla
SGT Paul Ozeryanskiy
SGT Jeremy Poirier
SGT David Watson
SGT Joseph Werner

RALEIGH

SFC Dennis Robinson
SFC Calvin Davis
SSG Jed Davis
SSG Thomas Gilmore
SSG Jeremiah O'Berry
SGT Daniel Dunn
SGT Ronald Kirk
SGT James Simmons

SEATTLE

SFC Roman Galiki
SSG Michael Crobysy
SSG Cory Geesey
SSG Andrew Schultz
CPL Michael Neves

SOUTHERN CALIFORNIA

SSG David Carson
SSG Joseph Fernandez
SSG Will Garnett
SSG Rodney Graham
SSG Ronald Lee
SSG Marvin Mendiarrubio
SGT Robert Somers
SGT Matthew Whitaker
SGT Richard Wormsbecher

ST. LOUIS

SSG Daniel Hafford
SGT Jeffrey Wright

NEW ENGLAND

SFC William Bossard

NEW YORK CITY

SSG Jason Evarts
SSG Richard Weathers
SGT Jeramy Sledge
SGT Darnell Smith

PHOENIX

SFC Christopher Collins
SFC Michael Fredgren
SSG Samuel Cabrales
SSG Lisa Clare
SSG Warren Duke
SSG Jonathan Elliott
SSG James Houlik
SSG John Scriven
SGT Christopher Guerrero
SGT Jeffrey Lamar
SGT Dennis Duckett
SGT Alejandro Franco-padilla
SGT Michael Gresham
CPL Daniel Allen

PITTSBURGH

SSG Conrado Camarse
SSG Melissa Peck
SSG Jay Williams
SGT Kenneth Foss
SGT Jeremy Lindorm

Rings

NOVEMBER 2007

1ST MEDICAL BATTALION

1SG Federick Ramie
SFC Donna Griffin
SFC Edward Thomas
5th MRB

SFC David Reynolds
SFC Victor Simpkins

6TH MEDICAL BATTALION

SFC Samuel Weber

ALBANY

SFC Rui Brito
SFC Bernard Lockrem II
SSG John Winkler

ATLANTA

SFC Keith Charland
SFC Devon Henry
SFC Dennis Perry
SFC Billy Williams
SSG Eric Hume

BALTIMORE

SFC Jeffery Fyderek
SFC Carl Harris III
SFC Matthew Jones
SFC Donald Williams
SSG Earl Boren
SSG Runita Clark
SSG Malinda Dokes
SSG Taj Haith

SSG Griffith Newell
SSG Quincy Martin
SSG Rayfield Purnell
SGT Steven King
SGT Mario Lockett

BATON ROUGE

SFC Lovie Loyd
SSG James Holomon
SSG Kedric McDonald
SSG Kelton Noce
SGT Johnny Branch
SGT Scott Mears

BECKLEY

SSG Mark Breeden
SSG Christopher Burley
SSG Shawn Mace
SSG Scott Mays
SSG Michael Ricciardi
SGT Kyle Young

CHICAGO

SFC Christopher Narvaez
SFC Jeffrey Priest
SSG Aliya Greenlee
SSG Jeremy Lawrey
SSG Adam Newsome
SSG Ryan Uhlenhake

CLEVELAND

SFC Benjamin Philpott
SSG Phillip Muth

COLUMBIA

SFC Steven Barber
SFC Holly Black
SFC Jason Coleman
SSG Gerald Benton
SSG Patrice Cole
SSG Bobbie Ryans
SGT Leland Harford
SGT Rolando Lyons
SGT John Tate

COLUMBUS

SFC Shawn Bowers
SSG Andre Brown
SSG Robert Rang
SSG Joshua Tucker
SGT Nathaniel Tolber

DALLAS

SFC Ray Vejar
SFC Becky Weaver
SSG Elmer Frye
SSG Jonathan Salzbrunn
SSG Tuwana Vinson
SGT Nathan Moss
SGT Russell Scott

DES MOINES

SGT Brian Marney

GREAT LAKES

SSG Theodore Curry
SSG Willie Moncrief
SSG Peter Reynolds
SSG Joseph Slancauskas
SSG Patrick Thompson

HARRISBURG

SFC Charles Harman II
SFC Steven Torres
SSG Gerald Isbell
SSG Lisa Levack
SSG Kenneth Long
SSG William Parks Jr.

HOUSTON

SFC Derrick Curley
SFC Jerry Dickinson
SFC Eric Kurzyniec
SFC Lawrence Periver
SSG Mario Campos
SSG John Jenkins
SSG Gregory Lanier
SSG David Patterson
SSG Vinh Quo Pham
SGT Alteric Battle
SGT Jason Hooper

INDIANAPOLIS

SSG Anthony Pappas
SGT Jonathan Pass

JACKSONVILLE

SFC Ladell Holmes
SSG Charles Abraham

MIAMI

SFC Phillip Medina
SFC Jorge Mendez- Fuentes
SSG William Bonilla
SSG Ismael Gonzalez
SSG Brian Primmer

MID-ATLANTIC

SFC Jose Cruz
SFC William Wieand
SFC Valencia Killingsworth
SSG Reginald Cummings

MILWAUKEE

SFC Sharla McCrory

MONTGOMERY

SFC James Brown
SFC Kenneth Stephens
SSG Alan Ash
SSG David Boone
SSG Wesley Henderson
SSG Trent Hill

SSG Scotty Hodges

SSG Byron Williamson

SSG James West

SSG Zsolt Szabo

NASHVILLE

SFC Timothy Salloum
SFC Alfred Smith
SFC Kara Williams
SSG Sheyma Brown
SSG Michael Frazier

NEW ENGLAND

SFC James Hilton
SSG Kevin Hutchins
SGT Christopher Helie

NEW YORK CITY

SFC Arlette Belgrave
SFC Cedric Goree
SSG Ruben Avila Burns

PITTSBURGH

SFC Scott Cassidy
SFC John Robinson
SSG Robert Fadden
SSG Rhett Massey
SSG Andrew Williams
SSG Arnel Udani



PORTLAND

SFC Douglas Hollie
SFC Brian Smith
SFC Derwin Villanueva
SSG Vincent Diaz
SSG Steven Mance
SSG Cory Montgomery

SACRAMENTO

SSG Kenneth Ford

SALT LAKE CITY

SFC Lynn Ellsworth

SAN ANTONIO

SFC Clifton Senegal III
SSG Jose Rios
SSG Salvador Somoza
SGT Arturo Delagarza
SGT Gabriel Taylor

SEATTLE

SSG Ronald Tanner

SOUTHERN CALIFORNIA

SFC Roy Kidwell
SSG Leonard Davis
SSG Hugo Lopez
SSG Edgar Rodriguez
SSG Jerry Washington
SGT Alicia Cardona
SSG Jonathan Zolkosky
SGT Rene Valdivia-Morena

ST. LOUIS

SSG James Bennett
SSG Aaron Johnson
SSG Robin Lawton
SSG Brian Ladig
SGT Robert Corbitt
SGT Nathaniel Howard

SYRACUSE

SFC Joseph Dobrowolski
SSG Scott Dickinson
SSG Nakia Mima
SSG Eddie Perkins III
SSG Mark Scott
SGT Skyler Bradley
SGT Rahed Glover

Morrell Awards

NOVEMBER 2007



1ST MEDICAL BATTALION

SFC Robert Moffett

2ND MEDICAL BATTALION

SFC Forrest Westall

5TH MEDICAL BATTALION

SFC Michael Wilson

6TH MEDICAL BATTALION

SFC Terry Gore

SFC Timothy Waud

ALBANY

SFC David Bucklin

SFC Nicholas Clark

SFC John Hadley

ATLANTA

SFC Athena Evert

SFC Cheryl Watson

SSG Tony Lovett

BALTIMORE

SFC Nicole Brown

SFC Melissa Rico

SSG Scott Morgan

BATON ROUGE

SFC Karen George

SFC Clancy Thomas

SFC Reginald Herndon

SFC Francis Leidinger

SFC Karen Urban

SSG Tramaine Rozier

SGT Lindy John

BECKLEY

SFC Paul Johnson

SFC Charles Johnston

SFC William Milam Jr

SSG Brent Owens

CLEVELAND

SFC Daniel Dempsey

SFC Robert Hunter

COLUMBIA

SFC Kenneth Mayes

SFC Brian O'Leary

COLUMBUS

SSG Michael Merles

SSG Terry Plunkett

SGT Thomas Werling

DALLAS

SFC Travis Evans

SFC Eric Schmidt

SSG Wesley Averkamp

SSG Reynaldo Contreras

SSG Mark Hammons

SSG Thomas Kovalski

SSG Justin Phillips

SSG Endre Purnsley

SSG Dowoni Watson

DES MOINES

SSG Kelly Ball

GREAT LAKES

SFC John Howard

SFC Robert Weaver

SSG Eric Campbell

SSG Jayson Molina

SSG David O'Dea

HARRISBURG

SFC Troy Finley

SFC Hector Graudiel

SFC Marcus Pinkney

SFC Mark Sabo

HOUSTON

SSG Otis Cobb

SSG Mark Miller

JACKSONVILLE

SFC Mark Hadley

KANSAS CITY

SGT William Willoughby

MIAMI

SFC Abimelec Rivera

SSG Eduardo Libed

MID-ATLANTIC

SSG Kiya Muse

MILWAUKEE

SSG Tony Rosado

MONTGOMERY

SFC Kevin Alexander

SFC Hardrick Fountain

SFC Kevin Hommel

SFC Felicia Johnson

SSG Timothy Hardin

SSG Larry King

NASHVILLE

SFC Shawn Ahlswede

SFC Johnny Caldwell

SFC Lance Donaldson

SFC Randy McCoin

SFC Gary Ray

SFC Jonathan Taylor

SSG Christopher Adams

SSG Thomas Clark

NEW ENGLAND

SFC James Couto

NEW YORK CITY

1SG Daniel Davis

SFC Richard Guzman

SFC Terry Rice

SSG Clayton Dickinson

PITTSBURGH

SFC Justin Florida

SSG Steven Downey

SSG Michael Hartzell

SSG Patrick Moore

PORTLAND

1SG Fitimalo Siaosi

SFC Isaac Cullum

SFC Davis Cruz

SFC Dana Maynard

SSG Junior O'Brien

SACRAMENTO

SSG Clarence Harada

SAN ANTONIO

SFC Dustin Maricle

SFC Greg O'Hara

SFC Gregory Trener

SSG Christopher Blankenship

SSG Timothy Goldstein

SSG John Hernandez

SSG Omar Jaimes

SSG Allen Miller III

SSG Troy Owens

SSG Daniel Schell

SEATTLE

SFC Hector Jebulan

SOUTHERN CALIFORNIA

SSG Christian Casillas

ST. LOUIS

MSG Detral Hillanbrand

SSG Jason Byrd

SSG Brian Draper

SSG Larry Owens

SYRACUSE

SFC Joel Hogan

SFC Timothy Sturgill

SFC Christine Winslow

SSG Harold Roxburgh

SSG Christopher Turner

79R Conversions

NOVEMBER 2007

ATLANTA

SFC Michael Pettigrew

COLUMBIA

SFC Russell Hammond

KANSAS CITY

SSG David Cox

SSG Keven Parr

LOS ANGELES

SFC Jeffrey Miller

MIAMI

SSG Luis Rodriguez-rosado

MILWAUKEE

SFC Jose McGuigan

NEW ENGLAND

SSG Christopher Jackson

OKLAHOMA CITY

SSG Terrence Davis

SSG Tariq Miller

SSG Randy Ward

PHOENIX

SSG John Sanchez

SGT Kevin Briseno

SFC Manuel Ramirez

PITTSBURGH

SSG Jessica Mitchell

PORTLAND

SSG Bryan Zacher

RALEIGH

SSG Christopher Hair

SACRAMENTO

SSG Dennis Ayala

SGT Robert Dupont

SSG John McBean

SAN ANTONIO

SSG Felix Mamber

SSG Bryce Rigby

SSG Santiago Rubio

ST. LOUIS

SSG William Guthrie

1. What type of leadership occurs at the smallest units of an organization and is performed by leaders in first positions?

- a. informal leadership
- b. direct leadership
- c. formal leadership
- d. general leadership

2. Recruiters have the authority to refuse to forward an applicant's waiver request.

- a. true
- b. false

3. Applicants who enlist in Army Reserve in the rank of sergeant or higher must remain in the TPU _____ months before requesting process for active duty.

- a. three months
- b. six months
- c. 12 months
- d. 24 months

4. The process of influencing people by providing purpose, direction and motivation, while _____ to accomplish the mission and improve the _____ .

- a. operating; organization
- b. operating; quality of life
- c. functioning; unit
- d. functioning; organization

5. The signature of parents or guardians on DD 1966 will be witnessed by a _____ .

- a. judge
- b. school official
- c. pastor
- d. warrant officer

6. An alien admitted to the U.S. for permanent residence is required to obtain U.S. citizenship within _____ years.

- a. four
- b. two
- c. eight
- d. no requirement

7. The New Recruiter Certification Program is a _____ month program consisting of _____ .

- a. nine month; four phases
- b. five month; three phases
- c. six month; three phases
- d. five month; four phases

8. The station commander is authorized to certify education documents for enlistment purposes only and cannot certify the document to ship.

- a. true
- b. false

9. The battalion command sergeant major is the only authorized certifier for Phase 3 of the new recruiter certification program.

- a. true
- b. false

10. Per CG USAREC, all recruiters with access to Recruiter Zone will use the _____ calendar as the standard planning tool.

- a. paper planning guide
- b. Recruiter Zone
- c. MS Outlook
- d. store bought

11. Who is the primary trainer for policy, doctrine and technology changes?

- a. company operation trainer
- b. station commander
- c. battalion master trainer
- d. first sergeant

12. There are two categories of interviewing techniques. They are _____ .

- a. formal and informal
- b. verbal and nonverbal
- c. directive and nondirective
- d. primary and secondary

13. Personnel who enlisted in the Army Reserve but never shipped to IADT and subsequently were discharged for being an unsatisfactory participant may enlist without a waiver.

- a. true
- b. false

14. An applicant who suffers illness, injury or death while at MEPS for enlistment processing may be entitled to government benefits, such as death gratuity and burial expenses that are administered by the Army.

- a. true
- b. false

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

November Fiscal Year 2008

Top Regular Army Recruiter

SFC Christopher Stovall
Albany

SSG Derrell Greene
Raleigh

SSG Jose Perou
Houston

SGT Alicia Cardona
Southern California

MAJ Christopher Mayhugh
1st Medical Battalion

Top Army Reserve Recruiter

SGT Brian Gibson
Harrisburg

SFC Randy McCain
Nashville

SSG Otis Cobb
Houston

SFC Robert Blevins
Salt Lake City

SFC Michael Fitch
3d Medical Battalion

Top Large Station Commander

SFC Jeffrey Little
Christianburg
Beckley

SFC Joseph Lewis
Clarksville
Nashville

SFC Brian Heffernan
Denton
Dallas

SSG Luke Pearson
Roy
Salt Lake City

SFC Andrea Feliciano
Elkridge

Top Small Station Commander

SFC Matthew Mattingly
Pottstown Station
Mid-Atlantic Battalion

SFC Billy Jones
Fort Payne Station
Montgomery Battalion
SSG Darwin Riveraruz
St. Thomas Station
Miami Battalion

SSG Michael Whittler
Marshalltown Station
Des Moines Battalion

SFC Javier Romero
Japan Station
Portland Battalion

SFC William Redwine
Little Rock Station
5th Medical Brigade

Top Company

Pittsburgh Company
Pittsburgh Battalion

Jacksonville Company
Jacksonville Battalion

Houston West Company
Houston Battalion

Guam Company
Portland Battalion

New York City Company
1st Medical Battalion

Note: 3d Brigade is testing the Team Recruiting Concept

Answers to the Test

1. b. FM 6-22 Chap 3-35

2. b. AR 601-210, Chap 4-2 b

3. c. AR 601-210, Chap 3-18d

4. a. FM 6-22, Chap 1-6

5. d. AR 601-210, Chap 2-3a(4)

6. d. AR 601-210, Chap 2-4a(2)

7. c. UP 350-2, Chap 4a

8. a. USAREC Message 08-007, 2-1e

9. b. UP 350-2, Chap 6g(1)

10. b. USAREC Message 08-009

11. a. UR 350-1 Chap 2-7d(4)

12. c. DA Pam 611-1, Section III (9)

13. a. AR 601-210 Chap 3-22

14. a. AR 601-210 Chap 5-58b (1)

HONOR

Live up to all the Army Values.

"Duty, Honor, Country. Those three hallowed words reverently dictate what you ought to be, what you can be, what you will be."
— General Douglas MacArthur

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ARMY VALUES