

# RECRUITER

United States Army Recruiting Command October 2008

# Journal



**SERGEANT  
AUDIE MURPHY  
CLUB INDUCTEES**

# RECRUITER Journal

Winner Keith L. Ware Award 2007

## U.S. Army Recruiting Command

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Front Cover:  
Sergeant Audie Murphy  
Club Inductees. Photos  
by Julia Bobick

# Congratulations!

**Mission Accomplished!** Thank you for the Warrior Ethos demonstrated in bringing this year to a successful closeout. Top-notch leadership, highly motivated recruiters and former recruiters, committed civilian and contract employees all served with extreme dedication to make this a successful recruiting year. We had support at every level from Congress, DoD, Department of the Army, TRADOC, USAAC, units across the Army and civilian friends and organizations throughout the United States.

Additionally, our family members played a significant role in supporting their Soldiers. We deeply appreciate the support and many sacrifices of our spouses, families, and friends. I especially thank our recruiters for your outstanding performance throughout the year. You are at the pointy edge of the spear and must successfully engage with the American public in the accomplishment of our mission. Very well done!

“Patience and perseverance have a magical affect before which difficulties disappear and obstacles vanish,” — these words of former President John Quincy Adams describe what led to this command’s success.

The command overcame a host of challenges to reach our objectives. The ongoing operations in Iraq and Afghanistan continued to place Soldiers in harm’s way and those risks influenced the eagerness of potential recruits to consider enlistment. Obviously, parents and family members are concerned about the welfare of their loved ones, and the chance that family members may be deployed.

However, we explained that the Army takes care of its Soldiers, that it provides the best training, equipment and leadership in the world. Our priority was to connect with and attract quality high school graduates, as well as open the doors to the college market. The priority was met by recruiters who told their Army story and leaders who located centers of influence willing to assist and eager to explain that a career in the Army is beneficial.

On the technology side of the house, the command’s cyber recruiting cell provided young Americans information about the Army in a nonthreatening environment and in a manner in which they are accustomed to using in researching and receiving information. Super leads and the Leads Refinement Center assisted recruiters by filtering out uninterested or disqualified prospect names, giving recruiters the most propensed leads for action. During the year, the Leads Refinement Center culled through nearly 3 million leads and made more than 9 million telephone calls on behalf of recruiters in the field. In addition, the GoArmy Web page engaged nearly 8 million visitors and Sgt. STAR provided prospects with answers to the most frequently asked questions about basic training and Army life.



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

Throughout the fiscal year, the command used the Total Army Involvement in recruiting and the World Class Athlete programs in a combined effort to tell the Army story. Most recently in Beijing, two Army Marksmanship Unit Soldiers, Pfc. Vincent Hancock and Spc. Walton Glenn Eller III, took Olympic Gold Medals and are now participating with Army Accessions Command in telling their story to the media, as well as at recruiting events.

Further, Operation Iraqi Freedom and Operation Enduring Freedom veterans paired up with the hometown recruiters and worked as a team in lucrative markets to attract applicants, influencers and inform Future Soldiers about deployment experiences.

This year was marked by one of the most significant transformations in the history of USAREC starting with a Strategic Plan rollout that led to merging four battalions, creating Fresno Battalion, Special Missions Brigade and the Medical Recruiting Brigade; continuing Team Recruiting in 3d Brigade; deployment of 79Rs to Iraq and Afghanistan; bringing in non-79R CSMs into USAREC, including the USAREC CSM; sending 79R first sergeants to basic training companies; sending 79R CSMs outside the command, including Command Sgt. Maj. Wells to West Point and Command Sgt. Maj. Martinez to the Diversity Task Force; the return of former recruiters to support the summer surge; the 14-month FSTP; the \$1,000/month high school bonus; flat screens to all stations; Battalion Application Trainers (BATs) to all battalions; Army-RAP; AR-RAP; the Army Prep School; the Army Experience Center; significant improvements in the VAE and countless many other initiatives.

Despite all of this transformation, change and a challenging environment, each of you persevered. I cannot tell you how proud I am of this team. It continues to be my great honor and privilege to serve with such a professional organization. Well done!

Stay Army Strong and continue the mission!

# Growing Strong

I will start this month's discussion with a sincere thank you to the USAREC Team for a job well done in FY 08. This was truly a team effort by all of our great officers, noncommissioned officers, civilians and families. As we have successfully closed out FY 08, we must look forward to a great FY 09.

Last month, I had the opportunity to attend the Army Force Management School at Fort Belvoir, Va.

At the school, I learned how the Army runs and how decisions pertaining to personnel/equipment end strength are made at the top Army leadership levels. I also learned how critical our mission of recruiting is to make the strategic plan of the Army a success. In 2004, the active Army's personnel strength was approximately 482K and by the end of FY 08 we are at approximately 530K. The goal is to build to approximately 547K by the end

of FY 10; this will support the strategic plan to have 48 fully manned brigade combat teams by FY 11. To help support the bigger active force we must also grow the Army Reserve to a strength of approximately 206K. As a larger force, our Army will be able to reduce the optempo of our Soldiers, increase dwell times between deployments, and be more flexible to respond to contingencies world-wide.

Currently our Army is undergoing the largest organizational change since World War II — transforming to a brigade-centric, modular force while complying with Global Defense Posture Review, Base Realignment and Closure, and Grow the Army. This plan will be successful because of your hard work, dedication and mission accomplishment.



**Command Sgt. Maj. Stephan Frennier**

Every Soldier that you enlist and access has a strategic impact on our Army. Continue to move toward the objective living the Army Values, and implementing the Warrior Ethos.

Thank you for what you do, I'm proud to be serving with and for you; take care of yourself and each other.

**“As a larger force, our Army will be able to reduce the optempo of our Soldiers, increase dwell times between deployments, and be more flexible to respond to contingencies worldwide.” — Command Sgt. Maj. Stephan Frennier**



# Singled Out for a Break



By Chaplain (LTC) Doug Peterson

**I**ntense and demanding. Does that describe your day-to-day regimen? How do you break the tension to maintain a reasonable level of operational sanity?

Most of us appreciate occasional comic relief. Recently I came across a piece titled “The Ten Best Caddie Replies.” Here are a few of them:

— Golfer: “I’d move heaven and earth to break 100 on this course.” Caddie: “Try heaven, you’ve already moved most of the earth.”

— Golfer: “Do you think my game is improving?” Caddie: “Yes sir, you miss the ball much closer now.”

— Golfer: “You’ve got to be the worst caddie in the world.” Caddie: “I don’t think so sir. That would be too much of a coincidence.”

— Golfer: “Please stop checking your watch all the time. It’s too much of a distraction.” Caddie: “It’s not a watch - it’s a compass.”

— Golfer: “How do you like my game?” Caddie: “Very good sir, but personally, I prefer golf.”

— Golfer: “Do you think it’s a sin to play on Sunday?” Caddie: “The way you play, sir, it’s a sin on any day.”

— Golfer: “This is the worst course I’ve ever played on.” Caddie: “This isn’t the golf course. We left that an hour ago.”

— Golfer: “That can’t be my ball, it’s too old.” Caddie: “It’s been a long time since we teed off, sir.”

Now let’s talk real BREAK.

Re-lax, re-refresh, re-focus, re-new — well, how about re-TREAT?

If you’ve been around the block a few times, you are aware of an emphasis the Army has on conducting marriage retreats — and with good cause. Maybe you have sullenly wondered aloud, “Well that’s fine if you’re married, but what about me? Don’t I rate?”

You may not be aware. You may have never gotten the word. For all you single and single-again heroes, let me loudly and clearly set the record straight: All across USAREC we are doing singles retreats!

The command recognizes that whether you’re married or single — everyone needs a periodic operational pause from the most demanding, high-stress responsibilities of anyone in the military.

As I write this, we have just concluded our most recent event. Singles from 3rd Brigade and HQ, USAREC converged on Mason, Ohio, for three days of structured R&R. On my retreats I emphasize two main rules: Relax and have fun. We do a few games, some friendly competition, life skills training, challenges to think outside the box, serious and not-so-serious discussions, and good humor throughout. And did I mention free time? Next to our first class resort setting just happened to be King’s Island!

Was it a worthwhile and profitable event? Don’t take my word for it. Comments from our singles included:

— “meeting people from other areas.”

— “was valuable to me.”

— “The free time was great. Location outstanding, very nice hotel.”

— “. . .giving single Soldiers time to relax was the best ever.”

Your Unit Ministry Team’s retreat schedule for FY 09 is quickly taking shape.

So if you’re single, ask! Find out from your chain of command when the next singles’ retreat is coming your way.

Then take a break to help you stay on top of your game!

# Centuries of Selfless Service:

## The Army Celebrates Hispanic Heritage Month

By Gustavo A. Bujanda, AXIS | Multicultural

Continuing a long tradition of honoring the legacy and contributions of Hispanic Americans in the service of our nation, the Army once again celebrates Hispanic Heritage Month — annually observed in the United States from Sept. 15 to Oct. 15 — with a series of events in seven of America’s largest Hispanic markets.

Under the theme ‘Centuries of Selfless Service,’ this year’s program will include receptions for local COIs, high school visits, a Pentagon tour for national COIs and media relations outreach to Hispanic outlets across the country. The cities in this year’s program are Dallas; San Antonio; Chicago; Miami; New York; Los Angeles and San Juan, Puerto Rico.

Effective outreach to Hispanic audiences continues to be a high priority for the Army. Every year, Hispanic Heritage Month caps off a series of programs and support efforts aimed at communicating the Army’s messages and opportunities to Hispanic prospects, influencers and COIs across the nation. In 2008, these included:

- Hispanic outreach support for the All-American Bowl.

- Support for the Planning for Life program.

- Partnerships with America’s leading Hispanic advocacy and education organizations, such as:

  - The League of United Latin American Citizens

  - The United States Hispanic Leadership Institute

  - The National Council of La Raza

  - The Hispanic Association of Colleges and Universities

  - The Hispanic Engineering National Achievement Awards

  - Corporation

  - The Society of Hispanic Professional Engineers

“Men and women who, no matter what their flag of national origin, are descendents of one common banner — Old Glory. Who are partners in one common purpose — to keep the United States free and strong. And who are guardians of one common trust — One Nation, under God.”

— Anthony J. Principi, Former Secretary of Veterans Affairs  
speech to Hispanic American veterans

### A Noble Lineage of Service and the Need for Parity

The history of Hispanic contributions to our nation’s military is a distinguished one. From the time of the War of Independence — when Bernardo de Gálvez, a Spanish Army officer and governor of Louisiana, supplied aid and comfort to the Continental Army — to the 40 names of Latino Soldiers who have earned our nation’s highest military honor, the Medal of Honor, Hispanics have much to be proud of — a legacy of service and sacrifice that extends to this day.

The challenge for Army recruiting is clear: to ensure this historical legacy is continuously recalled and communicated to Hispanic audiences, ensuring a fair representation of Hispanics in our nation’s Army. A 2008 study by the Population Reference Bureau confirmed

prior findings from several other organizations — Pew Hispanic Research among them — that Hispanics are under represented in the Army. While Hispanics make up 16 percent of America’s labor force, this study reported that they only account for 11.9 percent of the Army. Their representation among the officer ranks across all military branches is even smaller: 4.8 percent for Hispanic men and 5.3 percent for Hispanic women.

Through the combined efforts of the Army, AXIS | Multicultural, Casanova Pendril and support from local recruiting battalions, the challenge is being met as thousands of Hispanics continue to answer their nation’s call to duty.



**Soldiers of 65th Infantry after an all day schedule of maneuvers at Salinas, Puerto Rico, August 1941.**

*Photo courtesy Army News Service*

“At times, it almost felt real, and memories came back from that night in October 2004.” — Sgt. 1st Class John Adams

# Real Heroes

By Stacie Shain, Indianapolis Battalion

When Sgt. 1st Class John Adams was growing up in tiny Hillsboro, Ill, he and his friends spent many a day in the backyard playing with GI Joe action figures. He never dreamed, however, that one day he'd be “GI John” with his very own action figure modeled after him.

“It’s surreal,” said Adams, a recruiter from the Indianapolis South Recruiting Station. “And it’s the most humbling thing that’s ever happened to me.”

Adams and Sgt. 1st Class Robert Groff, both recruiters in the Indianapolis Battalion, were recently inducted into the America’s Army Real Heroes program. To become a Real Hero, Soldiers must have earned at least a Bronze Star with Valor. Further, they must be willing to share their stories publicly and fully embody the Army Values.



A Hollywood film crew shoots the re-enactment of Sgt. 1st Class Adams' actions on October 13, 2004, when he captured an Iraqi insurgent who was in the process of constructing a daisy-chained improvised explosive device along the roadside of a major supply route. Adams' actions prevented the device from being detonated, saving countless lives and avoiding a disruption along a road that supplied American troops with fuel and provisions. The film crew turned a Scottsburg, Ind. location into a battlefield. Photo by Stacie Shain

Adams earned the Bronze Star for his actions on October 13, 2004, when he captured an Iraqi insurgent who was in the process of constructing a daisy-chained improvised explosive device along the roadside of a major supply route. Adams' actions prevented the device from being detonated, saving countless lives and avoiding a disruption along a road that supplied American troops with fuel and provisions.

Groff was awarded a Bronze Star for his actions in Iraq on April 9, 2004, when his fuel convoy was attacked by insurgents. Groff repeatedly braved crossfire and exploding IEDs to lead wounded civilian drivers and Soldiers to the safety of his Humvee. He stayed with the vehicle and its 11 occupants for more than 20 minutes until help arrived to transfer them to safety. This attack was the largest insurgent assault on a convoy during Operation Iraqi Freedom.

Adams and Groff were nominated to be Real Heroes by the Indianapolis battalion leadership team and the Central Illinois Company commander. And now their stories are being told through the Internet and public appearances.

Both recruiters have their own Web pages on the America's Army site ([www.americasarmy.com/realheroes](http://www.americasarmy.com/realheroes)), which showcases their personal stories and video recreations of the events that led to their being awarded the Bronze Star. They also have Real Hero trading cards and an action figure.





**John Adam's capture of an Iraqi insurgent in October, for the film, church parking lot into Salmak Pak, Iraq. Photo by Stacie**

"When I heard that a Hollywood film crew was coming to recreate a video of my actions in Iraq and interview me, I was extremely nervous," said Adams.

"The video took a while to shoot, but it was nonstop fun. At times, it almost felt real, and memories came back from that night in October of 2004."

Adams has also participated in forums on the Web site, frequently chatting with young men and women around the world playing the popular video game.

"As soon as they find out that I'm one of the America's Army Real Heroes, they start asking questions about my story and about the Army," said Adams.

For Groff's re-enactment video, the film crew used his two nephews as actors to portray a young Groff growing up in central Illinois, playing Army in the woods.

Taylor, 12 and Trace, 9, also have Uncle Bob's action figure to show their friends. "They are able to tell their friends that the action figure they are playing with is me," said Groff. "I use the action figure when I go to high schools and talk to young people about the Army. Most of them cannot believe that I have my own action figure, and then they start to ask a lot of questions."

A successful public relations campaign by the Indianapolis Battalion garnered several local and national newspaper, radio, and television interviews, resulting in more than 60 stories on Groff and Adams and more than 2 million media impressions just during July.

Such media attention is important, as one of the program's goals is to put a face to the heroic Soldiers.

Both Adams and Groff have made appearances at local and national events, including county fairs, state fairs, Virtual Army Experience setups at theme parks and air shows and NASCAR races. Both say that as recruiters, being a Real Hero gives them an advantage.

"The way I see it, the America's Army Real Heroes program is another way to break the ice with young people today," said Groff. "I think that the more young people see me out at schools and events and I pass out more of the Real Hero trading cards, they will want more information about the Army or about me. That may be all it takes for that person to want to join and be a part of this great Army."

Adams said that he has used the program to make presentations in schools that otherwise have been unwilling to allow recruiters inside. "We are the face of the Army, and I believe that I bring even more to the table," he said. "When I talk to the kids, I automatically have a story that is legitimate and tangible for the kids to understand. I look forward to going to our local high schools and talking to classrooms of kids every day this fall." Adams had a success story very early as a Real Hero. While making an appearance at a Michael Peterson "My Real Life Strong for America" tour, Adams inspired Steven Mitchell, the son of Peterson's bus driver, to join the Army.

Although Mitchell's father is an Army veteran, he said it was the instant connection with the Real Hero that made him want to join.

"When I first shook his hand, I felt welcomed and comfortable talking to him," said Mitchell. "I had been thinking about joining the Army, and the instant I shook his hand, I decided I wanted to join the Army because I could trust Sgt. Adams."

The America's Army program will institute a new education component this fall. The goal is to get more of the Real Heroes into schools to share their stories and to help local recruiting efforts by providing another asset recruiters can use to reach young people.

*NOTE: To request Adams or Groff for an appearance, contact Stacie Shain, America's Army Real Heroes program manager for the Indianapolis Battalion, 317-549-0338, email: stacie.shain@usarec.army.mil. All requests must be made 60 days in advance. Requesting battalions pay all TDY.*

# Filling the Gap

*By Donald Copley, Director of Training, Recruiting and Retention School*

The Recruiting and Retention school has embarked on a project for new recruiters. For many years, there hasn't been any training available for recruiters between the time they leave the RRS and report to their battalion. For some Soldiers, the time spent waiting on a request for orders is as long as six months. The average wait time for a Soldier reporting to their battalion is two months from the time they graduate the basic recruiter course.

In September, the gap of learning degradation had added support. The Recruiting and Retention School launched a pilot program, Recruiter Transition Training, designed to assist the new recruiters in maintaining counseling skills. The program is on the Army's Learning Management System and students enroll in the training modules before they depart the RRS.

A joint effort between the RRS, USAREC RRS-T, and Lee Dubois Technologies has given birth to a new training package. The training package is a consolidation of three primary elements. The first and second elements are a resurrection of old and valuable tactics, techniques and procedures that serve the recruiting force well. Many of the field force Soldiers will recognize the "Recruiter Tutor" and "Millennial Generation" modules. The final element is a new training package from the Lee Dubois Technologies team.

The first element of the training module has many purposes:

- Introduce the field to the skills required to attain the market match; to move each recruiter from "self-centered concerns" or a "it's a numbers game" mode to an applicant focus
  - Reveal significant market information that defines and targets the multiple markets in which the recruiter recruits
  - Remove bad habits that have hampered production, and replace them with new dynamic skill sets that take the recruiters to the next level
  - Initiate the move from "What We Have" to "What We Can Do For You" in the ARISS Army Interview presentation
  - Provide early validation of knowledge and understanding of the millennial generation
  - Excite recruiters for the next Module "Recruiter Tutor" — Advanced Counselor Training as a dynamic, real-world solution for many of their problems
  - Ensure that the "Recruiter Tutor" and future training modules sustain the recruiter and prevent a "drop off" — the field will be prepared to maximize tools
  - Help the recruiters to understand and support the current advertising campaign, "Army Strong", so that they can build on it as a lead generation tool
- The next element of this new training package is the "Recruiter Tutor." This product was first introduced to USAREC in 2000. The Recruiter Tutor is the key to a more compelling career presentation; these modules will provide additional keys to mission attainment. This element will provide insight on the following subjects:



- Establishing instant rapport
- Uncovering hidden needs
- Building stronger relationships
- Arousing curiosity
- Building a professional approach
- Targeting Gen X/Y ... the marketing match
- Delivering a dynamic presentation
- Convincing the skeptical
- Knowing when to close
- Listening and observing body language
- Engendering a commitment (closing) ... ethically
- Handling the competitive objection (obstacle)

The final element of the training program is a new training package from the Lee Dubois Technologies team, “Prospect or Perish.” This program is constructed in a modern virtual textbook interspersed with compelling video real plays. Recruiters get to see powerful prospecting techniques in full video or they can actually write in live-fire exercises that will build their skills “on the fly.” This program consists of the following modules:

#### Module 1 – Preparing for Prospecting Success

- Learning the purpose of the prospecting activity
- Amateur prospectors use two boring statements and a lie
- Calculating a call ratio — your best measure of success
- Defining the purpose of: The initial interview, telephone calls for an appointment and calling for a seminar
- Making prospects action-oriented
- Don’t lose your prospecting focus
- Effective advertising — lead generation

#### Module 2 – A Blueprint for Prospecting

- Fact finding versus. blueprinting
- Five key blueprinting questions
- The difference between an amateur and a professional
- Illustration : prospect blueprint
- The cause of call reluctance
- Other sources of blueprinting

#### Module 3 – Earning Quality Recommendations

- Ratio of contacts to appointments — referrals are your number one option!
- Upgrading referrals
- The value of introductions
- How to use quality recommendations to boost the number of appointments

#### Module 4 – Constructing Telephone Scripts

- Six keys to telephone prospecting discipline — “Shufflin’ Blues Killer”
- A prospecting tool wish list
- Voice key — inflection vs. energy
- Scorecard — 10 keys to a perfect telephone voice
- Developing your telephone script from scratch
- Telephoning for information

- Advertising follow-up

#### Module 5 – Motivating Prospects to Action

- Why you are more important than the marketing department
- Three levels of a compelling marketing message
- How to communicate to a target market
- Personalizing your message
- Gaining credibility
- Scripting the big fat claim — motivating prospects
- Maximizing any messages effectiveness

#### Module 6 – Winning Prospecting Tactics

- The 30-second commercial
- Email — the 10-second commercial
- Door-to-door prospecting approaches
- Profiles of poor prospectors

#### Module 7 – Handling the Toughest Objections

- Analyzing a prospect’s concerns
- What the prospect is REALLY saying to you
- Solutions to “I have no need”
- Creating awareness
- Causing a disturbance
- Gaining commitments from prospect early on
- Empathy — your number one attribute
- Eliminating obstacles to making appointments

#### Module 8 – Eliminating Prospecting Obstacles

- Voice Mail — eliminate the “not at home” obstacle
- Building blocks of an effective voice mail message
- Minimize the effects of “do not call” lists
- Getting past the “screener”
- Reducing the number of no-shows

#### Module 9 – A ‘Can Do’ Prospecting Attitude

- Are you a hunter or a farmer?
- A positive mental attitude — pluses and minuses
- The role of enthusiasm in prospecting
- Use the mood meter to monitor your attitude
- Setting your hair on fire
- Gaining momentum and keeping it going
- Mental preparation for the prospecting activity

#### Module 10 – Final assessment

The initial deployment of this training program is for the next 4,000 Soldiers who graduate the Army Recruiter Course. We designed a survey for students who have previously graduated using it as a benchmark. This will give us a benchmark on the knowledge the recruiters are currently retaining. Immediately following the students’ graduating with this new training program, we will administer a survey using the same survey tool to ascertain a return on investment. We designed this training program to enhance a recruiter’s ability to retain critical skills during the lag time between graduation and arrival at the recruiting battalion. During their entire time as a recruiter, these 4,000 Soldiers will maintain their license for the training and can continuously refer back to it for TTPs.

# War Legend Soldiers On

# 911

at



**Robin Meade, lead news anchor for CNN Headline News' Morning Express, interviews Medal of Honor nominee retired Lt. Col. James "Maggie" Megallas during the NASCAR race at Chicagoland Speedway in Joliet, Ill, July 12.**

Megallas believes that receiving the Medal of Honor would be a lasting tribute to his men who he attributes with his success during the war. He says they had the kind bond it takes to win battles against all odds.

"In 2003, I wrote about my experiences in WWII in the book, "All the way to Berlin: A paratrooper at war in Europe," because I really wanted to tell the story of the true brutality of war," says Megallas. "When I came home from World War II, I was really appalled because when I saw war movies — [they] were glorified where the leading man would wipe out all the enemy forces, and in the end, he'd get the leading lady and everyone would be happy. Well, war isn't like that at all ... it's the most brutal form of human endeavor."

Despite that, Megallas says there's still a human side. Referring to the young men and women now in combat, many in their teens being led by noncommissioned and junior officers, who bear the brunt of battle, suffer the most casualties and pay the highest price, he said, "There's a special relationship that develops between them that you don't read about in the news or the history books and a level of leadership that isn't taught in basic training but gained on the field of battle. It's been important that I get this message out because I was a leader of a combat platoon all through World War II and the bottom line is that leadership in battle will carry the day and the [side] that has it will win."

Megallas was awarded more than 20 medals during his four years of service, including the Distinguished Service Cross, two Silver Stars, two Bronze Stars, two Purple Hearts, the Presidential Unit Citation w/cluster, Belgium Fourragere, six Campaign Stars, and Master Parachutist.

He was selected by Gen. James Gavin as the most outstanding officer of the 82nd Airborne Division to receive the Military Order of Willhelm Orange Lanyard from the Dutch Minister of War in Berlin in 1945, the first American decorated by the government of the Netherlands.

Twenty five years later, he received the National Chieu Hoi Medal, and the Psychological Warfare Medal, from the South Vietnamese government for his service in Vietnam as deputy to the commanding general of 1st Field Forces.

Aside from his medals he is recognized locally. Most recently, in his hometown of Fond Du Lac, Wis., the Veterans Hall was named in the World War II vet's honor.

*Story and Photo by Ken Hall, Chicago Battalion*

**H**e's not the type of person you see every day. A World War II veteran, a generation of people who are leaving us at a rate of more than 1,000 every day.

Yet, 63 years after Army Capt. James "Maggie" Megallas sailed home from Berlin, the most decorated officer in the history of the 82nd Airborne Division is still on patrol with the troops and for the troops — from the mountain trails of Afghanistan last Christmas, to the NASCAR race pits of the Chicagoland Speedway July 12.

Megallas was special guest speaker for the Chicago Battalion's center of influence dinner at the track, which hosted more than 40 educators and business leaders from throughout Northern Illinois.

"It was a fantastic day of Army racing," said COI Philip Dana, manager of specialty talent acquisition for Sears Holding Corporation. "There was a lot of great networking between the COIs on other pro-veteran events and Army support," he said, adding, "I encourage potential recruits or current recruits to serve proudly and gain the leadership tools necessary to lead corporate America."

During the pit tour portion of the event, Megallas was interviewed by CNN morning news anchor Robin Meade about his second nomination for the Medal of Honor.

Two bills to award Megallas the Congressional Medal of Honor have been introduced by Sen. John Cornyn of Texas and Rep. Tom Petri of Wisconsin. Both are in committee under review.



# Strategic Plan Update:

## Gym Memberships, Child Care, Education Lead USAREC's Strategic Initiatives

By Charles Kennedy, USAREC G-1

The Recruiting Command's geographical dispersion often places Soldiers, civilians and their families far away from military installations. The quality of life challenges raised by this large geographic separation are being addressed as part of USAREC's strategic People Goal area.

Since the plan's launch in April, the People Goal Team has made progress on several initiatives to provide our Soldiers and families with services and support similar to those offered by Army installations.

### Gym Memberships

Fitness center memberships can be provided to USAREC Soldiers serving away from installations. The program intends to provide Soldiers assigned to locations away from installation gym facilities with the same or better level of physical fitness center support as they would receive on an installation. DA civilian employees and family members of military personnel on active duty may use these services. Contractors are not eligible. Refer to Operations Order 08-004 and associated FRAGOs on the USAREC G3 portal for detailed instructions.

### Child Care

This program provides subsidized child care to geographically-dispersed Soldiers and families in an effort to reduce out-of-pocket expenses. By working with the National Association of Child Care Resource and Referral Agencies, the Department of Army is able to offer off-post child care for a price and quality that's comparable to child care services on installations.

Soldiers or family members can contact NACCRRRA at 800-424-2246 to determine eligibility and initiate application process. Families must work with child care providers that are members of the NACCRRRA in order to receive Army allotments. Fee reductions will vary for each family depending upon the total family income, geographical location, Army child care fee policies, and available funding. This program is open to all ranks. More information is available at [www.naccrra.org](http://www.naccrra.org). Click on military child care help and then on military child care in

your neighborhood. USAREC Soldier and family assistance program managers can also assist with getting you started.

### Degree Opportunities

Detailed recruiters, 79R, 79S, and recruiting officers may earn up to 27 hours of college credit hours for their time as a recruiter and completion of the Army Recruiting Course through a partnership the command has established with Central Texas College and Park University.

Central Texas College provides college credit toward two associate degree programs, one in an Applied Technology and Sales Management and the other in Applied Technologies and Marketing Management. Park University provides credit toward a bachelor's degree in Marketing Management. Soldiers complete their individual degree program through on-line or distance learning classes. The precise number of credit hours earned for the ARC and recruiting experience varies based on the degree program. For more information, contact your nearest education services center.

Senior captains willing to career field designate into Functional Area 46, Public Affairs, can apply to earn a Masters in Business Administration from Emory University. This unique advanced civil schooling opportunity is a partnership between USAREC, Army Public Affairs and Emory University that will send one qualified officer to Emory University in Atlanta for 13 months with a follow-on assignment utilizing their MBA in the USAREC G7/9 Marketing, Education and Outreach Directorate. Interested officers should contact the USAREC personnel leader development division at (502) 626-0187.

The USAREC strategic planning effort is moving forward and everyone's input and effort is needed to make more progress in initiatives that affect our people and our mission. USAREC planners are interested in your feedback about the plan and your ideas for initiatives. You can view the strategic plan at the USAREC G5 strategic plans page on the enterprise portal and provide feedback and comments to the plans division at [USAREC.G5.Plans@usarec.army.mil](mailto:USAREC.G5.Plans@usarec.army.mil).



**Pfc. Vincent Hancock stands at the podium after taking the gold in shotgun.**



**Spc. Walton Glenn Eller III shows off his medal after winning the gold in double trap.**

## Army Goes at Beijing

# Gold

*By Family and MWR Command PA Office*

**T**wo Army Marksmanship Unit Soldiers took gold medals at the 2008 Beijing Olympics, setting records in the process. The Army Olympians are shotgun shooter Pfc. Vincent Hancock and double trap competitor Spc. Walton Glenn Eller III, each of whom set two Olympic records.

“Hooah,” Hancock said after receiving several congratulatory hugs from coaches and teammates after his win in men’s skeet. “This is the best feeling in the world. It’s awesome.”

The 19-year-old Hancock of Eatonton, Ga., shot an Olympic record 121 of a possible 125 targets in five qualification rounds and took a one-target lead into the final. During the final, Hancock missed his 20th shot and finished regulation tied at 145. In the four-target shoot-off, Hancock prevailed against Norway’s Tore Brovold to win.

“I was trying to keep everything out of my mind, actually,” Hancock said. “I was just trying to keep focused on the gold medal and seeing myself up on the podium in the first place. Just visualizing perfection - and I almost had it. I missed the low six again, but it doesn’t matter, I still won.”

Eller’s score of 145 in the qualification rounds in double trap eclipsed the previous Olympic record of 144 set by United Arab Emirates shooter Ahmed Almaktoom, in the 2004 Athens Games, who finished seventh this time around in Beijing.

In double trap, competitors fire their 12-gauge shotguns from five adjacent shooting stations. At each station, two targets are thrown simultaneously from an underground bunker at speeds up to 50 miles per hour at set angles and height.

“I realized with my last pair to go, ‘Oh, the Olympic record is only 144. If I hit my last pair, I’m going to get the Olympic record,’” said Eller.

Eller’s final score of 190 topped Almaktoom’s world record of 189.

“It’s incredible,” said Eller, 26, a native of Katy, Texas, who is stationed at Fort Benning, Ga. “I finally made a final in the Olympics. I came in like 12th in Sydney and 17th in Athens, and finally came out and put a good day together. This was the only thing I was worried about for the last two years.”

The U.S. Army Marksmanship Unit’s mission is to raise the standard of marksmanship proficiency and combat readiness throughout the Army by sharing the knowledge gained from competing and winning in national and international competitions, research and development and advanced training programs, with other units. AMU also strives to enhance the Army’s recruiting effort through an active public information and public relations program.

Both Eller and Hancock will participate in media and recruiting events across the country including, the Future Farmers of America national convention during October and the All American Bowl football game in January.



# PaYS Partnership Finalized in Newport News

By Lindsay Simmons, Beckley Battalion

The Newport News, Va., sheriff's office recently became the newest partner in the Army's Partnership for Youth Success program.

Sheriff Gabriel Morgan and Maj. David Jones, executive officer of Beckley Battalion, finalized the partnership agreement by exchanging signatures and handshakes during a signing ceremony Aug. 13 at the Newport News sheriff's office. By signing the agreement, the sheriff's office became the 287th national PaYS partner.

"I know the value of a Soldier," said Sheriff Morgan. "I know what he or she has done prior to coming in my front door."

He said that he knows the Army teaches discipline and respect, as well as other traits that are essential for members of his department. Morgan served 24 years in the Army before retiring as a major and beginning his new career, continuing his public service by changing uniforms.

"Our goal is to provide you with qualified, trainable individuals," said Maj. Jones during the ceremony. "It is an honor to be here today and to assist the Newport News sheriff's office in becoming the newest PaYS partner. I look forward to a long, mutually-beneficial association with the sheriff's office."

Sergeant Chanelle Zanders, recruitment and retention manager for the sheriff's office, one of the key individuals in bringing the partnership to fruition, says that she knows that the Army is deeply ingrained in her boss' life.

"Sheriff Morgan retired from the U.S. Army and believes that our organization can certainly benefit from well-trained personnel," she said. "We believe that the Army instills in its Soldiers the same ideals that we encourage here at the Newport News Sheriff's Office, that of integrity, honor, commitment and pride."

Zanders said the process of becoming a PaYS partner took about six months to finalize starting with a conversation with the local station commander.

"Initially, Sgt. Weathersby, Newport News station commander, presented our professional standards bureau with a brief overview of the program," she said. "At our next meeting, Maj. Philip Martin, James River company commander, Sgt. Weathersby and Tommy Baker, Beckley Battalion education services specialist, presented a more in-depth presentation of the PaYS program."

She said that a third meeting requested by Sheriff Morgan was arranged and a presentation of the program was given to all the administrative staff.

"When a Soldier has honored his country by serving and is ready to transition to the civilian workforce," said Zanders, "he should know that the Newport News Sheriff's office welcomes

him as a potential employee. And as a PaYS partner we know we can rest assured that we will be receiving a quality applicant. We are indeed honored and excited to be a U.S. Army PaYS partner."

Attending the ceremony were more than 20 sheriff officers and deputies, and several Soldiers and civilians from Beckley Battalion. Along with Maj. Jones, representing the Soldiers and families assigned to the Beckley Battalion during the partnership signing ceremony was Maj. Martin, Tommy Baker, Jerry Patton, public affairs officer, and Master Sgt. John Hinkley, master trainer.

## Senior and Junior PaYS Partners Benefit from PaYS Conference

By Shae Warzocha, PaYS senior marketing analyst

The Galt House in Louisville, Ky., served as conference headquarters for the 2008 PaYS conference where 62 representatives from 43 PaYS companies and agencies attended the three-day event.

The event included a trip to Fort Knox for a post welcome and installation overview at Waybur Theater. This was followed by a warm welcome from the drill sergeants of the 46th AG Reception Battalion where the largely corporate human resource managers were put through the rigors of an in processing trainee schedule. The group enjoyed a hands-on tour of the Heavy Engagement Skills Trainer.

Ray Cuttino, the PaYS POC for Johnson Controls Inc., one of the newest PaYS partners, had the opportunity to meet one of their PaYS Soldiers attending basic training. He thanked the Soldier for serving his country and let the Soldier know that Johnson Controls had a job waiting for him once he finished his Army obligation.

Next stop was the Close Combat Tactical Trainer, where the partners were briefed on the mission of the CCTT and spent time in one of the interactive virtual drivers. Each participant left with an appreciation of the quality of the high-tech training Soldiers received at the facility.

The post tour ended at the Patton Museum auditorium with a panel of five Fort Knox Soldiers ranging from a private first class to newly promoted captain who discussed their Army careers and education goals and achievements.

Brig. Gen. Joseph Anderson, USAREC DCG, discussed the support PaYS partners provide Soldiers and the importance of tracking and reporting PaYS Soldier interviews and hires to measure the success of the program. He encouraged partners to work with their local Army recruiters.

PaYS-related training on day three was highlighted by Harrisburg Battalion Commander, Lt. Col. Michael Matthews, who gave a class on the different ways to interact with and include PaYS partners in the Army recruiting environment. New partners were inspired and senior partners were reconnected with the potential of the PaYS Program.

# Army Experience Center Opens in Philadelphia

By Carrie McLeroy, Army News Service

The Army opened the Army Experience Center, a one-of-a-kind, 14,500-square-foot virtual educational facility at the Franklin Mills Mall in Philadelphia.

The AEC offers visitors the opportunity to virtually experience many aspects of Army life, while evaluating new marketing strategies.

Located near a popular entertainment facility and an indoor skate park, the AEC features a number of interactive simulations and online educational opportunities. It is manned by more than 20 Soldiers who are available to share their stories with visitors and answer questions they may have about the Army. Although the Soldiers who run the center are trained recruiters, the AEC is not a recruiting center according to Ryan Hansen of Ignited Corporation who partnered with the Army on the project.



Visitors to the Army Experience Center in Philadelphia are afforded the opportunity to get to know the Army via interactive components like the armored Humvee simulator. Photo courtesy U.S. Army

“The center is an attraction tool. There is no recruiting mission here,” Hansen said. “Here, it is more about changing perceptions.”

The Soldiers at the AEC don’t have quotas. They don’t wear traditional Army uniforms, but rather black Army polo shirts and khaki pants. They are from diverse backgrounds and have unique stories to tell. At first glance they seem more like tour guides than Army recruiters, and in a sense, they are. They guide center visitors through their tour of the facility.

“They are the Army,” Hansen said. And as the center’s slogan states, “The Army is more than you think it is.”

Through market research and proven outreach tools like the “America’s Army” game and the mobile “Virtual Army Experience,” Hansen said the Army learned that the best way for people to become acquainted with their Army was for them to be able to touch, feel and see the Army in a non-threatening environment.

“What we are doing here is reaching out to Americans, giving them the opportunity to understand their Army,” said Maj. Gen. Thomas P. Bostick, head of Recruiting Command. “Oftentimes people have a negative perception of the Army, but the negatives are a very small part. Our Soldiers are well-trained, well-equipped and serving a great mission.”

Transparency was one of the main focuses in the design of the center, said Maj. Larry Dillard, AEC program manager. The outside is made of glass, as are the fronts of every enclosed space within the center, with the exceptions of the simulator areas, which require low light to operate.

“Everything’s transparent. We don’t want to fuel the misconception that once our Soldiers tell their great Army stories, we drag kids behind a ‘black curtain’ and they come out enlisted,” Dillard said. “We have nothing to hide. If someone wants to know more about the Army, great. If not, at the very





**A recruiter (black polo shirt) guides a visitor through the career configurator at the center. Photo courtesy U.S. Army**

least we will have changed their perception of the Army.”

The idea of the center, which cost \$12 million to design and construct, was first conceived in December 2007, said Ed Walters, chief marketing officer and principal deputy secretary of the Army. “Visitors to the center will have a better idea of the training and career opportunities afforded our Soldiers, and the high-tech nature of our institution.”

Upon entering the AEC, visitors provide a minimal amount of information to register — name, date of birth, address and education level. They have the option to receive additional information about the Army, but are not obligated to do so. People of all ages are welcome to visit the center, but gaming activities are limited to people 13 and older, as the Entertainment Software Rating Board rates many of the gaming activities T for teens. The gaming area lets visitors play America’s Army, the Army’s official computer game, as well as other games. There are a number of Xbox 360s plus networked PCs for video games.

A large lounge area fills the middle of the AEC, and there is a small retail area that offers Army-branded merchandise and snacks for sale.



Following registration, visitors are then issued an identification card, which is swiped at each station within the center. All activities are free to participants.

“Everything in the center showcases a piece of the Army,” said Dillard.

The Global Base Locator highlights Army installations throughout the United States and abroad. The Career Exploration Area lets visitors use its touch-screen technology to learn about 179 different Army career fields. The simulator area houses three simulators, including an Apache helicopter with pilot and co-pilot experiences, Black Hawk helicopter with four door gunner positions, and an armored Humvee with driver and gunner positions.

The Tactical Operations Center highlights Army career opportunities in communications, command and control, military intelligence and technology. The area can also be used for group presentations and online education, Dillard said.

The Army will run the Army Experience Center as a pilot program for up to two years, Walters said.

“We will be analyzing results of the various areas throughout that time, and determine if any of the innovations can be used as separate entities at other locations.”



**Visitors can play various video games on networked PCs in the PC gaming section (left). The Army Experience Center’s entrance (above) at the Franklin Mills Mall in Philadelphia is located near a popular entertainment facility and an indoor skate park. Photos courtesy U.S. Army**

# USAREC Sets SAMC Induction Record



Inductees are seated after receiving their Sergeant Audie Murphy medallions during a ceremony Aug. 22 at Fort Knox, Ky. The 31 Soldiers receiving the honor represent 23 battalions and the Special Missions Brigade.

Story and photos by Julia Bobick, USAREC Public Affairs

This year the U.S. Army Recruiting Command inducted 31 Soldiers into the Sergeant Audie Murphy Club, the most since the command started its chapter in 2001.

The inductees, representing 23 battalions and the Special Missions Brigade, received the Army Commendation Medal from Maj. Gen. Thomas P. Bostick, USAREC commanding general, and the SAMC Medallion from USAREC Command Sgt. Maj. Stephan Frennier.

They also received a Sergeant Audie Murphy print, created by Ohio artist Ray Simon and unveiled for the first time during the Aug. 22 ceremony.

Simon said the painting honors not only those who have earned the passage to receive the Audie Murphy award, but also the American Soldier throughout history, who has fought and bled not for wealth or glory, but for the belief and ideals of freedom for all.

Since its inception at Fort Hood in 1986, the Sergeant Audie Murphy Club has recognized the best of the best — the top two percent — of noncommissioned officers, according to Frennier.

“I am truly proud of all our Sergeant Audie Murphy Club members,” he said. “They are a good representation of the future of the NCO Corps; the future is in good hands.”



## 2008 Audie Murphy Inductees

Being inducted into the club is a great honor, according to Sgt. 1st Class Daniel Kinzig, a company operations and training NCO in Cleveland Battalion.

“It is a testament to all of the Soldiers, civilians, friends and family members who have impacted my life and career,” said Kinzig, a native of Grants Pass, Oregon, who has been in USAREC eight of his 17 years in the Army. “I know this club has some of the best NCOs in the Army; I am proud to be a part of it.”

The USAREC SAMC selection board, held in San Antonio, fittingly concluded on Audie Murphy Day in Texas. Every NCO who was inducted received a unanimous decision for induction by the panel.

Despite the record number of inductees this year for the USAREC chapter, Frennier said the club has great potential.

“In this command, we have over 8,000 noncommissioned officers eligible to earn this recognition, but only 31 of these Soldiers cut the grade — a tremendous accomplishment.”

Frennier also recognized the inductees’ families, many of whom also traveled to Fort Knox for the ceremony. Most Soldiers study for the board on their own time with the help of their families; he said it’s “a true family affair.”

The geographic dispersion of recruiting units and the selfless focus on the mission make it a challenge for recruiters to learn about and participate in the Audie Murphy club. Frennier said he wants to change that.

“It’s important not only that they accomplish the recruiting mission, but also that they better themselves personally and professionally.”

Although many of the USAREC SAMC members affiliate themselves with an installation chapter, others are the Sergeant Audie Murphy Club in their communities, according to Frennier.

“I expect them to carry on the tradition of the Sergeant Audie Murphy Club, which is to represent the NCO Corps both in the Army and in the community. They absolutely must live the Army values and practice the Warrior Ethos. That’s the number one thing.”

To further develop club activities and foster mentorship in the command, SAMC USAREC Chapter President Sgt. 1st Class Brian Marvin said the club members are working on developing a club Web site and implementing regular meetings by telephone or video conference. The Web site offers recruiters a location to learn more about the club, identify their battalion SAMC members and seek out mentorship and guidance for becoming a member.

**SAMC USAREC Chapter President Sgt. 1st Class Brian Marvin and Ohio artist Ray Simon unveil Simon’s Audie Murphy print during the Aug. 22 SAMC ceremony.**

SFC Christopher Bolig — Harrisburg Battalion  
SFC Chad Christenson — San Antonio Battalion  
SFC Tykeivius Curry — 6th Medical Recruiting Battalion  
SFC Marques Daniels — Portland Battalion  
SFC Antwan Holden — 5th Medical Recruiting Battalion  
SFC Daniel Kinzig — Cleveland Battalion  
SFC Otis Lawrence — 1st Medical Recruiting Battalion  
SFC Anthony Majcher — Phoenix Battalion  
SFC Craig Martin — Mid-Atlantic Battalion  
SFC Leonard Messina — Great Lakes Battalion  
SFC Christopher Moore — 1st Medical Recruiting Battalion  
SFC Luke Pearson — Salt Lake City Battalion  
SFC Zachary Atkinson — Columbus Battalion  
SFC Enrius Collazo — Miami Battalion  
SFC Owen Smith — Chicago Battalion  
SSG Christopher Levack — Harrisburg Battalion  
SSG Abyee Mallory — Special Missions Brigade  
SSG Roderick Marchessault — New England Battalion  
SSG Andrew Northam — Great Lakes Battalion  
SSG Richard Russell — Sacramento Battalion  
SSG Daniel Sotoamaya — Great Lakes Battalion  
SSG Terry Spangler — Montgomery Battalion  
SSG Ryan Stamos — Harrisburg Battalion  
SSG Bobby Stepro — Nashville Battalion  
SSG Jason Trahan — Denver Battalion  
SSG Justin Turner — Houston Battalion  
SSG David Walther — Special Missions Brigade (SORB)  
SSG Thomas Elkins — Houston Battalion  
SSG Philip Merriam — Denver Battalion  
SSG Osborn Scales — Baton Rouge Battalion  
SGT Joshua Walker — Kansas City Battalion





# Retired Senior Leaders Come Back to Give Back



Retired Colonel Dorothea Wallace (center) explains the new Senior Leaders Training program to a group of recruiting personnel during a visit to the 5th Recruiting Brigade. *Photo by Connie Dickey*

*By Fonda Bock, Associate Editor, Recruiter Journal*

Every time a senior leader or somebody that's credible retires from USAREC, we lose their experience, their knowledge and there's a void.

Those are the thoughts of Phil Tabor, chief Training Assessment and Sustainment Division, as he explains the reason for the creation of the Senior Leaders Training Program, a newly formed initiative that's brought together 10 former USAREC officers and NCOs to act as coaches, guides and mentors to current senior leaders.

"It's another training asset for the commanders and sergeant majors out there to get their leaders ... some extra help, advice or more proficient at what they're doing," said Tabor. "For a lot of these commanders, it's the first time they've had a large staff

that fell underneath them especially in this type of environment. All of our leaders are great Soldiers and want to win, but at times, even the best get entwined in the muck of day-to-day battles. So some of them may not be exploiting their staff's capabilities to the best of their ability. Whereas, all of these senior leader trainers, they have had staff underneath them, they have learned how to utilize them appropriately. Each ... understands the transitioning process and inherent frustration that accompanies the myriad of tasks and responsibilities and the TTPs it takes to improve the organization."

The chosen 10 are a diverse group of people who were selected to be trainers because of their availability, their credibility and their proven success in their former positions.

"Each one of them brings not only institutional field

## “This is training, this is mentorship, this is one person helping another.” — Col (Ret) Dorothea Wallace, Senior Leader Trainer.

knowledge of how to run a company, battalion, brigade (or unit, but they also bring special skill sets to the table. Whether or not it was the current BATs, or whether or not it was working up in G3 and understanding how the process works, whether or not it was from a training aspect or the doctrine standpoint. Each one of these guys brings something different to the table. But the one thing they have in common is that they’ve all been successful during their recruiting duty. So they’ve experienced everything,” explained Tabor.

Jack Peters, a retired command sergeant major for the Recruiting and Retention school who has 19 years of recruiting experience, is the lead senior trainer. He believes this program is a great training asset for first sergeants, sergeant majors and commanders promoted into a job based based on their potential.

“When you enter that role for the first time, it’s common practice for you to be unfamiliar or for you to be in uncharted ground and territory for a period of time. Those first 90, 180 days are extremely important and crucial,” said Peters.

“We have learned through true coaching and mentoring, what we call a ride along or a right seat ride with a mentor or coach, when the window of opportunity is there, that that can mitigate a tremendous learning curve and really provide greater effectiveness and efficiency earlier on.”

Senior trainer, retired Colonel Dorothea Wallace, a former USAREC brigade commander and deputy commander for the West, said had this type of training asset been available to her when she was a commander, she would have found it very helpful.

“Cause I had to learn a lot ... on my own. I had to go visit 10 different units before I finally felt comfortable with what I looked at, what I inspected. ... When you didn’t know right up front what to look at, you wanted to look at everything, so it took hours and hours and hours sometimes because you were trying to look at everything versus the most critical things to help make the unit successful.”

Two critical areas where senior leaders could likely use advice from those who’ve been there, done that before, is with prospecting and Future Soldier management said Wallace.

“Every enlistment is precious and if there’s some reason we’re losing those young people, you got to go back and recruit more to make up for that loss. And so it’s really impor-

### Senior Leader Team Members

- ◆ Col. (Ret) Dorothea Wallace
- ◆ Col. (Ret) Gary Carlson
- ◆ CSM (Ret) Allan Chessman
- ◆ CSM (Ret) Greg Carmine
- ◆ CSM (Ret) Richard Reed
- ◆ CSM (Ret) Randolph Scott
- ◆ CSM (Ret) Robert Bullen
- ◆ CSM (Ret) Jack Peters
- ◆ Maj. (Ret) Jeff Tierney
- ◆ First Sgt. (Ret) Robert Martin

tant that you have a good Future Soldier program that minimizes the number of Soldiers you lose before they ever even ship off to basic training,” said Wallace.

To avoid any confusion regarding this program, Tabor wants to make it completely clear that USAREC is not going to be calling all the shots on who gets trained, when, and on what. Brigade commanders and sergeant majors will do that.

“The commander, sergeant major must understand that we’re not going to just send these folks (the senior leader trainers) out. They intimately know their strengths and weaknesses inside their organizations, so it’s wiser to let them select who they want to be trained.

“This has to be synchronized with their calendars and what they deem as their needs. What the commander, sergeant major need to understand is that this is their asset; they control the tempo and tasks that we will train,” said Tabor.

Once a brigade identifies individuals they believe could benefit from the expertise of senior leader trainers, a trainer will be assigned to those individuals and a training plan will be developed to meet each trainee’s needs.

Wallace echoes the sentiment that this can be a very beneficial program if all parties get on board and make it work, pointing out that, “While I have a desire to mentor, somebody else has to have the desire to be mentored.

“If you’re open to training and that’s the key, this is training, this is mentorship, this is one person helping another. This isn’t meant to say, you’re not doing this right, you’re not doing that right. Cause again, there isn’t always necessarily the right answer in this particular environment, but there’s a lot of different options and some of them are better than others.”

# The Perfect Combination for Prevention

By Jack Nix, Family Advocacy Program Manager

Remember the frustration of trying to open your high school wall locker for the first time. Was it turn clockwise to 29, then two turns counterclockwise to 15, then turn back clockwise to 8, or was it ‘turn three times clockwise to 29, then counterclockwise past 15 once and stop second time, then back clockwise to 8? Once you got the perfect sequence of rotations and stops, you were teaching others how to open their wall lockers.

Working together can also help prevent domestic abuse. The Army’s theme for Domestic Abuse Prevention Month is “The Perfect Combination for Prevention” and calls upon every member of the Army community to work together to prevent domestic abuse. Soldiers, family members, and civilian employees must combine their efforts to prevent domestic abuse. In order for the combination to work, they must support one another and take action.

## Domestic Abuse

Although domestic violence and abuse has existed for centuries, it was not until the 1970s that it has been considered a social problem of epidemic proportions. Since then, much has been learned about the nature of violence and abuse within the family, including the risk factors and consequences of the violence. The Army defines domestic violence as a criminal offense under the United States Code, the Uniform Code of Military Justice that involves the use of violence against a person within the family environment. Further, the Army defines domestic abuse as a pattern of behavior, including violence, which results in emotional/psychological abuse, economic control, and/or interference with personal liberty that is directed toward a current or former spouse, or intimate partner with a common domicile, or person who shares parental responsibilities.

## Domestic Abuse Warning Signs

It’s impossible to know with certainty what goes on behind closed doors, but there are some signs and symptoms of domestic violence and abuse. If you witness a number of warning signs in a friend, family member, or co-worker, you can reasonably suspect domestic abuse. Some signs are:

- Frequent injuries, with the excuse of “accidents”
- Frequent and sudden absences from work or school
- Frequent, harassing phone calls from the partner
- Fear of the partner, references to the partner’s anger
- Personality changes (e.g. an outgoing person becomes withdrawn)



- Excessive fear of conflict
- Submissive behavior, lack of assertiveness
- Isolation from friends and family
- Insufficient resources to live (money, credit cards, car)
- Depression, crying, low self-esteem

Reporting suspected domestic abuse is important. If you’re afraid of getting involved, remember that the report is confidential and everything possible will be done to protect your privacy. You don’t have to give your name, and your suspicions will be investigated before anyone is taken into custody. Most important, you can protect the victim from further harm by calling for help.

## Prevention Resources

- Brigade Family Advocacy Program Managers assist Soldiers and Families with prevention education materials and programs to increase awareness about domestic violence and abuse.
- Battalion/Brigade Soldier and Family Assistance Program Managers help Soldiers and Families with a wide range of services and information (similar to Army Community Services). For assistance, call toll-free at 800-790-0963.
- USAREC Chaplains provide counseling and weekend training events to enhance family and marriage relationships.
- MilitaryOneSource offers a variety of resources and counseling to help Families. The service is confidential and provided at no cost to Soldiers and families. For additional information, talk to a consultant at 800-342-9647 or visit [www.militaryonesource.com](http://www.militaryonesource.com).

Local communities have domestic violence or crisis intervention centers to assist victims of domestic abuse.

The Perfect Combination for Prevention Needs You!

Don’t be a bystander. Be an active part of “The Perfect Combination for Prevention” to stop domestic abuse in our command and community.



# Drive to Arrive Alive

## Army Safety Gram/Composite Risk Management

**S**erious traffic accidents have occurred because the drivers were momentarily distracted and took their attention off driving. Always drive defensively. By knowing where vehicles are beside you and behind you, you can slow or swerve to avoid an obstacle on the road ahead. Always leave yourself an out. Defensive driving means being aware the other driver can make a mistake, endangering you.

- Do not drink and drive. Also be aware many drugs, including common over-the-counter medications, can affect your ability to drive safely.
- Wear your seatbelt any time the vehicle is moving, even for short trips. Insist everyone in the vehicle buckle up as well.
- Pass safely. Do not pass in a no-passing zone or where you can't see a clear lane ahead.
- Don't exceed the speed limit, but do not drive so slowly as to impede traffic, either. Adjust speed for poor conditions such as heavy traffic, poor visibility, slippery surfaces and road construction.

• Do not follow too closely. Observe the two-second rule. When you see the rear of the car ahead of you passing a certain point, start counting the seconds — “one thousand, two thousand” and so on. The front of your car should not pass the point until you have counted two seconds.

- Get the big picture. Look around rather than staring at the road or vehicle ahead. Be aware of vehicle and pedestrian traffic, road conditions and situations to which you may need to react.
- Don't try to race a red light. If a light ahead of you has been green for a while, you can expect it to turn amber and red soon.
- Before entering an intersection or turning, look left, right and then left again.
- On a freeway approach ramp, match your speed to that of the other vehicles before you attempt to merge. Get into the correct lane for exiting a freeway well in advance. Don't make a sudden lane change to reach an off-ramp; drive to the next exit and backtrack to reach your destination.
- Be alert to small vehicles such as compact cars that may be obscured by your vehicle's blind spot. Share the road safely with motorcycles and bicycles.
- Do not allow yourself to be distracted from the road by talking on a telephone, tuning the stereo, drinking coffee or other activities.

• Look out for your personal security when traveling in a vehicle. Lock the doors. Look around before you get in or out of your vehicle. Avoid isolated, poorly-lit routes and parking areas.

• Maintain your vehicle in good mechanical condition to prevent breakdowns. Have regular inspections of your vehicle's safety systems including brakes.

## The Deadliest Days on the Road

It is well known that troopers patrol the roads in force during the holidays, but statistics prove that they have good reason. According to the National Highway Traffic Safety Administration, 40,000 people in the U.S. die each year on the road and the Fourth of July is the deadliest day.

Between 1986 and 2002 there were, on the average, 161 people killed on our highways and byways on Independence Day. July 3 is the second-deadliest day, followed by Dec. 23. New Year's Day and Labor Day also made the top 10 of deadliest days to drive. The studies also show that the deadliest month to drive is August, the deadliest day is Saturday, and the deadliest time to drive is around evening rush hours, 3 - 6 p.m.

### 10 Deadliest Days of the Year to Drive

1. July 4
2. July 3
3. December 23
4. August 3
5. January 1
6. August 6
7. August 4
8. August 12
9. July 2
10. September 2

### Deadliest Month to Drive

1. August
2. October
3. July
4. November
5. September

### Deadliest Day of the Week to Drive

1. Saturday
2. Friday
3. Thursday
4. Wednesday
5. Monday
6. Tuesday
7. Sunday

### Deadliest Time of Day to Drive

1. 3 to 6 p.m.
2. 6 to 9 p.m.
3. 9 p.m. to Midnight
4. Noon to 3 p.m.
5. Midnight to 3 a.m.

Be sure that you know the traffic safety rules and please drive safely during the holidays.

## Life's Battles Develop Unwavering Strength

Story and photo by LaShonda Walker, Dallas Battalion

As a Soldier he was trained to physically, mentally and emotionally handle combat, but life challenged him with some combat experiences unlike any military assignment.

For several months, there was a secret enemy lurking inside Sgt. 1st Class Thomas Pistulka's body. It began to make its presence known when it started penetrating him with nonstop internal pain. When it became unbearable, he went to the Naval Air Station Joint Reserve Base medical clinic.

There, he underwent standard medical tests and a CAT scan. Sunday, Aug. 5, 2006, he was told he needed further testing, which revealed a cancerous tumor so life threatening, he underwent surgery five days later.

In the midst of receiving the devastating diagnosis, Pistulka and his wife were in the process of trying to start a family through in vitro fertilization treatments. Despite the cancer, he remained optimistic and hopeful about his future.

"In my heart I wasn't worried because I believe God has a plan for me," said Pistulka, "and every day he gives me is a day to take advantage of."

Part of taking advantage of every day, for him, meant continuing duties as a Soldier and a recruiter. Despite the internal battle his body was fighting, his mind was focused on the recruiting mission.

Though some people in his situation would have spent the day before a major operation worrying about the outcome, he spent the day finalizing paperwork for two applicants who were scheduled to begin in-processing at the Dallas Military Entrance Processing Station. The day of his operation, his applicants went to the MEPS to join the Army, and he headed in to surgery to fight for his life.

After several hours of surgery, he was greeted back to consciousness by his then company commander, Maj. Ivan Palacios. While fighting sedation and the pain of surgery, Pistulka only had one question for his company commander as he awoke, "Did my guys get in, sir?"

Never seeing himself as a cancer victim, the 16-year-Army veteran fought through several more grueling surgeries and various treatments to completely rid himself of the Stage 2 cancer.

While fighting one battle, another began. As a result of the multiple medical stresses he and his wife faced, they miscarried twice in their pursuit for a child. But still his faith and hope did not die.



**Sgt. 1st Class Thomas Pistulka, Lewisville Station commander, sits at his desk. He has overcome numerous battles, but remains hopeful and strong.**

"I'm a fighter," he said. "I've learned that I really am strong whether my strength is based on an Army slogan or just life experiences."

His commitment to declare victory over cancer and having a child remained in the forefront of his mind as he persevered through challenging oppositions.

The immense amount of support from his battalion leadership team and fellow recruiters was part of the motivation that kept him going he said.

"I believe in leading from the front, and I believe if you give your best you will reap what you sow," said Pistulka.

The faith and resiliency he sowed is now harvesting into a lot of great things. His cancer has been in remission since Feb. 25, 2007.

During fiscal year 2006, he was only on official recruiting duty for eight months, yet earned the award for Top Volume and Top Graduate Senior Alpha recruiter. The next year, he followed up those awards by again earning Top Volume and Top GSA, while only being on duty for eight months. Then he was promoted to run his own recruiting station.

Never willing to accept defeat in any area of his life, the Pistulkas are now looking into adopting a child from his wife's native country. The idea of adoption is not foreign to the Argyle, Texas, native, as he was adopted by his parents.

"I truly believe God has a plan for my life, and if it's not in his plan for us to have our own biological child, then I know he'll open a door for us to bless a child who is already here and needs parents," said Pistulka.

After nearly two years of battles, Pistulka has ultimately won his own war.

"I know I still have a long battle ahead of me with more treatments, but I have a great support system and I don't plan to quit."



## Mother and Daughter Enlist Together

Story and photo by D. Charone Monday, Columbus Battalion

Mothers and daughters share a special bond, but few have shared what New Vienna, Ohio, residents Lavonne Baer and her daughter Alyssa have in common. They both enlisted in the Army.

Alyssa is looking forward to traveling and the opportunity to further her education while serving as an MP.

For Lavonne, it's the opportunity to fulfill a longtime desire. She says she always wanted to join the Army but continuously had things going on in her life that kept that from happening, such as starting a family and going to school.

"I'm looking forward to starting my Army career and moving my family because there's not much opportunity here. My husband is a truck driver and can do his job anywhere so that works well for us," said Lavonne.



Two of Lavonne's children look on as their mother shows them that even though she's 35 years old, she's ready for the challenges of basic training.

With the question of the war always on her mind, Lavonne admits, "It worries me about my daughter and Iraq, but she could get killed in a car accident right out here on the road so there's danger everywhere. I know at least she's strong and now she's going to be Army Strong. I know she can handle it...I know she'll be fine."

Lavonne gave this final word of encouragement to her daughter, "Show them how strong I've made you and always be good in everything you do. If you're going to be a Soldier...be the best."



Prior to his going green on Sept. 25, Air Force Capt. Jason Marshall poses outside the headquarters of the Air Refueling Wing and Beale AFB.

## From Air Force to Army Special Forces

By Cathy Pauley, Sacramento Battalion

Jason Marshall's roots are Air Force. His parents are retired Air Force Reserve lieutenant colonels, his brother is an Arizona Air National Guard major and he himself was an Air Force Reserve captain.

That however, changed for Marshall Sept. 25. That's when he officially went green and left for the Warrior Transition Course at White Sands, N.M., as a sergeant. The WTC is a 33-day, intensive training course designed for prior service military as an alternative to Basic Combat Training. Following the WTC, Marshall will go to Infantry Advanced Individual Training, 11B, and Airborne School at Fort Benning, Ga. His goal is to be a Soldier in Special Forces.

"The Army offered me an opportunity I couldn't pass up," said Marshall, 33.

Marshall walked into the Yuba City Recruiting Station in March and asked Sgt. 1st Class Victor Grantham about crossing over from an officer in the Air Force Reserve to an enlisted Soldier in the Army. Marshall did require an age waiver for Special Forces.



Grantham likes what Marshall brings to the Army. “He is fluent in Spanish, he is PADI, Professional Association of Divers International certified, and he has six years experience in the military intelligence field as an officer,” said Grantham. “He understands the way that intelligence is gathered and how effective it is to the Soldiers on the ground.”

Marshall of Clarksburg, Calif., received his commission at Maxwell Air Force Base, Montgomery, Ala., in 2000 and was chief of intelligence for the 940th Air Refueling Wing at Beale AFB.

Marshall holds a bachelor’s degree from the University of Nebraska and a master’s degree from the University of Oklahoma, both in international relations. He has seven years active and reserve service in the Air Force and served in Korea.

Marshall’s parents, retired Lt. Col. Richard and retired Lt. Col. Marlene Marshall, are Vietnam War veterans who were stationed in Thailand and Japan. His younger brother, Adam Marshall, is a major in the Arizona Air National Guard.

“I think my family not only takes pride in our service to our country, but we can relate to each other in regard to deployment and overseas service,” said Jason Marshall. “All of us have been overseas and have served the nation at one point or another.

“The Air Force has been really good to me,” said Marshall. “But this opportunity is something I can’t refuse. I look forward to jumping. You don’t have that opportunity in the Air Force as much.

“I will be proud to serve in the U.S. Army.”

## Twin Pair of Legals Enlists

By LaShonda Walker, Dallas Battalion

Joining the military and separating from family can be a difficult transition, so two sisters enlisted together, hoping they could stay together.

Identical 17-year-old twins Jasmin and Angel Hunter of Killeen, Texas, are both entering their senior year of high school.

Jasmin has been a cadet with the Shoemaker High School Army JROTC program for three years. That’s where she met Army recruiter Staff Sgt. Wayne Lovell, Killeen Recruiting Station. Since their first meeting, Lovell had consistently talked to her about joining the Army after graduation from high school.

Jasmin was seriously interested in the military, however the Air Force was her first choice. But Lovell was able to change the teenager’s mind after talking to her about the Army’s educational benefits.

With Jasmin locked-in, Lovell thought his work was done, until he visited a local fast-food restaurant and ran into her identical twin, Angel. Thinking she was Jasmin, he began talking to the young lady as if she was his latest recruit.

Being used to this kind of situation of mistaken identity, Angel corrected the recruiter and introduced herself. The chance encounter was fate at work.



**Staff Sgt. Wayne Lovell, Killeen Recruiting Station, congratulates twins Jasmin and Angel Hunter on enlisting together as paralegals.**

Once he realized he was seeing a double, he immediately went into recruiter mode and began asking Angel about her plans after high school.

“It was a goal of mine to enlist twins,” said Lovell. “I had pursued others in the past but they didn’t work out. This was perfect because they were the most qualified and their parents were supportive.”

Since Angel wanted to become a lawyer, Lovell talked to her about the paralegal career field and how she too could qualify for money for school. That decision persuaded Jasmin to pursue a paralegal career as well, because the twins both like to debate issues and didn’t want to be separated.

The twins have never been apart and hope to stay together even after initial entry training and Advanced Individual Training. But if they don’t get a joint first assignment, they are prepared to go their separate ways for a while, because they know they’ll always be connected as twins.

## First AMEDD Officers Receive Recruiter Ring

By Sgt. 1st Class, Nicholas Miceli, Operations

Three officers with the 1st Medical Recruiting Battalion were honored recently when they earned the Recruiter Ring Award, becoming the first officers in the Army Medical Department history to earn the second highest award for recruiting.

Maj. Joseph Kline of the Boston Medical Recruiting Company, Capt. Christopher Cheagle and Maj. Ron Poynter both of the Military District of Washington Medical Recruiting Company, received the Gold Badge last year and followed 2007 with equal success this year.



Maj. Joseph Kline



Capt. Christopher Cheagle



Maj. Ron Poynter

The presentation came in 2006 after Maj. Gen. Thomas Bostick, USAREC commanding general, recommended making AMEDD recruiting officers eligible to compete for all recruiting awards up to and including the Morrell Award.

“Maj. Kline’s ability to recruit seasoned health care professionals, doctors and dentist is without equal in this company,” said Capt. Stephanie Manos, commander of the Boston Medical Recruiting Company. “Many of the physicians he has recruited are senior leaders in their specialties and require an equally seasoned professional recruiter. Maj. Kline is the consummate professional.”

“Capt. Cheagle is the hardest working recruiter in the Army medical department,” said Poynter his commander. “He has

achieved his volume mission for the year in just two quarters. He’s a machine, always on the go and completely engaged. He earned a gold badge and the ring in less than three years.”

Poynter himself earned his ring and has spent more than four years in the 1st Medical Recruiting Battalion.

“This is another historic event for USAREC, AMEDD and the 1st MRB,” said commander Lt. Col. Karrie Fristoe. “Last year 1st MRB awarded the first gold badges to four of its officer recruiters and now three of them are awarded the recruiter ring. It’s a proud day for all of us in the Recruiting Command and the medical department” said Fristoe.



**MSNBC news anchor correspondent Christina Brown interviews Sgt. Andrea Cooper, Midtown Chicago Recruiting Station, July 24, about the challenges of recruiting in the Chicago African American community. The interview is part of an international broadcast, which aired July 26 to more than 80 million viewers worldwide. Photo by Ken Hall, Chicago Battalion**



## Army Suicide Prevention Tools for Commanders and Soldiers

From Army G-1

The Army's suicide prevention theme this year is "Shoulder-to-Shoulder: No Soldier Stands Alone." This theme conveys the idea that Soldiers are stronger together, especially when times are tough.

"Suicide prevention, like all leadership challenges, is a commander's program and every leader's responsibility," said Lt. Gen. Michael D. Rochelle, deputy chief of staff G-1. "However, the success of the Army Suicide Prevention Program rests upon proactive, caring and courageous people who recognize the imminent danger and then take immediate action to save a life. Suicide prevention is everybody's business in the Army."

The Army has placed special emphasis on first-line leaders being empowered to plan and implement education, awareness, and training programs to enhance intervention skills. That way, Soldiers, family members and DA civilians can better recognize stressors such as failed relationships, legal and financial problems and occupational and operational issues that can contribute to suicidal behavior.

The Center for Health Promotion and Preventive Medicine offers a range of educational and awareness products and tools to assist commanders and Soldiers with suicide prevention training.

These include the widely touted ACE intervention card, a pocket-size reminder of buddy assistance tips; a half-dozen posters in addition to the new one, Army-sanctioned leader and Soldier training briefs and supplemental training aids, and information for family members.

The Army's Suicide Prevention Program is part of a larger effort to effect change in how leaders and Soldiers view behavioral health care in general. This behavioral health strategy is centered on whole life fitness and is designed to better prepare Soldiers to cope with the challenges of daily life as well as during times of intense stress.

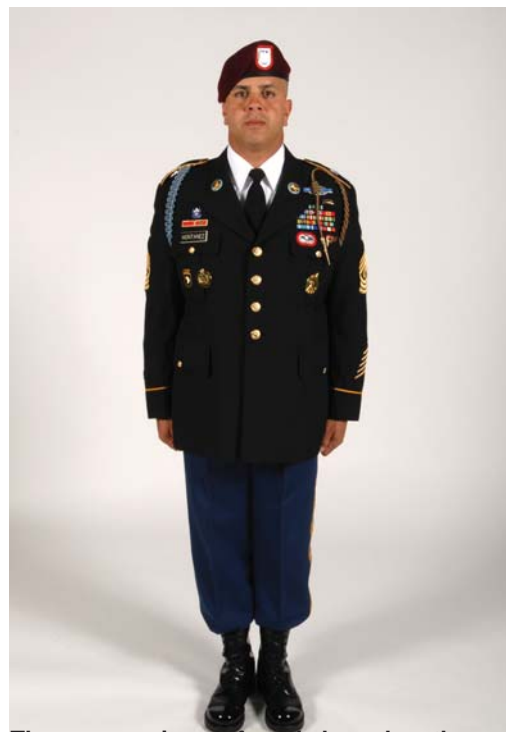
## New Service Uniform Revealed

By C. Todd Lopez, Army News Service

Out with the old, in with the blue. The Army has made it official; the green service uniform, which has defined the service since the mid-1950s, is on the outs.

In place of the green uniform will be a variation of the blue uniform, something many Soldiers already own. Official word on the new "Army Service Uniform," or ASU, was released Aug. 20 in a message to all Army activities. The message defines the wear policy and the "bridging" strategy for transition to the new uniform.

"It's a culmination of transformation efforts that started in 2004," said Sgt. Maj. of the Army Kenneth O. Preston of the new ASU. "We had three 'Class A' style uniforms, all the same style jacket, with just a different color — the policies on how we wore accoutrements on them were different. We asked the question



**The new service uniform is based on the current dress blue uniform and will replace the white, blue and green service uniforms. Paratroopers are authorized to wear the black combat boots with the new ASU. Photo by Sgt. Maj. Phil Prater**

— if we wear one only, which would it be? And the blue uniform was the most popular of the three."

The new ASU coat, similar to the existing blue coat, will be made of a wrinkle-resistant material and will have a more "athletic" cut.

Other changes to the uniform include authorization of a combat service identification badge to recognize combat service, overseas service bars authorized on the jacket sleeve for both enlisted Soldiers and officers, the wear of distinctive unit insignia on the shoulder loops of the blue coat for enlisted Soldiers, authorizing paratroopers to wear the black jump boots with the blue ASU, and the decision to transition to a new short sleeve and long sleeve white shirt with shoulder loops.

It is also permissible for enlisted Soldiers to wear both overseas service bars and service stripes on the new blue ASU coat. Officers and Soldiers in the grade of corporal and above will additionally wear a gold braid on their slacks to indicate leadership roles.

"That is kind of a right of passage as you transition from being a junior enlisted soldier to a noncommissioned officer," Preston said of the gold braid.

New items for the ASU will be available in military clothing sales after July 2009.

Soldiers will be expected to possess the entire uniform by July 2014. The two key components of the uniform, the coat and slacks, are expected to cost around \$140, with modifications bringing the total cost to \$200. Enlisted Soldiers will receive an increase in their annual uniform allowance to help offset the cost of the uniform.



## USAREC Partners With DoD's MilitaryHOMEFRONT

By Linda Rothleder, DOD

Over the next few months USAREC battalions will provide information for MilitaryHOMEFRONT's Plan My Move application. USAREC battalions' Soldier and family assistance personnel designed the template for a USAREC unique Plan My Move file during training at Great Lakes in July. USAREC will have all the battalion files active by Dec. 1. These files incorporated into Plan My Move will benefit Soldiers and family members.

The Plan My Move application is an online moving tool that simplifies the moving process; breaking it down into clear, manageable steps for both experienced and first-time movers. It is a unique moving program designed exclusively to meet military family needs.

Plan My Move features include complete location files with numerous general and installation specific articles, photos, major units, and contacts. It has a customizable calendar based on departure and destination locations and anticipated moving date. There are downloadable and customizable to do lists and checklists assisting with organizing the move and settling into the new location. In addition to location specific information, local community information is plentiful through a partnership with Military OneSource and through MilitaryINSTALLATIONS on MilitaryHOMEFRONT.

Every battalion location will have a location overview the same as all major military installations worldwide. The files have numerous articles, associated contacts, major unit listings and photos. In these files, USAREC Soldiers and families will be able to research information on sponsorship, housing options, shipment and storage of household goods, child care, shipping pets, educational opportunities for all ages, employment options, health care and other important moving information.

The customizable calendar is available to organize a move. The calendar defaults to three months but can be changed to any time period necessary. The calendar has standard tasks but these too can be changed depending on the family situation, e.g., single Soldier, no children, no pets. There is additional information specific to international moves and moving with special needs family members.

Many to do lists and checklists are available meeting pre-departure, travel and arrival needs. There is an important telephone number list and a documents to handcarry list. There are lists that help prepare family members and children for the new assignment, as well as checklists for evaluating features of rental properties, to name a few.

Since most USAREC units are not near military installations, Plan My Move is seamlessly connected to Military OneSource where cost of living comparisons, salary calculators, community child care, employment research, local school information and 24/7/365 live counselors await to assist with questions. Through MilitaryINSTALLATIONS (MI), available on MilitaryHOMEFRONT and from Plan My Move, local

community resources can also be researched and downloaded by ZIP code. The points of interest providing local community information on MI include local motels and hotels, restaurants, government buildings, schools, airports, train stations and other categories of information necessary to a smooth move.

USAREC is excited about joining Plan My Move and providing this new e-moving solution to the USAREC community.

For more information on Plan My Move, contact Frankie Stull, USAREC Soldier and Family Assistance, Family Readiness Officer, Commercial 502-626-0375, DSN 536-0375 or e-mail [Frankie.Stull@usarec.army.mil](mailto:Frankie.Stull@usarec.army.mil).

The Defense Language Institute Foreign Language Center activated its new Language Materials Distribution System Web site July 1, making available hundreds of language survival kits and other materials free of charge to deploying service members. To view the shopping cart, go to: <https://lmds.dliflc.edu>

The Web site offers Language Survival Kits - pocket size booklets with audio CDs in over 30 languages, ranging in topics from public affairs, cordon and search, to medical terminology.

DLIFLC also offers new Headstart language DVD programs that use cutting-edge technology and computer animation to teach 80-hours of self-paced lessons and are designed to teach survival phrases in Iraqi Arabic, and Afghan Dari and Pashto.

Language materials can be viewed, downloaded, and ordered at [www.dliflc.edu](http://www.dliflc.edu) under the products tab. You must register and receive DLIFLC account approval before placing your order. Some products are not available for download to the general public.

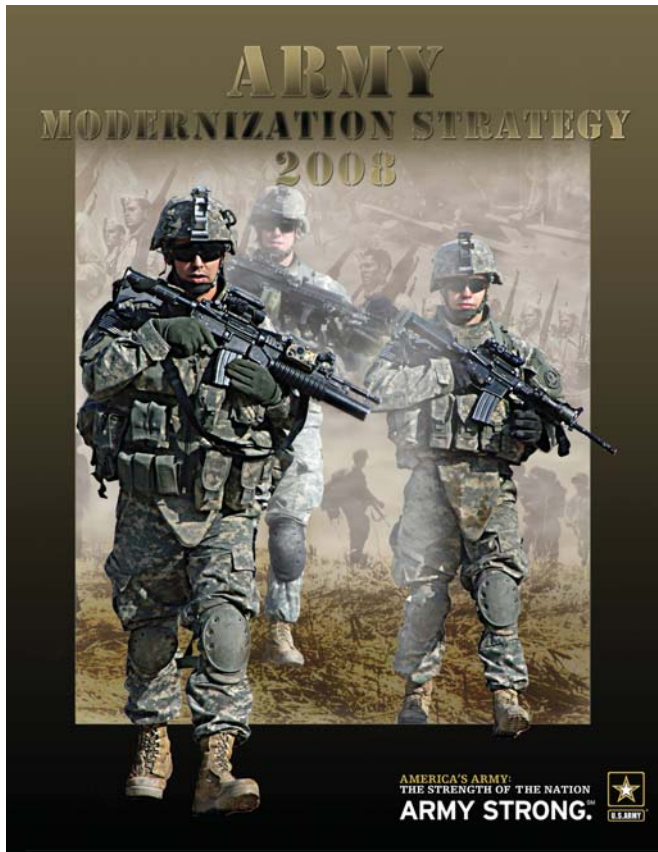
## Army Releases 2008 Modernization Strategy

By Lindy Kyzer, OCPA, Media Relations Division

Last week the Army released the 2008 Army Modernization Strategy, the blueprint for the future of Army modernization.

Maj. Gen. Dave Halverson, the director of force development, discussed the new strategy in an interview with on-line journalists. He provided information about the survey and how it supports the Army's goals to provide the best equipment and capabilities to Soldiers.

Specifically, Halverson focused on how the modernization strategy offered an actionable way ahead for today's Army. "Many times, with a modernization strategy, everyone's so focused on 'here's a weapons system' or 'here's a certain thing and here's what it can do; here's what it can't do'...and it's like a



Cover of Army 2008 Modernization Strategy. Photo by G-8

catalog of performance measures,” said Halverson. “This strategy that we’ve worked very hard with is much shorter, much better — because it actually explains why we have modernization and why we modernize within the forces — especially in persistent conflicts.”

Halverson also pointed out how the modernization strategy is linked to the recently released FM 3-0, and how the modernization strategy supports the overall Army objective of dominance as a landpower.

In outlining Army progress in modernization, Halverson noted the need to continue to field talented scientists and engineers to build and create new equipment.

As a member of the Army Science and Technology Board, Halverson said he is frequently involved in discussions as to how science and technology investments today can pay off for Soldiers tomorrow.

“Within the Defense Department, and obviously within the Army, we are pushing those things because I think it’s very important,” said Halverson, “because our Soldiers deserve the best, as they’re fighting on foreign soil, and we have to have that so we can quickly give them the best advantage over the enemy.”

One of the ways to provide that best advantage, according to Halverson, is through the fielding and acceleration of future combat systems technologies into the battlefield.

“The reality is that it’s just not future anymore,” said Halverson. It’s going on now, and we’re giving capabilities to the Soldier...we’re testing it now at Fort Bliss.

“As soon as we see things that we like, we can bring it up to the senior leaders and say, ‘yes, this is where our investment needs to be.’”

One of the key components of today’s modernization strategy, said Halverson, is that it isn’t just focused on where we want to be in the future. In this era of persistent conflict, it is also fielding technologies today and continuing to modernize for tomorrow.

“We need to sit there and modernize to the next iteration,” said Halverson, “because we have a learning enemy in this persistent conflict. He’s trying to pull new things out there. We’re seeing new threats...so we have to learn with that. And we have to do it with those Soldiers in contact — we have to give them the best and the most, so they can defeat this enemy and come home with their heads held high in victory.”

## Army Prep School Reaching Capacity

BY C. Todd Lopez, Army News Service

The Army is nearing capacity on its basic training preparatory school at Fort Jackson, S.C.

Officials projected the school, which opened Aug. 4, would reach its operating capacity of 240 students by mid-September. The APS helps young Americans prepare for and earn a Certificate of General Educational Development, commonly referred to as a GED, so they may move on to basic combat training.

Entry into the Army depends on enlistees having earned a GED, or a high school-level or higher diploma. Students without these credentials — categorized as “Tier III,” cannot enlist. In an effort to improve recruitment numbers, the Army has been authorized to enlist some of those Tier III students.

“The Department of Defense has allowed us to contract these Soldiers in as Tier III enlistees,” said Lt. Col. Val Siegfried, Army branch chief for enlisted accessions. “After four weeks of school, if they earn their GED, DOD is letting us recode them as a Tier II so they may move on to basic training.”

Students at APS are actually Soldiers, either E-1 or E-2 depending on their enlistment contract.

The Army’s APS is about getting more quality recruits into the service, said Siegfried. Those enrolled in APS have no issues — save for lack of a high school diploma or GED — that would prevent them from joining the Army. The recruits have no criminal background or medical issues. They also score adequate numbers on the Armed Services Vocational Aptitude Battery. The only thing missing, said Siegfried, is the GED that will allow them to join.

“Last year, only about three out of 10 young Americans were qualified to come in the Army,” said Siegfried. “And it’s weight, health, lack of education or character issues that are causing the problems. And the problem is going to get worse. But we’re doing something about it — we’re going out and getting people, bringing them up to the standard, and putting them in the Army.”

# Gold Badges



**AUGUST 2008**

## **ALBANY**

SSG Gregory Black  
SSG Matthew Force  
SSG Ryan Juliano  
SSG John Rogers  
SSG Jeremy Strait  
SGT Marshall Pampkin II  
SGT Julio Rosas

## **ATLANTA**

SFC Johnathan Davis  
SFC Timothy Phelps  
SSG Christopher Jackson  
SSG Frank McDaniel  
SSG Robert Silivelio  
SSG Harry Simmons  
SGT Jeremiah Dew  
SGT Daniel Lopez  
CPL William Brice

## **BALTIMORE**

SSG Anthony Lester  
SSG Diego Ryland  
SGT Alvin Lin  
SGT John Oglesby  
SGT Stanley Phillips

## **BATON ROUGE**

SFC Frederick Lawshe  
SSG Terrance Bogan  
SSG Vernell Butler  
SSG Kenneth Lanoux  
SSG Jermaine Massalene  
SGT Bradley Sanders  
SSG Charles Smith  
SGT Richard Young

## **CLEVELAND**

SFC Seth Charlton  
SSG Adam Bizich  
SSG Kristopher Campbell  
SGT Rafael Fuentes  
CPL Jason Bewley

## **COLUMBIA**

SFC Kacey Logan  
SSG Trivia Ellis  
SSG Patrick McDonough  
SSG Christopher Mosser  
SSG Michael Wamsley  
SGT Amy Brack  
SGT Carl Thomas

## **COLUMBUS**

SSG Paul McCabe  
SSG James Palmer  
SSG James Rainwater  
SGT Matthew Kincaid

## **DALLAS**

SSG Dennis Brown  
SSG Latonya Fletcher  
SSG Charles Hill  
SSG Nickey Odoms  
SSG Juan Quintanilla

## **DENVER**

SSG Charlie Ridgeway  
SSG Jack West  
SGT Bruce Emberley  
SGT Christopher Hall

## **FRESNO**

SFC Darren Alston  
SFC Kyle Davis  
SFC Evelyn Figueroa  
SSG Harry Beckwith  
SSG Kenneth Jackson  
SSG Mark Mizell  
SSG Michael Smith  
SGT Dayalan Massiah

## **GREAT LAKES**

SFC Julio Elmore  
SFC Mark Reynolds  
SSG Joseph Blanchard  
SSG Jayson Gaunter  
SSG Lance Gulick  
SSG Jeffrey Iwanski  
SSG Bryan Reeves  
SSG Scott Rowlette  
SSG Daniel Spanton  
SSG Brent Sturgeon  
SSG James Thomas  
SSG Stephen Turowski  
SGT Patrick Brodhead  
SGT Quantae Bush  
SGT Andrew Corp  
SGT Donald Dennis  
SGT Matthew Harper  
SGT Brian Howard  
SGT Robert Riggio  
SGT Alex Runyon  
SGT David Streetby

## **HOUSTON**

SFC Oscar Castro  
SGT Shenika Hampton  
SGT Richard Rivera

## **JACKSONVILLE**

SFC Christy Lewis  
SSG Carlesta Hurd  
SGT Norman Bailey  
SGT Johnny Petty  
SGT Darren Williams

## **KANSAS CITY**

SSG Steven Armstrong  
SSG Grant Lawrence  
SSG Brian Norheim  
SSG Steven Puckett  
SGT Thomas Perdue  
SGT Victor Piel  
SGT Christopher Young

## **LOS ANGELES**

SFC Jerome Potapoff  
SSG Thomas Childress

## **MID-ATLANTIC**

SFC Richard Barreto  
SFC Pedro Montalvo  
SSG Joseph Henao  
SSG Joshua Jordan  
SSG Joseph Lobello  
SSG Jason Knight  
SSG Suneagle McNeely  
SSG Jason Sheets  
SGT Brian Giacobbe

## **MINNEAPOLIS**

SSG Esteban Aguilar  
SSG Julian Mora  
SGT Chad Boeke

## **MONTGOMERY**

SFC Aubrey Mitchell  
SFC Jimmie Sanders  
SSG Kenneth King  
SSG Jerry Shore  
SGT Devon Duncan

## **NASHVILLE**

SFC Randy Richards  
SFC Samuel McFarland  
SSG James Ferguson  
SSG Clinton Rogers  
SGT Alexander Cooper  
SGT Jewell Russell

## **NEW ENGLAND**

SSG Thomas Pryor  
SGT Joseph Dougherty  
SGT Thomas Oday

## **NEW YORK CITY**

SSG Cardona Suarez  
SGT Matthew Mullins  
SPC Felix Torres

## **OKLAHOMA CITY**

SSG Natalie Davis  
SSG Kelly Farrell  
SSG Randell Freeman Jr.  
SSG Corey Penn  
SSG Brandon Vance  
SGT Gray Haller

## **PHOENIX**

SFC Jeffrey Gaines  
SSG Ruben Frausto  
SSG Paul Kraus  
SSG Robert Lynn  
SSG Shawn Nichols  
SSG Luis Orozco  
SSG Kevin Thigpen  
SGT Raymond Cedillos

## **PORTLAND**

SSG Upuese Upuese  
SSG Vontae Edwards  
SSG William Vanover  
SSG Scott Young  
SGT Dwane Browning  
SGT Rocky Butler  
SGT Carlos Cruz  
SGT John Miller  
SGT Todd Miller

## **SACRAMENTO**

SSG Seth Coon  
SSG Dean Evert  
SSG James Grandinetti  
SSG Eric Hornyak  
SSG Donald Keiper  
SSG Robbie McGillen  
SSG Corey Mills  
SSG Stephen Pacada  
SSG Guy Rowell  
SSG Brendan Sandmann  
SSG Randy Saucedo  
SSG Brian Warme  
SSG Derrick Watt  
SSG Phillip Wells  
SGT Adrian Brodie  
SGT Ryan Demuth  
SGT Erica Loaiza  
SGT Shawn Neild  
SGT George Stewart  
SGT Mark Wooden  
CPL Nathan Anderson

## **SALT LAKE CITY**

SSG Paul Clark  
SSG Michael Dubinski  
SSG Joshua Gomez  
SSG Dallas Jones  
SSG Aaron Kopecky  
SSG Christopher Medlin  
SSG Apryl Watroba  
SSG Timothy Wright  
SGT Anthony Flores  
SGT Jason Haines  
SGT Brian Lauro  
SGT David Randall  
SGT Craig Yeoman

## **SAN ANTONIO**

SSG Kevin Blundell  
SSG John Smith III  
SGT Bryant Sutherland



# Rings



AUGUST 2008

**1ST MEDICAL BATTALION**

MAJ Ronald Poynter  
SFC Alison Elter  
SFC Otis Lawrence  
SFC Daniel Lucas Jr  
SFC Clinton Winder

**3D MEDICAL BATTALION**

SFC Marvin Lockett  
SSG David Lowe

**ATLANTA**

SSG Brent Ray

**BALTIMORE**

SSG Cedric Boyd

**BATON ROUGE**

SFC Johnny Bonyfield  
SFC Ronald Boyd  
SFC Michael McAbee  
SSG Cory Griffing  
SSG Mario Peete  
SSG Malcolm Price

**COLUMBIA**

SFC Larry Brewton  
SSG David Alexander  
SSG Joseph Carter  
SSG David Shipp

**COLUMBUS**

SSG Micah Hall  
SSG Clayton Prater  
SGT Daniel Burke  
SGT Richard Hill  
SGT Timothy Miller

**DALLAS**

SSG Ashford Harrison  
SSG Christopher Holder  
SSG Adam Lewis  
SSG Christopher Miller  
SSG James Peacock

**DENVER**

SSG Alexander Perez  
SSG Eric Slough  
SGT William Suellentrop

**FRESNO**

SSG Marc Baker  
SSG Robert Crothers  
SSG Ronald Oyardo

**GREAT LAKES**

SFC Chris Petty  
SSG Timothy Bearden  
SSG John Carroll  
SSG Steven Evans

**HOUSTON**

SFC Jose Barriga  
SFC Dondi Humphrey  
SSG Christopher Lilley  
SSG Joshua Paulette  
SSG Billy Rodgers  
SSG Gerardo Rodriguez

**JACKSONVILLE**

SSG Daniel Dobson  
SSG Leslie Weeks  
SGT Winona Pierce

**LOS ANGELES**

SSG Tamara Drury  
SSG Eric Luse

**MID-ATLANTIC**

SFC Zachary Brehm

**MINNEAPOLIS**

SSG Nicholas Basanko  
SSG Adam Helgeson  
SSG Brian Stoa

**MONTGOMERY**

SFC Marquin Russell  
SSG Keith Hinton

**NASHVILLE**

SFC Joshua Delancey  
SFC Antionette Pitts  
SSG Troy Bargo  
SSG Patrick Kelly

**NEW ENGLAND**

SFC Andrew Gray  
SSG Timothy Desouza  
SSG Ryan Lee  
SSG Justin Myers  
SSG Miguel Navedo  
SGT Ryan Oneill

**NEW YORK CITY**

SSG Venise Fleurisma  
SGT Sang Kim

**OKLAHOMA CITY**

SFC William Catron  
SSG Gary Goliday

**PORTLAND**

SFC Darold Cooper  
SSG Juan Fejarang

**SACRAMENTO**

SSG Maurizio Surdo  
SSG Adam Verkest  
SGT Matthew McMullen

**SALT LAKE CITY**

SFC James Mefford  
SFC Steven Porter  
SSG Eric Estes

**SSG Matthew Haley**

**SSG Richard Hoyt**  
SSG Thaddeus Rule  
SSG Robert Snell  
SSG George Stapp  
SGT Scott Williar

**SAN ANTONIO**

SFC Alejandro Garcia  
SSG Julio Garces Jr.

**SEATTLE**

SFC Scott Yochum  
SSG Lance Poulson  
SGT Justin Harder

**SYRACUSE**

SFC Robert Lopez  
SSG Samuel Richardson  
SSG Pedro Smith  
SSG Stephen Swim

**TAMPA**

SSG Justino Muniz-Munoz

# Morrell Awards

**AUGUST 2008**

**1ST MEDICAL BATTALION**

SFC Eric Cox  
SFC Christopher Fletcher  
SFC Brant Warner

**3D MEDICAL BATTALION**

SFC Eddie Broughton  
SFC Patricia Cosey  
SFC Daniel Ebbers

**ATLANTA**

SFC Robert Camp  
SSG Ricardo Busto

**BATON ROUGE**

SFC Travis Stewart

**COLUMBIA**

SFC Gary Gillens  
SFC Holly Howard  
SFC Stephen Mack  
SFC Neftal Santiago  
SFC Omar Ward  
SFC John Zimmerman  
SSG Raharda Eaddy  
SGT Kashia Jones

**DALLAS**

SSG Russell Scott

**DENVER**

SFC Kristopher Tajchman  
SSG Lance Wilson

**FRESNO**

SFC John Gilbertson

**GREAT LAKES**

SSG Jonathan Brown  
SSG Matthew Skidmore

**HOUSTON**

SSG Matthew Bowman  
SSG David Patterson  
SSG Eric Starika

**JACKSONVILLE**

SFC Shawn Cook  
SSG Michael Dupree  
SSG Donyale Garvey  
SSG Kendra Singletary  
SSG Frederick Stoner  
SSG LaShawn Stradford

**MID-ATLANTIC**

SFC Dennis Kelly  
SFC Michael Robinson  
SSG Tyrone Appling

**MINNEAPOLIS**

SSG Mitchell Dolan

**MONTGOMERY**

SFC Jimmy Davis  
SFC David May  
SSG Joshua Deason  
SSG Shannon Vaughn

**NASHVILLE**

SFC Halbert Harris  
SFC Daniel Wirt  
SFC Michael Yarbrough  
SSG Darrell Ford  
SSG Willie Whitlock

**NEW ENGLAND**

SSG Jeremy Putnam  
SSG Peter Tremblay  
SGT Kevin Cahalane

**NEWYORK CITY**

SFC Joseph McConnell  
SSG Alisha Guffey

**OKLAHOMA CITY**

SSG Robert Kowal  
SSG Chad McLaughlin

**PORTLAND**

SSG Richard Bryant  
SSG Arnel Tadas  
SSG Bryan Zacher

**SACRAMENTO**

SFC Jason Hyde  
SFC Sean Wager  
SFC Bruce Williams III  
SSG Mark Catlett  
SSG Clarence Cox

**SALT LAKE CITY**

SFC James Holler  
SFC Laszlo Lukacs  
SFC Samuel Montanez  
SFC John Richardson  
SFC John Vega  
SSG Justin Jenness  
SSG Ian Johns  
SSG Timothy Mutton  
SSG Kristian Sampson  
SSG Jonus Ware  
SGT Anthony Grimando

**SAN ANTONIO**

SFC Marc Pysarenko

**SYRACUSE**

SFC Christopher Mullings  
SFC Brian Owens  
SFC Eric Peisel  
SFC Jerry White  
SSG Joseph Larson



## 79R Conversions

**AUGUST 2008**

**ALBANY**

SGT Andrew Courville

**BATON ROUGE**

SSG Mario Peete

**BECKLEY**

SFC Christopher Mugnano

**COLUMBUS**

SSG Andrew Thatcher

**COLUMBUS**

SGT Frederick Mccune

**DENVER**

SFC Michael Schmidt

**GREAT LAKES**

SSG Chad Cook

**GREAT LAKES**

SSG Aaron Stuckey

**GREAT LAKES**

SSG Terence Carter

**HARRISBURG**

SSG Vitautas Bucevicius

**HQ MRB**

SFC Lonard Woosley

**INDIANAPOLIS**

SSG Michael Kinney

**KANSAS**

SSG Anthony Bingham

**KANSAS**

SSG David Goff

**KANSAS**

SFC Jason Drake

**LOS ANGELES**

SGT Rafael Ramirez

**LOS ANGELES**

SGT Devon Perrymon

**MID-ATLANTIC**

SSG David Dinelle

**MILWAUKEE**

SSG Aubrey Seymour

**MILWAUKEE**

SSG Chad Wolff

**MONTGOMERY**

SFC Kevin Hommel

**NEW ENGLAND**

SSG Joseph Perez

**PORTLAND**

SSG Juan Fejarang

**PORTLAND**

SSG Jason Scott

**SEATTLE**

SGT Nathaniel Cossano

**1. Job Corps students must be enrolled in Job Corps for a minimum of how long prior to enlistment?**

- a. 30 days
- b. 45 days
- c. 60 days
- d. 90 days

**2. What does the acronym EBC stand for?**

- a. Electronic Background Check
- b. Early Background Check
- c. Extended Background Check
- d. None of the above

**3. Waivers approved by other components (Air Force, Navy, Marine Corps and Coast Guard) are not authorized.**

- a. True
- b. False

**4. If there are no job opportunities showing in FSR2S for the applicant, the recruiter may call the ROC to ask for how many points in any one section of the ASVAB?**

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

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

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

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

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

**7. What attribute(s) must a leader master in the Leadership Requirements Model?**

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

**8. Which of the following is not a phase of fitness conditioning?**

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

**9. A Soldier who maintains his/her target heart rate throughout a 20-30 minute exercise period can expect improvement in his/her cardio-respiratory fitness level.**

- a. True
- b. False

**10. Which of the following domains is not part of the Training and Leader Development Model?**

- a. Operational
- b. Institutional
- c. Organizational
- d. Self-Development

**11. How many steps are required when conducting Troop Leading Procedures?**

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

**12. In the WOFT Program, how long are flight physicals valid?**

- a. Six months
- b. 12 months
- c. 18 months
- d. 24 months

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

## August Fiscal Year 2008

### Top Regular Army Recruiter

**SSG John Conrad**  
New England Battalion

**SSG Anthony  
Buckmon**  
Raleigh Battalion

**SFC William  
Thomsen**  
**SSG William Farmer**  
**SGT Michael Pincotti**  
**SGT Shawn Molloy**  
Parna Station  
Cleveland Battalion

**SSG Brian Jasinski**  
Dallas Battalion

**SSG Ansley Tabelual**  
Portland Battalion

**MAJ Frank Riggle**  
3d Medical Battalion

### Top Army Reserve Recruiter

**SFC Lovie Benton**  
New England Battalion  
**SFC Rodney Gagnon**  
New England Battalion

**SSG James Fadgen**  
Jacksonville Battalion

**SSG Morris Tate Jr.**  
Dallas Battalion

**SGT Wayne Smith**  
Southern California

**SFC David Ressler**  
1st Medical Battalion

### Top Large Station Commander

**SFC Larry Nelson**  
Flushing  
New York City Battalion

**SFC Charles Nay**  
Augusta  
Columbia Battalion

**SFC Gregory Parish**  
Belleville  
Indianapolis Battalion

**SFC Samuel L. Brady**  
Sherman  
Dallas Battalion

**SFC Jeffrey Wilson**  
Reno  
Sacramento Battalion  
*Correction to Sept.*  
**SSG Kenyon Roberts**  
*West Valley*  
*Salt Lake City*

**SFC Troy Hall**  
Boston  
1st Medical Battalion

### Top Small Station Commander

**SSG Isaac Powell**  
Hauppaugur  
New York City Battalion

**SGT Matthew  
Jorgensen**  
Thomasville  
Montgomery Battalion

**SFC Christopher  
Flugga**  
Bardstown  
Nashville Battalion

**SFC Robert Carlisle**  
Jasper  
Denver Battalion

**SFC Charles Lewis**  
Crenshaw  
Los Angeles Battalion

**SFC Dwight Pennington**  
Honolulu  
6th Medical Battalion

### Top Company

**Europe**  
Albany Battalion

**Aguidilla**  
Miami Battalion

**Radcliff**  
Nashville Battalion

**Frisco**  
Dallas Battalion

**Sierra**  
Sacramento Battalion

**Boston**  
6th Medical Battalion

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

### Answers to the Test

1. c, UM 08-166

2. b, UM 08-171

3. a, UR 601-56 1-5b, page 2

4. c, UR 601-96 App. U, U-3a, page 87

5. b, UR 601-56 1-5b, page 2

6. b, FM 6-22 para 3-31

7. d, FM 6-22 para 2-14

8. a, FM 21-20 page 1-7

9. a, FM 21-20 page 2-5

10. c, FM 7-1 para 1-21

11. d, FM 7-21.13 para 1-84, Figure 1-3

12. c, UR 601-96 Appendix R-5 g (7),  
page 55

# Have the Courage to Help a Buddy

**"One suicide is one too many."**

Kenneth O. Preston  
*Sergeant Major of the Army*

**Talk to your Chaplain or a  
Behavioral Health Professional or  
call Military OneSource**

**1-800-342-9647**

[www.militaryonesource.com](http://www.militaryonesource.com)

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**U.S. ARMY**

**ARMY STRONG.**