

UNITED STATES MILITARY ENTRANCE PROCESSING COMMAND

# Messenger

SHARING INFORMATION TO REACH A VISION

VOL. 33, NO. 1

M

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5

in

words

# Messenger

*Sharing information to reach a vision*



**4** *Command's new boss shares her views, sets priorities*

**6** *Johnson takes command*

**8** **Feature: MEPS in 5**

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### Des Moines makes its mark in the community

(Photo) Six staff members and one spouse from Des Moines MEPS volunteered to help their local Habitat for Humanity with its goal of building 10 houses in 20 days. In addition to this, numerous other MEPS employees volunteer their time around the community. *Story on page 26.*

## U.S. Military Entrance Processing Command

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USMEPCOM Commander

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## Messenger

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Capt. Eric W. Johnson

**T**eam, it is a pleasure and honor to assume command of USMEPCOM and lead such an outstanding team of professionals engaged in our critical mission to ensure the quality of military service accessions.

Since I took command, I've received an outstanding reception, had the pleasure to meet many of my new USMEPCOM teammates, and already feel a part of the MEPCOM family. I shared my personal background and leadership philosophy with the MEPS commanders and senior enlisted advisors who attended the change of command, and with all hands at USMEPCOM headquarters and the sector staffs. I'd now like to share some of the key points from those briefings with you — my more geographically distant USMEPCOM family members — the 2,500 or so of you who work at our 65 MEPS.

A few fast facts about me — I was born in California, enlisted in the Navy Reserve in 1980, graduated from the U.S. Naval Academy in 1986. I'm a former surface warfare officer, been in command three times, deployed six times, been a recruiter, a commanding officer and executive officer of a reserve recruiting command, CO and XO of a Navy Recruiting District, and

# Commander's Commentary

I just came from Navy Recruiting Command, where I was the chief of staff and director of operations.

Although I transferred directly from recruiting, I recognize that USMEPCOM's mission is a whole different ball of wax. This isn't recruiting — I get that. Our mission is not accession numbers, but quality assurance. Our mission is critical, and it's your day-to-day, committed efforts that make it happen.

Everyone who joins an American military service walks across a MEPS deck, and it's our awesome responsibility to put war fighters into the fight who meet minimum service quality accession requirements.

In this issue of the *Messenger*, MEPS chose five words to define their stations. In the following pages, you'll notice the repetition of words like 'integrity', 'excellence', 'efficient', 'dedicated' and 'professional'. It's a consistent theme that bubbled up naturally.

I've visited a few MEPS already, and I plan to meet many more of you, because I believe the successful accomplishment of our mission depends on relationships, communication and attitude.

I use the word "Shipmate" a lot, because, in the Navy, it means "friend" and "compatriot" So, when I use the term, I'm not being parochial to the Navy — I have Army Shipmates and Marine Corps, Air Force, Coast Guard, and Department of Defense civilian Shipmates. (In fact, I love the Army 364 days of the year, and for the 20 or so hours of the 365th day that Navy isn't playing Army).

Clearly, our mission is our "today ball." Along with our day-to-

day mission, we're trying to drive an agenda for change so that we can make the organization better in the future; our "future ball." I believe what discerns successful organizations are the people within them who are willing to learn, embrace change as a constant, and progress toward greater capability and efficiency.

There's so much more I'd like to share with you that won't fit on this one page. So, in future *Messengers* and in other formats — such as podcasts — I will tell you more about my outlook on leadership, integrity, trust, loyalty, wellness, families, maintaining balance in your life, and some of my favorite "failure phrases." And, along with sharing the way I see things, I want you to know that I realize I have a lot to learn about military processing as well.

When I took command, my "going in" assumption was that USMEPCOM is a great organization. And my feeling today is that it's even better than I thought it was. As your commander, I will give you everything I've got. I will work to the absolute best of my ability to take care of this command and its mission.

Thank you all for your passionate, committed service to our nation!

**KEEP CHARGING!**

**Eric W. Johnson**  
Captain, USN  
Commanding

# Command's new boss shares her views, sets priorities

By Skip Wiseman  
 Messenger Associate Editor

Virginia “Vee” Penrod, deputy assistant secretary of defense for military personnel policy, knows she has a full plate and has developed a clear view of what she needs to accomplish since she started her new job in October.



Photos by Kenneth Anthony

“  
 Just spending time with the folks and seeing the mission – not reading about it, seeing it. You understand how important MEPCOM is to the services.

– On what she learned about the command during her visit to the Baltimore MEPS

“My priority is to ensure we recruit and sustain the All-Volunteer Force, and ways we can do that better,” she said.

USMEPCOM is and will continue to be a crucial part of that. In fact, Penrod said, the organization is sometimes overlooked.

“You maintain the quality,” she said. “You’re the first step. It’s the first organization a recruit or family sees. That image and what you do for the Department of Defense is so important. I think because you do such a good job that folks don’t think about you.

“You are the first step in quality. You screen our folks before they go to the training centers,” Penrod said. “I read somewhere that you had over a million tests last year. You had over 700,000 visits to the MEPS. That’s a lot of work.

“I think MEPCOM is ahead of the game,” Penrod said. “It’s amazing all the things going on in MEPCOM and the MEPS, the innovations they are doing. My priority is to ensure those programs stay on track.”

Penrod’s first personal interaction with the command was her visit to the Baltimore MEPS in November.

“I didn’t appreciate what MEPCOM did until I went to the Baltimore MEPS,” she said. “Just spending time with the folks and seeing the mission – not reading about it, seeing it. You understand how important MEPCOM is to the services.”

She was impressed with “how modern everything is” compared to when she processed in 1971.

“Everything was paper,” she said. “The recruiter picked you up. Women were 2 percent of the military. They put you in a little room. They put you on a bus, then on a plane and the next thing you knew you were in Texas.”

Today, she noted, there is much more technology involved, applicants’ families are much more in evidence, and a higher level of professionalism is apparent. In fact, she was so impressed with the biometrics system, she could hardly wait to show her boss, Dr. Clifford L. Stanley, the undersecretary of defense for personnel and readiness.

“We got to see a recruit put the finger on the pad and all their information came up,” she said. “It was like a new toy for me. When Dr. Stanley came up later that day, I said, ‘Sir, you’ve got to see this.

“They demonstrated it for him and you could just see it in his eyes,” Penrod said. “One of his priorities is the virtual records they’re trying to work for the Department of Defense and (Veterans Affairs). And then he sees that information on the computer and eventually it will flow to the training centers and to your first assignment and on and on, and eventually flows to the VA, that’s how far ahead he’s looking.”

Although she stressed that people were professional when she processed, it is now at a higher level and the camaraderie among the staff was obvious. She called the group “impressive.” She was also struck by the interaction with families who came to see their loved ones enlist.

“We didn’t have families come up to the MEPS (when she entered the service),” Penrod said. “I was impressed with all the families that were there and waited for the kids. When they are done, everybody claps as they go out to the bus. It’s just a whole different atmosphere.”

Penrod also sees great things ahead as the Virtual Interactive Processing System comes on line.

“I can’t pretend I know everything about it, because I’m new at this,” she



“

We got to see a recruit put the finger on the pad and all their information came up. It was like a new toy for me.

— After seeing how the Virtual Interactive Processing System works

”

said, “but just listening to what VIPS can do and how it moves the screening further in, before it even gets to the recruiting station, you bring more qualified individuals. You don’t have to bring in as many and you have a higher success rate at the end of the process.

“You can see the savings,” Penrod said. “You can look at what’s going on now and what will happen under VIPS. Folks aren’t used to using technology that way. If you take it day-by-day, step-by-step, they will embrace the technology.”

### Impressed by recruits

Penrod is especially impressed with the young people enlisting while the country is fighting two wars. She compared today’s youth with those entering the military when she joined.

“I came in when maybe 15-20 percent of the folks I came in with were avoiding the draft. ‘I’m in the Air Force because I didn’t want to go in the Army’ was the attitude from day one,” she said. “The whole environment was negative.

“Today, my niece is a junior in high school and says, ‘Dad, I’m going into the Marine Corps. I want to be a Marine.’ That made me feel good,” Penrod said.

She said that in her small town, with graduating classes of about 100, two or three join the military.

“I think part of that is the schools having kids volunteer,” Penrod said. “Schools are huge in how our children think, how parents think. I noticed several years ago that you have to have so many hours of volunteerism before you graduate high school. You have a generation of kids who have volunteered in the community. They want to be part of something bigger. I think that’s great and I hope it continues.

“It’s really the youth and the propensity to serve,” she said. “They want to support the country and I don’t think we should take that too lightly.”

She got a first-hand look at the recruiting process when her husband’s granddaughter enlisted in the Air Force.

“I went with her,” Penrod, who served 35 years in the Air Force, primarily in manpower management and personnel policy, said. “I walked in with her and just sat back, didn’t say anything, didn’t tell (the recruiter) I was former military. I was very impressed with how they talk to recruits. They don’t try to spin a story.”

### Recruiting, retention and families

Penrod believes recruiting and retention will remain strong, but cautions that protecting pay, benefits

and family programs will be vital to maintaining the All-Volunteer Force. She recalled her first assignment to Washington, D.C.

“When I first got to the Pentagon as a captain, they told me I would need to find a roommate because I wouldn’t be able to afford to rent anything in the metro area,” she said. “Remember the ’80s when pay was bad and housing was expensive?”

She said the economist working in compensation when she first joined the Military Personnel Policy staff four years ago said before Congress adjusted the pay tables, he received 10-15 letters a week on how difficult it was to maintain a family on military pay.

“I say the proof is in the pudding. We don’t receive those letters any more,” Penrod said. “I think folks are pretty satisfied with our pay and benefits programs. I need to ensure we protect those programs so recruiting and retention are sustained.”

She said a recent conversation with Curtis Gilroy, director of accession policy, helped reassure her that recruiting and retention will not revert to the down years of the late 1990s.

“We can’t rest on our laurels,” Penrod said. “In the late ’90s we were a little stale in advertising, not hitting the right targets, not sending the right message. We will continue to look at that. Communications is huge. Huge. We need to continue to communicate our message.”

Before she assumed her current duties in October, Penrod briefly served as the acting principal director and under secretary of defense for military, family and community policy.

“That was such an eye-opener,” she said. “The professionalism of that group is just astounding. They have outstanding programs. I had no idea.

“Military One Source is a huge program,” Penrod said. “I had three opportunities to watch it in action. Gen. (George W.) Casey (Army chief of staff) will tell you that program is one of the most important we have put in place to assist with counseling our

# Johnson takes command

By Skip Wiseman  
*Messenger Associate Editor*

The United States Military Entrance Processing Command welcomed its new commander, Navy Capt. Eric W. Johnson, in a Jan. 11 change of command ceremony at the Midway Ceremonial Drill Hall, Naval Station Great Lakes, Ill.

Dr. Curtis L. Gilroy, director of accession policy, Office of the Deputy Under Secretary of Defense for Military Personnel Policy, officiated at the ceremony at which Air Force Col. Mariano C. Campos Jr., relinquished command of the organization to Johnson.

Gilroy spoke of the responsibility that falls on the USMEPCOM commander.

“Those who command United States Military Entrance Processing Command are asked to lead a 2,800 person, jointly staffed DoD command with a critical mission,” he said. (It is) an independent recruit processing organization, outside the services that vets applicants, administers enlistment tests, conducts medical examinations, and conducts background and security checks.

“Not for hundreds of people, not for thousands, not for tens of thousands,” Gilroy said. “We’re talking about hundreds of thousands. 1.1 million tests, 570,000 applicant visits to (Military Entrance Processing Stations) 315,000 medical examinations, 250,000 background checks

and 225,000 accessions, on average, each year.”

Campos, who retired after a 28-year Air Force career, thanked his staff for “helping me navigate this very critical mission over the last two-plus years.

“You’ve always given me the right advice,” he said. “I’ve been fortunate to have some very smart people on the staff who had the right ideas, knew the right things to do and gave me good information so I could make the right decisions.”

Johnson said he was honored and humbled to assume command and urged people to look forward to find better ways of doing things.

“As ‘Freedom’s Front Door,’ we not only face the challenges of our day-to-day mission, but also embracing change and forging the way ahead with process improvements and shaping the way all services’ accessions will be delivered to basic training and, ultimately, to the field,” he said.

“We are challenged like never before to take new efficiencies, leverage new technologies, optimize our capacity and capabilities, and continue to deliver the people who will be our warfighters and leaders of tomorrow,” Johnson said.

Other dignitaries attending the ceremony included Brig. Gen. Bryan Roberts, deputy commanding general, U.S. Army Recruiting Command, and the honorable Leon Rockingham, mayor of North Chicago, Ill.



Capt. Eric W. Johnson accepts the USMEPCOM flag, symbolic of assuming command, from Dr. Curtis L. Gilroy, director of accession policy, Office of the Deputy Under Secretary of Defense for Military Personnel Policy.



Navy Band Great Lakes plays during the change of command ceremony.



Capt. Eric W. Johnson, USMEPCOM commander, is piped ashore after assuming command.



Capt. Eric W. Johnson, incoming USMEPCOM commander, Col. Larry Larimer, commander of troops, and Col. Mario C. Campos Jr. review the formations during the change of command.



Western Sector commanders and senior enlisted advisors.

## Capt. Eric W. Johnson

### Commission:

United States Naval Academy.

### Assignments:

- Main propulsion and electronic warfare officer, aircraft carrier USS Independence.
- Damage control assistant and chief engineer, destroyer tender USS Cape Cod.
- Officer recruiter, officer programs department head and enlisted programs department head, Navy Recruiting District Philadelphia.
- Navy Reserve officer recruiter, New York and Pennsylvania.

- Enlisted programs officer, Naval Reserve Recruiting Command Detachment 7, Denver.

- Director of manpower and personnel management, Naval Reserve Readiness Command Region 6, Washington, D.C.

- Commander, Naval and Marine Corps Reserve Center, Amityville, N.Y.

- Commander and executive officer, Naval Reserve Recruiting Command Area Northeast, Washington, D.C.

- Naval Recruiting Command liaison officer, staff of the deputy chief of naval operations.

- Executive officer, Navy Recruiting District, Philadelphia.

- Commander, Naval Recruiting District, Philadelphia.

- Chief of staff and director of operations, Navy Recruiting Command, Millington, Tenn.

### Major awards

- Legion of Merit
- Four Meritorious Service Medals
- Two Navy and Marine Corps Commendation Medals
- Navy and Marine Corps Achievement Medal

## 'Views, Priorities'

*Continued from page 5*

family members and even our Soldiers when they come back from the war.”

She also cited new morale, welfare and recreation programs.

“They have outdoor recreation programs that help with our wounded. We have programs for the guard and reserve, because they are isolated. We’re doing a lot right, but there are some areas that need more support.

“We’re still not where we want to be with our child development centers,” she said, “so we’re partnering with the states to improve their child care programs. Maybe we don’t need everything on base and we can partner with programs off base. Those types of programs will help us meet the needs of military families.”

Penrod said the services know about the programs, as do nongovernmental agencies, and that first lady Michelle Obama and the vice president’s wife, Dr. Jill Biden, are very supportive of military families.

### Carr’s legacy

Penrod views her predecessor, Bill Carr, as a mentor and a friend, and intends to follow in his footsteps.

“He did so many good things for the military,” she said. “Anyone you talk to will say he left the organization better than when he took over. He built partnerships – relationships – with the services that I will continue to build on.

“Now it’s taking his successes and continuing those as we go through efficiencies,” she said. “The secretary of defense has directed the entire department to look at how we can do things better, more efficiently.

“I think we’re fooling ourselves if we think there aren’t going to be budget cuts, that we will be protected,” Penrod said. “We need to ensure we sustain that right benefit package so we can continue the All-Volunteer Force. I will continue to work with my staff and the services to do that. I met with all the services in the first couple weeks to ask what we can do better. Bill started it and I’m going to continue it.”

The command’s battalion structure has been in place for about a year. With that in mind, this issue offers a closer look at where MEPS fit into the battalions.

The command restructured its 65 MEPS into 12 battalions for multiple reasons, including: the fact that the word battalion is familiar to the military community (since MEPS were formerly grouped in clusters); a better ability for leaders to lead and mentor; and improved regional support and communication.

For this issue, each MEPS submitted five words — either as a group of descriptive words or a phrase to describe “itself” — and we include those five words on the following pages.

The pages indicate the military branch of the MEPS commander, with a circled “USA” for Army, USMC for Marine Corps, USN for Navy, USAF for Air Force and USCG for Coast Guard. They also indicate which MEPS commander is dual-hatted as a battalion commander. The battalion designations are correct as of early March, however, they may change, as soon as the end of the month.

Each battalion section includes a table of its MEPS data as well — accessions, medical exams, enlistment test sessions, Student Testing Program students tested, and the number of military and civilian employees. The data for accessions, medical exams and enlistment test sessions are for fiscal 2010 and the STP students tested data is for school year 2010. This data was retrieved from the command database, QuIC-R, in late January. It is presented as one “snapshot” of the command’s mission. For a more in-depth explanation about these figures and how they can change daily, please see the editor’s note on page 16.

Some MEPS submitted photos with their five words, and we’ve included those photos here. We did not include photos of buildings, because we wanted to focus on people.

Interestingly, when given the opportunity to use any words in the English language, out of the 65 MEPS submissions, a few words were repeated, with the following frequency.

- Professional - 14
- Efficient - 12
- Dedicated - 10
- Excellence - 10
- Team/teamwork - 9
- Service - 7
- Exceptional - 5
- Family - 5
- Integrity - 4





# 1st Battalion

Battalion  
Commander



**Minneapolis**  
minnesota

Frigid **Frost-bitten**  
**Cold**  
Icy Frosty



**Des Moines**  
iowa

*“The Heartland’s  
Doorway to Defense”*



**Sioux Falls**  
south dakota

Unique **Excellence**  
**Synergy**  
Integrity Optimism

Des Moines

Fargo

Minneapolis

Omaha

Sioux Falls

Accessions	2,285	937	3,608	1,834	1,373
Medical Exams	3,019	1,425	5,178	2,592	1,732
Enlistment Test Sessions	3,851	1,642	7,373	3,210	2,240
STP Students Tested	6,062	5,972	13,081	10,614	6,292
Military	11	7	10	7	8
Civilians	25	19	26	23	19

\* Data as of January 2011. Please see editor’s note on page 16.

**Omaha**  
nebraska



Joint **Team**  
**Professional**  
Efficient Husker

**Fargo**  
north dakota



*“Blizzard or Flood —  
You Pick ...”*

# 2nd Battalion

**C - Courteous**  
**L - Lively**  
**A - Accurate**  
**S - Speedy**  
**S - Steadfast**

**New York**  
*new york*

Battalion  
 Commander **USN**

**USN** **Boston**  
*massachusetts*

Dedicated **Friendly**  
**Diverse**  
*Efficient* Educational

	Boston	Fort Dix	New York	Portland, Maine	Springfield
Accessions	4,110	3,784	7,703	1,566	3,134
Medical Exams	5,858	5,548	10,395	1,999	4,435
Enlistment Test Sessions	8,893	9,042	18,573	2,633	6,415
STP Students Tested	4,332	7,475	4,682	4,096	8,955
Military	13	8	11	7	7
Civilians	26	27	42	22	26

\* Data as of January 2011. Please see editor's note on page 16.

**Springfield** **USN**  
*massachusetts*

Commitment **Honor**  
**Focused**  
*Teamwork* Patriotism



Some of the Boston MEPS staff.



A Boston MEPS daily staff send-off for shippers.



**Portland**  
maine

## *“The Start for America’s Heroes”*



Headquarters Section — (left to right) Senior Master Sgt. Terry Spoon, Capt. Kelly LaPierre, Rose Newman, Maj. Todd Mitchell, Charlotte Carroll, Gary Griffeth, Diane Simard.



Processing Section — (left to right) Ken Russell, Ana Lebrun, Andy Rogers, Mike Watson, Jay Lamontagne, Paul Witten, Ryan Cote.



Testing Section — (left to right) Bill Wache, Jennifer Kennedy, Joe Sciacca, John Bruno.



Medical Section — (left to right) Dr. James Brown, Sgt. 1st Class Amanda Gunn, Cesar Odulio, Bonnie Lancaster, Jeremy Dunfee.



**Fort Dix**  
new jersey

Energetic **Exceptional**  
**Professional**  
*Dedicated* Efficient



# 3rd Battalion

Battalion  
Commander



**Denver**  
colorado

Earnest **Adaptive**  
**Innovative**

*Customer-oriented*

Professional



**Albuquerque**  
new mexico

Relentless  
**Alpha MEPS**

*Pile drivers*



**Butte**  
montana

Quality **Iconic**  
**Community**

*Tradition* Historic

Albuquerque

Boise

Butte

Denver

Salt Lake City

Accessions	1,218	1,243	1,389	4,489	3,781
Medical Exams	1,755	1,645	1,707	6,552	5,380
Enlistment Test Sessions	2,649	2,431	2,135	9,086	8,961
STP Students Tested	3,521	6,476	6,011	8,177	12,547
Military	7	8	7	8	10
Civilians	18	20	21	31	33

\* Data as of January 2011. Please see editor's note on page 16.

**Boise**  
idaho



Professional **Hospitable**  
**Organized**  
*Polished* Reputable

**Salt Lake City**  
utah



Resilient **Winners**  
**Team**  
*Reliable* Resourceful

# 4th Battalion

Battalion  
Commander



**Cleveland**  
ohio

Family **Excellence**  
**Commitment**

*Dedicated* Respectful



**Buffalo**  
new york

*“We’re actually in  
Niagara Falls”*

	Albany	Buffalo	Cleveland	Harrisburg	Pittsburgh	Syracuse
Accessions	2,262	1,608	3,858	4,561	3,501	1,732
Medical Exams	3,267	2,370	5,288	5,999	4,987	2,230
Enlistment Test Sessions	4,724	4,054	7,513	8,691	6,673	3,773
STP Students Tested	4,122	6,661	8,945	12,082	12,255	2,852
Military	8	7	9	7	8	8
Civilians	22	21	28	32	27	22

\* Data as of January 2011. Please see editor’s note on page 16.

**Albany**  
new york



*“The Little MEPS  
That Could”*



*4th Battalion continued ...*

# 4th Battalion

continued



**Pittsburgh**  
pennsylvania

**Preparing** Mentoring  
*Expediting*  
Potential  
**Service members**

**Syracuse**  
new york



*“Dedicated  
Professionals  
Building  
America’s  
Defense”*

**Harrisburg**  
pennsylvania



Team-oriented **F.L.A.G-focused**  
**Effective**

*Professional* Efficient

“Remember the F.L.A.G. Family, Leadership,  
Ambassadorship, Growth.”

# 5th Battalion

Battalion  
Commander



**Honolulu**  
hawaii

**Honor:** Honolulu MEPS honors and extends their Aloha to the diverse cultures and traditions in the state of Hawaii as well as on their international journeys.

**Motivational:** The staff motivates young islanders to aspire for opportunities in the U.S. armed forces.

**Excellence:**  
The Honolulu MEPS Student Testing Program has surpassed the yearly goals — 142 percent in school year 2008-9 and 136 percent in 2009-10.

**Pacific:** The MEPS staff deploys to 13 islands internationally and in the Pacific

Rim to administer testing, processing and medical missions. The islands include American Samoa, Republic of Palau, Republic of Marshall Islands, Federal States of Micronesia, Guam and the Commonwealth of the Northern Mariana Islands.

**Strive:** The Honolulu MEPS “Ohana” (family in Hawaiian) continues to strive in upholding its mission and providing great customer service.

**H - Honor**  
**M - Motivational**  
**E - Excellence**  
**P - Pacific**  
**S - Strive**

Anchorage  
Honolulu  
Portland, Ore.  
Seattle  
Spokane

Accessions	671	1,889	3,739	3,428	1,362
Medical Exams	1,029	2,428	5,045	5,189	2,089
Enlistment Test Sessions	1,935	8,619	6,887	6,497	2,707
STP Students Tested	3,031	12,971	10,056	6,361	6,684
Military	7	8	8	10	8
Civilians	16	26	27	27	20

\* Data as of January 2011. Please see editor's note on page 16.



### Processing in the Islands

Newly enlisted service members from Majuro in the Republic of Marshall Islands pose for a photo, standing in front of a grass hut in which they took their oath of enlistment. Honolulu MEPS team members (bottom row, left to right) 1st Sgt. Jeff Bradshaw, Sgt. 1st Class Robert Morency, Sgt. 1st Class John Acevedo, 1st Lt. Christine Leimbach, Peggy Dexter, and Dr. Gretchen Mann. Photo provided by the U.S. Embassy, Republic of Marshall Islands-Majuro.



**Anchorage**  
alaska

*“Anchorage MEPS  
is the best”*

*5th Battalion continued ...*

# 5th Battalion

continued



**Portland**  
oregon

**Seattle**  
washington



Excellence **Teamwork**  
**Dedicated**  
*Motivated* Standards

Innovation **Duty**  
**Excellence**  
*Service* Learning

## \* Editor's Note

Our intent for this feature — MEPS in 5 — is to give one glimpse of the unique quality of each of USMEPCOM's 65 MEPS. These pages include data for the three primary areas of the command's mission — processing, medical and testing.

To prepare this magazine, in late January, we took data from the command's database, QuIC-R. The figures for accessions, medical exams, enlistment test sessions and military and civilian personnel reflect fiscal year 2010. The Student Testing Program, or STP Students Tested figures reflect school year 2010.

This data is presented as a "snapshot" of one year, and we fully acknowledge the fact that these figures can change daily. In fact, the FY 2010 data changed slightly from the time we gathered it until the time we printed it.

We gathered the data in the following manner from QuIC-R:

### Accessions

*Accession Total ⇒ 2010 ⇒ By MEPS*

### Medical Exams

*Medical Reviews (Exams / Inspects) ⇒ 2010 ⇒ By MEPS ⇒ Measures ⇒ Medical Exam Count*

### Enlistment Test Sessions

*ASVAB Enlistment Test Sessions ⇒ 2010 ⇒ By MEPS ⇒ Measures ⇒ Aptitude Test Count*

### STP Students Tested

*Student Testing ⇒ SY2010 ⇒ by MEPS ⇒ Measures ⇒ Students Tested for Goal ⇒ STP Students Tested*

**Spokane**  
washington



Motivated **Professional**  
**Dedicated**  
*Knowledgeable* Supportive

It is important to ensure the accuracy of the 390 figures that represent some of the MEPS mission. Therefore, we edited the numbers carefully and repeatedly to ensure they reflected QuIC-R on the day they were gathered. If you have any questions about the feature or the data, please contact the *Messenger* Editor, Christine Parker, USMEPCOM Public Affairs, at christine.a.parker@mepcom.army.mil or (847) 688-3680, extension 7222.



# 6th Battalion

Battalion  
Commander



**Chicago**  
illinois

*“Turning Civilians into  
America’s Warriors”*



**Detroit**  
michigan

Committed **Excellence**  
**Dedicated**  
*Passionate* Team



**Indianapolis**  
indiana

*“Indianapolis, Home of  
Hoosier Hospitality”*



**Milwaukee**  
wisconsin

*“Gateway to Sustaining  
Freedom’s Force”*

	Chicago	Columbus	Detroit	Indianapolis	Lansing	Milwaukee
Accessions	5,562	4,485	3,132	5,114	3,952	3,851
Medical Exams	7,646	6,313	4,207	6,825	5,155	5,311
Enlistment Test Sessions	13,016	9,656	6,252	8,372	7,160	6,988
STP Students Tested	7,499	14,823	4,778	8,699	6,779	7,536
Military	10	10	8	7	19	9
Civilians	38	32	28	29	26	29

\* Data as of January 2011. Please see editor’s note on page 16.

**Columbus**  
ohio



Efficient **Imaginative**  
**Devoted**  
*Adaptable* Multi-faceted

**Lansing**  
michigan



**L - Loyal**  
**M - Midwest**  
**E - Exceptional**  
**P - Professional**  
**S - Sophisticated**

# 7th Battalion

Battalion  
Commander



**San Diego**  
california

Committed **Friendly**  
**Professional**  
Compassionate  
Excellence



**Los Angeles**  
california

*“Excellence is the Only  
Option”*



**Sacramento**  
california

Honorable **Determined**  
**Effective**  
Innovative United

Los Angeles

Phoenix

Sacramento

San Diego

San Jose

Accessions	9,390	5,382	5,399	5,466	4,521
Medical Exams	12,866	7,398	7,536	7,791	6,206
Enlistment Test Sessions	21,108	10,266	11,064	11,612	10,207
STP Students Tested	20,099	18,466	10,503	13,074	8,025
Military	9	9	9	8	13
Civilians	46	34	32	36	31

\* Data as of January 2011. Please see editor's note on page 16.

**San Jose**  
california



*“Ushering in Tomorrow’s  
Patriots ... Today”*

**Phoenix**  
arizona



Teamwork **Service**  
**Integrity**  
Respect Pride

# 8th Battalion

Battalion  
Commander



**Montgomery**  
alabama

*“Changing Lives and  
Defending America”*



**Jackson**  
mississippi

Efficient **Dedicated**  
**Skilled**

*Professional* Enthusiastic



**Knoxville**  
tennessee

Experienced **Efficient**  
**Teamwork**

*Caring* Festive



**Nashville**  
tennessee

**Professional** when dealing with the customers and guests who enter our front door.  
**Proficient** with taskers that come our way.  
**Personal** with the applicants by making them feel befriended.  
**Above par** as we are always striving to receive MEPS of Excellence.  
**Persistent** in resolving any problems that may arise.

	Jackson	Knoxville	Louisville	Memphis	Montgomery	Nashville
Accessions	1,564	2,588	2,549	2,516	5,490	3,716
Medical Exams	2,364	3,484	3,737	3,252	7,460	4,903
Enlistment Test Sessions	5,420	5,526	6,203	6,374	13,650	7,591
STP Students Tested	10,468	9,433	13,174	14,827	16,634	15,535
Military	8	7	8	8	11	9
Civilians	20	27	24	24	34	28

\* Data as of January 2011. Please see editor's note on page 16.

**Louisville**  
kentucky



Dedicated **Family**  
**Selfless**

*Loyal* Exceptional

**Memphis**  
tennessee



*“We Make Everyday  
People Successful”*

# 9th Battalion

Battalion  
Commander



**Dallas**  
texas

- P - Professionalism**
- R - Respect**
- I - Integrity**
- D - Dependability**
- E - Esprit-de-Corps**



**El Paso**  
texas

*“Patriots Ensuring  
Tomorrow’s Liberties ...  
Today”*



**Houston**  
texas

Dedicated **Professional**  
**Efficient**  
*Organized* Friendly

**Amarillo**  
**Dallas**  
**El Paso**  
**Houston**  
**San Antonio**

Accessions	1,091	6,891	1,465	5,608	6,102
Medical Exams	1,431	9,759	1,934	7,739	8,894
Enlistment Test Sessions	1,801	14,887	3,857	11,660	13,069
STP Students Tested	6,319	18,262	5,417	23,199	11,937
Military	7	17	7	10	10
Civilians	21	34	19	35	39

\* Data as of January 2011. Please see editor's note on page 16.

**Amarillo**  
texas

Efficient **Mission**  
**Integrity**  
*Family* Courteous

**San Antonio**  
texas

*“Passionate Servants for  
America’s Best”*

# 10th Battalion

Battalion  
Commander



**Jacksonville**  
florida

*“Exceptional Service for  
Tomorrow’s Heroes”*



**M**edium **M**akes **M**iami  
**M**EPS **M**ission **M**iami  
**M**iami **M**iami



**San Juan**  
puerto rico

*Service*  
Ambassadorship  
**Excellence**  
**Resiliency** *Trust*

	Atlanta	Jacksonville	Miami	San Juan	Tampa
Accessions	6,665	5,816	4,053	2,163	6,168
Medical Exams	8,728	7,973	5,293	3,119	8,598
Enlistment Test Sessions	13,443	15,091	8,568	8,807	14,186
STP Students Tested	19,107	16,999	12,624	5,949	13,061
Military	10	10	8	9	11
Civilians	38	37	27	25	35

\* Data as of January 2011. Please see editor's note on page 16.

**Atlanta**  
georgia



Exceptional **Resourceful**  
**Phenomenal**  
*Opportunistic* Well-known

**Tampa**  
florida



Strong  
**Community-centered**  
**Highly-experienced**  
*Veterans* Exceptional

# 11th Battalion

Battalion  
Commander



**Little Rock**  
arkansas

*“Step Through to  
Your Future”*



**Kansas City**  
missouri

**KC** - Knowledgeable  
**M** - Mission-oriented  
**E** - Expert  
**P** - Personal  
**S** - Service Specialists



**New Orleans**  
louisiana

Fun **Family Unique**  
*Harmony* Multi-cultural



**Oklahoma City**  
oklahoma

*“Proudly Serving  
America’s Tomorrow;  
Today!”*

**Kansas City**

**Little Rock**

**New Orleans**

**Oklahoma City**

**St. Louis**

**Shreveport**

Accessions	5,122	2,559	3,248	4,013	5,408	2,124
Medical Exams	7,530	3,551	4,493	5,790	7,550	2,980
Enlistment Test Sessions	10,694	5,514	7,913	8,457	10,559	5,295
STP Students Tested	14,370	12,245	10,538	16,009	13,044	10,973
Military	6	12	8	11	7	9
Civilians	31	25	29	28	35	25

\* Data as of January 2011. Please see editor's note on page 16.

**St. Louis**  
missouri



Efficient  
**Professional**  
*Applicant-oriented* **Fun**  
Perseverance



**Shreveport**  
louisiana



Thoughtful **Hard-working**  
**Efficient**  
*Courteous* Dynamic

# 12th Battalion

Battalion  
Commander



**Baltimore**  
maryland

*“Right People! Right Place! Baltimore!”*



**Beckley**  
west virginia

*“A Unified Partnership of Accomplishment”*



**Charlotte**  
north carolina

*“Changing Lives and Defending America!”*



**Fort Jackson**  
south carolina

**Zest** — liveliness or energy; animating spirit.  
**Experienced** — having learned through experience; taught by experience: experienced through adversity.  
**Versatile** — capable of or adapted for turning easily from one to another of various tasks, fields of endeavor, etc.  
**Exciting** — Producing excitement; stirring; thrilling.  
**Evolving** — to come forth gradually into being; develop; undergo evolution.

	Baltimore	Beckley	Charlotte	Fort Jackson	Fort Lee	Raleigh
Accessions	5,588	1,610	3,375	4,763	5,715	4,892
Medical Exams	7,723	2,387	4,664	6,575	7,964	6,477
Enlistment Test Sessions	14,403	3,565	7,833	13,002	13,616	10,240
STP Students Tested	13,943	5,661	11,309	12,537	8,842	8,899
Military	12	9	10	8	9	6
Civilians	39	21	27	28	32	27

\* Data as of January 2011. Please see editor's note on page 16.

**Fort Lee**  
virginia



Adaptive **Improving**  
**Excellent**  
*Goal-oriented* Efficient

**Raleigh**  
north carolina



*“Teamwork Makes the Dream Work!”*



# VIPS Update

By Christine Parker  
Messenger Editor

There's nothing simple about explaining the command's path to streamlining its future accession processing technology, collectively called the Virtual Interactive Processing System. But, in this case, the more USMEPCOM employees know, the better.

Formerly, the Department of Defense Business Transformation Agency had oversight for VIPS. However, in August, Defense Secretary Robert Gates announced several efficiency initiatives, including realigning aspects of BTA's mission to other DoD organizations. This included the transfer of information technology program management responsibilities to the Defense Logistics Agency. With this transfer, DLA has oversight for VIPS now.

The Defense Logistics Agency is DoD's largest logistics combat support agency, and provides worldwide logistics support in both peacetime and wartime to the military services as well as several civilian agencies and foreign countries. The agency employs about 26,000 people and its headquarters is located at Fort Belvoir, Va.

Recently, the Department of Defense awarded CACI International Inc. a \$75 million contract to support VIPS. The stand-alone contract was awarded for a base period and option period totaling three and a half years.

## What does CACI stand for?

Founded in 1962, the original name of the company was California Analysis Center, Inc. The company had three more name changes, including a 1967 change to Consolidated Analysis Centers, Inc., and a 1973 change to CACI, Inc. In response to its growing international business, CACI now stands for CACI International, Inc. The publicly traded corporation and "parent" of the CACI group of companies, CACI International Inc. (NYSE: CACI) was incorporated in 1985. CACI's corporate headquarters is located in Arlington, Va.

## What are CACI's core businesses?

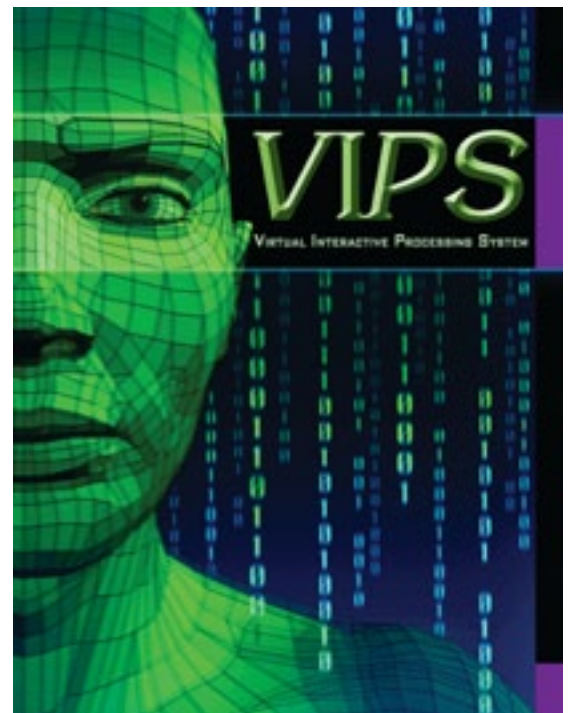
According to their web site, CACI International provides "professional services and IT solutions needed for defense, intelligence, homeland security, and IT modernization and government transformation. CACI delivers enterprise IT and network services; data, information, and knowledge management services; business system solutions; logistics and material readiness; cyber solutions; integrated security and intelligence solutions; and program management, etc. CACI services and solutions help its federal clients provide national security, improve communications and collaboration, secure the integrity of information systems and

networks, enhance data collection and analysis, and increase efficiency and mission effectiveness.

"CACI is a member of the Fortune 1000 Largest Companies and the Russell 2000 index. CACI has approximately 13,400 employees working in more than 120 offices in the United States and Europe."

## More about CACI?

View the company's web sites at [www.caci.com](http://www.caci.com) and [www.asymmetric-threat.net](http://www.asymmetric-threat.net).





## What will VIPS be?

CACI describes VIPS as “one of the most advanced, service-oriented, open architecture-based systems in the federal government. And that it will “modernize and automate the infrastructure that is used to qualify, evaluate, and process applicants for the military services.

“Once implemented, the paper-free system will make recruiting processes more responsive, flexible and efficient, and will ultimately reduce the cycle time to induct enlistees and save millions of dollars annually.

“As an enterprise system, VIPS will interface with the core recruiting systems of each military service. Its modular open system integration approach and extensive use of biometric components will enable deployment of rapid operational capabilities with near-term benefits.”

## Prototype

In January, representatives from CACI visited USMEPCOM to demonstrate a VIPS prototype.

Recently the VIPS program manager revised the VIPS development timeline. This extension will allow USMEPCOM operations and information technology staff members to work with CACI to clearly define requirements and interfaces.

## What's next?

According to Col. Larry Larimer, USMEPCOM J-5/Strategic Planning and Transformation, the VIPS acquisition strategy calls for it to be fielded in two parts. The DoD acquisition community refers to these parts as

“increments.” Increment 1.0 will support core processing tasks and activities currently accomplished using USMIRS. The program is designed to replace USMIRS as quickly as possible so that the command does not have to continue paying to sustain USMIRS. Increment 1.0 will provide new features, including scheduling capabilities and a central business rule database to ensure that all MEPS apply business rules the same way. It will also provide a workflow tool that can constantly update MEPS personnel, service sponsor personnel and applicants on where applicants are in the qualification process.

VIPS Increment 2.0 will focus on medical processing. It will provide the ability to capture all medical processing data electronically, including data from health care providers (not just PDF or scanned forms), an enhanced electronic self-disclosed medical history questionnaire and tools to support MEPS chief medical officer qualification decision-making.

According to Larimer, there are several major acquisition system events and milestones associated with each VIPS increment. VIPS Increment 1.0 is scheduled to achieve its initial operational capability (operational use at one USMEPCOM battalion) this year. After the first battalion reaches initial operational capability, other battalions will mostly be fielded sequentially (probably two battalions at a time) until all 65 MEPS are operating with VIPS.

While the Increment 2.0 schedule has not been finalized, the plan is for it to be developed during fiscal 2012 and fielded early in fiscal 2013. Ultimately, according to the acqui-

sition rules that govern the VIPS program, the complete system must be fully operational by the end of fiscal 2013.

## MEPS Involvement

MEPS personnel will be involved at several points during the design, development, testing and deployment of VIPS. CACI visited Baltimore MEPS earlier this fiscal year, to help prepare the digital DD Form 2807-2 prototype (DD 2807-2 is the Medical Prescreen of Medical History Report). CACI returned to Baltimore MEPS in January to gain a clearer understanding of the applicant process to better meet the command's needs. CACI personnel will visit four other MEPS and conduct telephone surveys of the remaining 60.

Also, Larimer added that MEPS personnel will participate in the VIPS preliminary design review, critical design review, testing and deployment.

## Getting it right

In a CACI International press release, dated Nov. 15, Bill Fairl, CACI's President of U.S. Operations, said, “With this new contract to support USMEPCOM, we will directly enhance the ability of the nation's armed forces to bring the most qualified men and women into their ranks. Our expertise in government transformation efforts makes us an ideal fit to build one of the most advanced systems for the Department of Defense within a robust, standards-based, and service-oriented architecture.”

# Virtual Interactive Processing System

# Des Moines helps raise 10 houses in 20 days

Story by Cheree Mann  
Photos by 1st Sgt. Tim Enderton  
Des Moines MEPS

The Greater Des Moines Habitat for Humanity partners with the community to build hope and a greater Des Moines. It provides affordable home ownership for qualified low-income families.

Six staff members and one spouse from Des Moines MEPS volunteered to help with Habitat's goal of building 10 houses in 20 days.

Although the houses were built a few weeks earlier, there was still much to be done. The group started the day with an introduction and safety briefing before going to work.

Each person was given assignments ranging from assembling pre-fabricated walls for later interior assembly to cleaning up the yard and cutting lumber to size for additional framing. They eventually went to a job site, toured a couple of the homes, finished sheathing and in-

stalled roof joists on four outdoor sheds.

"It was a great opportunity to assist local families in realizing their dreams of home ownership," Larry Kahl, MEPS transportation clerk, said.

Des Moines MEPS would also like to recognize its other volunteers:

Pam Cowan volunteers with her church. She recently helped establish Destiny Church in a new location by cleaning the basement and kitchen, purchasing supplies and stocking



Laura Bandy and Dan Hansen measure lumber at the Habitat for Humanity project.



Marine Corps Sgt. Adam Walker constructs wall framing.



First Sgt. Tim Enderton (right) shows Maj. Kipp Wahlgren, Des Moines MEPS commander, how it's done.

cabinets. She also helped raise funds for "Speed the Light," a global organization in the Assemblies of God churches, providing transportation to missionaries.

Eddie Westmoreland volunteers with his sons' Little League baseball teams as an assistant

coach. This season the teams placed 1st and 5th in Iowa. Westmoreland devotes at least 48 hours a week to practices, games and fundraisers. His teams have raised more than \$40,000 in the last five years to cover new equipment, tournament fees and hotel expenses.

Dan Hansen participated in Renovation Nation last year – an organization that renovates houses for low-income families. Also, he worked with Habitat for Humanity, replanted seedlings for Des Moines Parks and Recreation for community beautification projects, and distributed food to families for the Urbandale Food Bank.

Jim Little volunteers at his church weekly and at Valley High School.

## Shreveport staff takes time to brighten veterans' day

Members of the Shreveport MEPS visited the Northwest Louisiana Veterans Home in Bossier City, La., to share cookies and other gifts with the veterans living there.

Organized by Bea

Bailey, test score technician, the trip was a way for 11 members of the Shreveport staff to wish the veterans a happy Veterans Day and thank them for their service.

The home provides state-of-the-art facilities

and medical care for 156 veterans.

The occupants vary from local veterans who need short-term medical attention to long-term care for the elderly for residents ranging from a Pearl Harbor survivor to

a Bataan Death March survivor.

The outing let the MEPS staff give back to those who have gone before and support the facility's residents and families and the Shreveport/Bossier City community.



Maj. Gilbert White, Shreveport MEPS commander, presents a gift to a veteran at the Northwest Louisiana Veterans home.



Brooksie Robinson, a human resources assistant, keeps things moving during the Shreveport MEPS' visit.



### Boise MEPS rakes up

Staff members from the Boise MEPS take a break with the homeowner after raking her leaves. Two teams from the MEPS joined more than 6,000 community volunteers in the 25th annual Rake-up Boise event. Kathleen Hannah, Boise education services specialist, coordinated the event for 14 MEPS volunteers. She said she was "invigorated" by the staff's willingness to donate their time and money to the event.

## Fargo MEPS staff takes home federal employee team award

Fargo MEPS employees were honored at the annual Fargo-Moorhead Federal Executive Association Awards Luncheon.

The headquarters, operations, medical and testing sections earned the Team Award, which recognizes collaborative efforts by different areas in one organization. The sections' cooperation had an enormous impact on the proficiency of one or more of the four sections and the Fargo MEPS mission. The team's efforts have been proven through manpower shortages, vacancies, blizzards and floods.

Cross-training and internal support saved federal and state agencies man-hours and money.

The savings were realized because the MEPS eliminated the need to transport medical personnel from other MEPS for assistance, saving man-hours and overtime expenses.

It also saved other medical employees time and money. Without the cross-training, volunteers and can-do attitude of these individuals and teams, the organization would not have been efficient or economical.

Constant L. Maninga, a MEPS human resources assistant received the Administrative-Operational Support Award.



Fargo MEPS staff, winners of a Fargo-Moorhead Federal Executive Association Team Award.

He contributed greatly to the organization's success with his work ethic, actions and attitude. His dedication to mission success has been relevant because he wants the MEPS to be successful.

Maninga organized the Central African Union, a non-profit organization that acclimates Africans living in North Dakota to the American way of life.

The local FEA is a diverse group of federal employees, and like the group itself, a variety of individuals in the community contributed to the success of the organization and the local community.

## Buffalo MEPS welcomes visitors from North Carolina

The Buffalo MEPS hosted 50 representatives from the Employer Support of the Guard and Reserve from Pope Air Base, N.C.

The group toured the MEPS, attended a shippers' ceremony, and conducted a question-and-answer panel with Cmdr.

Aquilla J. Causey, MEPS commander, Capt. James C. Burke, executive officer, and 1<sup>st</sup> Sgt. Lee A. Thomas. They discussed the qualification process, applicant flow, and how things have changed in recent years.

The MEPS staff was privileged to meet World



Buffalo MEPS shippers pose with Adrienne Core, Miss North Carolina, and Charles Bullard, a World War II veteran, in the MEPS ceremony room.



Buffalo MEPS staff members brief visitors from North Carolina. The group represented Employer Support of the guard and reserve chapter at Pope Air Force Base, N.C.

War II veteran and author Charles Everett Bullard. He shared some stories of his service as a 20-year-old crew chief on a C-47 troop carrier from 1944-45. He posed with "shippers" and Miss North Carolina Adrienne Core.

Core was with the

group as part of her community service platform, where she seeks to support the "V" Foundation, named for the late North Carolina State basketball coach Jim Valvano, and to raise funds for and awareness of cancer research.

# Veterinarian technician (and son) earns Ranger Tab, makes history

By Tracy A. Bailey  
75th Ranger Regiment

FORT BENNING, Ga. – For the first time ever, an Army veterinarian technician has earned the Ranger Tab.

Sgt. 1st Class Anthony Klagenberg, regimental veterinarian technician for the 75th Ranger Regiment, graduated Nov. 12 from Army Ranger Course.

Klagenberg is the son of Shari Madore, information technology specialist at the San Antonio MEPS.

“All in all Ranger School didn’t feel too physically demanding, it was just a 61-day suck-fest,” Klagenberg said. “Once you embrace that suck and understand that the men to your left and right are in the same boat, it’s a lot easier.”

With 61 days of minimal sleep, very little food, and rugged terrain the course is designed to induce the most stress on Ranger candidates in the least time. Once this condition is set, candidates must perform and be rated successful by Ranger instructors in conducting various missions under simulated combat conditions.

“One of the hardest things to do was to try and motivate a platoon of Rangers to move

quickly to our next objective,” Klagenberg said. “Especially when they are starved, have only slept for just a few hours over the last three or four days and every part of their body is sore.”

Even though Ranger School is a “suck-fest,” there is an upside to it.

“The best part was the mountaineering portion up on Mount Yona,” Klagenberg said. “The views were amazing and the adrenaline rush was crazy.”

Graduating Ranger School is not the only first for Klagenberg. He is also the first veterinarian medical technician to serve with the regiment.

“The Ranger veterinarian at the time presented me with the opportunity to join the regiment,” Klagenberg said. “It doesn’t get any better than the 75th Ranger Regiment.”

Klagenberg was recruited by then regimental veterinarian, Maj. Justin Schlanser for his experience and technical skills to be a mentor and subject matter expert for the dog handlers and future battalion technicians.

“Sgt. 1st Class Klagenberg truly required



Maj. Justin Schlanser, former regimental veterinarian for the 75th Ranger Regiment pins Sgt. 1st Class Anthony Klagenberg's Ranger Tab at his graduation Ceremony.

no on-the-job training and hit the ground running and ready,” Schlanser said. “He knew the standards and traditions of the unit he was getting into and never wanted anything but to meet those standards.”

Klagenberg obtained his Expert Field Medical Badge within a month of his arrival at the regiment and volunteered for the Ranger Course.

“It is truly remarkable to see an (Army Medical Department) NCO at this stage and level in his career,” Schlanser said. “This is another one of his traits; he is willing to humble himself to attain greatness, which is something all great leaders do.”

Klagenberg, a native of Natalia, Texas, has been with the regiment for about a year. His job is to care for the regiment's military working dogs.

“I ensure that our dogs are healthy and ready for the next training cycle or the next deployment,” Klagenberg said. “Vaccinations, blood work, and physicals must be up-to-date, much like any

Ranger, before our dogs can deploy.”

Klagenberg also tends to minor health issues, conducts inspections and monitors the dogs living conditions to ensure they are properly housed and fed.

Klagenberg's duties also include ensuring the dog handlers and medics are tactically and technically proficient in canine first responder skills.

Rudyard Kipling once said, “The strength of the pack is the wolf, and the strength of the wolf is the pack.”

“The strength of the regiment is individual Rangers like Sgt. 1st Class Klagenberg, who even though they have what may seem to be a less ‘tactical’ position, prove through their accomplishments that they are the best the Army has to offer,” Schlanser said. “As every Ranger in the 75th Ranger Regiment is selected and assessed so too are the canines and only the best are chosen to serve.”

## FOND FAREWELLS

### OMAHA MEPS

#### Anthony Featherstone

Testing Clerk

Departing for: Department of Labor,  
Omaha, Neb.

Most remembered for: Contributing to the success of the testing element by his strong work ethic and willingness to be part of the team.

## NEW FACES

### OMAHA MEPS

#### William D. Shatka

Education Services Specialist

Years of service: Two Navy, 10 Marine Corps,  
four civil service.

Last assignment: Department of Veterans  
Affairs, Lincoln, Neb.

Diversions: Fitness, reading, pets, doctoral  
studies in educational leadership.

First impression: "MEPS personnel display  
professionalism while being friendly and  
supportive. I've rarely received such a warm  
welcome."

## BIRTHS

### Louisville MEPS

Staff Sgt. Jeremy and Madeline Chestnut,  
a son, **Ryan Andrew**, Oct. 26, 7 pounds, 2  
ounces.



Tech. Sgt. Lashelle Bullock sets the tone for the Shreveport MEPS Hispanic Heritage Luncheon. The event also featured Gina Hobbs, a local community leader, who spoke about the local Hispanic culture and the role Hispanic-Americans play in the area.

# MEPS of Excellence

The MEPS of Excellence Program acknowledges military entrance processing stations that obtain a level of excellence based on criteria related to USMEPCOM core processes (medical, testing, applicant processing) and general military readiness.

The two requirements to become a MEPS of Excellence are:

- To be one of the top three MEPS in each category.
- To meet the overall threshold.

The 65 MEPS are divided into three categories, based on historical data. MEPS remain in the designated category the entire fiscal year.

The MOE points system measures up to 10 criteria per quarter. The criteria are:

- Timeliness of military evaluations and awards.
- Total students tested goal.
- Drug and HIV specimen processing.
- Clinical Laboratory Improvement Program.
- Physical fitness readiness.
- Height and weight standards.
- Electronic fingerprint capture station (unclassifiable fingerprints).
- Incidents of serious misconduct by military or civilian employees.
- Test loss compromise.
- Citibank travel card delinquency rates.

## First Quarter, Fiscal 2011

**Category 1**  
Baltimore MEPS  
Jacksonville MEPS  
Tampa MEPS

**Category 2**  
Knoxville MEPS  
Lansing MEPS  
Portland, Ore., MEPS

**Category 3**  
Amarillo MEPS  
Beckley MEPS  
El Paso MEPS  
Syracuse MEPS

## Choir highlights San Juan Hispanic Heritage observance

The San Juan MEPS celebrated and closed out the Hispanic Heritage Month with a performance by the Fort Buchanan Antilles High School Show Choir.

On Oct. 15, a day off for the Fort Buchanan schools, the choir director and her 38 students performed at the MEPS.

The celebration highlighted the Hispanic American achievements in the United States. It promoted camaraderie among all MEPS military and civilian employees and their families.

The performance included four popular songs: Al Ritmo de la Noche (At the Rhythm of the Night), Verde Luz (Green Light), Bello Amanecer (Beautiful Sunrise), and En mi Viejo San Juan (Unforgettable San Juan). After the performance, employees, guests and friends of the MEPS sampled traditional Hispanic foods.

The MEPS leadership would like to thank the committee responsible for the success of this event: Carmen Bracey, Yaneira Cortez, Celmarie



Members of the Fort Buchanan Antilles High School Show Choir perform at the San Juan MEPS Hispanic Heritage observance.

Gomez, Waleska Lopez, Jayra Rivera, Evelyn Rodriguez, Sgt. 1<sup>st</sup> Class Jose Carvajal, Staff Sgt. John

Webber, Petty Officer 2<sup>nd</sup> Class Alexander Peña and everyone who contributed.

## Beckley Hispanic Heritage features food, culture, history

In honoring Hispanic Heritage Month, Beckley MEPS had a food-tasting luncheon on Sept. 27.

Sgt. 1st Class Gilberto Colon, medical noncommissioned officer, Petty Officer 1st Class Mark Marquez, medical specialist, and Sgt. Giovanna Garrison, testing noncommissioned officer, prepared Arroz con Gandules (rice with pigeon peas), Pernil (pork roast), Pico de Gallo, Empanadillas (turnovers), flan, and salad.

Colon wore a native outfit used by the Jibaros in Puerto Rico during the early 19th century. Jibaros describes mountain people, who lived “in-land” in the heart of the island, and are the backbone of the Puerto Rican culture. Colon, Marquez and Garrison provided a brief explanation of the history of the Jibaros and the food prepared for tasting.



Petty Officer 1st Class Mark Marquez, Sgt. 1st Class Gilberto Colon and Sgt. Giovanna Garrison display the dishes they prepared for the Hispanic Heritage Luncheon. Colon is wearing a native outfit used by Puerto Rican Mountain people in the 19th Century.

# WOMEN'S HISTORY MONTH



**OUR  
history  
IS OUR  
STRENGTH**