

RECRUITER

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Journal

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Commanding General

Maj. Gen. Thomas P. Bostick

Public Affairs Officer

S. Douglas Smith

Editor

L. Pearl Ingram

Associate Editor

Walt Kloeppe

Associate Editor

Fonda Bock

Cover Design

Joyce Knight

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Recruiting Assistance Programs Work

This month our Army celebrates 233 years in defense of our nation. Since 1775, the American Soldier has fought in 10 wars, from the American Revolution through the Cold War, the Gulf War and the current War on Terrorism.

On June 14th, across the command, we will mark the Army birthday with events and celebrations. As an example, Baltimore Battalion will participate in the pageantry at the Orioles' game. New York City Battalion will participate in the New York Mets' game, while Columbus Battalion participates in pageantry events at the Reds' game, which will be televised on FOX. Houston Battalion, our fourth battalion to participate in a major league baseball game, will be in the pageantry during the Astros' game.

These are examples of how our Soldiers place the Army forefront in the minds of the American people and showcase the traditions and values of the Army. Army Birthday events assist in the recruiting effort as well as in mobilizing the Army and the nation.

In addition to major league assistance, during May we began a surge in the number of recruiters, with nearly 500 former recruiters expected to return to recruiting duty. Their mission is to help in building the FY09 Entry pool, and they will continue to work in the high school senior market. Most former recruiters are returning to a battalion where they have previously served and have an established relationship in the community. They can be a true asset during the fourth quarter.

This is the second year we have chosen former recruiters to return to recruiting duty. Their work will provide a powerful boost to the nearly 7,000 active Army recruiters and nearly 2,000 Reserve recruiters presently serving.

One of the most important programs that will assist our Team started in May 08, and it's called the Army Recruiter Assistant Program or Army-RAP. Think of this program as a second job, through a contractor, for our non-recruiting Active Army enlisted force, and for our Future Soldiers enlisted under the Delayed Entry Program (DEP). The program is different than the \$2K Referral program in that Soldiers and Future Soldiers work for a contractor, assist in the recruiting effort, and are paid upon contract and ship (rather than upon ship and graduation from AIT with the \$2K program). The Army RAP program will also be more efficient and faster in terms of payment. Soldiers that qualify, should sign up for both the \$2K Referral Bonus Program

and the Army-RAP program (but only make the referral in one system) until we have one program. Within the first week, we had over 2000 Recruiter Assistants registered, over 80 nominations for potential service in the Army and Army Reserve, and 6 contracts. This program has huge potential for our Army.

The CSA-SRAP began May 1 and within two weeks, 176 applications arrived at USAREC headquarters and 45 Soldiers have returned to perform duty with another 120 pending arrival within the next few weeks. The goal of the program is to return 200 SRAP Soldiers to recruiting stations each month through the end of the fiscal year. Each of the CSA-SRAP Soldiers is nominated from the O6 level or higher, providing you with quality candidates who have strong ties with local centers of influence and high school officials. Ten installations are already participating in the program with Fort Lewis, Wash., and Fort Bragg, N.C., leading the way in providing 50 Soldiers for participation.

Another new source of assistance is the funded Hometown Recruiter Assistance Program. On April 14, selected Soldiers who have graduated advanced individual training at Fort Jackson, S.C., will begin returning to their recruiting stations in a temporary duty status for 14 days starting in June. They will be able to speak at public events and tell their Army story. Station commanders can provide the needed guidance to have these young men and women in the right place at the right time to talk about our Army and the training it has provided.

Under a partnership, the 10th Mountain Division, Fort Drum, N.Y., retention noncommissioned officers have assisted us since early March in selecting highly qualified SRAP Soldiers assigned to the 10th Mountain Division. This partnership will end in May however, if this is proven to be successful, we will expand the concept to other installations and units to encourage other to assist in the recruiting effort. So far the 10th Mountain Division has had 40 Soldiers complete SRAP duty and has another 22 arriving within the next few weeks.

The Army is diligently supporting recruiting in every way that we have asked. Our final goal, however, is to recruit 80,000 new men and women for the active Army in FY 08 and 26,500 Army Reserve Soldiers. We must take full advantage of all the recruiting assistance programs available, including the Active Duty for Special Work.

With our great team — Soldiers, family members, civilians and contract employees, we're going to reach our objective in Fiscal Year 2008 ... I'll see you on the high ground!



Maj. Gen. Thomas P. Bostick

A Talk With the New Command Sergeant Major

Q. Can you talk a little about what it means to return to USAREC after all these years and what your initial thoughts of the changes that you see within the command?

A. My wife Carol and I are very excited to return to the Recruiting Command; we feel very honored to have been given the opportunity, and look forward to working with the great men and women of the command. Returning to the command after 18 years means that I will have some catching up to do learning some of the hundreds of acronyms and new systems and tools that are available to our recruiters today. Although the tools and systems have changed the principles of what we have to do are still the same; we are to provide the Army with its greatest asset, the American Soldier. My leadership style and principles also have not changed; I am here to take care of our young noncommissioned officers who are working hard every day accomplishing one of the Army's most important missions. I will also work hard to foster a positive relationship with the other commands such as FORSCOM, so that we all work as a team to provide the strength for our Army.

Q. Please share with the Recruiter Journal readers the reasons you joined the Army.

A. I joined the Army to follow in my father's footsteps. Sgt. Maj. Wayne Frennier was my role model; he taught me the importance of serving our country and the sacrifices that some must make to keep the freedom that Americans enjoy today.

Q. What are the areas that you would like our leaders to focus on while performing their duties?

A. I believe the most important thing that we as leaders must do is to foster a positive command climate. We must train and mentor those entrusted to our care and take care of them and their family's well being.

Q. Having just come from the operational Army, can you describe your impression of the quality of the newer Soldiers joining the ranks of our Army?

A. The young men and women who are serving in the Army are the best that America has to offer. I've had the honor to serve with our young Soldiers in Iraq and observing them perform their duty was truly awe inspiring. When I ask them why they enlisted the majority replied with, "I want to serve my country." They are truly heroes.

Q. Can you describe the skills that you developed or enhanced while serving out on recruiting duty?

A. Serving as a detailed recruiter taught me how to build and foster relationships with educators and community influencers; I also learned how to better manage my time. While prospecting I realized that not everyone wants to serve in the Army; I learned how to deal with rejection, this was something that I was not used to. The time that I spent on recruiting duty made me a better leader by teaching me the importance of mission accomplishment and refining my counseling skills.



Command Sgt. Maj. Stephan Frennier

Q. How did those skills help you later on in your career?

A. Many of my experiences as a recruiter have stayed with me throughout my career, the time management and work ethic that I learned helped me as a platoon sergeant.

Q. In your opinion, just how important is the recruiting mission to our Army?

A. I feel that next to the war on terrorism, recruiting is the most important mission for our Army. Our recruiters need to know that they have a strategic impact on the Army's ability to win the war on terrorism and any other conflict that may arise in the future. By recruiting with integrity, living the Army values, practicing the warrior ethos, and counseling and mentoring our Future Soldiers; the United States Army Recruiting Command will keep our Army strong.

“Many feel that a father is someone who carries photographs where his money used to be. But the true picture of a father is one who spends time with his family teaching, training and preparing his kids so they will one day be able to take his place. This is my prayer for all of you this month!”

Paying Tribute This Month to Dad!

Did you ever see the movie “The Godfather?” There’s a scene in the beginning where the Godfather is talking to one of his sons. He says, “Sonny, do you spend time with your family?” Sonny replied, “Yes, father.” And the Godfather says, “Good. Because a man who doesn’t spend time with his family isn’t a real man.”

The older I get, the more I realize how true this is. This month is a time for us to remember our dads. Last month, we had a special day to remember our mothers and this month we remember another special person in our lives, our fathers.

Many times dads don’t realize how important they are to their families. Fathers get so caught up in the daily rush of their jobs, meeting deadlines, remembering little details, etc. that their importance as fathers is sometimes forgotten. I remember a story about the image a child has of their father. At age 4, my dad can do anything; at age 8, my father does not quite know everything; at age 21, oh, the old man? He’s way out of touch; at age 25, poor dad, he’s way behind the times; and at age 65, I wish I could talk it over with dad, boy do I miss him. The image of a father does change with the ages of his children, but the constant is that an active father is important in the life of the family.



Chaplain (Lt. Col.) Terry Whiteside

What does it take to be a successful father? Just as we spend a lot of time at work to be successful, we must spend time with our families for them to be successful. I remember the story of a man receiving a gift from his father. It was a small box with a note inside saying, “This year I will give you 365 hours, an hour every day. It’s all yours. We’ll talk about what you want to talk about. We’ll do what you want to do. It will be your hour.” The father not only kept that promise but renewed it year after year.

Successful fathers make time for their families. This hour a day does not have to be accomplished in a one time setting but can be spaced out throughout the day. In our daily schedule we can always find a few minutes here and there to make a phone call or spend quality time together. Successful fathers don’t find time for their families. They make the time. Even in the hectic pace of recruiting, each of us can and should make time to be with our families.

Many feel that a father is someone who carries photographs where his money used to be. But the true picture of a father is one who spends time with his family teaching, training and preparing his kids so they will one day be able to take his place. This is my prayer for all of you this month!

Creating Successful Army Community Advisory Boards

By Amanda Huneke, Weber Shandwick

Throughout the past 14 months, efforts to create and sustain a U.S. Army Community Advisory Board program in Dallas-Fort Worth have been met with success. More than 15 board members have embraced the task at hand and continue to look for opportunities to further the dialogue about Army programs and careers. As these key community members work to create a supportive environment, the Army, partnering with Weber Shandwick, has pitched a variety of stories and desk-side briefing opportunities to local media. By working as a tandem force, more positive messages about the Army are being communicated.

Programs like the U.S. Army Community Advisory Board are effective in overcoming barriers based on fear, lack of knowledge and misinformation. Understanding that there are people who, because of their status and influence, can persuade school districts and others in the community to support the Army and its efforts is the first step in building networks of community centers of influence. These community leaders can drive more informed discussions among and between prospects and influencers so that neutral or supportive dialogue is increased at key points in the decision-making process.

The successes in Dallas-Fort Worth have resulted in increased interest in this initiative and caught the attention of key Army decision makers. During FY 08, the program expanded to Detroit, Los Angeles, Miami, Philadelphia and Baltimore/Washington, D.C. (AMEDD). With these new markets have come new opportunities, challenges and advocates to support the Army and its recruiting efforts. The Dallas-Fort Worth demonstration market, along with the expansion markets, should serve as a model for other communities in implementing a community advisory board.

There are four key steps to creating a successful community advisory board:

1. Assess your market: Key to the success of these advisory boards is strong leadership. The board needs a small number of core leaders – super COIs – who are well-known and respected in the community and have a proven track record of making things happen.

2. Engage potential super COIs: After potential super COIs have been identified to lead the local board, the next step is to schedule individual face-to-face meetings with them. The meetings, which should be attended by senior members of your organization, are your chance to introduce the advisory board concept and persuade these community leaders to serve.

3. Engage potential board members: The next step is to use

the influence of these super COIs to recruit potential advisory board members. To be successful, the advisory board must have a life of its own. That's why it's important to recruit board members who can keep the grassroots effort rolling smoothly when there is a change in local Army leadership.

4. Use and sustain your advisory board: Once all board members have been identified for your community's advisory board, it's time to educate them and get to work.

A way to put your advisory board to work is through media relations. Third-party endorsements not only add power and impact, but also give messages a new degree of credibility. In the current recruiting environment, it can be difficult to spread news that is both positive and interesting. The U.S. Army



The first official meeting of the U.S. Army Dallas-Fort Worth Advisory Board took place on 7 Aug. 2007.

Photo courtesy of Dallas Battalion

Grassroots Community Relations Playbook — available at www.armygrassrootsplaybook.com — provides tips and tools to help make media outreach efforts more successful.

This online resource also provides access to handouts, presentation sample meeting agendas and more to help create successful community advisory boards.

If you have any questions about building and sustaining community advisory boards or would like to learn more, feel free to contact Denny Shields with Weber Shandwick at 952-346-6335.

Amanda Huneke is an account executive with Weber Shandwick, the Army's public relations partner. Huneke can be contacted at ahuneke@webershandwick.com.

Army Has Not Lowered Soldier Recruiting Standards

By C. Todd Lopez, Army News Service

Despite a rise in conduct waivers offered to recruits last year, Army officials emphasized the service is not lowering its standards — explaining that circumstances surrounding each case and the recent behavior of those recruits earned them a second look.

“First off, every Soldier that comes into the Army is fully qualified for the job they take,” said Lt. Col. Val Siegfried, the Army branch chief for enlisted accessions. “Second, we’re not letting murderers in and we’re not letting in sexual predators.”

In fact, Siegfried says, the Soldiers let into the ranks with conduct waivers are of the same caliber as Soldiers without those waivers, and by some measure, Soldiers with conduct waivers perform even better than their counterparts.

The Army’s G-1 recently conducted a study of enlistees accessed from FY 03-FY 06. The study compared 258,270 Soldiers who did not need conduct waivers and 17,961 who did. Waivers are required for recruits with felonies, traffic violations, or non-traffic-related violations.

The study did find differences between the two groups. For instance, the conduct waiver population re-enlisted at a higher rate. The conduct waiver Soldiers also earned a higher ratio of valorous awards and combat badges — 13.87 percent compared to 12.73 percent. Additionally, the conduct waiver population included more high school graduates, higher scores on the ASVAB, and fewer Soldiers scoring in the “Cat 4” range on that test.

However, the Army also found that Soldiers who required conduct waivers had higher losses in six of nine “adverse loss categories.” That included a .27 percent loss rate for alcohol rehabilitation failure versus the non-waiver population’s loss rate of .12 percent; a misconduct rate of 5.95 percent versus the non-waiver population of 3.55 percent; and a desertion rate of 4.26 percent compared to 3.59 percent. However, the attrition due to personality disorders, entry-level performance or unsatisfactory performance for

Soldiers with waivers was less than their non-waiver counterparts.

In all, the study shows that the differences between Soldiers that came in with conduct waivers and those that did not are negligible — the Army lost about 2.3 more Soldiers per 100 due to “adverse losses” than it did among the non-waiver population.

“Statistically, it is kind of insignificant,” Siegfried said.

The process for granting conduct waivers is tightly controlled, Siegfried said. For starters, individuals who have

committed murder or sexually violent crimes, or those who have been convicted for dealing drugs or who are themselves dependent on drugs or alcohol, are automatically excluded from consideration for service.

The Army also excludes those individuals who have charges pending against them or who are on probation or parole. Today’s All-Volunteer Army no longer takes those who have been ordered to join the military by the court in lieu of prosecution — that means no more Soldiers who signed up to avoid going to jail.

Siegfried said the Army enlists only those individuals deemed capable of serving honorably — including those who may have committed some wrongdoing in the past, but who have repaid their debt to society and have since made something of themselves.

“We’re letting in people who made mistakes in their youth, who paid their penance for those mistakes and who have been able to prove to the Army that they merit a second chance and we can use them,” Siegfried said. “We look at the full, whole person concept. We

realize these individuals have made mistakes, but we evaluate what have they done after the mistake was made.”

For a recruit with a felony on his record, his enlistment waiver must run a gantlet of 10 individuals, including a general officer, before it can be approved, Siegfried said. For those with misdemeanors on their record, their waivers must be approved



Army Lt. Col. Robert Larsen, commander of the Baltimore Military Entrance Processing Station, administers the oath of enlistment to 28 new recruits during a swearing-in ceremony. While the Army is offering conduct waivers to new recruits, it is not lowering its standards for Soldiers. Photo by Donna Miles

by up to six individuals. Those charged with, but not convicted of a felony, must have their waivers processed as though they were convicted.

“If that person gets in a fight in high school, and a shoe was their ‘deadly weapon’ — in today’s environment the cops come and haul them down to the police station and charge them with aggravated assault with a deadly weapon. Then they go to court and they do 10 hours of community service,” Siegfried said. “We still treat that as aggravated assault.”

Last year, the Army let in some 511 recruits that required a conduct waiver for felony crimes. Some of those felony crimes include:

— A 12-year-old, “trying to mimic a beekeeper using smoke to calm down bees in a hive,” lit a bee hive on fire, which caught the tree on fire, which then burned the siding of a house. Because of the classification of arson as a felony, he must get a waiver.

“We are looking at about 31.5 million people out there in America, but only 3 out of 10 of those are fully qualified to come in the Army,” Siegfried said.

Within that group of potential Soldiers, there is also the issue of propensity to enlist — do they even want to come in to the military.

“We are fighting two wars now, and the propensity to enlist is at an all-time low,” Siegfried said. “Only about 9 percent of the people want to come in.”

The influencers of those potential recruits — the parents, teachers, coaches, councilors or pastors — are also less likely to encourage military service.

“They have a yellow ribbon on their car, and they are proud of the other people’s kids who serve,” Siegfried said. “But they are less likely to tell their own kids they need to contribute to their Nation through military service.”

When young men and women are lined up at the recruiter’s

“We’re letting in people who made mistakes in their youth, who paid their penance for those mistakes and who have been able to prove to the Army that they merit a second chance and we can use them.”

— A 13-year-old male was arrested after school officials discovered a letter that contained anti-Semitic comments, purportedly written by the subject. It was later determined that the subject’s twin brother had written the letter, but only after the adjudication of the offense.

— A 14-year-old male was charged for having consensual intercourse with his 14-year-old girlfriend.

— A 14-year-old male was driving his parent’s automobile without their knowledge. A friend, riding on top of the car, was thrown from the roof of the vehicle. He later died from his injuries. The driver was convicted of vehicular manslaughter.

Times are tough for recruiters today, Siegfried said. In recent years, the number of recruits that are “fully qualified” to enter any branch of military service has dwindled. The Army looks at a population of young Americans between the ages of 17 and 24 as its “ideal candidate” for recruitment. In the United States, that includes about 31.5 million potential Soldiers.

But that population of 31.5 million dwindles quickly — to about 8.4 million — when the Army takes in to account the many factors that affect Soldier quality: obesity, medical issues, drug dependency, criminal history, and substandard aptitude based on the Armed Services Vocational Aptitude Battery.

door, it’s easy to take the ones with no criminal background, impeccable grades in high school, good health, good physical fitness and good credit scores — the basic screening criteria, Siegfried said.

But a difficult recruiting environment does not mean the Army lowers its standards to meet its recruiting goals. Instead, the Army works harder to find out the actual circumstances behind the past of a recruit in order to show he or she is going to be good for the Army, Siegfried said.

For the Army, it’s worth it to put in the extra effort to uncover the details behind a potential Soldier’s background. It means the Army gets to enlist more good Soldiers, and for young Americans who have made a mistake in the past, it provides them an opportunity that most of society is unwilling to offer — a chance to redeem themselves .

“There are some guys out there that have made mistakes in their lives and fixed their mistakes,” Siegfried said. “Now they are doing great things. You look at this, overall, they are reenlisting more, getting promoted quicker and answering the Nation’s Call to Duty with exemplary service in combat. These individuals serve as a sterling reminder to us all that America is the place of second chances.”

Update on Waiver Standards

By Sgt. 1st Class Theodore Ingram

The waivers process is constantly updating itself to better serve the Army's accession needs. The latest set of updates to Army Regulation 601-210, USAREC Message 08-174, lays out some important changes to prior service waiver standards. Some common questions about prior service waivers are addressed here to help make processing prior service applicants a little easier.

Prior service administrative waivers are generally only considered after a waiting period or a condition has been met. The battalion commander has the authority to waive several discharges, listed in 4-13c, once the reason for discharge no longer exists. These waivers have no set waiting period, relying on the battalion operations to verify that the hardship causing early separation has been alleviated. After a six month waiting period, a USAREC deputy commanding officer has the approval authority over entry level performance conduct discharges.

The commanding general of USAREC has approval authority over most of the remaining discharges. The waiting periods for

tions to paragraph 4-25. Dropped from Rolls and Other than Honorable Discharge were added to the non-waiverable list. These are non-waiverable regardless of the RE code. Dropped from rolls and desertion are usually a result of 30 or more days of AWOL time.

Waivers are required for the last period of service (excluding IRR) only. However, documents are required to cover all periods of service. If the applicant is currently serving in a reserve component of the Army and a waiver was granted for enlistment into that component, that waiver may be used for Regular Army enlistment, pursuant to the rules in paragraph 4-26. Be sure to check paragraphs 3-22 and 3-23 for RE codes and discharges that are exempt from waiver requirements. Administrative discharge documents are required for the submission of RE code waivers. These documents help in the validation of the

MORAL WAIVER WORKSHEET									
(For use of this form see USAREC Reg 601-56)									
NAME					SSN	AGE	EDUCATION	AFQT	
RANK	PS <input type="checkbox"/>	NPS <input type="checkbox"/>	MARITAL STATUS	DEPENDENTS (NUMBER/AGES)		FSP DATE	PADD	PULHES	
OFFENSES (List all offenses committed in chronological order. Start with the most recent charge. Use asterisk (*) to indicate offenses to be waived.)									
DATE COMMITTED		AGE	NATURE OF OFFENSE			DISPOSITION			
THIS PACKET IS COMPLETE AND ADMINISTRATIVELY CORRECT:					ACTION OFFICER'S SIGNATURE/DATE				

USAREC Form 670, Rev 1 May 2006 (Reverse)

these are listed in paragraphs 4-13 and 4-17. Unsatisfactory participation has varying waiting periods depending on whether or not the applicant was transferred to the Individual Ready Reserves (IRR), in some cases not requiring a waiver at all. The details are located in paragraph 4-17c.

When submitting USAREC level administrative waivers, if a grade determination or Retention Control Point exception is needed, it will be addressed simultaneously with the waiver. Likewise, if the discharge is for medical reasons, the reentry (RE), code and medical waiver will be addressed with a single medical waiver workflow.

Other changes made to prior service waivers include addi-

actual reason for discharge, as several narrative reasons are ambiguous and do not provide us with the whole story of the discharge reason. Documentation can be obtained through several different means, although the Integrated Personnel Electronic Records Management System (IPERMS) seems to be the most effective tool for getting the entire packet. USAREC form 670 is also required for the submission of these waivers.

As we continue to update AR 601-210 and the waivers process, the Army's recruiting force's recommendations helps to shape command policy. Continue to send your suggestions and observations so we can have a more efficient and more effective process to meet the Army's accession needs.



Sgt. 1st Class Rocky Noland talks with one of his recruits, Pvt. 1st Class Colton Fleahman, who stopped by the Clarksville (Tenn.) station for a visit.

In the Army Again, a Former Soldier Is Recalled

Story and photo by Audrey Hill, 3d Brigade

When the call came in August 2007 telling him he was being recalled to active duty, Rocky Noland thought it was someone playing a joke. He had served 22 years on active duty and had retired eight years ago — this was a prank!

He is now Sgt. 1st Class Rocky Noland, a Reserve recruiter with the Clarksville station, Nashville Battalion.

“That phone call caught me completely off guard — I was shocked!” said Noland. “I couldn’t believe it!”

Noland was surprised, but after he settled down, he realized he was getting something he always wanted — a chance to work with and be around Soldiers again.

“I always wanted to work with Soldiers again. Getting that call, it’s given me an opportunity to do just that.

“That was the best — no — the second best thing that has happened to me. Meeting my wife Era was the best thing!”

Noland and his wife, Era, who hails from Seoul, Korea, have been married 12 years. They settled in Clarksville, Tenn., after he retired from active duty in 2002.

For the past eight years Noland has been a successful sales representative for a car dealership in Clarksville, where he was consistently ranked in the top three-percent of the sales force.

“Being a sales representative for a car dealership prepared me for recruiting. That experience gave me a better understanding of the concept behind selling the Army. It also gave me the experience I would need to make those ‘cold calls,’ said Noland.

Noland has been a successful Reserve recruiter since his arrival at the Clarksville station. He attributes his success to his grandfather and mentor, Orvel Hamilton, chief of police in Tooele, Utah.

Hamilton raised Noland, his two brothers and sister on a horse ranch in Tooele, just 30 miles outside of Salt Lake City. He was critical in their upbringing and raised them with his special brand of discipline and good morals — values Noland has today.

Noland was inspired to join the Army from another of his mentors — his uncle, Wayde Noland. Wayde is a Vietnam veteran who served 12 years in the Army. So in February 1978 Noland enlisted.

While at the recruiting school, Noland met his soon to be station commander, Sgt. 1st Class Jason Schenkel, who was called back to the school as an instructor. Noland and Schenkel arrived at the Clarksville station in December 2007.

“I would say Sgt. 1st Class Noland is compassionate,” said Schenkel. “He cares about the kids, he’s involved with them, and he works hard. All the recruiters in the station look up to him and find he’s easy to work with.”

Staff Sgt. Kelly Davidson is a Reserve recruiter in the Clarksville station and another mentor of Noland’s.

“This man cares. He works hard, he puts himself out there and he’s compassionate,” said Davidson. “You just can’t say it enough.”

Noland says of Davidson, “He’s my mentor — my coach. Everything I’ve learned, I learned from him. He has the knowledge and experience and is willing to share that. We work great as a team.”

“I love what I’m doing. I don’t have to worry about numbers, which makes this job that much easier. This is an Army community and the people here are very supportive of the military.”



A How To in Setting Up a “Halo 3” Tournament

Story and photos by D. Charone Monday, Columbus Battalion

Recently, three recruiting stations from Charleston (W.Va) Company, Columbus Battalion, held a four-day “Halo 3” tournament. For those who don’t know, “Halo 3” is one of the most popular video games that youth in recruiting demographics play. It holds the record for the highest grossing opening day in entertainment history, bringing in \$170 million in its first 24 hours.

It’s obvious that a “Halo 3” tournament targets gamers age 17 and above and benefits recruiting efforts by placing them in an environment where they see the Army in a fun, casual and noninvasive manner. The recent Charleston tournament included three stations and was the culmination of two previous tournaments. Each station held elimination rounds on a different day starting on Wednesday and running through Friday. The top four players from each station returned for the finals on Saturday and battled for “winner’s bragging rights” and a new iPod.

Even though the eliminations were held at larger stations, the company’s smaller stations also got involved. They

advertised in local areas, which got gamers from the outlying areas to compete, thus allowing the whole company to be covered.

Sgt. 1st Class Larry Stein, station commander in Parkersburg, W.Va., had coordinated several tournaments in the past, and is considered an expert in this area. He shared the following details that should give all the information needed to conduct a successful tournament.

Step 1. Determine and Coordinate the Number of Locations

Smaller, less publicized events can be held at individual recruiting stations and can be used to build up anticipation for a larger competition with multiple locations. Larger competitions should include three or more stations with participation and support from the smaller stations in the company area.

Step 2. Get the Equipment

You’ll need large plasma screens, Xbox 360 processors and controllers, and the “Halo 3” software game. If your company

doesn't have any, borrow from other companies in the battalion or from any recruiters who happen to be gamers. It might be surprising just how many recruiters are gamers and will have the "Halo 3" software. Appoint someone to transport the equipment and set them up at the stations.

Step 3. Consider the Advertising

This should include flyers, radio and perhaps a radio remote. APA needs to approve the plans and radio air time. Allow four weeks for approval. Run a week long 30-second spot on the No. 1 to No. 3 local radio station that caters to the target age group.

Flyers will require two runs and postings. The first run should be about 200 and should be distributed two to three weeks before the event. It should be on color paper with black print. The second run should be about 400-500 and posted the week before. It should be a full-color flyer on a quality stock of paper. Check with APA for possible copyright issues for logos or artwork that appears on the printed advertising.

Distribute the flyers to game stores, movie stores, and gas stations near schools and colleges, and other places where your demographic frequents. In the malls, give one to each store and ask them to put it in their break rooms or display it at the checkout area. To cover the high schools, have your Future Soldiers take them and hand them out.

The weekend before the event, have the recruiters do a mass canvassing of the area handing out and posting flyers anywhere they can. Make sure you specify the minimum age or younger children will show up.

The person who is already interested in the Army is going to key into the flyer that has "Army" splattered on it. Make sure both flyers look professional, as that was one of the biggest problems in the past. Contact your APA for help designing the flyers.

Step 4. Decide on Prizes

Coordinate prizes according to the size of the event. Small "everybody gets one" prizes such as water bottles should be procured from the recruiting store. For larger events, T-shirts from the battalions are great as they generate interest from other kids after the event is over. You should have one grand prize for the winner in bigger, multiday events. Something like an iPod is good. However, the biggest draw for players is bragging rights, so it really doesn't matter what the grand prize is, just as long as you have one.

Step 5. Consider Food

Depending on what you provide, food costs can be covered through your REA. It can be as simple

as pizza and water for smaller events costing around \$70 for an average event. Subs, pretzels, chips and bottled drinks are good for bigger events.

For larger events you'll need to submit a request through the budget. It may be hard to judge how many participants you'll have and need to feed, so you could have a bunch of food left over if you don't estimate it properly. If you do a request, do it about the time you submit your request for radio time.

Step 6. Develop the Rules

You can develop any rules you like, just make sure you emphasize the age requirement. Make players sign up to compete, thus giving you contact information.

Play three rounds choosing a different map for each round. A map is an area in the program where the game is played. We suggest using the Epitaph, The Pit and Guardian maps.

Tally the points each player earns during each round and the four players with the most points will move on to the finals.

Step 7. Lead Time

Allow three months for a tournament involving more than one station. For smaller, one station events, 30 days will be adequate and that's even if you want to do a radio remote.

Step 8. Miscellaneous Items

Take pictures for use in future events. You can post them in the station to generate interest and also use them for press releases once your tournaments become popular.

Weekly newspapers will often run a story if a local resident wins. Give the picture and information about the winner to your APA and ask them to do a release.

Follow up with the final winner and keep in touch with him or her by phone. Let them know to keep an eye out for the next event. This makes them feel important and they will help spread the word, remembering that the best advertising is always "word of mouth."



Some players will bring their own controllers but be ready to provide four controllers per processor or station.

Getting the PPIs you Need When you Need Them!

By Sharen Harper, Accessions Command G4/8

The final phase of the revamped software for ordering PPIs from the Accessions Distribution Center is now in place and will make its debut next month.

The first phase, implemented in January, changed the old MAQ “use it or lose it” method of ordering into a “grouping system” that not only gives recruiters more choices, but allows unspent money for PPIs to roll over to the following month.

This second and final phase of the ADC e-Commerce software ordering system is a credit allocation process, which allows recruiters to order and manage the payment of PPIs.

The new credit allocation system functions just like a checking account with monthly deposits (credits) and deductions. Monthly credits will be deposited into the ADC accounts of battalions and recruiters. Account holders will place orders for the PPIs/RPIs that meet their needs and the credit price for each item ordered will automatically be deducted from their account. The system will maintain a running balance of how much money is in the account. Any credit balance at the end of each month will be carried over to the next month when new credits are deposited.

Below are terms and processes associated with the new credit system:

Credit Allocation: The allocation of credit given to a specific account holder over a calendar month period.

Credit Price: The individual cost of an item.

Roll Over: Unused credits are rolled over to the next month. At the beginning of the new fiscal year all accounts will start over and roll over credits will be deleted.

Backorder: Allows selected PPIs/RPIs not in stock to be shipped upon replenishment.

Purpose: A mandatory entry of 3-50 characters will be used to clarify the specific purpose of each battalion level order.

Credit Amount Ledger: Will be displayed in the account holder’s shopping cart. (See figure below).

A ledger will be provided to help account holders keep track of purchases and provide the current available balance. The account ledger is accessed when the shopping cart or account holder’s information is pulled up.

The new credit system provides the capability to edit and express ship an order. However, express shipping costs additional credits that will be deducted from the balance.

Items out of stock can be placed on backorder and the credits to purchase those items will automatically be deducted from the account. When the items come in, the system will automatically generate an order and the item will be shipped to the proper location. If an order is canceled, the system will automatically add the credits used to procure that item back to the account.

This checking account does not provide over-draft protection, so a zero balance means an order cannot be placed until the next month, when new credits are again deposited into the account.

The new system also allows account holders to submit more than one order per calendar month, however, each order after the first one during that month would include a flat-fee surcharge that would be deducted from the account.

Inactive accounts will be maintained for 180 days, at which time, they will automatically be deleted if they haven’t been updated. Placing an order on an account keeps it active.

The system also includes two new areas: frequently asked questions and an e-mail link to send questions and feedback to the PPI systems manager, Rick Pena. If you have a requirement that exceeds your allocation, contact your battalion S5/7 for assistance. Battalion representatives are able to order certain PPIs through a contract that has been set up outside this system.

This new process is designed to meet and react to the needs of the accessions forces by allowing them to order the type of PPIs and RPIs they need when they need them to support each particular mission.



Chicago Battalion Leaves Big Footprint at Chicago Auto Show

By Michael Scheck, Chicago Battalion

The Chicago Battalion cemented its relationship with the Windy City by participating in the 2008 Chicago Auto Show, the largest North American vehicle exhibition.

This year marked the 100th anniversary for the show and the fourth year in a row that the battalion has participated. An estimated 1.5 million people turned out for the 10-day show.

The battalion's 13,000 square foot display was filled with national and local assets, which included the Army NASCAR show car, the Army's NHRA Tony Schumacher Dragster, America's Army Game crew, a Bradley tank, a HUMVEE from the 16th PSYOPS Reserve Unit, a Stryker armored vehicle, an International Truck Division armored MRAP vehicle and the exhibit centerpiece — an Army UH-60 Blackhawk helicopter. Two of the Blackhawk's rotor blades had to be removed to maneuver the aircraft through the cargo doors at the convention site. Once inside the exhibit hall, the blades were reattached. The Blackhawk flight crew from A Company 5/159 Aviation Regiment joined the show following a cross-country flight from their base in Clearwater, Fla.

A TAIR crew from B Troop 1/16 Cavalry stationed at Fort Knox accompanied the Bradley.

The Stryker was on loan from the Stryker Combat Brigade

Team in Warren, Mich. and included four technical representatives to answer questions about the vehicle.

Four drill sergeants from Fort Knox worked alongside 20 field recruiters from local companies to promote recruiting. Located within the Army footprint was an interview booth, where recruiters conducted over 180 interviews on site.

A major key to the success of the Army display were the interactive activities. Recruiters working three dog tag machines produced more than 50,000 dog tag souvenirs. The battalion rock wall operated nonstop from 10 a.m. to 10 p.m. daily offering fit prospects a chance to show off their climbing skills. A local Chicago rock radio station sponsored a guitar-hero game competition throughout the show, which drew 20 times as many spectators as participants.

The America's Army Game tent had 10 network computers with anxious gamers sometimes waiting three deep in line for their turn to play "Special Forces Overmatched," the latest version of the popular Army video game. Also competing for the gamer crowd was an interactive MEV equipped with an Xbox 360 gaming system.

However, no interactive activity could compete with the elbow to elbow crowds gathered around the battalion's pull-up bar, where drill sergeants created a spirit of competition among participants rivaling against each other to see who could do the most push-ups, sit-ups and pull-ups.

Lead generation was gathered by the ELMO system. Enlistment eligible guests were required to logon to ELMO laptops in order to participate in the activities and eight recruiters with hand-held computers mingled with the crowd talking to qualified applicants. Recruiters gathered more than 8,000 leads, which were forwarded to the Leads Fulfillment Center and immediately screened.

Three major PaYs Partners' human resources representatives were on site to explain the advantages of the jobs cooperation program.

Chicago AMEDD recruiters manned a table at the show and hosted a swear-in ceremony for a nurse recruited during the auto show.

Local reserve units provided Soldiers to work the crowd, man the information booth, make dog tags and help with crowd control.

It took more than 45 workers to man the massive exhibit each day.



The Chicago Battalion used the 2008 Chicago Auto Show as a backdrop for a Future Soldier function.

Sacramento Educators, Community Leaders Impressed by “the Army Way”

By Cathy Pauley, Sacramento Recruiting Battalion

Nearly 30 Sacramento area educators and community leaders got the opportunity to see Army basic training up close during a three-day tour at Fort Jackson, S.C., in April.

The 52,301 acre military complex in Columbia is home to 35,000 trainees a year. The fort has been a vital Army post for more than 80 years and is the Army’s largest basic training facility. Half of the nation’s Soldiers and 60 percent of all female recruits go through basic training at Fort Jackson.

Everyone in the tour group had their own personal reasons for taking the trip, but all left Fort Jackson with a sense of pride and patriotism after watching citizens transition into Soldiers right before their eyes.

Bruce Davidge, a police science instructor for a Sacramento high school and a veteran of the Vietnam War, said, “I found the difference between when I was in almost 40 years ago and today markedly improved – not only in the skill levels but the quality of the Soldier.”

“The quality of kids who volunteer to join to fight the war speaks volumes of the kids today,” said Col. Michael Faruqui, the deputy commandant with the Recruiting and Retention School, also located at Fort Jackson.

“The beliefs and values of the Army have changed from 1968 to 1998,” said Lt. Col. Kevin Cooney, commander of one of the basic training battalions. We went from ‘duty, honor and country’ to ‘loyalty, duty, respect, selfless service, honor, integrity and personal courage.’

“We put a whole lot of emphasis on the values,” Cooney emphasized. “I feel that’s what keeps us together. When the leader and the follower share the same values, discipline is not an issue and both parties understand the greater significance of accomplishing the mission.”

The group toured the 120th Reception Battalion Entrance Center where recruits spend their first four days. James Allen, one of the three civilians who oversees the initial receiving branch, showed the uniforms,

group the initial issue of including footwear. The Army is equipped with high-tech devices that scan each trainee’s foot to determine if they have a low arch, high arch or normal foot. “The Army wants to equip the Soldier for



success,”

Allen said.

The group went to the confidence course — the Army’s version of an obstacle course — where they were able to talk to Soldiers.

Pvt. Michelle Colon, 27, of Puerto Rico, said she wanted a better life for her special needs son, so she she joined the Army and left her child in the care of her aunt while she goes through basic training and advanced training to become a human resources specialist. “My family is excited for me and very proud of me,” she said.

As they left the confidence course, Judy Dech, a program



**Above: More than a thirteen hundred recruit members of the Sacramento educator’s to
Left: Mike Hodges, a local business owner finished the wall climbing portion of the co**

director for a federally funded training and job program at Yuba Community College, said, "I'm so grateful I got to see this. There is so much more to basic training than I realized."

The Sacramento group received hands-on experience at Fort Jackson's Engagement Skills Training 2000 Center. The group tested their rifle skills on one of the high-tech shooting ranges. Using laser technology instead of live rounds during training saves the Army about \$150,000 a month.

The group toured the education center and learned about the wide variety of Army education programs. One of the center's directors said that in fiscal year 2006, \$2.8 million was paid out in tuition assistance, up 11 percent from fiscal year 2005.

Sasha Gioukaris, a member of the group and a reporter with the Sacramento area American River Messenger, commented that the Army's educational opportunities are phenomenal.

"These kids are counseled to get a life plan and then given the means to accomplish it," said Gioukaris.

Steve Maher, an education specialist with the Sacramento Recruiting Battalion, gave a demonstration on March 2 Success — the Army's free tutorial Web site and the ASVAB career exploration program.

In a letter to Maher following the trip, Sheila Holley, vice principal for Casa Roble High School, wrote, "Our students are already using March2Success.com to practice for their STAR testing. Thank you for giving me this opportunity to raise my

awareness of the U.S. Army."

The Sacramento group also went to the outdoor Victory Tower — the 56-foot tower recruits rappel down 10 days into basic training.

Fort Jackson is also home to the Wheeled Vehicle Mechanic Advanced Individual Training. The noncommissioned officer in charge, Sgt. 1st Class Timothy Hartley, said the school has 5,200 Soldiers in training every day as well as 1,800 Airmen and Marines who attend the school.

One Soldier in training, PV2 William Urbelis, 20, of New Jersey, said he was taking automotive classes at a vocational school prior to joining the Army, but said, "the Army program is better because they teach you to use the (vehicle manual). Six months in the civilian world doesn't teach you as much as AIT in the Army."

The Sacramento group met with Chaplain (Col.) Clarke McGriff, who oversees the program at the Chaplain Assistant School. McGriff said the current graduating class has 80 chaplains, 40 percent of who will go to combat right away. The school gets about 1,400 students per year. Chaplain recruits must have already completed, or be enrolled in theological training before they can go through the 12 week Chaplain Basic Officer Leadership Course.

The Sacramento group wrapped up their tour by attending graduation ceremonies for 1,320 well trained, physically fit and highly motivated Soldiers ready to serve their nation. The California educators and community leaders said they were impressed with what they saw.

"The best and brightest choose to serve," said Ray Riehle, education chairman for Citrus Heights Chamber of Commerce. "From the raw recruits to the noncommissioned officers to the officers, I met men and women I would be proud to call friends."

Chuck Hucks, technical operations supervisor for Comcast Cable in the Sacramento region, said the tour was a great experience. "To see how a person develops through basic training was amazing. I met some very impressive young men and women during our trip."

Contra Costa County Sheriff's Office Capt. Donny Gordon, had some complimentary words for his colleagues in the tour group. He said he could see firsthand what a good education can do for young people. "You as educators and community members had an opportunity to see the fruits of your labor. Your job as educators is the toughest job of all."

Gioukaris of the American River Messenger summed it up: "Above all, it was very humbling for me to look into the eyes of those who made willingly the commitment to lay their lives down for me," she said. "I walked away proud to be an American and very thankful."



Recruits graduate from basic training, while our group watches the ceremony from the stands. In Sacramento, we talk to recruits who just finished confidence course.

Virtual Army Experience, a Big Hit With Recruiters and

Story and photos by Allura Holsey and Ted Jones, Jacksonville Battalion

Vidalia recruiters took advantage of the massive Virtual Army Experience at the Vidalia, (Ga.) Onion Fest and Air Show to generate leads from the more than 1,500 attendees who went through the VAE.

This high-tech, team-based, experience immersed participants in the operational roles of Soldiers. Participants employed teamwork, rules of engagement, leadership and high-tech equipment as they took part in a virtual mission, according to Sgt. 1st Class Lareese Jackson, Vidalia station commander.

“It gave recruiters a chance to actually interact with the participants while they were going through the Virtual Army Experience. The folks who went through it, all the way from 16 to 60, were very excited by it,” said Jackson.

In the 20-minute experience, participants received a mission briefing. They then fell-in on six HMMWV simulators modeled on vehicles employed by Special Forces, and onto two covering positions where they worked as a team to employ light arms and TOW anti-tank missiles. On completion, participants received a debriefing on their performance.



Visitors also met one of the heroic Soldiers featured in “America’s Army” Real Heroes program, which tells the stories of Soldiers who have earned citations for bravery and valor. “America’s Army” Real Hero, Sgt. Jason Mike, who received a Silver Star for his role in Operation Iraqi Freedom, visited with attendees and Future Soldiers and participated in local media interviews.

Jackson said the VAE had a positive impact on Future Soldiers. “Several of our Future Soldiers were so excited by it they wanted to ship out tomorrow.”

Future Soldier Misty Watson, 21, of the Vidalia station, was one who was motivated by VAE.

“It was a lot of fun. Being in the Humvees, shooting the guns, it was really exciting. I loved it. The realism with the explosions and the guns firing showed me what I could be faced with in the future with my career in the Army. In the after action part they said our group needed better communication. I know that in combat in the Army you have to communicate so that was really good because of the feedback they gave us.”

Future Soldier Christine Spence, 20, of the Hinesville station agreed with Watson.

“It was a very intense experience. I want to be able to do what was portrayed. It gave me a different perspective on the Army and what I should expect.”

Roy and Debbie Long traveled from Douglas and were impressed with their experience at the VAE.

“I can’t imagine doing it in real life,” said Roy Long. His wife echoed his sentiments. “It was pretty intense. I can’t imagine our Soldiers doing that but they do. I admire our Soldiers for protecting our country,” said Debbie Long.



Sgt. Jason Mike, an America’s Army Real Hero, interviews with local radio station at the Vidalia (Ga.) Onion Fest and Air Show.

and Future Soldiers



refugees, who face starvation and imminent attack. This enemy faction has rejected all diplomatic efforts to negotiate safe passage of relief supplies. As part of international relief efforts, a combined U.S. Army air, sea and ground task force has been ordered to use appropriate force to reach the remote compound. The Army will employ artillery and electronic warfare assets to suppress enemy air defenses while a Special Forces team parachutes deep into enemy territory. Then, AH64 Apache attack helicopters will destroy hostile coastal defenses to permit the entry of an Army Theater Support Vehicle (TSV) into Nradreg's harbor. The Army ground task force, mounted in Strykers and HMMWVs, will come ashore and fight through fierce resistance to rescue the trapped aid workers and refugees, and deliver vital supplies.

The Experience

Participants are introduced through videos to actual Soldiers who embody the training, occupations and abilities that make the Army the

Charles Grossnickle, an eighth grader from Macon, Ga., said it changed his perception of the Army.

"I really like it; the simulation was very realistic. Overall it was extremely good. It helped change my opinion about the Army for the better. I definitely would be a lot more inclined to join the Army than I was before I did this."

Summing up the results from the VAE, Jackson said, "Overall I was very impressed with the way the operation was run. This was a major event for us. There were 45,000 people at the air show on Saturday alone. I am still counting the leads but there's more than a hundred priority one leads as of now out of about 1,500 people who went through the VAE. Most definitely I want this asset back again."

An Overview

The VAE provides participants with a virtual test-drive of the Army. The core of the nearly 20,000 square foot VAE is the America's Army computer game, rendered with state-of-the-art Army training simulation technology to create a life-size, networked virtual world. The VAE highlights key Soldier occupations, Army technologies, operating environments and missions within a fast-paced, action-packed, information-rich experience that immerses visitors in the world of soldiering. Participants employ teamwork, rules of engagement, leadership and high-tech equipment as they take part in a virtual Army mission.

The Scenario

A well-armed genocidal faction in the notional city of Nradreg has surrounded a group of humanitarian aid workers and

world's premier land force. At the Joint Operations Center, participants receive live and recorded briefings from team members who discuss intelligence, force protection, communication, combat support and the scenario's current situation, to prepare them for entering the virtual combat operation. Participants then enter the mission simulator area where they cross into enemy territory and execute an operation. Up to 50 participants are assigned to one of eight elements — Alpha, Bravo, Charlie, Delta, Echo, Foxtrot, Golf or Hotel.

The participants fall in on six HMMWV simulators modeled on vehicles employed by Army Special Forces where they use M-4 Rifles or M249 SAWs (Squad Automatic Weapons) and are assigned duties such as CROWS gunner or HMMWV turret gunner. Other are stationed at Overwatch (covering) positions where they employ light arms and TOW anti-tank missiles against virtual enemies rendered by the America's Army game. Working as a team, they execute the ground component of a noncombatant evacuation operation. They must navigate chaotic environments in order to reach the objective and bring relief to the aid workers and refugees who are surrounded by enemy fighters. Upon mission completion, participants move to the After Action Review where they receive a debriefing on their performance.

The VAE includes activities ranging from multiplayer versions of the America's Army Xbox 360 and PC computer games, briefings by America's Army Real Heroes (decorated Soldiers honored for their actions in combat) and, at select locations, MARCbot Robot operator training and a robot agility course. Throughout, Soldiers guide activities and stand ready to discuss soldiering.



Hometown hero Sgt. Joseph Medina teaches students what it means to be Army Strong and arm strong by coaching them through push-ups.

Houston Students say Y.E.S. and Welcome a Hometown Hero

Story and photos by John Thompson III, Houston Battalion

More than 1,200 Houston area high school students got a close-up look at the world of competitive professional drag racing, were given lessons on how to succeed in life and got to meet a local Iraq war veteran, during a recent National Hot Rod Association race at Houston Raceway Park. The interaction took place at the Army's Youth & Education Services, Y.E.S., program on March 28.

Under one of two huge circus tents, 300 students and their teachers were treated to the words and advice of former Army Pro-Stock Motorcycle rider Antron Brown. Brown left the Army motorsports team when he chose to step up to the Top Fuel category. He took first place in the Top Fuel competition during the O'Reilly Spring Nationals at the Baytown Raceway beating out his former teammate Tony "The Sarge" Schumacher, who finished in sixth place.

Brown pointed out that whether in school, play or in the job world, it is important to surround yourself with people with similar goals to your own, or you will never achieve those goals. He also said it was important to be an assertive individual.

"What is going to separate you from them (others)," Brown related to the crowd, "is going to be your determination. It is going to be your willpower to go after and get that dream job.

You can't be shy. You can't be timid. You have to be aggressive.

"Each of us up here will tell you that we didn't get here by someone telling us they want us to drive their car or motorcycle. It doesn't happen that way.

"The only way to succeed is to believe in yourself, be around the right people and never give up on your dreams."

Schumacher and Brown, who were former teammates but are now competitors, both agreed, it takes education, experience or something else to beat out the competition to earn a job.

"When you walk up to get your job," Schumacher explained,



Army NHRA Top Fuel racer Tony Schumacher holds his son Anthony while pondering the answer to a student's question.

“like a young guy who walked up to me a while ago. He handed me his resume. He wanted a job. He was willing to do it for nothing. He said, ‘Let me clean. Let me work.’ That’s what we (employers) want to see.”

Houston recruiters working the Army’s interactive area at the race said they enjoyed interacting with the students, talking not only about Army programs and incentives to enlist, but also about their experiences as Soldiers. Some students challenged Soldiers to the Army video game, climbed the “Rock Wall Challenge,” tossed a football for accuracy and a basketball for speed and accuracy.

One of the Soldiers was Sgt. Joseph Medina. At age 22, the infantryman has already been in the Army for five years and served two tours in Iraq. The native Houstonian says he loves being a Soldier and enjoys talking with youth. Because Medina is still close in age to the students, he says he can relate to the issues youth face today. When the students asked Medina about Army service, he talked about the three major points he says impacted him as a Soldier.

“Job security,” Medina smiled. “I don’t have to worry about being laid off. My health care. I have been in a couple of car accidents, dislocated bones and broken fingers. In five years I have never seen a medical bill. The educational benefits. I am currently about to finish my bachelor’s degree in business management.”

Medina said Soldiers are regular people. They love to spend time with their families, barbeque and go to the park. People are surprised that they have so much in common with Soldiers. Medina joined the Tomball Recruiting Station where he will have opportunities to continue dialog with high school and college students.

Organizations supporting the Y.E.S. program included members of Beat the Heat, a group of lawmen seeking to eliminate street racing. Galveston County Sheriff’s Department’s Lt. Tommy Hansen, explained the Beat the Heat program, sponsored by police and fire departments, began in Florida and has grown to encompass the nation.



Students test their strength and bravery on the Rock Wall Challenge.



Muscle cars by the Beat the Heat program that strives to move street racers to the drag strip.

“The goal is to get the attention of the youth to go to the race track instead of racing on the street,” Hansen said. “It is the very same philosophy on which the NHRA was founded.”

“We have over 200 race teams of police and firemen. We appear in the United States, Canada, Australia and New Zealand. Beat the Heat does about 800 events a year.”

Hansen says street racing has become epidemic around the country. Saving lives is an important goal of Beat the Heat. There are new laws in place that punish street racers more heavily. In Texas drivers can lose their license, their car or both.

Spousal Support Key in Post-traumatic Stress Disorder Recovery

Tricare

Post-traumatic stress disorder is an issue for many service members. It can be hard on the family too. PTSD may interfere with relationships and change family life, but with knowledge and understanding, the spouse of a service member suffering from PTSD can help him or her recover. Knowing how PTSD affects people may help a spouse in understanding what a member is going through.

PTSD is an anxiety disorder that can occur after one experiences a traumatic event. A traumatic event is a life-threatening occurrence such as military combat, natural disasters, terrorist incident, serious accident or violent personal assault. For most people, PTSD starts within three months of the traumatic event. For others, signs don't show up until years later. Acute PTSD lasts less than three months and chronic PTSD lasts more than three months. With delayed PTSD, symptoms first occur six or more months following the trauma. Some people get better within six months, while others may have the illness for much longer.

Many people who go through a traumatic event don't get PTSD and it isn't clear why some people develop PTSD and others don't. How likely someone is to get PTSD depends on many things, such as the intensity of the trauma; if they lost a loved one or were injured; how close they were to the event; or how much they felt in control of events. People who suffer from PTSD often have nightmares and flashbacks reliving the experience. Other symptoms include:

- **Feeling afraid**
- **Feeling a loss of control**
- **Difficulty sleeping**
- **Feeling detached or withdrawn**
- **Substance abuse**
- **Memory problems**

PTSD symptoms can be complicated and occur with related disorders such as depression. The symptoms can become severe enough to significantly impair daily life. The person may

lose the ability to function normally in society or family environments. But, there are many ways a spouse can help a member deal with PTSD:

- **Offer to go to doctor visits and volunteer to help keep track of medicine and therapy.**
- **Be there for support.**
- **Encourage him or her to talk about the trauma and be understanding if he or she doesn't feel like talking.**
- **Give them space, but tell him or her that help is there when they need it. This is also critical in maintaining one's own psychological health.**
- **Plan activities together: take a walk, go for a bike ride, or do some other physical activity together. Exercise is important for health and helps clear the mind.**
- **Encourage contact with family and close friends. A support system will help the family get through stressful times.**

With proper treatment, PTSD effects can be minimized or eliminated. Today, there are several treatments available for PTSD. Medications may be effective; they are typically the same medications that are prescribed for depression. Get more information about PTSD treatment from a Military Treatment Facility or by contacting a local VA hospital or Vet Center. Active duty military should seek help for PTSD from a MTF.

For TRICARE beneficiaries needing help making behavioral health appointments the toll-free numbers are: West Region, 1-866-651-4970; North Region, 1-877-747-9579; and in the South Region the number is 1-877-298-3514. Hours vary according to region. The Military One Source Web site at www.militaryonesource.com is also useful for resources and information on PTSD and behavioral health.

All active duty service members must have a referral from their primary care manager for behavioral health care before calling the appointment assistance line.



U.S. Army Combat Readiness and Safety Center

Recreational boating casualties are the second leading cause of transportation-related fatalities after automobile accidents. The following statistics were taken from the 2006 Safe Boating Campaign Accident Facts.

- More than 3,750 reported recreational boating casualties in 2004
- More than 3,100 injuries
- 629 deaths
- Seven out of 10 people who died in boating related accidents drowned.
- Nine out of 10 reported drowning victims were not wearing a life jacket.
- The vast majority of boating accidents are caused by human error and not by the boat, equipment or environmental factors.

Let's take a look at Personal Composite Risk Management guidelines for boating.

Identify Hazards:

- Weather (storms, wind, swells, tides)
- Location (lakes, rivers, oceans)
- Boat condition/drain plug open (cracks in hull, leaks)
- Motor condition (old, broken, unreliable)
- Fueling (vapors, spills, explosion)
- Exceeding people/equipment limit
- Slippery/wet surfaces
- Lost (no Global Positioning System (GPS)/compass/map)
- Stranded (sandbar, reef, rocks, submerged trees)
- Speed
- Alcohol
- Safety equipment

Develop Controls and Make Risk Decisions:

Once you have identified the hazards and assessed the associated risks, you should decide on some controls that can be employed to reduce or mitigate the hazards:

- ✓ Start with a good safety briefing prior to heading out.
 - ✓ Listen to the National Weather Service for the day's forecast and plan accordingly.
 - ✓ Cancel boating trip if inclement weather is expected.
- Ensure all safety equipment is ready and available.
- ✓ Familiarize yourself with lakes, rivers, and inlets before attempting to navigate on your own.
 - ✓ Ensure to inspect equipment. Have boat motor and any other equipment serviced routinely.
 - ✓ Use extreme care when fueling. Clean up any spilled fuel. Don't let anyone smoke or have open flames near gas tanks. Try to keep gas tank area well ventilated.
 - ✓ Travel at speeds safe enough for water conditions.
 - ✓ Don't overload the boat with people or equipment.
 - ✓ Ensure all occupants wear properly fitting US Coast Guard approved floatation vests.
 - ✓ Keep an emergency kit onboard that contains food, blankets, sunblock, fresh water, and flares.

Don't make dumb decisions. Once you select appropriate controls, use them! A plan is only good if it is followed.

As always, the situation is subject to change quickly. Monitor the situation and adjust as necessary to keep things under control. We deserve a break every now and then. Use the Composite Risk Management process to make your experience fun, memorable and safe. No one wants any activity to turn into a tragedy!

Sun Protection: Be Sun Wise

Overexposure to the sun's rays can be extremely harmful, leading to premature aging of the skin, immune-cell disruption, cataracts and other eye problems — and sometimes to skin cancer. In severe cases, the sun's ultraviolet rays can cause blisters. Like the effects of other forms of radiation, sunburn is usually a delayed reaction. It only becomes apparent a few hours after exposure to the sun. The following precautions can help:

- ✓ **Wear sunglasses that block 99-100% of UV radiation.**
- ✓ **Wear a hat. A hat with a wide brim offers good sun protection.**
- ✓ **Protect areas with clothing during prolonged periods in the sun.**
- ✓ **Always use sunscreen with a Sun Protection Factor of at least 15.**
- ✓ **Avoid the midday sun as much as possible. The sun's UV rays are the strongest between 10 a.m. and 4 p.m.**
- ✓ **Avoid sunlamps and tanning parlors.**
- ✓ **Watch for the UV Index developed by the National Weather service and the Environmental Protection Agency.**

Positive Community Involvement

Story and photos by D. Charone Monday, Columbus Battalion

Northridge High School, located in the Columbus Battalion's recruiting area, recently conducted their third annual Relay for Life event. Intended to raise money for cancer research, the whole student body participated in a day that included a special flag raising ceremony, an antique car show, haircuts for cancer research, speeches from cancer survivors, a talent show and more.

According to Christy Richards, a Northridge teacher, "Our biggest challenge is empowering the kids and letting them know that they can really make a difference, that they can run a huge event and be successful. Our biggest reward is seeing the survivors still here — still walking the track — still fighting those battles."

Originally, the event began when a former Northridge senior, who lost her mother to cancer when she was just nine, decided she wanted to do something that would make a difference. She rallied her classmates and the staff, and the Relay for Life was birthed. To date, they have raised more than \$8,000 for the American Cancer Society. Now in its third year, the event has extended beyond the school walls and is embracing the whole community.

With so many people in one place, including potential recruits and COIs, Dayton's main recruiting station came out in force. Armed with water, dog tags and other goodies, they quickly became one of the favorite booths as juniors and seniors filled out lead cards and talked to Future Soldiers about what it's like to enlist.

Station commander, Sgt. 1st Class Steven Tischer, and several of his recruiters, were kept hopping throughout the day as opportunities for engaging the school's juniors and seniors flowed. According to Tischer, "This was a great opportunity to showcase the Army's selfless service. It allowed us to get involved with the community when the main focus wasn't recruiting. It showed them that we are a recruiting station centered around the community and for the community."

In our day and age, who hasn't been affected by cancer? And, in a time when good public relations means a lot to our recruiting efforts, what a wonderful opportunity it was for our recruiters to be part of a cancer "Relay for Life" fund raiser.



Students swarm the Army booth, filling out lead cards and picking up dog tags prior to running their laps.

A Year and A Half and 170 Pounds Later

By John McCollister, Montgomery Battalion

A year and a-half and 170 pounds later, Scott Dunn's dream came true on March 28 when he enlisted in the Army. "This is something I really wanted to do," he said. "I wanted to serve my country, and there's a certain honor you earn by doing that."

Dunn, a native of Pelham, Ala., and his wife, Courtney, talked about his dream and made a life-changing decision. "I changed jobs and took a pay cut and we even moved to be closer to the gym," he explained. "I worked out at the gym three times a day and during my breaks at work." He followed a strict 1,300 calorie diet each day and avoided carbonated beverages, drinking only water. Ultimately he dropped 14 pant sizes.

He credits his wife with his success, saying, "She sacrificed just as much as I did and supported my dream every step of the way." He also credits Hoover station recruiter, Sgt. James Eades. "He was the only recruiter that believed in me and encouraged me all through the process."

Dunn enlisted for four years and selected skill training as a computer/detection systems repairer. He shipped for basic training at Fort Sill, OK, on April 28. After graduating he will report to Fort Gordon, Ga., for his advanced individual training.

"My ultimate goal is to become an officer," he explained, "but right now I'm concentrating on my initial entry training."



Scott Dunn poses for a photo with his recruiter, Sgt. James Eades of Hoover station.

Miss USA Visits Times Square Recruiting Station

By LaDonna Davis

Miss USA 2008, Crystle Stewart, visited with active duty service members and veterans in the Times Square



Armed Services recruiting station May 2, as part of the United War Veterans Council of New York County “Thank You for Serving,” spring campaign.

Thank You for Serving is a non profit and non partisan initiative that sends messages of thanks and support from citizens, celebrities and influencers to troops serving overseas, their families and veterans.

As part of the campaign, Stewart interviewed several service members and noncommissioned officers who work at the

recruiting station and allowed them to send video messages of support to their fellow comrades serving overseas.

“The highest honor someone can do is to serve our country in the military,” said Stewart. “I admire anyone who chooses to join the military. I admire their bravery, their strength and their courage.”

As a role model for thousands of men and women across the country, Stewart says using her crown to stress the importance of the military and express her gratitude to those serving is one of the greatest things she can do as Miss USA.

“I don’t know anyone personally serving in the military, but I feel like they’re all my brothers and sisters,” Stewart said. “This is what I really get out of being Miss USA, paying tribute to our troops.”

The video messages of support and thanks will be distributed through military and civilian channels to the hundreds of military bases, ships and communities in the U.S. and all over the world reaching an estimated 250,000 viewers.

State of Hawaii Joins PaYS program

By Charles Glenn, Portland Battalion

Months of coordination and planning on the part of Headquarters, USAREC, Portland Battalion, Honolulu Company and the State of Hawaii culminated last month in a historic ceremony at the state capitol. As of April, the State of Hawaii became only the second state government to join the Partnership for Youth Success.

Because of the partnership, Hawaii state agencies will have a pool of qualified, disciplined, motivated candidates to choose from when hiring. Additionally, Soldiers who enlist under the PaYS program are guaranteed a face-to-face interview — after they ETS — with an employer in the related field they specialized in while in the Army.

More than 30 officials from the state of Hawaii and the Army were present at the historic ceremony, including Gen. (Ret.) Erik Shinseki, former Army Chief of Staff and Hawaii native. The agreement was signed by Hawaii Lt. Gov. James “Duke” Aiona and USAREC Commanding General, Maj. Gen. Thomas Bostick. Among the other guests was Reserve Ambassador Pasha Baker; Maj. Gen. Donna Dacier, Commanding General, 311th TSC; Maj. Gen. (Ret.) Walter Tagawa; and Brig. Gen. Michael Bednarek, Commanding General, 25th Infantry Division

“We are extremely confident in the program because we know that our Soldiers leave the army with exceptional skills,” said Maj. Gen. Bostick. “They are also well disciplined and resourceful leaders with the values and character that are so vitally important to our Army, the citizens of Hawaii and our nation.”

Currently, there are 275 PaYS partners consisting of 182 corporations, including 40 Fortune 500, seven Fortune 1000, four Global 500 companies and 93 public sector agencies. Collectively, these 275 organizations have loaded more than 830,000 positions on the PaYS database for Regular Army

Soldiers and 177,000 positions for Army Reserve Soldiers. More than 51,000 Regular Army Soldiers have enlisted with the PaYS program as part of their enlistment incentives.

“This partnership not only adds a great recruiting partner to our state, it also helps our administration meet critical hiring needs,” Lt. Governor Aiona said. “The PaYS program will create a pipeline of new talent to fill skilled positions in our state government and to work side by side with our existing team of dedicated civil service employees.”

The PaYS program will be used in the state’s new online recruiting application system, which will enable both PaYS partners, as well as, participants to post and view high-demand jobs in real time.



Former Army Chief of Staff and Hawaii native Gen. (Ret.) Erik Shinseki (middle), poses for a photograph with USAREC Commanding General Maj. Gen. Thomas Bostick (left), and Hawaii Lt. Gov. James “Duke” Aiona (right), the two signers of the historic PaYS partnership, April 14 at the Capitol Building in Honolulu, Hawaii.

U.S. Army Takes a Fitness Challenge to the Community

By John Thompson III, Houston Battalion

A youthful, energetic Soldier from Humble, Texas, proposed a fitness challenge March 15 to link members of the community with their neighborhood Soldiers. With the aid of area businesses, community agencies and hard working volunteers, the plan for exercise spelled success.

Staff Sgt. Joe Flores thought how special it would be for members of the community to experience what it would be like to be a Soldier. One important criterion to be a ready-to-go Soldier is achieving and maintaining physical fitness. According to Staff Sgt. Flores, gaining business and community support was the key to enticing the community to join in the event.

Flores said all he needed to do was ask and the patriotic Humble community was more than willing to support them. It was one segment of the community helping another segment of the community according to Flores, and members of the Humble station are very much members of the Humble community.

The Humble High School choir began the event by leading those present in singing the National Anthem. A local pastor provided the invocation and benediction. To mark the special occasion, four Soldiers were reenlisted by Brig. Gen. David Mann, deputy commander of the U.S. Army Recruiting Command.

Two Hometown Recruiter Assistance Program Soldiers enjoyed the challenge and “rubbing elbows” with members of the community.



“It felt good to be on the other side of grading people,” Private 1st Class Aaron Shults said with a smile. “It gives people a taste of what we go through (as Soldiers).”

Private Milton Lunsford said he and Shults were able to pass along lessons they learned on proper ways to do push-ups and sit-ups. The two also taught ways to improve physical endurance that Soldiers learned during basic combat training.

There were 50 volunteers to help run the event and a dozen businesses with 22 people who participated in the physical challenge.

In addition to Wells Fargo and Anheuser Busch, the Humble Chamber of Commerce, East Montgomery County Chamber of Commerce and the Kingwood Chamber of Commerce also supported the Physical Challenge.



Competitors of different ages prepare for the push-up during the first Physical Fitness Challenge in Humble, Texas. Photo contributed by Humble Recruiting Station

More Than a Hobby

By Vernetta Garcia, Columbia Battalion

From the ground up, he created his ideal road rocket. After giving up motorcycle racing two years ago, Sgt. 1st Class Larry Brewton, a Reserve recruiter in Greenwood, S.C., station, began creating his dream machine. At his own expense, he trailers his bike throughout the Southeast to about 17 bike shows a year.

“It’s more than a hobby; this is a passion. I’ve always loved bikes,” said Brewton.

“Young people are always interested in the bike,” said Brewton. “People always seem surprised when they find out that I’m an Army recruiter,” he added. He says talking about the bike can be a good ice breaker and often allows him the opportunity to move on to telling the Army story to potential enlistees.

Dallas Company Rocks the Block, to Make Community Army Strong

By LaShonda Walker, Dallas

Cold calls and hard knocking are the traditional ways to reach prospects, but the Dallas Company's Pleasant Grove station found tradition isn't always the only option for prospecting.

"It's all about connecting with the community and showing them how much the Army is a part of them," said Sgt. 1st Class Carmelo Mora, Pleasant Grove station commander.

This is why his station decided to have their prospects and influencers "flock-to-the-block" for a community block party.

The Pleasant Grove area has a large population of Hispanics and African-Americans, so traditional recruiting tactics aren't always effective in reaching these demographics.

"You have to know your market," said Maj. Steve Howard, Dallas Company commander. "Knowing what motivates them is the key to being successful in the African-American and Hispanic markets."

Mora said this demographic can be challenging to recruit because they don't see military service as beneficial to their future goals and career endeavors. In order to counter this lack of understanding, recruiters have learned the value of educating everyone — the influencer and prospect — about the opportunities in the Army. Typically, recruiters primarily target high schools, but the block party provided an open door to reach the prospect, parents and other influencers at the same.

The community certainly responded with their support for the block party. Hundreds turned out to participate in the variety of activities and giveaways. Several area businesses and vendors were a part of the block party offering different goods and services to attendees.

The station leveraged local radio to help drive traffic to the event and reach the Hispanic targeted market. ESPN Deportes radio station conducted a live remote and gave away free t-shirts, hats and tickets to Super Liga soccer games.



G.I. Johnny makes his rounds with the kids during the Pleasant Grove block party.

Participants had the opportunity to take advantage of several Army interactives, such as the rock wall, the H3, the basketball toss and the Future Soldier Trainer video games. G.I. Johnny even made a public appearance that was very popular with the children.

The station got a huge return on their investment. Local news coverage of the event resulted in nearly \$700 in free advertising and publicity for the station. They also generated a number of leads and appointments.

While this was the first time an event like this had been hosted in the area, the potential for making it an annual event is already on the minds of event organizers, and planning for next year's event is already underway.

Chaplain's Support Blooming at Beeson Divinity School

Story and photo by Chaplain James Schaefer, SE Chaplain Recruiting Team

The first ever signing of a Chaplain Candidate Scholarship Program in the southeast was a spring celebration of growth and cooperation between USAREC and the Beeson Divinity School, Birmingham, Ala., one of the premier seminaries in the southeast. Attended by Special Missions Brigade Team Commander, Col. Charles Williams, and Chaplain James Schaefer — as well as a host of luminaries from Beeson — Dr. Timothy George, Dean, and Dr. Paul House, Associate Dean — the signing was more of a pledge of spiritual and financial support than a formal ceremony. "We are here to help fund chaplain candidates because we have a strong sense to lead them in God's calling to the Chaplaincy, to love them and help them love God's Word," said House.

The Chaplain Candidate Scholarship Program is a new initiative of USAREC for the purpose of encouraging theological seminaries to offer full tuition waivers to prospective chaplain candidates in exchange for a candidate's commissioning.



Col. Charles Williams, Special Missions Brigade Commander and Dr. Timothy George, Dean of Beeson Divinity School, sign a pledge of support between the Beeson Divinity School and the Chaplain Candidate Scholarship Program.

First Recruits Enlist Using Biometric Technology

By Donna Miles, American Forces Press Service

When 20 recruits gathered April 17 at the Baltimore Military Entrance Processing Station to sign their enlistment contracts, none needed a pen.

Instead, they read their contracts on a computer screen, then pressed their index fingers onto an electronic pad next to it, becoming the first service members to enlist using biometric technology.

Lt. Col. Robert S. Larsen, the station commander, swore in the recruits on Fort Meade, Md. This marked a big step in the U.S. Military Entrance Processing Command's transition to paperless enlistment recordkeeping, said Ted Daniels, chief of the command's accessions division.

Nineteen-year-old Krista Hearne of Salisbury, Md., became the first recruit to sign her enlistment contract biometrically before taking her oath of enlistment to join the Army.

After swearing her in, Larson used his own index fingerprint to biometrically sign the contract. When the process was completed, the new service members received printouts of their enlistment contracts, which included a facial photo and the fingerprint.

No other paper was required for a process that once required multiple signatures and took reams of paper.

"The process starts off without paper and it ends up without paper," said Daniels. "But we do print out one copy, for the individual."

Many of the enlisting troops had seen biometrics technology used on television and thought it "pretty neat" to learn that they were to be the first enlistees to use it, Daniels said.

"We told them what we were doing was revolutionary, that this was the first time it was being done within the Department of Defense," he said. "They came through here and said, 'This is pretty neat, man.'"

Biometrics are becoming increasingly widespread in society. Some super-



Krista N. Hearne, 19, of Salisbury, Md., with the electronic enlistment contract signed with her fingerprint as she became the first person to enlist in the military using biometric signatures.

Photo by Army Lt. Col. Robert S. Larsen

markets use them at the checkout counter. Even Walt Disney World in Orlando, Fla., takes biometric measurements from guests' fingers to ensure the same person uses a ticket from day to day.

Daniels said biometrics will offer MEPCOM broad advantages, improving security, reducing redundancy and dollar costs and saving the command an estimated 70 million sheets of paper a year.

Now using biometric technology, MEPS officials will capture each applicant's biometric print at first contact. That information will be used to verify the applicant's identity and track progress throughout the qualification process.

Biometric information captured at enlistment will become part of the service members' permanent personnel records. Ultimately it will follow them throughout their military careers, providing concrete verification of their identity.

Because biometrics are unique to every individual and can't be forged, they add security protections just not possible with traditional "wet" signatures, Daniels explained.

Meanwhile, biometrics is expected to provide faster, less redundant personnel processes, he said. As it becomes widespread, it will help short-cut procedures required for everything from getting a common access card to signing up for Tricare benefits through the Defense Enrollment Eligibility Reporting System. "There will be no need to start from scratch each time," Daniels said.

Martin Battled to 16th-Place Finish at Historic Darlington

Mark Martin and the No. 8 U.S. Army team experienced an unidentified power steering issue, but still managed to post a solid 16th-place finish in the May 10 NASCAR Sprint Cup race at Darlington Raceway.

"This was a really tough race," said Martin. "But these guys on this U.S. Army team are just incredible. They don't give up and got us so many positions on pit road. We were able to hang in there and bring home a respectable finish."

"You don't always have the fastest car out there and everything doesn't always go perfect," added Martin. "On those nights you just have to dig deep and give it all you have. That is what these guys did tonight and I'm incredibly proud to drive their car each week."

The veteran driver, who started 27th, patiently bided his time early in the race as several cars continued to collide with the wall. In the end, Martin's Chevrolet Impala SS was one of only a handful of cars that did not tag the wall and collect the famous Darlington Stripe.

With the help of quick pit work by the Army over-the-wall crew, Martin did run as high as 12th during the 367-lap, 501-mile race.

The No. 8 Dale Earnhardt Inc. team is now 15th in the Sprint Cup owner point standings, just 20 points outside of 12th and the cutoff point for the Chase.

In the driver standings, Martin is ranked 26th, despite only having competed in eight of 11 events. He is ahead of eight drivers who have competed in all 11 races this season.

Scheduling the USAREC Entertainment Team

The Army Recruiting Entertainment Team featuring Sgt. 1st Class Jamie Buckley is a professional country music show that is available to support recruiters across the country.

The team can be booked for high school assemblies, local community events, fairs and rodeos all the way up to larger venues including country music festivals.

For small to medium size venues, Buckley uses a tracked or acoustic format and for large venues, a full 11-piece country band. The brigade and battalion may have to assist with funding for use of the full band.

Visit, <http://www.usarec.army.mil/hq/apa/eteam.htm> and the FAQs and Coordination Responsibilities links to learn more. This asset has proven to be a valuable lead generating and advertising tool that will enhance any event that USAREC is a part.

Under normal circumstances, TDY funding is covered by USAREC G-7/9, however, there can be instances when the

brigade or battalion may be required to cover some or all of the costs involved.

You can request to have Buckley perform in your area by sending an e-mail to james.buckley@usarec.army.mil or rhonda.richards@usarec.army.mil, or call 502-626-2022.

Schedule of Events through 4th Quarter FY 08

June 13 — West Michigan Whitecaps Baseball Game, Great Lakes Battalion

June 25-29 — Country USA 2008 Country Music Festival, Milwaukee Battalion

July 19 — Spokane Shock Arena Football Game, Seattle Battalion

August 11-15 — Salt Lake Battalion Support, event to be determined

August 20 - 23 — Benton-Franklin Fair and Rodeo, Seattle Battalion

August 28-31 — Kittitas County Fair, Seattle Battalion

September 10-13 — Pendleton Round-Up, Seattle Battalion

September 17-21 — Fresno Battalion support, event to be determined

Spouse Career Advancement Initiative

By Barbara A. Goodno, *Special to American Forces Press Service*

Career and training opportunities for military spouses just got better, as the Defense and Labor departments' career advancement demonstration project has been expanded to include all active-duty military spouses, along with four additional career fields.

"In the first days of the demonstration project, we began hearing from spouses who — based on the ranks of their spouses — were ineligible," said Leslye A. Arsht, deputy undersecretary of defense for military community and family policy.

The career advancement demonstration project, announced in November, helps military spouses at 18 installations in eight states get the education and other credentials needed to pursue careers in high-demand, high-growth occupations. Arsht said most military spouses — 87 percent according to recent surveys — would like to further their education and develop a portable career, but see the cost of education as a roadblock to further education or training.

The career advancement demonstration project is available to spouses at military installations in California, Colorado, Florida, Georgia, Hawaii, Maine, North Carolina and Washington. Military spouses can receive grants of up to \$6,000 for education, training and licenses or credentials costs over a two-year period.

Since the program began in January, more than 1,000 military spouses have enrolled in career development programs.

Arsht said she wants to be sure that other military spouses are aware of — and are able to use — this new resource. Information is available in person at installation education centers, by telephone and online. Career counseling for military spouses is available through Military OneSource at 800-342-9647 or online at militaryonesource.com and www.caa.milspouse.org.



Sgt. 1st Class Jamie Buckley belts out a tune with his bandmates at the Great Stage in Louisville, Ky, during a concert prior to the weekend's Kentucky Derby. Buckley, during a rare performance with a band, wowed concert goers with his original country songs blended with fan favorites. *Photo by Lee Elder*

Commentary: Many Honor Values in Final Salute

By Maj. William D. Ritter, Army News Service

We all became familiar with the Matt Maupin saga over the last four years. That saga came to a close on a sunny April afternoon as a horse-drawn caisson carried the sergeant's body to his final post.

The finding of Staff Sgt. Maupin's remains set many wheels in motion to honor this fallen Soldier. The communities surrounding his hometown of Batavia, Ohio, a Cincinnati suburb, supported the Maupin family exceptionally well over their four-year ordeal and planned what would become one of the

organizations filed by their hometown hero. One baseball team even showed up in uniform. They were covered in dirt and sweat from their recent game but were determined to show their united support to a Soldier who, only seven years ago, was a local high school athlete.

I was choked up as the Patriot Guard Riders filed in one by one to salute. They methodically went down their leather ranks, each pausing to salute at Maupin's flag-draped casket. If it were not for their long hair and graying beards, they too could have passed for Soldiers of today. I

lost count after 50 riders, but the line of leather stretched out the door.

Because so many groups came by the busload, the wait to pay homage to the fallen staff sergeant was often two hours. The township used school buses to shuttle the populace from a nearby shopping mall because there was not enough parking for the hordes. At 1 a.m., the community's second-shift

workers formed one of the largest lines of the day, wrapping around the building.

After these faithful strangers saluted Maupin's casket, they took more time out of their schedule to stop me and countless other Soldiers, sailors, airmen and Marines who were there to thank us for our sacrifices while serving our country.

Many dignitaries turned out as well, including Lt. Gen. Jack Stultz, chief of the Army Reserve. They too wanted to honor Maupin. But for one spring weekend, rank, title and position held no merit. It was irrelevant, as we all had the same charge: to praise a young American who as a man believed in the Army values and

as a Soldier enforced them.

My proudest and saddest moment for the day came when I was able to speak briefly with Carolyn Maupin, Matt's mother.

My mother, a military mom for 21 years now, wanted me to personally thank Carolyn for her poise while dealing with her missing son. She said she felt strengthened by Carolyn's projected faith in media reports and representing all military mothers with the utmost dignity in the face of tragedy. Being 15 years senior to Matt, my mother was proud that other moms were still teaching their children the values needed to be an upstanding member of society.

With all that happened this spring weekend, Carolyn will not remember my face from the thousands of others, but I will remember that day vividly as it was equally prideful and poignant.

Although I never knew Matt Maupin personally, I do know this: It could have easily been you or me in the convoy that captured him.

In the end, we are all the same, all Soldiers, all extinguishable, and all with loving families.

Call your mother or father and thank them for instilling in you the values needed to stand next to the likes of Staff Sgt. Maupin and call yourself an American Soldier.

Maj. William D. Ritter serves with Army Reserve Medical Command Public Affairs.



A Vietnam veteran salutes as Staff Sgt. Matt Maupin's casket is loaded onto a caisson for his final journey to his resting place.

largest celebrations of life any Soldier received.

I traveled into Union Township, Ohio, to help with the expected media onslaught wanting to capture the last moments of Ohio's favorite son.

The media blitz was just a small part of the events, however. Thousands of area residents joined local and national media in honoring Maupin and all who wear the uniform. For a 48-hour period, that was the sole mission of this tri-state community.

During the public viewing, I was moved many times as entire police troops, scouting troops and veterans



Gold Badges

APRIL 2008

1ST MRB

MAJ Leon Hooten
CPT Anthony Groff
CPT Patrick MacDowell
SFC Robert Briggs
SFC Abouh Neufville

3RD MRB

MAJ Frank Riggle
CPT Bridget McIlwain
CPT Darrin Moore
CPT Michael Oliveria
SFC Christopher Earle
SSG Derrick Crain
SSG Latonya Jones

ALBANY

SSG Christopher Miller
SSG Veronica Rice
SSG Bill Riley

ATLANTA

SSG Michael Hewell

BALTIMORE

SSG Jonathan Kendrick
SSG Gary Rowe
SGT William Baer
SGT Steven Moton

CHICAGO

SFC Paul Hathaway
SFC Leo Levesque
SSG Kelvin Arrington
SGT Marvis Cox
SGT Anthony Hunt
SGT David Phillips
SGT Lawrence Sellers

CLEVELAND

SSG James Hall
SSG Richard Burbey
SSG Thomas Washington
SSG Jesse West

COLUMBUS

SFC Donyet Barnes

DENVER

SFC Joseph Byerly
SFC John Lohnes
SSG Robert Barenberg
SSG Juan Barron
SSG James Demotte
SSG Laura Hall
SSG Chad Kair
SGT Jason Novotny
SGT Douglas Singleton
SGT Niles Walker II

DES MOINES

SSG Jason Dingbaum
SGT Jason Besmer

JACKSONVILLE

SFC Lakisha Cooper
SSG Michael Clouston
SSG Jason Reed
SSG Richard Sykes
SGT Thomas Burke
SGT Ming Don Niu

KANSAS CITY

SSG Christopher Taylor
SGT Jermaine Westley

LOS ANGELES

SFC Cornell Braud
SFC Nathan George
SFC Christine Martinez Castillo
SFC Bounhavy Malapha
SSG Darrin Colwell
SSG David Thomas III
SSG Andrew Palmer
SSG Brandon Varn
SGT Do Kim
SGT Devon Perrymon

MID-ATLANTIC

SSG Travis Blanchard
SSG David Dinelle
SSG Ronald Martin
SGT Deleon Kelly

MILWAUKEE

SSG Aubrey Seymour
SGT Nickolas Moran

NASHVILLE

SSG Jamie Trice
SSG Bobby Stepro

NEW YORK CITY

SFC Frederick Bumbry
SSG Miguel Diaz
SSG William Feboruiz
SSG Shawn Justin
SGT Aaron Vanwinkle

PORTLAND

SFC John Anneheim
SFC Norman Dillon
SSG Raymond Robinson
SSG Christable Thomas
SGT Jeroen Velghe



SAN ANTONIO

SFC Ryan Darbonne
SSG Juan Barrios
SSG Roy Campbell
SGT Jason Morris
CPL Kenneth Thornton

SEATTLE

SSG Brent Wilkins
SGT Kyle McCain

SOUTHERN CALIFORNIA

SSG Ricky Buentipo
SSG Adrian Kelley
SSG Steven Lim
SSG Frank Rivera
SGT Alejandro Alatorre
SGT Michael Johnson
SGT Edward Kaszynski
SGT Jonathon Watson
CPL Timothy Martindale

APRIL 2008

1ST MRB

CPT Christopher Cheagle
 SFC Ralph Buckeye
 SFC Gurmeet Grewal
 SFC Kenneth Hines
 SFC James Jones
 SFC Christopher Moore
 SFC Celia Perkins
 SFC Virginia Webb

3RD MRB

SFC Robert Carter
 SFC Milton Kamala

5TH MRB

SFC Cecil Berry
 SFC Daniel Fernandez

ALBANY

SFC Shawn Tracy

ATLANTA

SFC John Taylor

BALTIMORE

SSG Derrick Hayes
 SSG Lindsey Miranda
 SSG Stephen Ramos

BATON ROUGE

SFC Bruce Hunter
 SFC Ray Goodie
 SFC Jerry Ledet
 SSG Jeremy Gordon
 SSG David Riggs
 SSG Kenneth Rogers
 SSG Osborn Scales

CHICAGO

SFC Eric Conway
 SFC Stacy Muse
 SFC Israel Oros
 SFC Casey Soren-Kindt
 SSG Brandon Baker
 SSG Brian Blackmore
 SSG Yvonne Kennedy
 SSG Talaat McNeely
 SSG Gilbert Morales
 SSG John Reyes
 SSG Kevin Vest

CLEVELAND

SFC Christopher Weselek
 SSG Scott Harris

COLUMBIA

SFC Nefthali Santiago
 SSG Eric Scheck

Rings



COLUMBUS

SFC Jonathon Smith
 SSG Steven Tischer

DALLAS

SSG Morris Tate

DENVER

SSG Steven Mulonet
 SSG Adondis Townsend

FRESNO

SSG Daniel Beard
 SSG Rafael Felicianofigueroa
 SSG Marcus Harvey
 SSG James Riley, Jr.
 SSG Bryan Williams
 SGT Ernesto Hernandezcastillo

GREAT LAKES

SSG Chadwick Benes
 SSG Justin Jones
 SSG Joseph Kasbohm
 SSG Jarrod Keller
 SSG Timothy Ping
 SGT James Bedford
 SGT Michael Flynn
 SGT Christopher McGarity

HOUSTON

SFC Nadia Carter
 SFC Gentry Hagan
 SFC A Jhonnie Johnson
 SFC Robert Salek
 SSG Langston Clark
 SSG Tyraka Dixon
 SSG Damon Lindsey

INDIANAPOLIS

SSG Tyrone Douthit
 SSG Chad Kessinger

JACKSONVILLE

SSG Jerry Jessie
 SSG Kenneth Piotrowski
 SSG Garland White
 SSG Johnnie Wilson

KANSAS CITY

SFC Curtis McNeal
 SSG Wayne Brooks
 SSG David Goff
 SSG Timothy McDaniel
 SSG Rodney Thigpen

LOS ANGELES

SSG Brian Williamson

MIAMI

SSG Jose Rodriguez-Roman
 SSG Eric Santos
 SSG Yeuris Santos

MINNEAPOLIS

SFC Dion Poppen
 SSG Matthew Evans
 SSG Michael Frischknecht
 SSG Jeremy Karr

NASHVILLE

SFC Steven Grudzininski
 SFC Abigail Strain
 SFC James Walker
 SSG Michael Lamm
 SSG John Leonard
 SSG Ishmael Watts
 SSG Leslie Wells

NEW ENGLAND

SSG Christopher Jackson
 SSG Timothy Jalbert
 SSG Patrick Lemieux
 SGT Stacey McCall

OKLAHOMA CITY

SFC Tony Smith
 SGT Aaron Brown
 SGT Michael Sogge

PHOENIX

SFC Francisco Hinojos
 SFC Derek Plante
 SSG Samuel Cabrales
 SSG Ben Dojaquez
 SSG Alejandro Francopadilla
 SSG James Houlik
 SSG Barry Weaver

PITTSBURGH

SFC Kevin Schoen

PORTLAND

SFC Robert Schmelz
 SSG Jason Scott

RALEIGH

SFC Michael Turner

SACRAMENTO

SFC Yolanda Carlisle
 SSG Timothy Bennett
 SSG Matthew Conkling
 SSG Jason Hillman
 SSG Ronald Howell
 SSG Egan Johnson
 SSG Clifton Kenton
 SSG Jesse Lucero
 SGT Sean Dinnell

SAN ANTONIO

SSG Charles Reyna

SEATTLE

SFC Joseph Mason
 SFC Ryan Watson
 SSG Dennis George
 SSG Spencer Hoffman
 SSG Manuel Isbell
 SSG Richard Smith
 SGT Timothy Whittington

SORB

SFC Dennis Pease
 SFC Phillip Spaugh
 SFC Jason Sutton

SOUTHERN CALIFORNIA

SFC Manuel Olmotorres
 SSG Manuel Rossetti

SYRACUSE

SFC Jack Bousley
 SFC Paul Narbone, Jr.
 SFC Daniel Sanker
 SFC Ian Winters
 SSG Dwayne Devane
 SSG Joseph Larson
 SSG Joshua McPadden
 SSG Nicholas Neal
 SSG James Sathornkich
 SGT Nathaniel Arnold
 SGT Matthew Paulhamus

TAMPA

SFC Damien Russell
 SSG Herman Thomas
 SGT Alvin Blackmon

Morrell Awards



APRIL 2008

1ST MRB

SFC Joseph Scala

3RD MRB

SFC Jason Smith

SFC Woa Townsend

5TH MRB

SFC Patricia Mitchell

SFC Scott Sheridan

SFC Clinton Youngerman

ALBANY

MSG Mark Holman

ATLANTA

SFC Maria Kincaid

BALTIMORE

SFC Leslie Bryant

SFC Otis Cadd II

BATON ROUGE

SFC Stanley Bradley

SSG Robert Rinks

SGT Lindy John

CLEVELAND

MSG Lisa Wells

SFC Wayne Robinson

COLUMBIA

SSG Linston Donaldson

SSG Timmy Hammonds

SSG Geoffrey Rhodes

COLUMBUS

SFC Charles Smith

SSG Jeremy Knowles

SSG Gregory Meyer

DALLAS

SFC Gene Doddy

SSG James Garrett

SSG Morris Tate

FRESNO

SFC David Goad

SFC Joseph Mees

SSG Steven Davis

SSG Ian Fritz

GREAT LAKES

SFC Mark Doran

SSG David Dykema

SSG Karen Slancauskas

SSG Frank Sowell

SGT Michael Ehtinaw

HOUSTON

SFC Lucian Bucky

SFC Hector Gonzalez

SSG James Houston

SSG Henry Hukill

INDIANAPOLIS

SFC Shellie Mudd

JACKSONVILLE

SFC Michael Britt

SFC James Dowdy

SFC Jimmie Ingram

SFC Leonard Torres

SFC Jamaine Velus

SSG James Brown

SSG Michael Schoenherr

SSG Shankia Thomas

SSG Steve Whitaker

SSG Johnnie Wilson

KANSAS CITY

SFC John Boonyakiti

SFC Chris Lynch

SFC Steven Vickery

SSG Mario Harris

SSG Andrew Wade

SGT Daniel Boehle

MIAMI

SFC Felix Barrios

SFC Julio Suiwhite

MID-ATLANTIC

SFC George Smith

MINNEAPOLIS

SSG William Harris

MONTGOMERY

SFC Randolph Brocious

SFC Trace Nadeau

SFC Michael Resmondo

SSG Tabitha Brown

NASHVILLE

SFC John Hughes II

SFC Jason Schenkel

SFC William Wyatt

SSG Heath Bergmann

NEW ENGLAND

SFC Paul Anglin

SFC Bobby Pelletier

SSG Christopher Holmes

SSG Scott Marquis

SSG Michael Smith

OKLAHOMA CITY

SFC Lavell Sims, Jr.

SSG Terrence Davis

PITTSBURGH

SFC Pernell Bowersox

SSG David Kraut

SSG Larry Owens

PHOENIX

SFC Jeffrey Chavez

SFC Martin Flores

SFC Brian Hetrick

SFC Jeffrey Lyden

SFC Pilar Saucedo

RALEIGH

SFC Bogdan Ionescu

SFC Nigel Jones

SFC John Robinson

SACRAMENTO

SSG David Gonzales

SSG Richard Steele

SAN ANTONIO

SFC John Flores

SFC Bladimir Reyesmartinez

SSG Peter Holderness

SSG Jonathan Miles

SSG Phillip Sedlar, Jr.

SGT Samuel Lopez

SEATTLE

SFC Gilbert Hose

SFC Marcus Williamson

SOUTHERN CALIFORNIA

SFC John Bittner

SFC Marc Tamancampos

SFC Wedaier Thenor

SSG Thomas Bednarz

SSG William Moore

SSG Amon Potter

SYRACUSE

SFC Jeremy Acosta

SFC Richard Barringer

SFC Robert Heintzelman

SFC Christine Mileski

SFC Charles Riddervold

SSG Joseph Kishel, Jr.

SSG Candice Madill

SSG Hugo Olveraleija

SSG Mark Zajonczkoski

TAMPA

SFC Alfred Chiasson

SFC Juliana Hipplyte

SFC Terry Wright

SSG Lyza Cayasso

SSG Bryan Jackson

SSG Morgan Merrill

SSG Terry McKnight

SSG Grady Parris

79R Conversions

MARCH 2008

1ST MRB

SFC Dominique White

2ND MRB

SFC Keith Jackson

ALBANY

SSG Brian Cunningham

BECKLEY

SFC Anita Tillery

CHICAGO

SSG Russel Severin

SGT John Herndon

MSG Jorge Villalobos

SSG Robert Hogue

SSG Aliya Greenlee

CLEVELAND

SSG Thomas Buchanan

COLUMBIA

SSG Lemuel Hashim

COLUMBUS

SFC Zachary Atkinson

DENVER

SSG Alexi Kelley

SSG Timothy McDaniel

FRESNO

SFC Andrew Ackley

SGT Antonio Negron

SSG Jason Taylor

GREAT LAKES

SSG Matthew Skidmore

SSG Tyrone Duff

HARRISBURG

SSG Shawn Smith

INDIANAPOLIS

SFC Michael Miihlbaoh

SSG Bobby Shirey

KANSAS CITY

SSG Brian Ladig

SSG Brian Hoel

SSG Jeremiah Cummings

SFC Todd Alexander

MID ATLANTIC

SFC Joey Jimenez

MILWAUKEE

SSG Patrick Eagan

MINNEAPOLIS

SSG Jacob Sackman

SSG Nathan Lolley

SSG Daniel Chastain

SSG William Sease

NASHVILLE

SSG James Capps

SSG Travis Eller

SSG Timothy McKinney

NEW ENGLAND

SFC Kevin Hutchins

SACRAMENTO

SSG Kenneth Ford

SSG Ronald Howell

SEATTLE

SSG Kevin Shaw

SSG Ronald Tanner

ST LOUIS

SSG Jason Goff

TAMPA

SSG Amy Williamson

1. Who can approve changing the ship date for a member of the Army Reserve Delayed Training Program because the Soldier is overweight?

- a. Battalion Commander
- b. Brigade Commander
- c. CG, USAREC
- d. None of the above

2. Applicants may not enlist with waivers by other branches of the US Armed Forces (Air Force, Navy, Marine Corps and Coast Guard).

- a. True
- b. False

3. If the Future Soldier Remote Reservation System shows no job opportunities for the applicant, the recruiter may call the Recruiting Operations Center to ask for how many points in any one section of the ASVAB?

- a. One
- b. Two
- c. Three
- d. Not Authorized

4. Prior service applicants are not eligible to participate in the Partnership for Youth Success program.

- a. True
- b. False

5. How long are moral and administrative waivers valid from the approval date unless a change in status occurs?

- a. 3 months
- b. 6 months
- c. 12 months
- d. Indefinite

6. The results of a student ASVAB given to a 16 year old high school junior may not be used for enlistment after the 17th birthday.

- a. True
- b. False

7. Who can approve a request to renegotiate the enlistment contract for an FY 08 Future Soldier who has failed to graduate from high school?

- a. CG USAREC
- b. Brigade Commander
- c. Battalion Commander
- d. Company Commander

8. Which of the following is not one of the three levels of leadership?

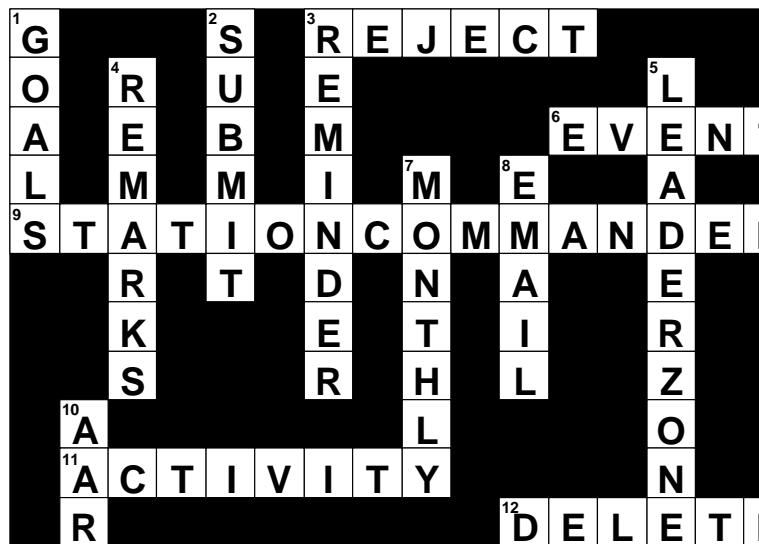
- a. Direct
- b. Indirect
- c. Organizational
- d. Strategic

9. According to the leadership requirements model which attributes enable the leader to master the core leader competencies through dedicated lifelong learning?

- a. Character
- b. Presence
- c. Intellect
- d. All of the above

10. Which of the following is not a phase of fitness Conditioning?

- a. Warm Up
- b. Preparatory
- c. Conditioning
- d. Maintenance



Last month's answers to the crossword puzzle

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

Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting
Brigade

April Fiscal Year 2008

Top Regular Army Recruiter

**SFC Charles
Jenkins**
New York City

SFC Michael Britt
Jacksonville
SFC Stephen Carter
Tampa

Top Fire Team*
SFC Brian Rogan
Columbus

SFC James Williams II
Dallas

SSG Joseph Fernandez
San Antonio

SSG Luis Dejesuscorrea
6th MRB

Top Army Reserve Recruiter

SFC Christine Mileski
Syracuse

SSG Tyrone Massey
Montgomery

SSG Aaron Fillmore
Oklahoma City

SSG Ian Fritz
Fresno

SSG Jeffrey Cole
3rd MRB

Top Large Station Commander

SSG Carl Carbin
Fairfax Station
Baltimore

SFC Emmanuel Bryant
Dothan Station
Montgomery

SFC Scott Page
Middletown Station
Minneapolis

SFC Brian Heffernan
Denton Station
Dallas

SFC Luke Pearson
Roy Station
Salt Lake City

SFC Kristine Kettlewell
Aurora Station
6th MRB

Top Small Station Commander

SSG Kristin Cummings
Newburgh Station
Albany

SFC James Fraser
Andalusia Station
Montgomery

SFC Gary Ray
Bellevue Station
Nashville

SSG Bryce Rigby
Bastrop Station
San Antonio

SSG Curtis Fuller
Red Bluff Station
Sacramento

SFC Christian Howell
Columbus
2d MRB

Top Company

Metro Company
New York City

Raleigh Company
Raleigh

Dayton Company
Columbus

Frisco Company
Dallas

Guam Company
Portland

Denver Company
6th MRB

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

Answers to the Test

1. b. USAREC Message 08-095
2. a. USAREC Reg 601-56 1-5b, p 2
3. c. USAREC Reg 601-96, para U-3a 7c, p 87
4. b. USAREC Message 08-086
5. b. USAREC Reg 601-56, para 1-5b, p 2

6. b. AR 601-210, para 5-10b
7. b. USAREC Message 08-091
8. b. FM 6-22, para 3-31
9. d. FM 6-22, para 2-14
10. a. FM 21-20, p 1-7

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Celebrating

233rd
United
States
Army
Birthday

