

# RECRUITER

United States Army Recruiting Command

November 2008

# Journal

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# RECRUITER Journal

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## U.S. Army Recruiting Command

November 2008

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*Photo by Jennifer Yancy*



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## A Look at Our Success

The command has now successfully closed out FY 08. Thank you for your commitment and in charging forward until the mission was accomplished.

This was no easy task and I am proud of your accomplishments. Congratulations once again!

The final closeout numbers for the active Army are 80,517 and 26,945 for the Army Reserve. Through your outstanding dedication and drive, you exceeded the active enlisted accession mission by 517 and the Army Reserve mission by 445. Congratulations to each brigade and the staffs involved in this success.

In the year-end wrap up, we noticed several accomplishments that deserve special recognition. Among them, the dedication and commitment of the team that allowed for exceeding the quality marks we achieved in FY 06 for the active Army. Quality marks for the Army Reserve exceeded what we achieved in FY 07. Also, we had fewer conduct waivers compared to FY 07 in both non-prior service and prior service enlistments.

The high school penetration rate was improved with the highest senior volume accomplishment in five years. We exceeded MOS precision, meeting the Army's needs at the highest rate since Fiscal Year 2004. In addition, our Future Soldier loss rates were at an all time low of 9.5 percent for active accessions and 10.2 percent for the Army Reserve. This is truly outstanding performance.

The Future Soldier Remote Reservation System has paid big dividends — accounting for 32 percent of all active Army accessions; this is up from 18 percent last year. The FSR2S is one example of how changing the way we recruit, by using the latest in technology, can help us meet the needs of today's young men and women.

The Medical Recruiting Brigade had the best ever end-state in production since they have been under USAREC — 108.4 percent combined, with 109.5 percent Army Reserve accomplishment. This was the first time since 1997 that AMEDD achieved the volume mission for both the Active and Reserve. This is the first time ever when both components for the Army Nurse Corps

**“The credit belongs to the man who is actually in the arena; whose face is marred by sweat and blood; who strives valiantly, ... so that his place shall never be with those cold and timid souls who have neither tasted victory nor defeat.”**  
—Theodore Roosevelt



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

overproduced. It is the best fiscal year in the Health Professions Scholarship production ever, 565 achievements were HPSP students. Medical Corps had an increase of 115 more than in FY 07. Congratulations to the Medical Recruiting Brigade and its Team.

The Special Missions Brigade finished greater than 100 percent overall in all 10 programs for the more than 5,000 mission assigned. The Special Forces and Chaplain programs recorded several high water marks. Congratulations to the Special Missions Brigade and all of the subordinate units involved.

The command's transformation and unit realignment improved the span of control and how we distribute the mission to brigades and battalions. The bigger point of the transformation is that we reduced the risk to the overall mission by balancing risks at the battalion level. This adjustment at the battalion, company and station level due to transformation has helped to balance the risk across USAREC.

Although we initiated new programs, enjoyed increased technical support, and underwent transformation, the key to our success was the hard work and dedication by our Soldiers, civilian and contract employees, and the unprecedented support from our families and friends. The Army is entering its seventh year of sustained conflict. The stresses on the individual Soldier, Civilian, and Families could be significant. I ask every leader to enforce the buddy system. Have someone to talk to whenever you need to. If we take care of our Soldiers, Civilians and their Families, I know that we'll achieve our objectives.

We are well on our way into the new year, as we work to achieve our FY 09 mission of 78,000 accessions for the active Army and 26,500 for the Army Reserve.

Finally, this month is a time for recognizing our blessings and being thankful for our successes. I wish each of you a happy Thanksgiving celebration with family and friends. Enjoy the holiday! See you on the high ground at Objective FY 09. Thank you for your service and many sacrifices. I'm extremely proud of you all. Army Strong!

# College of the American Soldier

**“The future is yours, don’t let it slip away.”**

**O**n Nov. 14, 2007, the Army launched the College of the American Soldier.

To date, many of you may have not taken advantage of this beneficial opportunity.

The partnership enables Soldiers to obtain college degrees through several university choices during their careers in the Army. The CAS will link with the Army Career Tracker portal, showing Soldiers the route they must take towards a specific degree. There, they will be able to see which Noncommissioned Officer Education System courses will transfer as credit to the degree they seek.

The program benefits the NCO Corps directly by developing a lifelong learning strategy for a warrior leader development program. Unfortunately for some Soldiers in the past, they may have started college courses at one post, only to find their credits would not transfer to another post when PCSing. The College of the American Soldier enables those credits to transfer, as well as military credit from basic training to the Sergeants Major Course. Go to [https://www.earmy.com/public/public\\_cas.aspx](https://www.earmy.com/public/public_cas.aspx) for more information.

I urge each of you to better your career by striving to achieve the educational opportunities available to you. There are many doors open in the civilian sector at the end of your military career. Be prepared to land those leadership



**Command Sgt. Maj. Stephan Frennier**

positions with a strong education background as well as your outstanding leadership skills. The future is yours, don’t let it slip away.

This month is also a month of thanks to our families. My hope is that all of you will be able to spend quality time with your family and loved ones during the Thanksgiving holiday.

Watch out for your battle buddy as well. Battle scars are not always on the outside. As we know, the holidays can be mentally tough on those Soldiers who are hurting inside. Remember we are all family and we care. My thoughts and respect go with each and every one of you.

It’s been a tough year, but you’ve shown the true esprit de corps of the NCO ranks. Stay Strong with our Army Values, retain good ethics and practice the Warrior Ethos. Thanks for what you do. Hooah!



## When the Fog Rolls In

By Chaplain (Lt. Col.) Doug Peterson

Of all endurance sports, long-distance ocean swimming may present the greatest number of challenges.

Water and weather factors and animal life such as stingrays and sharks can make for very difficult conditions.

On July 4, 1952, at the age of 34, Florence Chadwick attempted to become the first woman to swim 21 miles across the Catalina Channel, from Catalina Island to Palos Verde on the California coast. The weather that day was not favorable — the ocean was ice cold, the fog was so thick that she could hardly see the support boats that followed her, and sharks prowled around her. Several times, her support crew used rifles to drive away the sharks. While Americans watched on television, she swam for hours. Her mother and her trainer, who were in one of the support boats, encouraged her to keep going. However, after 15 hours and 55 minutes — because of the fatigue and because of the cold — she felt that she couldn't go on and asked to be taken out of the water.

How far short of her destination was she? She was only one half mile from the shore.

Soon after, she made this statement to a reporter, “If I could have seen land I know I could have made it.”

The fog had made her unable to see her goal, and it had felt to her like she was getting nowhere.

If you are a living, breathing human being you know that tough times happen. They are part of life's experience. And when the tough times come we do whatever is necessary to solve the issues, or at least work our way through them.

Usually.

It's no secret that ours is a very high stress environment. Month-after-month mission requirements, constant rejection, long hours of wear and tear on the body and spirit, and finding yourself in the low-producer doghouse can be the recipe for no small discouragement.

And the fog may roll in.

Or, your marriage or other close relationship breaks apart. Perhaps you have flashbacks of death and suffering from a deployment. You may be hit with a legal or debt crisis, or you may be struggling with substance abuse.

It could be that you are facing one or a combination of traumatic issues. And the fog may roll in.

When the fog rolls in and you lose your sense of perspective and “can't see land,” it is serious time to get help.

It's at that very point — when all hope has evaporated and there seems no way out — that you or someone close to you may consider suicide.

Don't let it happen. It is *not* the solution — even when the fog is at its thickest and it seems like you have nowhere to go.

Be alert to yourself and those around you. There are people who care deeply and can help:

- Your best friend or close family member
- Your chaplain
- Local crisis response (911)
- Hospital emergency room
- National Suicide Prevention Lifeline: 1 800 273-TALK (8255)
- [www.militaryonesource.com](http://www.militaryonesource.com)

So when you go through those difficult times in life — surrounded by sharks and a thick fog and can't see the way ahead — don't give up. And get some help — which at times we all need. The shore may actually be only half a mile away.

# THE WAY I SEE IT

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

## AGR Leadership Positions

Dear TWISI,

The lines between active and reserve have blurred, but in USAREC we're still trying to keep things separate. Why do we have so many AGR recruiters requesting reassignment or to be released from active duty? The answer is simple: There are no career progression opportunities for them. Many want to excel but are stifled by our system.

The current system turns a promotion for an AGR recruiter into more of a pay raise than an increase in leadership responsibilities. As an E-5 AGR recruiter progresses through the ranks with his RA peers, he sees them progress through many positions. They become OP and LP station commanders, recruit for Special Forces, and some even deploy in support of GWOT. They may "get off the bag" as a COT or operations NCO, or maybe as an instructor at the ARC. All this time, the typical AGR recruiter is still chugging along as a field recruiter.

When Title 10 changed allowing AGR recruiters to assume some of these positions, I looked forward to seeing changes, but it hasn't happened. Yes, there are a handful of AGR coded leadership positions out there, but not enough to effect change. What I see commonly are AGR recruiters who are in leadership positions have had to work deals to get a position, usually within their current station. Exceptions to Title 10 to PCS into an RA position are virtually unheard of.

The Way I See It, if USAREC signs for a mission from the Army Reserve, they're given the assets (recruiters) that the Army Reserve gives them. From that point on, USAREC should be able to use them as they feel is most appropriate. Why not take advantage of every asset that you have. It's incredible that when looking for leaders, trainers, and operations personnel we don't consider the AGR recruiters. USAREC is missing out on countless assets because of this lack

of consideration. We accept "that's the way it has always been done" or "that's what the regulation says as the answer."

The current position is just not acceptable. These positions should be coded E5, E6, E7, etc., like the rest of the Army, not RA or AGR. We need to use every Soldier, regardless of component, in the best capacity possible.

Every NCO deserves opportunity to progress. If USAREC can't incorporate AGR recruiters into these positions we should consider separating and allowing the Army Reserve to recruit independently as the National Guard does.

I personally know five AGR sergeants first class who have been selected for promotion to master sergeant. Not one of them was being rated in their assigned position. I don't know one AGR recruiter in nine years who was promoted as a field recruiter.

If we place this type of emphasis on their promotions shouldn't we make it less painful to get into these positions? What happens to the unfortunate recruiters who aren't able to make the deals necessary to become a station commander or first sergeant, simple, they don't get promoted. They continue to trudge along, trying to stay motivated, while some young, newly converted RA 79R tries to explain how things should be done. Nowhere in the Army do you see this kind of nonsense, it needs to be addressed and resolved.

*Sgt. 1st Class Jason Smith*

### *Chief of Staff Responds*

Dear Sgt. 1st Class Smith, First, I want to assure you that USAREC takes your concerns seriously and has implemented initiatives to improve AGR leadership opportunities. The USAREC Personnel Proponent Office is the advocate for both the RA and AGR 79R NCO. This office spends countless hours working in support of improving leader-

ship opportunities and enforcing the professional development model.

My Personnel Proponent Office has briefed Command Sgt. Maj. Frennier on the AGR leadership opportunities issue. He has vowed to enforce placing AGR NCOs in AGR leadership positions.

As of this date, leadership opportunities for our AGR recruiting force have increased to include three battalion command sergeants major; 10 first sergeants; 34 large station commanders, authorized and filled by AGR; and 48 small station commanders authorized, 68 positions are filled by AGR recruiters.

Additionally, in coordination with the USAREC Deputy Chief of Staff; HRC-St. Louis; and the Office, Chief of Army Reserve; USAREC has begun dialogue to conduct a quarterly Army Reserve Summit to discuss opportunities for AGR 79R recruiters. Below are issues that will be addressed in the near term:

- Fill all AGR leadership positions with AGR personnel
- Allow AGR 79R NCOs to PCS across brigade boundaries
- Recommend that AGR master sergeants and sergeants major be slated by Headquarters, USAREC
- Explore the possibility of creating more AGR leadership positions
- Recommend that an AGR 79R be on all AGR enlisted promotion boards
- Develop a program that allows AGR 79R recruiters to deploy as 79Vs to Iraq and Afghanistan

Strongly encourage you to discuss your future opportunities with your first sergeant and battalion command sergeant major. Senior noncommissioned officers are responsible for the professional development of the NCO Corps.

Thank you for your contribution to the TWISI Program. For further information contact Kristy Milchick at (800) 223-3735, ext. 6-0187; (502) 626-0187; or e-mail at [kristy.milchick@usarec.army.mil](mailto:kristy.milchick@usarec.army.mil).

*Sincerely,  
Hubert E. Bagley, Colonel*

# The All-American Bowl *Kicks Off*

By Amanda Huneke, Weber Shandwick

**E**arlier this year, 400 high school football players were nominated for the All-American Bowl. Of those nominated, 84 will be chosen to participate in the ninth annual U.S. Army All-American Bowl, which provides a forum to highlight the skills and values learned on the football field and in the Army.

The Jan. 3 game will also honor the role band members play in the high school football experience. Musicians from across the country were selected to participate, providing a national platform to showcase their talents.

“A U.S. Army All-American selection is a very important honor. It is a testament to the hard work, dedication and teamwork they’ve demonstrated over so many years,” said Col. David Lee, Director of Strategic Communications, Marketing and Outreach for the Accessions Command.

Oct. 2 marked the start of the selection tour with stops in nearly 180 cities. Each player and musician is honored in their local community when an Army representative presents them with their game jersey or jacket in front of peers, parents, coaches, athletic director and principal. Recruiters and battalion representatives are also invited, providing an opportunity to meet with school officials, gain visibility and interact with prospects.

Best practices for leveraging selection tour stops locally include:

- Providing USAREC a list of local media contacts to pre-promote the event.
- Inviting Future Soldiers, HRAP, SRAP, Active Duty for Operational Support-Reserve Component, Army Reservists and veteran alumni to interact with students and the administration. These Soldiers have personal connections to the school and the community.
- Inviting local COIs to the presentation and to learn more about the Army’s dedication to high school athletes and musicians. Inviting local coaches, players and game week attendees from previous All-American Bowls to share in this year’s selections.
- Including Cadet Command counterparts to highlight available scholarship opportunities.
- Reviewing prepared messaging, program specifics and game details with participating Army personnel to ensure program benefits and recruiting messages are consistent.
- Providing key administrators and staff with information on the March2Success program, working with teachers on Army opportunities that align with their students’ interests,



**Brig. Gen. Joseph Anderson presents an All-American Bowl jersey to Cierre Wood, running back Santa Clara (Calif.) High School, at the AAB Selection Tour West Coast kickoff in Oxnard Oct. 2. Wood was honored during a school pep rally with more than 300 classmates cheering him on. Photo by Rich Beckett**

curriculas, as well as establishing follow-up visits after the selection tour with school guidance counselors for Army enlisted, Reserve, ROTC, and USMA program updates.

- Following up with leads generated at the event via a recruiter zone e-mail. Phone calls to thank COIs and prospects for their participation at the event.
- Leveraging local partnerships, NFL, radio, community organizations, etc., to recognize AAB players, communicate the Army’s dedication to high school athletes and promote Army opportunities and benefits.
- Battalion and company leadership teams should be actively involved in helping recruiters to leverage their respective high schools who have a player or band person performing in the game. Leaders should be planning a full cycle of events around not just the selection tour, but also nominating key educators, COIs, and local coaches as potential attendees for game week, halftime jersey presentations and recognitions, inviting players and key school leaders to other recruiting functions as guests, and impressing upon the community the Army’s commitment to local high school sports and education.

■ Local viewing parties proved to be successful for battalions last year. Some markets are being expanded this year to “best of the best” events in 10 markets, Tampa, Baton Rouge, Montgomery, Detroit, Dallas, Fresno, Atlanta, Miami, Houston and Mid-Atlantic, based on number of players and community outreach opportunities in areas of high player concentrations. All markets should be making plans through their battalions for local viewing parties on Jan. 3, since the game is televised nationally on NBC. Viewing parties can be conducted at the school, local Reserve or National Guard center, VFW or whatever venue is willing to help support the Army viewing of the game.

Players will spend a week in San Antonio preparing for the nationally televised game, while their coaches arrive midweek to attend leadership seminars and skills training. Band members and directors will also arrive midweek to rehearse for Saturday’s performance.



# Cyber-

# Recruiting “Instant Expert”

Story and photo by Sgt. Carl N. Hudson, Army News Service

**B**efore Future Soldiers can provide for the Army, the Army provides for its Future Soldiers. When Army recruiters approach possible Future Soldiers they take into consideration what the Future Soldier may need such as job experience, tuition pay in the form of the Montgomery G.I. Bill or the Loan Repayment Program, or even cash bonus incentives.

However, concerned and skeptical citizens may find it difficult to approach a recruiter for one reason or another, and that's where cyber-recruiting comes in.

The U.S. Army Recruiting Headquarters, at Fort Knox, Ky., houses more than 40 cyber-recruiters who work between the hours of 8 a.m. and midnight to help anyone who may have questions concerning the Army and how it takes care of its Soldiers.

“The concept of cyber-recruiting originated with a chat room,” said John J. Dunlosky, Customer Support Communications Center branch manager at Recruiting Headquarters. “Internet capability interlinked the voice of the U.S. Army with the American public to give them a forum where the public can ask questions, gain information and receive a professional answer.”

With the cyber-recruiting concept, the Army can offer a single answer to every question as opposed to variations of the same answer, he said.

Along with the chat rooms, cyber-recruiters can also offer one-on-one attention to possible recruits through the use of email. With this method, the Future Soldier can receive immediate, credible information and a much more private discussion with a recruiter online to discuss jobs available, incentives, individual needs and other matters, Dunlosky explained.

“The representatives in our staff bring 500 years worth of

Army experience to the table,” he said. “If someone wants to know about aviation in the Army, I’ve got an ex-aviation guy sitting out there ready to answer questions, or if they want to know about infantry, ex-infantry guys are out there. Chances are we have someone who used to be in that job field out there to help out the future recruit.”

Not only are Future Soldiers able to access the chat room, but their families and friends are also able to log on and ask questions about their Soldiers. If an individual wishes to remain anonymous, the chat room will respect his privacy.

“Anybody can log in under whatever name they choose to pose questions they want answered,” said Dunlosky. “As long as they maintain ‘chat etiquette,’ they’re welcome to come in and chat with each other or with the representatives.”

In September 1999, the Army decided to reach out through the Internet to possible recruits in order to take advantage of a format that appeals to the current generation.

“Our first year, we only had 49,000 chat users,” said George Silva, Operations Manager. “Since 9/11, cyber-recruiting has really picked up.”

Cyber-recruiters have assisted in bringing in more than 27,000 enlisted troops

into the Army’s ranks, according to the Cyber Recruiting Center, with the largest batch of Future Soldiers being more than 7,900 in 2007.

“In time, recruiters began to look forward to the leads that we (cyber-recruiters) began to pick up,” said Silva.

“All these employees are prior-service in the military and former recruiters,” he said. “They’re here to share their experiences, and they know what qualifications a future recruit must have to gain the job they want.”

With the war on terrorism approaching its sixth year, recruiters continue working to add numbers to the ranks of today’s fast and ready Army, and that means keeping up with today’s generation and technology.

“Technology grows and society changes, so we grow and change with it,” said Silva. “Everybody is fast paced.”



**A projection of the chat room is viewed by all cyber-recruiters in the U.S. Army Recruiting Headquarters to keep up with questions and to provide experts for questions that may not be answered immediately by a single employee.**

# Developing a Culture of Value

By Curtis Kellogg, Chief, Strategic Communications, G5

Working in USAREC has always been a challenging assignment. In recent years, the challenge has gained more notoriety than the value and rewarding experience of helping the all-volunteer force sustain itself. Addressing this perception and factors that shape it are the focus of USAREC's Culture of Value program.

In recent years, the command has undertaken significant efforts to build a more positive, supportive, motivating and productive culture. Initiatives to transform the USAREC quality of life for Soldiers and their families are currently underway. Early results indicate good progress has been made, but the command does not want to stop there. The COV program has been designed and is in the early stages of implementation to elevate that progress even further to generate greater consistency and broader recognition of USAREC's value.

By encompassing several initiatives, USAREC leadership thinks the COV program will provide the analysis and framework necessary to accomplish several objectives from USAREC's Strategic Plan, including improving personal and professional quality of life for all USAREC members and their families, improving perceptions of serving in USAREC, and developing a change capable organization.

The initial phases are already underway. Beginning in October, the COV team began working on several projects designed to help identify and develop those components that can positively impact USAREC culture.

One of those projects is to develop a Soldier value proposition that identifies the benefits of a USAREC assignment for a Soldier's total Army career.

"We have to show compelling rationale for why a professional Soldier, officer or NCO, as well as our Army civilians, should choose to come to USAREC," said Col. James H. Comish, COV program lead and commandant of the Army's Recruiting and Retention School.

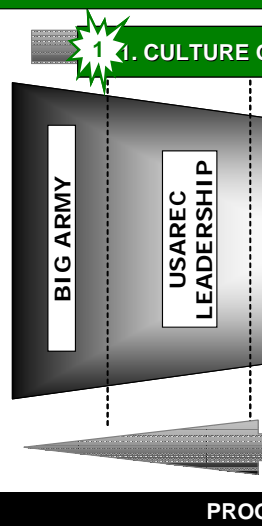
COV team members are also starting work to identify a recruiter experience road map to pinpoint defining moments for recruiters, recruits and determining methods for ensuring those moments have optimal positive defining impacts.

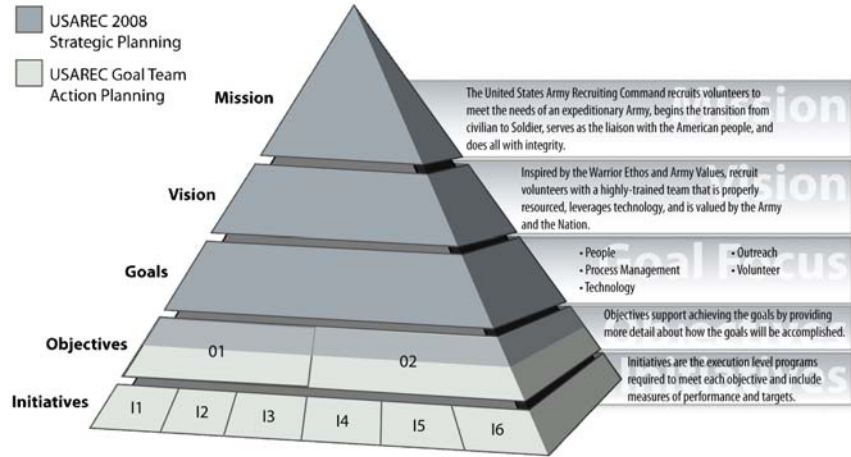
These initiatives along with others focused on identifying quality metrics, producing coaching and mentoring tools and curriculum; and communicating these efforts to the force are expected to stretch from now until well into FY 09.

"We won't get there overnight," said Comish, "but we've got the tools and a great team working on this to really make an impact on our organization and the people in it."

## Culture of Value

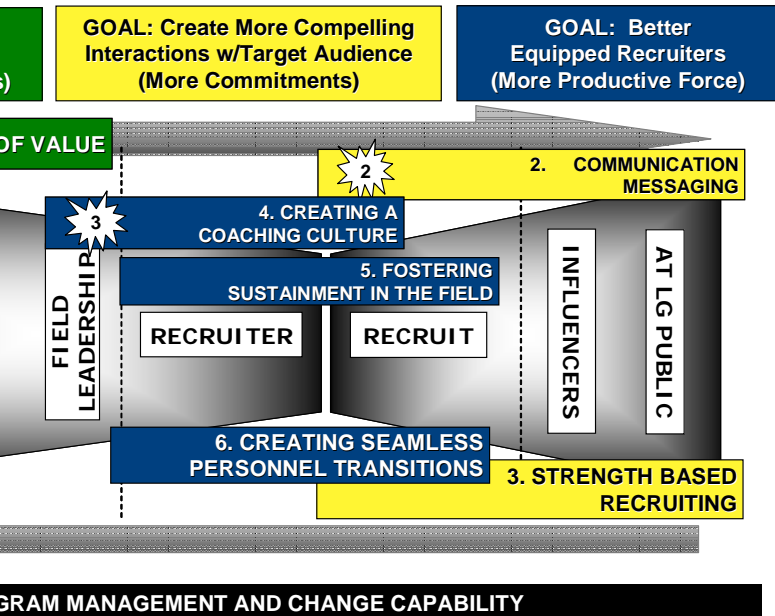
GOAL: Improve USAREC Perception (Better Inbound Recruiters)





e

## Culture Initiative



To do this, Bostick knows the command must confront the effects of the ongoing demands of the Global War on Terror, pressures for higher levels of consistent performance, as well as existing perceptions about the stress of recruiting duty for Soldiers and their families that exists Armywide.

“We want the command to be an assignment of choice,” said Bostick, “a place where Soldiers, civilians and their families want to serve.”

According to Comish, we aren’t there yet and the proof is in the numbers. The Navy and Air Force have 100 percent volunteer rates for their recruiting force while the Marine Corps has an 80 percent volunteer rate. By comparison, only 30 percent of the Army’s recruiting force volunteered to serve in USAREC.

“We have to address reality and perception,” said Comish. “We need to make sure that we have everything in place to support recruiter success and continue to make this a rewarding assignment. Then we need to communicate effectively to shape perceptions to match reality.”

Interviews with USAREC members from the headquarters to the recruiting station is one of the primary inputs to this process and many folks across the command can expect to be tapped for their opinions and recommendations. Their insights will be key as the command continues to tailor these initiatives to help to positively transform the culture.

As USAREC moves forward to develop a culture of value, we need your input. If you aren’t selected by the COV team as part of the interview sample, don’t worry. If you have an idea or feedback that you think would benefit the Culture of Value program or any of our Strategic Planning efforts, submit it via RecruiterProNet by going to the recruiting tab in MyPortal.

Maj. Gen. Thomas P. Bostick, USAREC commanding general, says carrying out these initiatives to better care for USAREC personnel is every leader’s responsibility.

“As leaders, we must balance mission with a positive command climate and caring for Soldiers, DA civilians, contractors and their families.”

Comish wants to ensure that the value USAREC has for people and the value added by their efforts spreads both to USAREC and across the Army.

“Our intent is to ensure the command is a highly desirable model for developing Army leaders,” said Comish. “We want everyone to know those who are serving in USAREC, coming to USAREC, or considering coming to USAREC, that their performance and contribution is valued and recognized across the Army.”

# High Schools *Love* Team Building Events

By Gary L. Bloomfield, Kansas City Battalion



**Opposite page: JROTC cadets at summer camp in Missouri pass basketballs through an obstacle to teammates during a team building challenge.**

**Photo by Gary Bloomfield. Right: Teachers from Central High School in St. Joseph, Mo., struggle with the panels puzzle event. Photo by Marissa Vitug**



Several years ago Kansas City Battalion personnel went white water rafting in Colorado, and during the stay recruiting companies participated in team building events. At that time, several recruiters stated that they would love to have similar events to take into schools and teach life skills to students.

From that time, the Kansas City Battalion has been creating and refining events almost every month. The efforts have paid big dividends for recruiters. Not only did recruiters reach out to high school gym classes, but they also targeted JROTCs, scout groups, athletic teams and even school faculty. With more than 70 team building events to choose from, the battalion can physically and mentally test a wide range of participants.

At most school visits, recruiters simply want every team to accomplish every challenge, whether it takes a few minutes or half the class period. Recruiters have found that many of today's youngsters, when faced with a difficult task, will simply walk away and look for something easier to do. They don't allow a team to give up on a challenge.

Last year, Kansas City took events to a high school football clinic where the head coach divided the squad by position. The backs and receivers were on one team, the offensive line on another. The team that ended up with the best scores turned out to be the special team players, those who weren't the superstars, yet gave it everything they had to prove they were a valued part of the squad.

At the end of the season, that high school competed in the state finals, and the coach attributed team building activities with bringing his squad together. And this happened to be a Navy JROTC school where Kansas City recruiters have gotten contracts. Amazingly this year, the same coach has talked with

counterparts about the program, and now, Kansas City will be at more than 15 schools for football drills.

This summer recruiters attended Army JROTC summer camp, reaching cadets from Missouri, Illinois, Arkansas and Oklahoma; and went to an Air Force JROTC summer camp in central Missouri, which included a school where recruiters have gotten several contracts — and those were prior Air Force cadets.

One amazing fact with the team building events is that every time recruiters take them into a school, they get invited back. Prior to a visit, recruiters let everyone know, including the principal and counselor, all of the various coaches, the school newspaper and even the community newspaper, what they will be doing. These onlookers stop by, see how much the students are enjoying themselves, and see that we are truly teaching life skills. Often, even before the recruiters pack up to leave for the day, the faculty has already approached them to come back.

Last year, the commanding general recognized the Kansas City team building activities as the best community outreach program in USAREC. During one visit to Kansas City Battalion, Maj. Gen. Thomas Bostick got down on the gym floor at Westport High School and tried to help a team of young ladies solve a difficult puzzle.

While team building events enhance the Kansas City recruiting efforts, they do not try to hide it from sister battalions. The Kansas City APA office has helped several battalions create their own set of team building events. Just to re-emphasize — teachers and coaches call recruiters directly to schedule visits because they see this program as being beneficial to students. While teaching students teamwork, leadership and communication, the ultimate goal is to get recruiters more face time in schools.

# Battle Staff Training Team

Story and photo by Mike Scheck, Chicago Battalion

The 2009 Chicago Auto Show is not just another event for the staff and recruiters of Chicago Battalion; it's a battle. And to assist them in winning that fight, the Battle Staff Training Team from the Recruiting and Retention School recently brought its course to Chicago.

The focus of the Battle Staff Training, according to the course guidelines, is to "train brigade and battalion staff members in specific critical collective tasks, producing staff members that understand how to synchronize their efforts toward accomplishing recruiting missions."

Normally, the Battle Staff Course is a two-week residence program at the schoolhouse at Fort Jackson, S.C. The course brings together staff representatives from throughout the USAREC community. Rodney Edmond, senior training developer at the school, says the program, "teaches the staff how to synchronize efforts in support of the recruiting force. The staff can then take the commander's intent, work as a unit and focus on critical collective tasks utilizing the Military Decision Making Process to accomplish the mission."

The correlation that exists between the residence course practical exercise and the Chicago Battalion is that the scenario is the Chicago Auto Show. And with the 2009 auto show looming, Chicago Battalion Commander Lt. Col. Ed Box saw the course as both an excellent training exercise for his staff and a tool for organizing this year's event. And rather than send the entire staff to Fort Jackson, Box arranged for RRS to send a mobile team to train his staff.

"We believe that bringing the Recruiting and Retention School's Battle Staff Course to the Chicago Battalion provides a starting point and building block for our battalion," said Box. "After taking command, we identified the need to draw in the staff for planning purposes. This course assists the Battalion Executive Officer and our staff in synchronization and synergy, thus building a cohesive and winning team in line with our vision," said Box.

Chicago Battalion Command Sgt. Maj. Maurice Thorpe also acknowledges the benefits of the Battle Staff course for Chicago.

"Proper staff utilization has a ripple effect directly to the mission. In some cases we think the commander's intent is always heard and understood," said Thorpe. "Furthermore, some resist discussing facts and assumptions with commanders. In the MDMP process these assumptions are not an option. Courses of actions must be presented so that weighted decisions can be made."

Edmond says they were able to shorten the mobile training course to one week while maintaining all of the essential elements. "It's as real as real can get. The staff must realize that it's a group effort," Edmond says. In the practical exercise, participants must construct three courses of action, with the executive officer determining which course best fits the commander's intent. To add real world experience to the exercise, Edmond says that for the residence course, participants brief a brigade commander from the field. The bottom line initiative of the training, Edmond says, "is the support of the recruiters."

"This has been a great opportunity to enhance my craft by working with an experienced staff," said Master Sgt. Michael Towne, a Battle Staff instructor. Fellow instructor Ronnie Travis adds that, "The motivation of the Chicago staff made the training easy to deliver."

Instructor Bobby Height agrees with his counterparts. "The staff is energized with the training because they can use it in there real world situation with the Chicago Auto Show," said Height

Edmond said that the focus of future mobile training will center on a particular battalion's major event. He adds that given the response they have received toward the mobile training program from other battalions, "we are about to get real busy."



Operations NCO Sgt. 1st Class Casey Sorrensen-Kindt makes a point during Battle Staff training at the Chicago Battalion.



# Recruiter Awarded Soldier's Medal

By Andy Entwistle, Albany Battalion

Sgt. 1st Class Michael Alden thought he'd left behind his duties as a volunteer firefighter when he deployed as one of Albany Battalion's Europe Detachment recruiters in 2006. On Feb. 21 of this year, however, he put his past training to the test in the face of a highway emergency and saved the life of a German driver by helping him escape from his flaming car and administering life-saving first aid. As a result of this heroic action, Alden was awarded the Soldier's Medal on Aug. 28.

Alden, a senior guidance counselor assigned to the Kaiserslautern recruiting station, was on the autobahn driving to a conference when he saw the fiery wreck in the oncoming lane. The award citation notes his "disregard for his own safety" as he ran across several lanes of the busy highway to provide aid to the driver, who was struggling to exit the crushed car. He extinguished the man's flaming clothing and provided immediate first aid before braving the flames in an attempt to rescue a second victim who, unfortunately, was beyond help.

With the car still flaming, Alden then took measures to ensure the safety of bystanders and moved the driver to a safer location. He then continued to render aid by treating his burns and ensuring that his airway remained open. With his medical training, he was able to assist another witness, a doctor, to start an IV. Firefighters arrived minutes later and extinguished the vehicle fire.

Firefighters douse the flames of a fiery auto crash after Sgt. 1st Class Michael Alden, a recruiter from Albany battalion, pulled the driver to safety. *courtesy photo*

**"But I honestly think anybody would have done it. Certainly any Soldier would." – Sgt 1st Class Michael Alden**

Battalion Commander Lt. Col. Ken Sullivan noted while presenting the award that Alden's actions were "the mark of a good Soldier," but his reaction that day was also the instinct of a good firefighter.

Since entering recruiting duty, Alden has served more than seven years as a volunteer with several fire departments including the Independent Fire Company #4, in Charles Town, W. Va., while he was the station commander in Hagerstown, Md., part of Baltimore Battalion. In 2002 that fire company selected him as their firefighter of the year. His specialized training includes rescue diving and swift water rescue techniques. "After I retire from the Army I'd like to work in the fire service full time," Alden says, "or maybe pursue a career as a flight medic."

He brushes off discussion about his actions on the highway that morning, focusing instead on the surprising reactions of the German Polizei officer.

"He thanked me three or four times and said people don't do things like that very often," said Alden, "but I honestly think anybody would have done it. Certainly any Soldier would."

# Educating and Motivating with March 2 Success

By Robin Fulkerson, 1st Recruiting Brigade

**H**olly Barbour and Tonya Kersher are M2S tutors for the March2Success program, employed by USAREC to help prospective applicants raise their testing scores. The Web-based tutorial program adopted by Recruiting Command last year, is designed to help students improve their skill level in English, math and science.

“March2Success has always been effective in the stations to help motivate candidates to brush up on their academic skills prior to the ASVAB,” said Maj. Phillip W. Martin, James River company commander. “The addition of paid M2S tutors has helped us build ties with the community...so they (the community) are getting involved in the recruiting effort.”

Barbour is a M2S tutor for the Suffolk Recruiting Station in Suffolk, Va. She is also an English instructor at Thomas Nelson Community College in Hampton, Va., and tutors on the side.

“I started about a month ago,” she said. “And so far, I enjoy it quite a lot. My father was in the Army for decades, and he was actually the one who told me about the program. I love teaching — and this was an opportunity to do more of it!”

One of Barbour’s first applicants, Fay Gay, recently passed the retest raising her ASVAB score from a 29 to a 60 to become a qualified applicant. Gay, who wanted to join the Army Reserve, was Barbour’s first student to successfully pass from her M2S tutoring efforts. Barbour personalized the tutoring program to meet Gay’s needs.

“In my experience, many people learn better when they have a program tailored to their individual needs,” she said.

“March2Success allows me to focus more sharply on each individual student than I would be able to do in a larger classroom setting.”

Barbour realizes motivation is important in a program like March2Success and reminds her students that, like most things in life, they get out of it what they put in to it.

“If you buckle down and look at this as something that is only there to help you succeed, you will be successful,” she said. “You can only get better.”

Martin has also seen a change in the attitudes of applicants throughout the program.

“Applicant’s attitudes are much better when they score high and see that they have more options or when they pass and can enlist,” said Martin. “There is also a residual effect on parents and influencers who see how the Army is genuinely concerned about education and willing to help young men and women.”

Martin credits Barbour as a true professional and appreciates having someone in the community college system who knows about M2S, how it works, and what it can do. Barbour is currently tutoring two more applicants for the Suffolk station.

Kersher approaches the M2S program differently from Barbour, but still with great success. A single parent with three mouths to feed and following hard times, Kersher needed more money than her salary as a special needs teacher could provide.



# ivating ess



**Tonya Kershner instructs applicant Coetta Buttram from the Middletown, Conn., station during a tutoring session. Buttram has been in the M2S program since Sept. 17. Photo by Sgt. 1st Class Dondra Cue**



**Tonya Kershner (standing center) made great strides in her M2S efforts with eight applicants passing the retest and enlisting. Current applicants sitting left to right: Bryan Dubois, Lauren Burke, David Aponte, Renoy McFarland, Atonda Boone. Standing left to right: New Haven, Conn., company commander Maj. Kelvin Kearley, Kershner, New Haven, Conn., 1st Sgt. Marlon Reyes. Photo by Sgt. 1st Class Thomas Gagne**

She met Maj. Kelvin Kearley, company commander in New Haven, Conn., at her part-time job waiting tables and through him, she learned about March2Success.

“When Maj. Kearley told me about the program, I saw it as a new challenge because the program wasn’t developed in the area yet. It was an exciting opportunity for me,” she said.

Tutoring applicants quickly filled up her time. She quit her teaching position to become a full-time M2S instructor. She developed a plan to help her students succeed on a higher level.

“Every day we work math problems; we do 40 vocabulary words; we do paragraph comprehension. No one misses anything” said Kershner.

She emphasizes the importance of sticking with the full four-week program, which includes 40-45 hours of study for each student, which she believes increases their chances of improving academic performance.

Kershner also believes that motivation is essential, and in her small classroom at the recruiting station, students are only permitted to use motivating and positive language.

“A huge part of my program is building their motivation and self-esteem.”

Kershner can relate to that since M2S changed her life — both financially and spiritually. Now she has financial security as a full-time instructor. But even more rewarding, she works with people who need to make a change and want to do better.

“When you take someone who comes in the room and says, ‘I know I screwed off,’ but they’ve made the decision to turn their life around, and I can help them turn around and succeed, that’s amazing — to get that person from point A to B.

“I leave there charged every day.”

Kearley sees that same attitude in applicants under Kershner’s tutelage.

“Applicants are more enthused,” he said. “(they) benefit knowing their end goal is attainable.

“Ms. Kershner has definitely proven herself in the ability to teach people,” he continued. “Through her efforts, New Haven now has an advantage over other services when it comes to enlisting applicants that initially might have been turned away if they scored poorly on the exam.”

# SM Mission Success

## 2008 Recruiting **Goal** *Achieved!*

*By Army News Service*

**S**ecretary of the Army Pete Geren presided over a ceremony Oct. 1, in which nine future Soldiers took the oath of enlistment as part of celebrating the all-volunteer Army's anticipated success in achieving its recruiting goal.

The Active Army recruiting goal for the fiscal year 2008 was 80,000. The final USAREC closeout number is 80,517. The Army Reserve mission was 26,500 and the closeout is 26,945. The Army National Guard is also postured to meet its goals.

Gen. William S. Wallace, commander of the Army's Training and Doctrine Command, administered the oath to the recruits at 9:30 a.m. outside New York's Times Square Armed Forces Recruiting Station.

"I'm excited about taking the first step toward wearing the Army uniform, and about all the future opportunities - training, career growth and service to my country - that the Army offers," said Future Soldier and New York area resident Yosero Kim. "I truly believe the Army will transform my life and give me the leadership I need to succeed."

The Army reported the highest recruitment of high school seniors in five years. Soldier re-enlistment rates also continue to exceed goals.

"We are proud of the men and women who step forward in the middle of a war and raise their hand to serve," said Geren.

### FY 08 Mission

Active Army mission was 80,000  
Closeout number is 80,517

Army Reserve mission was 26,500  
Closeout number is 26,945

### FY 09 Mission

Active Army mission is 78,000  
Army Reserve mission is 26,500

“That tells you a lot about the character of those men and women, about their patriotism, about their commitment. They are the strength of our nation.”

Along with the new enlistees, a group of outstanding Soldiers who represented Army “Faces of Strength” participated in the ceremony. They signified what young men and women become after being immersed in the Army training and value system. These Soldiers included decorated war veterans, an Olympic athlete, the Army’s two top drill sergeants of the year and the noncommissioned officer of the year.

Sgt. 1st Class Michael Noland, a member of the Army Reserve’s 95th Division (Training) based out of Oklahoma City, who was recently honored as one of the Army’s Drill Sergeants of the Year said, “These men and women are joining an elite force of well-trained and disciplined Soldiers who make up the backbone of our nation’s defense. They will also receive financial assistance to advance their education by serving in the Army.”

The Army faces the most challenging recruiting environment since the military became all-volunteer more than 35 years ago, officials said. Only three out of 10 Americans aged 17 to 24 qualify for military service. The rest do not meet the Army’s standards for health, education or character.

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**“I truly believe the Army will transform my life and give me the leadership I need to succeed.” — Yosero Kim, Future Soldier**

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Nine recruits re-enact the oath of enlistment during a ceremony at the Times Square Recruiting Station, New York City, Oct. 1. Photo by Sgt. 1st Class Jennifer K. Yancey



Col. Elspeth Richie (left), the Army's top psychiatrist, and Brig. Gen. Rhonda Cornum, assistant surgeon general for force protection, talk to Pentagon reporters about the 2007 Army Suicide Event Report and steps the Army is taking to prevent Soldier suicides. Photo by Elizabeth M. Lorge

# Army Turns to Junior Leaders to Help Prevent Suicides

By Elizabeth M. Lorge, Army News Service

**D**uring National Suicide Prevention Week, Sept. 7-13, Army officials reviewed their current policies and emphasized the help junior leaders and fellow Soldiers can provide to a team member in crisis.

This year's theme, "Shoulder-to-Shoulder: No Soldier Stands Alone," emphasizes the strength and teamwork necessary to combat suicide, said Brig. Gen. Rhonda Cornum, assistant surgeon general for force protection. It is also reminiscent of the Warrior Ethos, "I will never leave a fallen comrade."

The announcement was made the same day Cornum and other Army officials told reporters that the number of Soldier suicides in 2008 may exceed last year's all-time high of 115. To date, the Army has confirmed 62 suicides this year, with another 31 pending — higher numbers than at the same time last year, said Col. Eddie Stephens, deputy director for human resource policy for the Office of the Deputy Chief of Staff for Personnel, G-1.

"It is a potentially preventable tragedy and every effort must be made to inform Army personnel of risk factors involved and to train our Soldiers, families and civilians to actively intervene, and I think that is the biggest difference this year. We've done a lot of education previously, but this year, the idea is to actively intervene if necessary and to make sure that people are aware of what professional assets are available," said Cornum.

While the Army plans to continue existing suicide-prevention programs such as battlemind training, which teaches other Soldiers and family members how to recognize a Soldier in crisis; deploying mental-health advisory teams to theater;

recruiting more behavioral-health specialists and most importantly, reducing the stigma associated with getting help — its new focus will be on teaching Soldiers, families and Army civilians how to help.

For example, the Army is working with Lincoln University in Missouri to launch an interactive prevention-training DVD. Soldiers will become characters in the story, and the outcome changes depending on what options they choose. Each Soldier will also carry an "Ace" card reminding him or her to never leave someone alone to get help, but to personally escort that Soldier to help. And starting in 2009, resilience and prevention training will be incorporated into basic training.

Two groups are absolutely essential in ensuring Soldiers get the help they need, officials said.

Junior leaders have the most face time with their Soldiers and know them the best, so they have to be able to recognize risks, said Stephens.

"We're targeting our junior officers and noncommissioned officers because that's the face of the Army to those thousands and thousands of privates out there," he said. "Building that relationship allows them to listen and be heard and communicate on a one-to-one basis with the troops they are leading, and building their trust and confidence ... so when (their Soldiers) have problems, they will be part of the solution."

Chaplains are also crucial to helping Soldiers find balance and hope, said Col. David Reese, director for ministry initiatives for Office of the Chief of Chaplains. Not only does the chaplaincy's Strong Bonds program help invigorate failing relationships — one of the leading causes of suicide —

chaplains provide safe places for Soldiers to go without any stigma attached.

Both Reese and Lt. Col. Carleton Birch, in strategic communications for the chief of chaplains, said most chaplains have stories of Soldiers who came to them for help.

“The one that hits me the most is returning back from R&R leave, going back into theater,” said Birch. “We’re in Kuwait, waiting to go to Afghanistan, and a savvy chaplain’s assistant came up to me and said, ‘I think you’d better talk to this guy. He’s going through a hard time.’ So we’re getting on the plane and ready to fly out and I start talking to him, hear his story. It wasn’t atypical, but certainly kind of tragic.

“He returned from his R&R leave to find his wife with someone else and found himself alone at his friend’s house. He fell into a depression as a result and his friend had guns. He picked up one of those hand guns, pulled the trigger, heard the click and nothing happened. He thought that ‘maybe God wants me to live for a little while longer.’ But he still was in a depression ... still wanted to kill himself, but was going back into theater to get his weapon back. He knew, he would admit, that he was not ready to get his weapon back. He was not safe.

“So thanks to that type of intervention ... by that savvy Soldier who was listening to the Soldier beside him and said ‘I’ve got to get this guy some help,’ he went into the mental-health community. He got the help he needed,” said Burch.

Right now the Army can’t track how many lives like this

have been saved; it can only count attempted and completed suicides. But plans are in the works to change this as well, to determine how successful prevention efforts really are.

According to Stephens, the Army is creating a suicide analytical capability at the Center for Health Promotion and Preventive Medicine in early 2009 to fill some of these gaps. This cell would integrate all investigative reports and statistical data for Army suicides, with the goal of finding better ways to prevent it in the future. He said the Army has to determine what success looks like and how to measure it.

While Cornum said one suicide is one too many and was dismayed by the upward trend, she said the numbers could have been even higher if the Army hadn’t taken the steps it did.

In addition, the Army can’t just work on prevention, it has to do more, Cornum said. While health-care experts have been unable to find one definitive way to prevent suicide, she said the Army needs to focus on lifestyle changes, building resilience, increasing social confidence and enhancing problem-solving skills for Soldiers, providing a sense of purpose for the future and a path to get there.

“Our goal is to develop an approach that builds life-long resilience in our recruits, makes them successful Soldiers, as well as successful citizens, long after they leave the Army, and makes strong mental health as much of a priority as physical health,” she said.



**These Fort Hood Soldiers represent a force ready to help prevent suicides in the form of unit command, social workers, medical and psychological professionals, helping agencies and — likely the first line of defense — the Soldier’s own battle buddies. Photo by Mike Heckman**

# Handling Family Stress Takes Time

By Bilyana Atova, Grafenwoehr Public Affairs

From the time a Soldier receives a warning order to the day their unit takes flight, the overall experience is considered a pre-deployment period and is laden with an endless amount of to-do's and stress.

During this time, family members and Soldiers experience a range of difficult emotions, which, military research shows, usually starts with shock and anxiousness that accompany deployment notification, followed by some form of grief, denial and sadness — and oftentimes anger, distancing and resentment.

Feelings of loneliness, guilt and abandonment can also play a role as departure approaches.

Navy Capt. Daphne Brown, a clinical psychologist at Landstuhl Regional Medical Center, Germany, said while the degree of emotion and how it is handled varies from person to person, “not everybody is going to experience (every emotion) or in that order.”

One unconscious tactic that families face is emotional distancing, Brown said. This is when Soldiers overwhelmingly busy themselves with work or relationships outside of the home prior to deployment.

“The Soldier is preparing to go, so he is pulling back from the family,” Brown said. “He has to invest in the mission.”

Brown notes, however, that family members also emotionally distance themselves prior to deployments.

Additionally, there can be increased tension between Soldiers and spouses during the pre-deployment phase.

“The spouses are going through a lot of stress, so fights are normal,” said Vicky Moore, of Grafenwoehr’s Social Work Services Family Advocacy Program. “The little fighting is very normal — and unintentionally started — as long it does not intensify. It is important for the family to recognize what they are going through, so they can sit down as a family, and how to cope with it.”

Besides recognizing deployment fights, Moore said family members need to be more understanding toward one another at this time. Knowing what to expect can go a long way in helping families overcome problems.

Other common symptoms of pre-deployment stress include shortened tempers, difficulty sleeping and trouble concentrating, according to Lt. Col. Telita Crosland, the Grafenwoehr Health Clinic commander. Crosland said these symptoms are not unique to the Soldier or the individual Family member, as both often share similar stressors and symptoms.

To help reduce stress, Crosland said all involved should first “recognize that it is stress and to some extent normal.”

“Once you do that,” said Crosland, “you should talk honestly about what you feel and how you feel. Many people feel like it is just them (going through it); it is not, we just cope differently.”

Most experts agree that one of the best ways to deal with pre-stress is with open, honest communication between all involved.

“This discussion should include the whole family, allowing spouses and children to better understand what is expected and to develop solutions for identified problems,” said Brown.

Moore agreed, explaining that some stress levels can be reduced simply by eliminating the stress of not knowing how emergencies will be handled during the deployment.

How much stress family members undergo depends on how well they are able to communicate. And while communication is key, communicating in a “healthy” way is just as important, said Simone Hartley, Grafenwoehr Family Advocacy Program.

She suggested family members use “I” statements — such as “I feel that...” — to express their emotions without blaming or accusing others. This removes the “attack” element during communication.

“It is very helpful for people to talk with someone who has been through it, who can give them advice,” she said.



**Deployments and relocations can be stressful for entire military families. Preplanning goes a long way in handling many concerns. Army photo**

# The Deadliest Animal

By David W. Johnson, Eighth U.S. Army Command Safety

**D**eer-vehicle accidents are responsible for more than 500,000 car accidents yearly. The Insurance Information Institute reports that deer-vehicle accidents are one of the most common types of accident in the U.S. and that more than \$70 million in damages due to deer-vehicle accidents are paid out annually. Worse, of course, are the hundreds of deaths and thousands of injuries that occur as a result of deer-vehicle accidents each year.

Each year, deer are responsible for more than 120 deaths in the U.S. The vast majority of these deaths occur as the result of deer-vehicle collisions. According to a New York Times article, this makes them the deadliest animal species in America. In fact, deer kill more people in the U.S. than sharks, alligators, bears, mountain lions and rattlesnakes combined.

The worst season for deer accidents is during October, November and December — the peak of mating season. Deer are restless during mating season. Distracted by the opposite sex, deer often fail to notice oncoming cars or pay close attention to their surroundings. As many as 50 percent of all deer accidents occur during this time.

Deer have sensitive, acute hearing. So, one might ask, why don't deer hear cars coming? The answer is, deer can hear cars coming. They hear cars coming in the same way that you hear cars outside your front door or birds chirping in your backyard. Just as you've learned to filter out those sounds, so have deer learned to filter out the noise of the road. Deer filter out routine background noise such as rustling leaves and road noise so they can pay attention to unfamiliar sounds that might be dangerous.

Deer are not good at determining the source of short, abrupt sounds such as gunshots or short honks of a horn. In fact, such sounds are likely to spook the deer in a random direction. Continuous blasts, however, are easy for the deer to locate, particularly if the sound is high pitched. In fact, for years, deer experts have advised motorists to honk their horns for several continuous seconds when driving in areas of heavy deer population.

There are two kinds of deer that cause deer-vehicle accidents: the deer that never saw the car coming and the deer that thinks the car is a predator planning on deer kabobs for dinner. The first deer is usually standing peacefully by the side of the road right before it walks calmly in front of your high beams.



**Deer-vehicle accidents are responsible for more than 120 deaths in the U.S. each year. Deer movement along roadways increases during October, November and December — the peak of mating season. Photo by Debby Qualls**

When this type of deer starts across the road and notices the oncoming car, he often does the worst possible thing. He stops. The deer-in-the-headlights freezing-behavior is normally a defense mechanism for the deer and works well in a natural setting. Upon becoming aware of a predator, the deer may freeze to assess the situation and to exercise a little camouflage. He will stop, look and listen for more sounds of danger. Unfortunately, this defense mechanism does not work so well with oncoming cars.

The second type of deer is also standing peacefully by the side of the road before it notices the car, but this one — upon being startled by the oncoming vehicle — suddenly takes off in a full sprint. Normally it will begin to run in the logical direction — away from the car — and parallel to the roadway. Then, it does something that seems incredibly illogical. It makes a sharp 90-degree turn directly in front of your vehicle and into your fender. Believe it or not, just like the deer-in-the-headlights behavior, this 90-degree turn is also a natural defense mechanism. Deer are adept at making amazing turns at high speed. While the deer might not outrun a predator in a head-to-head race, it can almost always lose the predator by making a sharp turn or two at the last moment.

The best defense is to slow your vehicle and stay alert to the hazards of the environment you're driving in, along with understanding the defense mechanisms of the deer. When approaching an area that has been identified as a populated deer area, expect a deer to cross the roadway at any time. Remember that the road sign costs money; counties and townships will not spend that money if there had not been a real problem with deer entering the roadway.

## Jacksonville Battalion Recognizes State Legislator

Story and photo by Ted Jones, Jacksonville Battalion

Jacksonville Battalion recognized a St. Augustine, Fla., legislator for his support of legislation that will make life a little easier for Soldiers' children when they move.

Florida District 20 State Representative William Proctor of St. Augustine sponsored the legislation for the Interstate Compact on Education for Military Children. It is designed to help military children with the challenges they face when they move from state to state.

Issues such as the transfer of records, differing graduation requirements, or missed entrance or exit testing due to frequent moves by military families are addressed in the legislation.

Lt. Col. Donald C. Wolfe, a St. Augustine resident and commanding officer of Jacksonville Battalion, along with his family, presented Rep. Proctor a 4 foot by 6 foot thank you card honoring his support of the legislation.

"I appreciate Rep. Proctor's support of the Interstate Compact on Education for Military Children. As all service members understand the challenges associated with changing schools as a result of a change of duty station, this legislation will help smooth the transition for Soldiers and their families," said Wolfe. "Hopefully, now that Florida and 10 other states have passed this legislation, more states will come on board to make this a nationwide endeavor to show their support for Army families."

According to Rep. Proctor, "The transfer problem for military families is considerably more complicated. I was first ap-

proached by Rep. Stan Jordan who chairs the Florida House Veterans Military Committee. He asked if I would run this bill. I did some studying on it and it looked like we needed 10 states to form the compact on it. I talked to school superintendents I knew who had military posts and installations in their districts. They were very supportive so it was not a hard bill to run once we decided to file it and get the co-sponsors and get it moving."

The compact is a joint effort between state legislatures, the Department of Defense, the Council of State Governments and the education community.



**Jacksonville Battalion Commander Lt. Col. Donald C. Wolfe and his family present a 4 feet by 6 feet thank you card to Florida District 20 State Representative William Proctor of St. Augustine to honor his support of the legislation for the Interstate Compact on Education for Military Children.**

## Future Soldier Assists Tennessee Guardsmen

Story and photo by Patrice Creel, Baton Rouge Battalion

Hurricane Gustav changed his routine when Future Soldier Anthony Bryant used his home and school power outages to drive around looking for part-time employment. A radio an-



**Future Soldier Anthony Bryant assisted Tennessee National Guard Soldiers in handing out MREs.**

nouncement steered him to a near-by relief site where he could line up for MREs to replace some of the spoiled food at his home.

The 17-year-old high school senior noticed there were no civilians assisting the Tennessee National Guard Soldiers serving long lines of storm victims.

"I showed them my Future Soldier ID and asked if I could help. I thought there should be more civilians helping them since they were here for us. They had just completed a week's training in Mississippi, and instead of going home, they came straight here to help us," the fourth-year JROTC cadet explained.

Bryant spent the day handing out the food packets, tarps and ice. He even assisted with directing traffic for vehicles exiting the relief site.

A member of his Woodland High School JROTC rifle team, Bryant will report for active duty in June at Fort Jackson with Advanced Individual Training to follow at Fort Sam Houston for Army medic training. During his four-year enlistment, his goal is to become an Airborne Ranger.

"Every generation in my family has served in the military, including my grandfather as an Army Military Policeman. It's something I have always wanted to do. Now it's my turn," said Bryant, as he prepared to go to work at his new fast-food job.



## CSA Inspires Hawaii Recruiters

Story and photo by Staff Sgt. Crista Yazzie, USARPAC Public Affairs

Hawaii recruiters met the Army's senior officer when Gen. George Casey, Army Chief of Staff, stopped in for a visit to the Pearlridge Recruiting Station, Sept. 4.

Several recent and delayed-entry recruits were invited to the station office for the event.

"It's a great honor for me to meet someone who is very important to our nation's security and leadership; I am nervous, but I am looking forward to it very much," said new recruit Luis Delgado-Altamirano prior to Casey's arrival.

Casey met and spoke briefly with recruiters, their families and several new recruits, then promoted Staff Sgt. Mark Tatsuno, a recruiter from Kapolei Station, Hawaii, and awarded Sgt. 1st Class Richard Porter, station commander, Pearlridge Station, Hawaii, and Sgt. 1st Class Laszlo Lukacs, Mililani Station, Hawaii, the Glenn E. Morrell Award.

"As I travel all over the world, there is no question in anybody's mind that the best army is the United States Army, and it wouldn't be that way if it wasn't for the magnificent job the folks in the Recruiting Command do in bringing the best women and men in America into the United States Army," said Casey.

"So those of you who are getting ready to raise your hand or have just raised your hand, thank you, because you are coming to serve your country in a time of war, and it takes a special breed of men and women to do that," he continued.

Casey was visiting Hawaii for an update on activities in the U.S. Army, Pacific Area of responsibilities, and he expressed a satisfaction from being able to promote, award and meet Soldiers.

"It's always a pleasure for me to get out of the Pentagon and promote real Soldiers," said Casey, putting his hand on the shoulder of Tatsuno before promoting him. "Normally, I get to promote two and three star generals, which is very nice, but it's great to be out here now to promote this non-commissioned officer."

Casey awarded Porter and Lukacs the Glenn E. Morrell award, the highest achievement award offered by the U.S. Army Recruiting Command.

Casey then thanked the parents and families of the recruiters and new recruits for their presence and support as well.

"We have really ratcheted up what we're doing for families," he said. "The Army has doubled the amount of money we put towards Soldier and family programs, because it was clear to my wife and I as we traveled around the Army, that what we were asking of families with all the multiple deployments was a lot more than we had anticipated. And I'm an Army brat, so I've been a member of the Army family for 60 years, and what I saw was, even though we had done a lot, we weren't doing enough."

"It's the families that give the Soldiers the resilience and strength they need to do their jobs," said Casey.

Casey presented his four-part plan for the Army to those at the station.

"We need to do four things to put us back in balance," he said. "Sustain Soldiers and families, continue to prepare Soldiers for success when they go to war, continue to reset, or, fix them again when they come back, and continue our transformation so we give the nation the Army it needs for the 21st century."

"I'm glad we got to meet him," said Felicia Faumuina, a delayed-entry recruit from Nanakuli.



During his visit to Pearlridge Station, Hawaii, Army Chief of Staff Gen. George Casey awards Sgt. 1st Class Laszlo Lukacs, Mililani Station, and Sgt. 1st Class Richard Porter, Pearlridge station commander the Glenn E. Morrell award.

## A Principal's Need to Serve

By Scott Pittillo, Raleigh Battalion

Deciding to join the Army is seldom an easy decision for anyone. For some, the choice is even more difficult in a time of war. However, money for college, cash bonuses and the opportunity to travel the world can make the Army more appealing. In today's job market, the Army is an obvious choice for many high school students. However, it might not be such an obvious choice for a school principal.

Some may think that the Army wouldn't have anything to offer a high school principal but Lumberton, N.C.'s Southside Ashpole Elementary School principal Wesley D. Floyd would disagree. Floyd, 39, who recently enlisted in the Army Reserve, said he felt that it was something he had to do.

"When you go to church and watch the veterans stand up and be recognized, I feel a little jealous," he said. "I don't have that; I don't want to be old one day and look back and say I haven't served my country and these guys have," Floyd continued. "As a life-long learner, I am committed to the idea of continually improving oneself. I want more knowledge and skills. By joining the Army Reserve, I will be able to step out of my everyday role and have a new set of experiences that I would not have otherwise."

Floyd met his recruiter, Sgt. 1st Class Arthur Sweeney, Lumberton station, while working as assistant principal at St. Paul's Elementary School, St. Pauls, N.C.

"When the principal first approached me about joining the Reserve he never asked what the Army would give him; he just wanted to know how he could serve," Sweeney said.

Over a one-year period, they developed a friendly relationship and frequently talked about the Army and what it was like to be a Soldier. Shortly thereafter, Floyd moved to Lumberton High School and became acquainted with the school's Junior

Reserve Officer Training Program.

"I interacted with the ROTC guys and saw that they were really good guys," said Floyd. "They had an influence on me too. Just being around those guys and seeing what they were trying to instill in the ROTC students, I could see a benefit in the military for all students."

Elizabeth, Floyd's wife of 18 years and his 9-year-old daughter, Ivey, were major factors in making the decision. With concerns about his family Floyd knows that deployment is a real possibility.

"Not many people would relish the idea of deployment and being away from family and friends for extended periods of time," said Floyd. "On the positive side, one would have the opportunity to travel and see different cultures. When you enlist, you are aware of the possibility that it may happen. If called to duty, I will serve."

Floyd will be in the Army's delayed entry program until next summer when he will train to become an Intelligence Analyst.



Southside Ashpole Elementary School principal Wesley D. Floyd decided to support his country by joining the Army.



## Olympic Gold Comes to Ohio

Capt. Jason Shick, Kings Mill Company commander, gets gold-medal Olympian Todd Rodgers to autograph a T-shirt. The newly crowned Olympic Gold Medalist teams of May-Treanor/Walsh and Dalhausser/Rodgers competed at the Mason, Ohio, AVP volleyball tournament. As 5,000 fans cheered for their favorite teams, and were delighted at the opportunity to get the autographs of the newly crowned champions, what they weren't expecting was to witness the swearing in of more than 20 Future Soldiers from the Kings Mills Recruiting Company. The Future Soldiers took their oath at center court right before the semi-finals and were honored when the crowd stood and cheered them on. At noon, just before the finals match was aired on NBC sports, the company provided a color guard as a local high school group sang the National Anthem.

Photo by D. Charone Monday

## Son Follows Mom

Story and photo by Jorge Gomez, Milwaukee Battalion

Kim Battig was on the verge of getting a job promotion. She decided to leave it all behind to chase her dream of serving.

Only recently did Battig learn she was still eligible to join the Army at age 35. It happened this summer while she inquired about career options for her son Tyler, a high school senior in Fond du Lac.

“I was talking with a family member who is a Reservist and I mentioned how I would have liked to join when I was 18, but he said I wasn’t too old,” recounts Kim.

Kim and Tyler went to the Fond du Lac station to enlist.

Staff Sgt. Patrick Bibb, Fond du Lac recruiting station, said he’s used to seeing siblings join the Army, but it’s less common to see a parent and child join together.

“Kim is one of those applicants who are established in their careers but they come to a point in their lives where they realize that if they are going to join the Army, they have to do it now,” Bibb said.

Staff Sgt. Joseph Hohmann, Fond du Lac station, said he sees a lot of young people join the Army and it leaves him wondering if anyone else knows what it means to serve.

“Kim reminds me that people still believe in serving,” Hohmann said.

Tyler said he had wanted to join the Army since he was in fifth grade. For him to walk into a recruiting station with his mom was no big deal. Now he realizes his mom will complete basic training and advanced individual training by the time he graduates from high school.



**Kim Battig, 35, and her son Tyler Battig, 17, both took the oath of enlistment Sept. 26. Staff Sgts. Patrick Bibb and Joseph Hohmann, members of the Fond du Lac Recruiting Station in Wisconsin, assisted the family in making their dream of joining the Army come true.**

“I’m just afraid she’ll make it and I won’t,” Tyler said. “But I feel proud of her because she has the courage to join.”

Kim is already making changes to ensure her success at basic training.

“I’m eating better, doing a lot of sit ups and lifting weights to work my way into push ups,” she said.

Kim left for basic training in mid-October. She’ll then train to become an automated logistical specialist. Tyler will train to become a combat engineer when he leaves in Summer 2009.

## From Firefights to Firefighting

By Andy Entwistle, Albany Battalion

The men and women standing at attention in their dress uniforms were as sharp as any squad of Soldiers — except that they weren’t Soldiers.

The 13 Monson, Mass., firefighters had turned out to watch one of their own, Albany Battalion recruiter Staff Sgt. Jessie Shea, receive the Military Outstanding Volunteer Service Medal for his work as a volunteer firefighter. Shea, assigned to the Worcester, Mass., station received the award Sept., 22.

Fire Chief George Robichaud said it was fitting to hold the ceremony at his firehouse.

“Jessy is a good guy who works hard,” said Robichaud. “He’s not afraid to get involved. That’s the mark of a good firefighter and even though he’s only been on the department a year I think that it comes naturally because he is a Soldier.”

During the ceremony, Massachusetts State Senator Stephen M. Brewer surprised Shea with a senate proclamation commending his service to the Army and the town of Monson.

“The Army is the backbone of our nation just as firefighters

are the backbone of our community and Jessie Shea is both,” said Brewer.

Nearly a dozen members of Shea’s extended family were on hand that evening. He credits his step-brother with getting him started in the fire service, but noted the parallels to his ten-year Army career. “I’ve seen combat in Iraq and Afghanistan,” he told his fellow firefighters, “and I can tell you that firefighting

presents similar challenges, and it requires the same decision-making skills and up-front leadership. That’s probably why I enjoy it so much.”



**Albany Battalion recruiter Staff Sgt. Jessie Shea receives the Military Outstanding Volunteer Service Medal for his work as a volunteer firefighter.**



**Chief of Staff of the Army, Gen. George W. Casey Jr., addresses Army leadership about changing the Army's cultural understanding of sexual assault at the Army Sexual Assault Prevention and Risk Reduction Training Summit, Sept. 10, in Alexandria, Va.**

## Army Launches Sexual Assault Prevention Campaign

*Story and photo by D. Myles Cullen, Army News Service with contributions from Hank Minitrez, G-1, and Dawn Deardon*

The Army conducted a Sexual Assault Prevention and Risk Reduction training summit for leaders across the force in September in Alexandria, Va.

Secretary of the Army Pete Geren spoke at the SAPR Summit officially launching the Army's new Sexual Assault Prevention Campaign and Strategy. Part of the new campaign is the "I. A.M. Strong" program designed to empower Soldiers to intervene, act, and motivate to prevent sexual assault.

"Sexual assault is a crime that is repugnant to the core values that define our Army," said Geren. "Soldiers who live the Army values must not only never commit the crimes of assault or sexual harassment but must actively work to rid our Army of these crimes. It is a Soldier's duty to protect his fellow Soldier from harm — on the battlefield, in the barracks, on-post or off.

"At this summit, we are launching phase one — leadership commitment to the new campaign," said Geren. "Phase two includes education and training of Soldiers to ensure they understand their moral responsibility to intervene, stop sexual assault and sexual harassment, and protect their comrades," Geren added.

"In phase three, our goal is the establishment of an Army culture that drives the twin crimes of sexual assault and harassment from our Army. The final phase will grow and sustain the program through engagement and program refinement. Our goal is to eliminate sexual harassment and sexual assault from the Army and make the Army sexual assault prevention program a model for the rest of the nation," he said.

Geren is calling on Army leaders to develop and promote a command climate of zero tolerance for gender-based crimes — in attitude, word and deed — and establish a culture that sets an example for America that sexual harassment and any attitudes or activities that foster or allow sexual harassment and assault to happen will not be tolerated.

"The Army will launch new initiatives, create the right climate, and prosecute Soldiers and Army civilians who don't live up to the standards to which our

Army holds our people," Geren said. "We intend to prevent sexual assault, not just respond to the tragedy of sexual assault. We will be the nation's model in how to prevent sexual assault."

The Army implemented the Sexual Assault Prevention and Response Program in 2004 as part of an effort to eradicate sexual assault through training, prevention, education and awareness programs. Unit victim advocates and installation sexual assault response coordinators were trained to ensure that when prevention measures failed, victims were assured that a system was in place to provide responsive, caring support while holding offenders accountable.

To help remove barriers to reporting sexual assault, the Army instituted a key change in policy, allowing restricted reporting. Victims could seek help without every member of the chain of command launching an investigation. Victims could file a confidential report, receive the medical treatment and counseling they need, without launching an investigation.

Chief of Staff of the Army, Gen. George W. Casey Jr., also addressed the SAPR Summit. "I want to be clear that it is our duty as leaders to set the climate and conditions which leave no doubt that such behavior has no place in our ranks," said Casey.

## Contract Without PaYs Option is a Missed Opportunity

*By Shae Wazocha, PaYs Program*

The PaYS jobs database has grown in number of locations and in variety of career fields offered. From humble beginnings in 2000, the million plus opportunities for enlisting Soldiers offers something for everyone. Regular Army, Army Reserve and now ROTC can benefit from the PaYS program.

The greatest disservice a guidance counselor or recruiter using the FSR2S can provide is not giving a qualified enlisting Future Soldier the PaYS incentive. Even if the position is not a 100 percent match to the Army MOS, all

qualified Future Soldiers deserve the opportunity to select a PaYS company for their future.

If an enlisting Future Soldier who does not have the PaYS option decides to ETS and submits a resume to one of the 300 companies and agencies in the program, they must compete with all the other resumes. Some of the PaYS partners only accept resumes during recruitment drives or only if they meet specific requirements. Getting a resume to the right person is difficult and often impossible.

An enlisting Future Soldier with the PaYS option has a guaranteed interview if they decide to leave the service after their initial enlistment. Typical Soldiers will have some college during their enlistment to add to their resume and often additional MOS or special schooling. The college credits and additional training annotated on the resume equates to an experienced and qualified veteran with more bargaining power to secure an even better position with the partner company.

The Soldier's resume may never get reviewed if PaYS is not offered during enlistment processing. Perhaps the Soldier will reenlist and never apply to the PaYS partner originally selected at enlistment. It happens. No one loses. The PaYS partner doesn't expect the PaYS program to fill all of their hiring needs. If a Soldier is facing ETS and does not have a PaYS partner to help in the difficult job market then everyone loses. The Soldier loses a guaranteed interview. The PaYS partner loses a great potential employee. The PaYS program loses a success story. The Army recruiter loses an ultimate COI in their market. Yes, the recruiter loses the benefit of having a veteran in their area to share their success story at Future Soldier training events.

Every Army Reserve Future Soldier should get the PaYS incentive because the program is tailor made for Reservists who may need a local job. An Army Reservist employed with a PaYS partner gives Army recruiters another asset to use in recruiting efforts. The current rate of Army Reservists receiving the PaYS incentive remains low and is a disservice to enlisting Army Reserve Future Soldiers.

PaYS Partners are begging for veterans. Veterans need jobs. PaYS links them together. Recruiters should discuss PaYS with applicants and their influencers. Reservations should include the PaYS program when possible. Any position in the PaYS database not taken by enlisting Future Soldiers is a missed opportunity.



From left to right: Tony Stewart, owner Stewart-Haas Racing; Maj. Gen. Montague Winfield, CG USACC; Ryan Newman, driver No. 39 U.S. Army Chevrolet

## Daytona Champ Joins Army NASCAR

By Dave Ferroni

The Army Accessions Command announced Oct. 9 that it will sponsor Ryan Newman, the reigning Daytona 500 champion, and his No. 39 Stewart-Haas Racing Chevrolet for the 2009 NASCAR Sprint Cup season.

The owner of Newman's No. 39 Army Chevrolet is two-time Sprint Cup champion Tony Stewart.

"With Tony Stewart's leadership and Ryan Newman behind the wheel, we know that the new U.S. Army NASCAR Racing team will demonstrate the same mental, emotional and physical strengths found in each Army Strong Soldier," said Maj. Gen. Montague Winfield, commanding general U.S. Army Cadet Command. "We are confident that this team of Tony Stewart and Ryan Newman will demonstrate the same ethos that guides our Soldiers — putting the mission first, a refusal to accept defeat, and a never quit attitude."

Newman, a winner of 13 Sprint Cup races, and Stewart, who will drive the No. 14 Office Depot/Old Spice Chevrolet during the team's inaugural Sprint Cup campaign in 2009, have stepped up to be full partners in the U.S. Army's NASCAR involvement and recruiting missions.

"I am extremely honored for the opportunity to drive the No. 39 U.S. Army Chevrolet and proud to represent the men and women who serve and protect our country," said Newman. "The dedication, teamwork and passion of the Soldiers who defend our country is inspiring, and it will drive myself and everyone at Stewart-Haas Racing to become one of the elite teams in the garage. Every time I drive the Army Chevy and this crew competes at the track, we will give it everything we have to get to Victory Lane."

The 2009 Sprint Cup season will be the U.S. Army's seventh as a primary NASCAR sponsor. The U.S. Army will be the primary paint scheme for 22 point-paying Sprint Cup races in 2009.

"There is no group of people more dedicated to service and committed to excellence than the men and women of our armed forces," Stewart said. "We take great pride that the U.S. Army has chosen Stewart-Haas Racing as the team to lead its NASCAR effort."

Newman joins current National Hot Rod Association Top Fuel champion Tony Schumacher on the U.S. Army Racing Team. Schumacher is seeking his fifth consecutive and sixth overall championship.

Newman has earned a berth in the Chase for the Sprint Cup on three different occasions (2003-2005), and owns 43 career pole wins during his seven-year NASCAR driving career. In addition, he captured Raybestos Rookie of the Year honors in 2002. Together, Newman and Stewart have combined for 45 Sprint Cup wins.

## CFC Kicks Off Campaign Across Army

By J.D. Leipold, Army News Service

The Combined Federal Campaign, which kicked off Sept. 1 and runs through Dec. 15, is the world's largest annual workplace charity drive.

CFC raises millions of dollars each year to assist some 4,000 charities through donations from federal employees and service members who support eligible nonprofit organizations that provide health and human service benefits throughout the world.

Some installations have already launched their CFC campaign for this year, but Secretary of the Army Pete Geren officially opened the National Capital Area CFC campaign Oct. 2 at 9 a.m. with an event at the Pentagon

auditorium open to Army employees and Soldiers.

Clifford Lovejoy, the CFC manager for the Army's NCA campaign, said the goal in the area is to raise \$2.95 million and he has 34 campaign managers working with their respective commands to help raise the money.

"Now we have more than 4,000 charities within CFC and what I have found is that no matter who you are or where you are in life, if you have a situation where you need some help, there is no doubt in my mind that one of those 4,000 charities will be able to help you," Lovejoy said.

Maj. James Marrotta of the National Guard Bureau credits one of the CFC charities with saving his life. Diagnosed with a non-Hodgkins lymphoma, Marrotta said one of the treatments

available was chemotherapy, but it only had a 35-percent chance of making him go into remission.

"I'm in full remission now because of an experimental treatment I went through at the National Institute of Health, which has a 98-percent remission success rate," he said. "I give that charity and all the charities that fund cancer research the credit they deserve."

"A lot of people donate money, but they don't necessarily donate locally," Marrotta said. "People should look at the catalog and donate to whatever local charities they're interested in, there's something for everyone, from animal rescue to food kitchens to supplying coats for needy children and schools."

Federal employees and service members may give to the charities of their choice via automatic payroll deduction or even a one-time cash or check gift.

## GI Bill Increase

Increases in the Montgomery GI Bill/Army College Fund for Fiscal Year 2009 were effective Aug. 1, 2008, and the Selected Reserve Montgomery GI Bill, effective Oct. 1, 2008.

The FY 09 MGIB amounts for the active Army are as follows:

	Individual Contributions	Government Contributions	MGIB Total	Monthly Payment
2 years	\$1,200	\$37,428	\$38,628	\$1,073
3 years	\$1,200	\$46,356	\$47,556	\$1,321
4 years	\$1,200	\$46,356	\$47,556	\$1,321

The total amounts of the MGIB + Army College Fund enlistment incentive for FY 09 are as follows:

Enlistment	MGIB	ACF Kicker	MGIB+ACF Total	Monthly Payment
2 years	\$38,628	\$5,400	\$44,028	\$1,223
3 years	\$47,556	\$16,200	\$63,756	\$1,771
4 years	\$47,556	\$23,400	\$70,956	\$1,971
5 years	\$47,556	\$30,600	\$78,156	\$2,171
6 years	\$47,556	\$34,200	\$81,756	\$2,271

Monthly payment amounts are figured on a veteran attending fulltime for 36 months.

Applicants should be aware that the ACF is a supplement to the MGIB, not a totally separate benefit. For example, applicants enlisting for two years should realize that they will not receive a MGIB amount of \$38,628 and an ACF amount of \$44,028, but will

only receive an MGIB plus ACF amount of \$44,028.

The Selected Reserve MGIB, Chapter 1606, effective Oct. 1, 2008, is \$11,844. This means a full-time student will receive \$329 per month for 36 months; a student going three-quarter time will receive \$246.75 per month for 48 months; and a half-time student will receive \$164.50 per month for 72 months.

The Selected Reserve MGIB Kicker provides up to \$24,444, Selected Reserve MGIB plus Kicker, for reservists assigned to critical skill positions or critical units. A full-time student may receive a monthly payment up to \$679.

There is a common misconception that the MGIB only covers a bachelor's degree. Veterans can use their MGIB to defray the cost of a graduate, doctorate or professional degree. They have 10 years from the date of their last discharge to use their benefits. Veterans can continue their education until all months of entitlement are exhausted.

A point of contact through your chain of command is Terry Backstrom, 502-626-0471 or DSN 536-0471 and USAREC Policy Branch at 1-800-688-9203, Option 3.

# Gold Badges



## SEPTEMBER 2008

### 5TH MRB

MAJ Lornette Dallas  
MAJ Amy Massaglia  
MAJ Robert Russum  
CPT Christopher Connors  
CPT Jamie Gonzalez  
CPT Lisa Lewis  
CPT Tracy Thornton

### 6TH MRB

MAJ Donald Johnson  
MAJ Shane Partin  
CPT John Burr  
CPT Juanita Catchings  
SFC Raymond Berlejung  
SSG Luis DeJesus  
SSG Donald Madden

### BATON ROUGE

SFC Perry Franklin  
SSG Lamonte Jackson  
SSG Wesley Smalls  
SGT Dax Gary  
SGT Christina Wilkinson

### CHICAGO

SFC Johnny Jones  
SFC Brent McDowell  
SSG Stephen Blackman  
SSG Jason Ballou  
SSG David Chavez  
SSG Bryan Humphrey  
SSG Christopher Kunz  
SSG William Slade  
SGT Gary Farley

### COLUMBIA

SFC Andrew Gibson  
SFC Jimmie Wimberly  
SSG Patrick Cunningham  
SSG Andrew Davis  
SSG Yashica Mack  
SSG Shannon West  
SSG Bryan West  
SGT Jonathan McDill

### COLUMBUS

SSG Jeremy Shew

### DALLAS

SFC Dwight Kirkpatrick  
SFC Latasha Williams  
SSG Edward Delapena  
SSG Joseph Levan  
SSG Kyle Matus  
SSG Leory Thomas  
SGT Antonio Cabrera  
SGT Alejandro Deluna  
SGT Christopher Palmer

### FRESNO

SSG Renato Cortez  
SSG Armano Duarte  
SSG Zachery Kohr  
SSG Lee Lewis  
SSG Clifton Rash  
SGT Jose Alves  
SGT Stephen Coghill  
**GREAT LAKES**  
SFC Reginald Porcher  
SFC John Welling  
SSG Nathan Greer  
SSG Jeffrey Hepting  
SSG Cleveland Johnson  
SSG Michael Kupe  
SSG Michael Nicolaus  
SSG Linda Robinson  
SGT William Dix  
SGT Maria Moody-Hendricks  
SGT Matthew Ploeger  
SGT Shawn Seymour  
SGT Erick Smith  
SGT Israel Snell  
SGT James Ward

### HOUSTON

SFC Esteban Delgado  
SFC Joseph Rossi  
SSG James Cash  
SSG Roberto Galvan  
SSG Kelly Heatheman  
SSG Jason Holland  
SSG Timothy Jones  
SSG Hector Lopez-Espinoza  
SSG Kenneth Maybin  
SSG Rafael Rivera  
SSG James Sessions  
SSG Larry Thompson  
SSG Charles Turner  
SGT Nina Blackman  
SGT Valerie Jones  
SGT Michael Price  
SGT Jamie Rivera-Pado  
SGT Walter Stradler

### JACKSONVILLE

SFC Gabriel Martinez  
SSG Ray Berkitt  
SSG Elvin Laureano-Pagan  
SSG Arrin Linse  
SSG James Meadows  
SSG Shedrick Swain  
SGT Robert Brown

### LOS ANGELES

SSG Nicole Artis  
SSG Robert Hernandez  
SSG Delana Phillips  
SSG Fel Santos

### MID-ATLANTIC

SFC Leariton McKinnon  
SSG Jiwook Ryu  
SSG Mary Sastre  
SSG Jaime Urbano  
SGT Glenn Arpin

### MILWAUKEE

SFC Jorge Aguilera-Cano  
SSG Christopher Bowden  
SSG David Eder  
SSG Keith Hess  
SSG Thomas Plummer  
SSG Timothy Sireno  
SSG Christopher Ullrich  
SGT Jason Garcia  
SGT Joshua Schenck

### MINNEAPOLIS

SSG William Ruch  
SSG Jaime Schaeffer  
SGT Lonnie Knisell  
SGT Matthew Duffy

### MONTGOMERY

SSG Devon Robinson

### NASHVILLE

SFC Ishmael John  
SSG Christopher Whalen  
SGT Brody Ishmael  
SGT David Tucker

### NEW ENGLAND

SFC Shannon Krey  
SSG Francisco Ballou  
SSG Timothy Barker  
SSG Patric Gillespie  
SSG Jeremy Dewell  
SSG Demes Kilby  
SSG Paul Ray  
SSG Justin Schmidt  
SSG Andre Soares  
SGT Michael Downin  
SGT John Marshall

### NEW YORK CITY

SSG Julio Berroa  
SSG Cory Elder  
SSG Dennis Ocampo  
SGT Tashel Smith

### OKLAHOMA CITY

SFC Michael Dirks  
SSG Steven Bryant  
SGT Terrance Chiles  
SGT Robert Waltz II

### PHOENIX

SFC Clarence Brown  
SSG Marlon Guillaume  
SSG Gary Tetreault  
SSG Michael Trujillo  
SSG George Standing Bear  
SSG Brandie Stringer  
SGT Christopher Douglas  
SGT Jacob Kendall  
SGT Paul Parr  
SGT Lozier Phillips

### RALEIGH

SSG Curtis Dick  
SSG Wayne Dorr  
SSG Jatorin Owens  
SSG Scott Owens  
SSG Brasean Stewart  
SGT Wayne Christian  
SGT Steven Dobrinski  
SGT Jose Estrada Andujar  
SGT Matthew Shoup

### SAN ANTONIO

SSG Lorenzo Villescasc  
SGT Ceacle Dimsdle

### SEATTLE

SSG Gerald Nave

### SOUTHERN CALIFORNIA

SFC Drexel Barayuga  
SFC Kenneth Nesmith  
SFC Sonny Rollins  
SFC Cedric Storar  
SSG Reginald Abram  
SSG Joshua Boucher  
SSG Jacob Cramer  
SSG Paul Carrisoza  
SSG Joe Falaminiano  
SSG Cecil Ferris

### SSG Sheldon Hansen

SSG Kendrick Key  
SSG Nickolas Krugler  
SSG David Myers  
SSG Kenneth Saunders  
SGT Richard Cline  
SGT Peter Giannopoulos  
SGT Wilfred Hernandez-Ojeda  
SGT Maurice Mitchell  
SGT Neftali Rivera  
CPL Cameron Austin

### TAMPA

MSG David Springstun  
SFC Robert Johnson  
SFC Dartio Madera  
SSG Antonio Howard  
SSG Scott Kovach  
SSG Zedrick Mayfield  
SSG Robert Morehouse  
SSG Angel Santiago-Heredia  
SSG Derrick Smith  
SGT Eric Breeze

# Rings



## SEPTEMBER 2008

### 5TH MRB

MAJ Tina Stone  
MAJ Rosa Rodriguez  
SSG Keld Pia

### ALBANY

SFC Patricia Johnson  
SSG Pedro Colon  
SSG Jorge Klinar  
SSG Michael Roberge

### ATLANTA

SFC Julia McCoy  
SGT Darrell Thornton

### BALTIMORE

SFC Kevin Janey  
SFC Selby Primus  
SFC Nicholas Taliaferro  
SSG Jessica Canterbury  
SSG John Gilley  
SSG Anquineta Gunn  
SSG Joel Millerman  
SSG Paris Thalheimer  
SSG Michelle Williams  
SSG Willie Thomas

### BATON ROUGE

SFC Marshall Griffin  
SSG Micah Sherrod

### CHICAGO

SGT Luis Velazquez

### CLEVELAND

SFC Eugene Weems  
SSG Richard Ferrin  
SSG Kelly Hart

### COLUMBIA

SFC Kendra Anderson  
SFC George Galloway  
SFC John Nelson  
SFC Colan Shiver  
SSG Rhonda Byrd  
SSG Jeremiah O'Berry  
SSG Michael Porter  
SSG Hiram Reyes-Rabell  
SFC Jason Thomas  
SSG Errol Boxton  
SGT Ronald Kirk

### COLUMBUS

SFC James Turner  
SSG Anthony Turner

### DALLAS

SFC Anthony Brown  
SGT Kereen Bennett  
SGT Nicholeus Harris

### FRESNO

SFC John Adams  
SFC Steve Bailey  
SSG John Buschmann  
SSG Joseph Cooper  
SSG Danny Gonzales  
SSG Shawn Henry  
SSG Jose Ledesma  
SSG Barry Mangram  
SSG Edward Portalatin  
SGT James Ference  
SGT Wilbert Martinez

### GREAT LAKES

SSG Richard Parker

### HOUSTON

SFC Ronsoni Long  
SSG Crystal Boyles  
SSG Dylan Estes  
SSG Aaron Givens  
SSG Jason Greer  
SSG Jeremiah Williams

### INDIANAPOLIS

SFC Roger Ramsey  
SSG John Glass  
SSG Paul Ney  
SSG William Shofner  
SGT Ryan Dubuque

### JACKSONVILLE

SFC Tony Lopez  
SSG Charles Thomas

### KANSAS CITY

SFC Curtis McNeal  
SSG Herman Jurgens  
SGT Derrick Browne

### LOS ANGELES

SSG Joshua Cannon  
SSG Pedro Diaz

### MIAMI

SSG Phillip Montalvo-Rodriguez

### MID-ATLANTIC

SFC Andrew Delalla  
SFC Samuel Welden  
SSG John Frederick

### MILWAUKEE

SSG Chambala Cuney  
SSG Alexander Frisbie  
SSG Jeremy Hetrick  
SSG Philip Jones  
SSG Faron Matthews  
SSG Matthew Matuszewski  
SGT Benjamin Slane

### MONTGOMERY

SSG Richard Conerly  
SSG Kwaneteko Dukess  
SSG Jesse Strand

### NASHVILLE

SFC Terry Messman  
SSG Nathan Bullock  
SSG Robert Elgie  
SSG Jonathan Spradlin  
SSG Lance Tasker  
SGT Thomas Adcox  
SGT Herman Sales

### NEW YORK CITY

SFC James Latella  
SSG Michael Sherman  
SSG Hyun Whang  
SSG Alan Wong  
SGT Noelle Cherubim

### OKLAHOMA CITY

SFC Michael Brewer  
SFC Lawrence Spady  
SFC Timothy Walton  
SFC Joshua Wood  
SSG Harold Kidd  
SSG Monty Morrow  
SGT Joseph Crickenberger

### PHOENIX

SFC Eric Butler  
SFC George Crimmins  
SFC Patrick Thomas  
SSG Daniel Bonilla  
SSG Lisa Clare  
SSG Michael Davis  
SSG Virgilio Gutierrez  
SSG Cory Hammond  
SSG Bryan Tucker

### PORTLAND

SSG Isaac Poole  
SSG Harold Sparrow  
SSG Ryan Wilson  
SGT Damon Locurto

### SACRAMENTO

SFC Christopher Herndon  
SFC John Robles  
SFC Craig Wiggins  
SSG Tobias Maes  
SSG Brian Worth

### SALT LAKE CITY

SSG Stanley Bell  
SSG Joshua Burdick  
SSG Joseph Yeager

### SAN ANTONIO

SFC Alfredo Garcia  
SFC Herman Rodriguez

### SEATTLE

SGT James Glaze  
SGT Antonio White

### SOUTHERN CALIFORNIA

SFC Aureliano-Almazan  
SFC Jan Vermeulen  
SSG Ricardo Castillo  
SSG Joseph Fernandez  
SSG Will Garnett  
SSG Frank Rivera  
SSG Johnathan Walker  
SGT Gabriel Huerta  
SGT Jon Siedlik  
SGT Wayne Smith  
SGT Robert Somers

### SYRACUSE

SFC Darrin Cowher

### TAMPA

SFC Scott Gellin  
SFC Edgar Paez-Betances  
SFC Justin Pearson  
SFC Samuel Potter  
SFC Timothy Smith  
SFC Allan Schulman  
SFC Marcus Wood  
SSG Kenneth Magee  
SSG Orane Parkins  
SSG Dwayne Sellers  
SSG George Walls  
SGT Edwin Guzman  
SGT Augusto Pineiro



# Morrell Awards



## SEPTEMBER 2008

### 5TH MRB

SFC Bobby Cook  
SFC Jorge Larez  
SFC Ian Trammell

### 6TH MRB

SFC David Behm  
SFC Timothy Luckett  
SFC Patrick Luley  
SSG Cody Long

### ATLANTA

SFC David Blair  
SFC James Covington II  
SFC Donovan Wright  
SSG Nicholson Lawrence

SSG Katrice McCullum  
SSG Matthew Montoya  
SSG Enrique Ortizoneill  
SSG Damion Scott

SSG Antonio Small  
SSG Ninoska Urbina  
SSG Patrick Warren

### BALTIMORE

SFC Donald Williams

### BATON ROUGE

SFC Michael Croft  
SSG Charlie McCree  
SSG Preston Peters  
SSG Rodney Slater

### CHICAGO

SFC James French  
SFC Joseph Schellhammer  
SFC Stephen Sealy

### CLEVELAND

SFC Brian Slaymaker  
SFC Jack Ward

### COLUMBIA

SFC Patrice Cole  
SFC Michael Cornelius  
SFC Danielle Dubose  
SFC James Lewis  
SFC Jerome Matthews  
SFC Robert Rayford  
SFC Kyle Sessoms

SSG Gerald Benton  
SSG Mitchell Brown  
SSG William Cobb  
SSG Sandra Colquitt  
SSG Antonio Crawley  
SSG Nathan Egerton  
SSG Shimeara Perkins  
SGT Steven Dinkoski

### DALLAS

SFC Donald Hardy  
SFC Osvaldo Rivera-Dones  
SSG Raymond Gonzales  
SSG Brian Jasinski  
SSG Matthew Lamont  
SSG Michael Madrid  
SSG Brian Meyers  
SSG Louis Pulse

### FRESNO

SFC Jose Delao  
SFC Brian Knott  
SFC Raymundo Rosales  
SSG Maurice Mitchell  
SSG Norge Pena

### GREAT LAKES

SSG Jerry Bohanon  
SSG Manuel Del-Villar  
SSG Lynn Dishon

### HOUSTON

SFC Paul Huron  
SSG Jose Perou  
SSG Jo Quinters

### JACKSONVILLE

SFC Jacqueline Dupree  
SFC Jose Plaza  
SSG Fredrick Rich

### KANSAS CITY

SSG David Cox  
SSG Scott Pennock  
SSG Paul Piper  
SGT Thomas McClintock

### LOS ANGELES

SSG Emanuel Harris  
MID-ATLANTIC  
SSG Reginald Cummings

### MILWAUKEE

SSG Somnuk Songserm

### MONTGOMERY

SFC James Brown  
SSG Travis Fite  
SSG James Smarr

### NASHVILLE

SFC Tyler Brown  
SFC Lawrence Williams

### OKLAHOMA CITY

SSG Daniel Dollins

### PHOENIX

SFC Michael Allen  
SFC William Benedict  
SFC Michael Crow  
SFC Marcos Fajardo  
SFC Christopher Miller  
SSG Cyle Betenbough  
SSG Robert Carroll  
SSG Jason Holley  
SSG Michael Muldrow  
SSG Daniel Rubio  
SSG Jesus Salcido  
SSG Jermaine Taylor  
SSG Barry Weaver  
SGT Michael Phillips

### PORTLAND

SFC Richard Porter

### RALEIGH

SFC Andre Tate

### SACRAMENTO

SFC Yolanda Carlisle  
SSG Adam Sheppard

### SAN ANTONIO

SFC Deborah Ramirez  
SSG Hugo Chavez  
SSG Quane Scott  
SGT Ralph Stout

### SALT LAKE CITY

SFC Daniel Martinez-Aquino  
SSG Landon Yearsley

### SORB

SFC Steven Stewart

### SOUTHERN CALIFORNIA

SFC Aurelian Almazan  
SFC Osmil Sazon  
SSG Hugo Lopez  
SSG Brandon Manguil  
SSG Alicia Torres  
SGT Jimmy Graves

### TAMPA

SFC Andrew Baker  
SFC Jay Gripenrog  
SFC Timothy Smith  
SFC Jacob Tarrant  
SFC Joseph Tomlin  
SSG Lyle Allen  
SSG Cameron Cortez  
SSG Diane Evans  
SSG Robert Jones  
SSG Dennis Parent  
SSG Dwayne Sellers  
SSG Dario Vasquez  
SSG Amy Williamson  
SGT Joshua Ruffner

# 79R Conversions

## SEPTEMBER 2008

### BALTIMORE

SSG Joshua Taylor

### BECKLEY

SSG Shawn Mace

### CLEVELAND

SFC Clayton Sikes  
SFC Bradley Burtch  
SFC Jason McFadden  
SSG Bruce Kernodle

### COLUMBIA

SSG Joseph Carter

### COLUMBUS

SSG Michael Frischknecht  
SSG Jonathon Kohnen

### FRESNO

SSG Joseph Cooper

### GREAT LAKES

SSG Jonathan Cargile  
SFC Brian Moore

### HARRISBURG

SFC Edward Houston

### KANSAS

SSG Lamont Gupton

### MID-ATLANTIC

SFC Francis Colavita

### MONTGOMERY

SSG Christopher O'Neal  
SSG David Boone

### NYC

SSG Juan Santana  
SSG Eric Beauchamp

### PHOENIX

SFC Darren Paskell

### PORTLAND

SSG Neemia Vaiagae  
SFC Marcus Roberts  
SSG Arnel Tadas

### SACRAMENTO

SSG Raymond Prime  
SFC Sean Wagner

**1. What supplies the will to do what is necessary to accomplish a mission?**

- a. Purpose
- b. Direction
- c. Motivation
- d. Vision

**2. What are the three development stages in team building?**

- a. Be, Know, Do
- b. Formation, Enrichment, Sustainment
- c. Counseling, Coaching, Mentoring
- d. Strategic, Organizational, Direct

**3. Waiting periods do not apply to minor traffic or minor nontraffic offenses, unless a waiver is required.**

- a. True
- b. False

**4. How many steps are in the Recruiter Operating Systems process?**

- a. Four
- b. Five
- c. Six
- d. Seven

**5. Which of the following is not part of the four step process of intelligence preparation of the battlefield?**

- a. Define your local recruiting environment
- b. Describe the recruiting environment
- c. Evaluate your market
- d. Follow up

**6. What regulation covers the School Recruiting Program?**

- a. UM 3-01
- b. USAREC Pam 350-13
- c. USAREC Pam 350-2
- d. UR 601-95

**7. If the courts will not complete USAREC FM 1037, but will allow recruiting personnel to view the records, the recruiter will complete and sign the USAREC FM 1037.**

- a. True
- b. False

**8. The total cost for any single COI event will not exceed how much?**

- a. \$500
- b. \$1,000
- c. \$1,500
- d. \$2,000

**9. Which of the following is not an authorized expense when submitting a claim for your recruiter expense account?**

- a. Newspaper ads
- b. Parking fees
- c. Developing film for OCS or WOFT packet
- d. Admission costs to community functions

**10. No person shall operate a GOV who has consumed an intoxicating beverage or controlled substance within how many hours?**

- a. Six
- b. Eight
- c. Twelve
- d. Twenty-four

**11. What is the Montgomery GI Bill amount for a four-year enlistment beginning in FY 09?**

- a. \$39,636
- b. \$46,356
- c. \$47,556
- d. None of the above

**12. A Class IV flight physical is not required for MOS 15Q, Air Traffic Controller.**

- a. True
- b. False

**13. Waiver requests (with the exception of medical waivers) are initiated at what level?**

- a. Recruiting station
- b. Company
- c. MEPS
- d. Battalion operations

**14. Recruiting company commanders can disapprove, but not approve moral and administrative waivers for applicants not meeting the prescribed standards.**

- a. True
- b. False

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

# MISSION BOX

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting  
Brigade

September Fiscal Year 2008

## Top Regular Army Recruiter

**SSG Paul Drew**  
Albany Battalion

**SFC Darryl Bogan**  
Columbia Battalion

**\*SFC Marybeth Knott**  
**\*SSG Deryl Deveau**  
**\*SSG Kenneth Johnson**  
**\*SGT Quantae Bush**  
Great Lakes Battalion

**SSG Alejandro Franco-Paddilla**  
Phoenix Battalion

**SFC Steve Bailey**  
Fresno Battalion

**SSG Clinton Lochabay**  
6th Medical Battalion

*\*Top Fire Team (Team Recruiting Concept)*

## Top Army Reserve Recruiter

**SGT Adam Clemens**  
Syracuse Battalion

**SGT Deangelia Daniel**  
Raleigh Battalion

**SFC Rafal Soroka**  
Phoenix Battalion

**SFC Jeffrey Bettencourt** **MAJ Rosa Rodriguez**  
Southern Calif. Battalion 5th Medical Battalion

## Top Large Station Commander

**SFC McKinley Knight**  
Crown Heights  
New York City Bn.

**SFC David Larson**  
Brooksville  
Tampa Battalion

**SFC David O'Dea**  
Ann Arbor  
Great Lakes Battalion

**SFC Edward Dust**  
Bellevue  
Denver Battalion

**SFC Luis Green**  
Richmond  
Fresno Battalion

**SFC Derrick Wilborn**  
Culver City  
6th Medical Battalion

## Top Small Station Commander

**SSG Paul Drew**  
Saratoga Springs  
Albany Battalion

**SFC James Fraser**  
Andalusia  
Montgomery Battalion

**SFC Patrick Meadows** **SSG Richard Conner Jr.**  
Cookville Marble Falls  
Nashville Battalion San Antonio Battalion

**SFC Robert Duren**  
Yreka  
Sacramento Battalion

**SFC David Dormann**  
Burlington  
1st Medical Battalion

## Top Company

**Delmarva-Seaford**  
Baltimore Battalion

**Aguidilla**  
Miami Battalion

**Knoxville**  
Nashville Battalion

**Tempe**  
Phoenix Battalion

**Sierra Nevada**  
Sacramento Battalion

**Los Angeles**  
6th Medical Battalion

*Note: The following top companies listed were for May 2008 but were omitted from the July issue.*

**Europe**  
Albany Battalion

**Huntsville**  
Raleigh Battalion

**Dayton**  
Columbus Battalion

**Rio Grande**  
San Antonio Battalion

**Guam**  
Portland Battalion

**Orlando**  
2d Medical Battalion

## Top Battalion

San Antonio

3d Medical Battalion

## Answers to the Test

1. c, FM 6-22, para 1-12
2. b, FM 6-22, para 8-97
3. a, AR 601-210, 4-33a
4. d, UM 3-01, para 1-12
5. d, UM 3-01, appendix a, A-3

6. b, USAREC Pam 350-13
7. a, UR 601-94,5L
8. c, USAREC Reg 1-18, para 4h
9. a, USAREC Reg 37-16, para 10 a (5)
10. b, USAREC Reg 56-1, para 3-5a

11. c, UM 08-189
12. b, UM 08-176
13. a, USAREC 601-56 Reg, para 1-9
14. a, USAREC Reg 601-56, para 1-8

# National American Indian Heritage Month



HONORING  
WARRIORS  
PAST & PRESENT

Designed by Peter Hennessy for the Defense Equal Opportunity Management Institute

*Peter Hennessy*  
2007