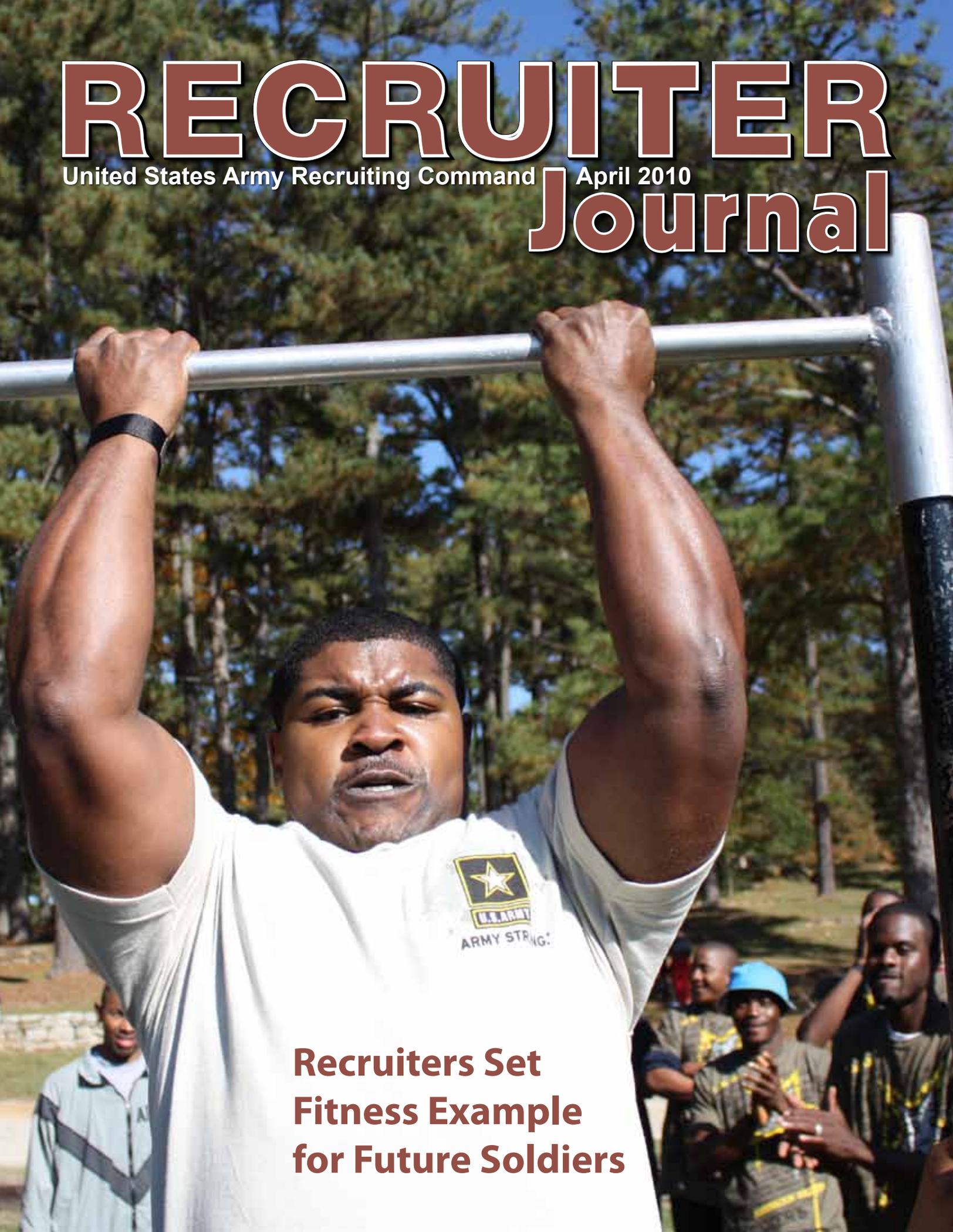


RECRUITER

United States Army Recruiting Command April 2010

Journal



**Recruiters Set
Fitness Example
for Future Soldiers**



PHOTO CREDITS: CLOCKWISE FROM THE LEFT: JULIA BOBICK; JORGE GOMEZ; MILWAUKEE BN; JONATHAN AGEE; IST BOE



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ON THE COVER: Future Soldier Jimmy Butler of College Park Recruiting Station does pull-ups during Atlanta Company's FS Olympics. Photo by Capt. Troy Jones, Atlanta Company

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RECRUITER Journal

U.S. Army Recruiting Command
Commanding General:
Maj. Gen. Donald M. Campbell Jr.

Public Affairs Officer:
S. Douglas Smith

Editor:
Julia Bobick
Associate Editor:
Fonda Bock

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Future Soldiers - Members of Team from Day 1

I know that I addressed this topic in March, but I'd like to begin my column again by addressing suicide prevention and the resources available to everyone in this command, because sadly we have had two Soldiers take their lives this year.

We held a stand down day to focus on these resources and more, and I directed monthly risk assessment counseling to ensure that our leaders talk one-on-one to every Soldier in this command.

I did not implement this requirement as just another paperwork drill. It's critical that leaders at every level know their Soldiers and ask the tough questions in order to understand what's going on in their world. This type of counseling is already happening across much of the command, but it needs to be happening everywhere at every leadership level. Really knowing your Soldiers is key to getting out in front of many of the challenges we face.

We must never leave a fallen comrade behind.

I cannot say it enough – there will be no stigma in this command for seeking help, whoever you are and whatever the issue. Every one of you is important to me, to your families, to your team, to this command and to our Army. If you or your family needs help, don't be afraid to ask.

Looking out for each other extends beyond making the numbers. We are leaders and Soldiers 24/7 in our Army and we need to take care of ourselves and each other on and off duty.

I encourage you to pass this on to your Future Soldiers as well, as you inculcate them with the Warrior Ethos and Army Values. We should treat them like members of our team from day one, letting them know we care about them and their future success.

We have a significant number of Future Soldiers in the entry pool and we will likely enter Fiscal Year 2011 with even more than

we did this year. It can certainly be a challenge to keep them interested and engaged. This issue highlights several physical fitness and motivational FSTP activities recruiters have implemented. They are a few examples of the many great Future Soldier programs you have across the command. If you have a program that is working well, I encourage you to share it across your units. Make it a team sport. Get your interested spouses and family members

involved in your FSTP activities; FS families can learn from yours and begin to understand how important family is to the Army.

Just as important to keeping Future Soldiers motivated to ship is accepting that not all Future Soldiers will ship or even should ship. We can be selective in this environment; if you know that a Future Soldier is just not ready for the commitment, we have others waiting who

are ready. Don't hold on to a recruit who's not right for our Army. If he or she is a loss, accept it, report it as soon as possible and move on.

The further out we take the loss, the better it is for the Army. Last-minute Future Soldier losses translate into last-minute training seat vacancies, which cost the Army tens of thousands of dollars – each. While we don't want to take a loss, at the right time and under the right circumstances, it's the right thing to do, but we should be mindful of the consequences of putting losses off until the last minute.

Once again, thank you to everyone on the team for all your hard work. As we begin the third quarter we are well-positioned for another successful year. And congratulations to all of our noncommissioned officers who have reenlisted this year and helped us make our retention mission six months early! I believe that speaks volumes about this team and your commitment to our Army.

I am proud to serve with this great team! Thanks for all you do every day to "Provide the Strength." Hooah! Army Strong!



Private Insurance Riders Can Save GOV Operators Out-of-Pocket Expenses in Event of At-Fault Accident

Any operator of a government-owned vehicle (GOV) who is found to be at fault as a result of an accident resulting in damage to a GOV may have to forfeit up to one month's pay under the provisions of Chapter 13, Financial Liability Investigations of Property Loss (FLIPL) of AR 735-5, Policies and Procedure for Property Accountability.

Some insurance companies offer policyholders the option of purchasing extended non-owned automobile insurance endorsements or riders to cover the insured's out-of-pocket expenses incurred when the insured operates a business/government owned vehicle (company car).

Such endorsements/riders cannot be paid for by the government, but are available to GOV operators whether a Soldier, civilian employee or contractor.

The U.S. government does not endorse any particular insurance company, but operators of GOVs who wish to minimize their exposure to the loss of up to one month's pay due to GOV accidents are encouraged to look into purchasing private extended non-owned automobile insurance endorsements/riders.

Estimated cost for endorsements/riders will vary by insurance company from about \$10 to \$20 per month, but could be more depending on the company.

DID YOU KNOW?

Puerto Rico Changing Birth Verification Procedures

A new law to become effective July 1 will invalidate all birth certificates issued before that date by the Puerto Rico Health Department, through its Vital Statistics Records Office. Until that date, all birth certificates will remain valid.

On July 1, the Vital Statistics Record Office will begin issuing new birth certificates incorporating state-of-the-art technology to limit the possibility of document forgery. As it currently stands anyone scheduled to ship on or after July 1, will have to have the new certificate. USAREC G3 is advising that all members of the DEP/DTP have a DD 372 submitted so their enlistment (ship) date is not affected.

The USAREC Message had not been published at the time of publication.

Goarmy.com Web Team Wins Industry Marketing Award

U.S. Army Accessions Command

The 13 U.S. Army Accessions Command (USAAC) employees who comprise the Digital Division Web and Media Branch received the Human Capital Management for Defense top honors in February for "Most Innovative Recruitment program" in the defense industry.

USAAC commander, Lt. Gen. Benjamin C. Freakley, said he was pleased to see the team recognized for keeping goarmy.com relevant and productive.

"Our online programs harness the social power of the Internet to keep America's Army strong and ready," Freakley said during the award ceremony.

The award capped a year of explosive growth for the digital division's cyberspace outreach initiatives, to include goarmy.com and social media projects on Facebook and MySpace.

The goarmy.com site generates 1.5 million monthly hits, serves 10 million viewed pages and more than 58,000 locate-a-recruiter contacts.

National Voter Registration Act Guidance

According to the National Voter Registration Act, Armed Forces recruiting stations will be locations where all U.S. citizens may obtain and fill out voter registration applications. Citizens may elect to take the application home to be filled out or accomplish the task in the RS with assistance from RS personnel. In addition, all prospects will be asked during the initial face-to-face interview if they are registered to vote.

Reference USAREC Mmsg 10-094.

Army Recruiting Multimedia DVD v2.5

The Army Recruiting Multimedia DVD version 2.5 will be released in May. This new version replaces all previous versions. This product is packaged with two DVDs and supports the Army interview, FSR2S, REQUEST and recruiter prospecting and lead-generation activities.

Disc 1 supports the interview and contains Web links, documents, slides, and more than 200 videos. (This version includes 80+ updated MOS videos.)

Disc 2, The Army Cinema DVD, contains 11 videos to support "Telling the Army Story" for use during school and career day presentations. This disc can be played on a computer or commercial DVD player.

Each recruiting company commander will receive a specific number of DVD packages based on authorized recruiter strength. The product will also be distributed to guidance counselors at each MEPS.

USAREC Converting 238 79R/89R Positions

USAREC will convert 208 current sergeant first class 79R non-leadership recruiting positions to staff sergeant positions, and will convert 30 current master sergeant 89R positions to sergeant major positions.

These changes will become effective on the FY 13 Army authorization documents, and will be explained in greater detail in an upcoming Recruiter Journal article. What does this do for the 79R Soldiers? It fixes the promotion pyramid and will afford more Soldiers the opportunity to be promoted to E9.

Battalion Battle Staff Sustainment Training

The USAREC G3 Training Assessment Division and members of the Recruiting and Retention School are preparing to launch battle staff sustainment training. Battalion staff members should read USAREC Manual 3 03, Brigade and Battalion Operations, for a good understanding of what is to come.

Tying Up Loose Ends



Command Sgt. Maj.
Stephan Frennier

First off, I want to thank everyone for their participation in what turned out to be a productive Safety Stand Down March 12. I've received some very good feedback from it.

One of the tools introduced command wide that day is the USAREC Risk Assessment Counseling booklet geared toward helping everyone in this command — every NCO, officer and civilian — to first identify risky behaviors or conditions in their lives and then seek help if they need it. Please know that whatever you are facing, whether it's careless driving habits, alcohol or drug dependency, personal or family issues, you will not be punished for seeking help.

Our job as leaders is to help our subordinates identify risks and steer them toward assistance. This is not punishment. There is no stigma attached. I encourage everyone to be honest with themselves and their leaders, because if we're not honest, this tool won't work.

Also last month, Maj. Gen. Campbell and I visited our recruiting forces in the Pacific Rim. We started out in Portland and then headed on to Hawaii, Guam and Korea. It had been years since anyone from the headquarters had personally visited the NCOs in the islands and the Asian nation, so it was definitely time to pay them a visit.

They're doing some great things there, and I was extremely happy to see the closeness the recruiters and their families share. I truly got the feeling, especially in Guam, that it was not just a unit, it was really a family.

One of things being done well in the Portland stations that we all need to be doing is using continuity books.

Using these books is important for first sergeants and station commanders, but even more so at the NCO level. They're the ones out in their communities every day dealing with people. It's important for them to document what they do in their environment and why, based on the lessons they've learned after trial and error during the one, two or three years of operating in that area.

If they leave behind that product for their successor, we won't lose all the knowledge gained after three or more years of service.

It won't be lost and the new NCO won't have to reinvent the wheel.

And just a friendly reminder this month that we need to stay on top of our Future Soldier seniors to make sure they're on track to graduate this year. If they're not, we need to make sure we're being good leaders doing everything we can do — counseling and mentoring — to ensure our Future Soldiers are doing everything they need to do to graduate.

If they're not going to be able to get their diploma, then let's look at removing them from the books. Don't wait until the last minute. We cannot afford to have Future Soldier losses less than 14 days out — that's a lost training seat at a significant financial cost to the Army.

If you've still got some NCO course requirements you need to fulfill, it's your responsibility to make sure during your professional development counseling that your leaders are aware you're behind in your schooling and that you're within the body fat standards and are physically fit enough to attend the course.

Then we, as leaders, have to do everything within our power to get our NCOs scheduled for the next available class. Once scheduled for a class, NCOs have to show up. We cannot afford last minute cancellations because that's a lost school seat we can't get back.

And finally, congratulations to the whole command for meeting the retention mission a half a year ahead of schedule. In my 30 years of service, this is the first time I've seen a unit complete a mission six months in advance. And congratulations and thanks to all the NCOs who reenlisted this year. It's great to keep you on the team. Hooah!

Staying Resilient

When Tough Times Hit

By Chaplain (Lt. Col.) Doug Peterson

R**esiliency.** When the severest of trials come your way, how do you handle them? I first met Dave Roever when he came to speak to the Fort Hood chaplains and chaplain's assistants in 1991. Countless times since then, I have had the pleasure of sharing his story via video with small groups around the world — most recently with the heroes of Beaumont Company. It never fails to inspire and encourage.

Hoping to avoid ground combat during the Vietnam conflict, Dave joined the Navy. Shortly thereafter, however, he found himself at Coronado Island, Vietnam-bound and training for riverine warfare. When he arrived in theater, his mission was to clear shoreline bunkers of the enemy.

On July 26, 1969 he pulled the pin on a white phosphorus hand grenade and was about to throw it when a sniper's bullet took a chunk out of his throwing hand. The grenade exploded six inches from his head. The last I knew, folks are not supposed to survive an experience like that. But by the grace of God Roever did.

He instantly lost 40 percent of his skin and 60 pounds of flesh, suffering horrible burns and disfigurement to his face. From Vietnam to Japan to the Brooke Army Medical Center (BAMC) burn unit and in subsequent years, Dave underwent a series of medical procedures.

A low point for him occurred shortly after his injuries when he asked for a mirror. In a drug-induced state he reacted to the sight of his horrible facial burns and swelling by attempting suicide. He tells of pulling out his IV and putting his head back to wait to die. As it turns out, he didn't die, he got hungry. He pulled the wrong tube. He had pulled out lunch.

Another crisis occurred in BAMC where he was sent, along with a dozen other burn victims. Of that group only one survived. Dave tells of a man next to him whose wife came in and took one look at his appearance, said that he would be an embarrassment to walk down the street with, took off her ring, laid it between his feet, and walked out.

Dave's immediate concern was how his own 19-year-old wife would respond. When his wife Brenda arrived, she made sure the name on his wristband matched the name on the clipboard at the end of the bed. Then she kissed his face, the most severely burned part of his body, and said, "I really love you. Welcome home, Davey!"

That was the turning point in his recovery.

For many years now, through his disfigurement and scars Roever has been telling his story to military, school, church and other audiences.

How has he handled his circumstances? What strengths feed his resiliency, even during earlier times of severe questioning and pleading for his scars to disappear?

I simply list them here with the intent to amplify and elaborate on them next month.

- A sense of humor.
- The unwavering support of his wife.
- A solid spiritual foundation — resting upon the sovereign goodness of God.
- An acceptance of those things he cannot change.
- The turning of lemons into lemonade.
- Developing new interests within the scope of his abilities.

Come back next month and we will continue Roever's story and the encouragement it has for those of us pursuing personal resiliency in the midst of the pain and challenges of life.

When the severest of trials come your way, how do you handle them?

Assignment

Opportunities

Outside USAREC

for **79R** NCOs

USAREC Personnel Development Division, RRS-Forward

Regular Army recruiters can aspire to be station commanders, guidance counselors, first sergeants and drill sergeants.

Drill sergeants?

That's correct — selected Regular Army recruiters may serve as drill sergeants and more.

In recent years, USAREC has developed and supported programs that offer assignments outside USAREC. These assignments allow RA 79R noncommissioned officers to broaden their professional development. Selected NCOs may serve as basic training first sergeants, as drill sergeants, and in Training with Industry (TWI) positions.

USAREC announces these vacancies via USAREC messages and taskings. A USAREC board selects Soldiers from among qualified applicants. The selection process is highly competitive, according to Charles Price, Chief of 79R Personnel Development, Recruiting and Retention School-Forward.

"Soldiers serve as USAREC's ambassadors while they serve in these positions," Price said. "USAREC encourages its best Soldiers to apply."

The basic training first sergeant program places selected 79R master sergeants and first sergeants in basic training units at Fort Jackson, S.C., for 24 months. Leaders assigned to these demanding positions provide leadership critical to developing civilians into new Soldiers. The USAREC senior NCO slating process places the NCO once his/her tour is complete.

Price says USAREC worked with the Human Resources Command (HRC) to develop the 79R drill sergeant program. Soldiers chosen for this challenging program prepare young men and women for service with the Army, Army Reserve and Army National Guard. Applicants must meet prerequisites established by AR 614-200.

USAREC G1 will reassign Soldiers returning from drill sergeant duty. Assignments will be based on the Soldier's preference, assignment availability and the 79R professional development model.

An NCO selected for the TWI program trains for one year with State Farm Mutual Automobile Insurance Company at their corporate headquarters in Bloomington, Ill. The Soldier learns how to use the Learning Management System (LMS) and virtual classroom server (VCS) software. The Soldier learns how to facilitate online training and other skills.

Upon completion, USAREC assigns the Soldier to either the USAREC Headquarters at Fort Knox, Ky., or the Recruiting and Retention School at Fort Jackson. The follow-on assignment allows the NCO to apply his/her new skills in training development and delivery.

Opportunities are also available for assignment to deploying units to fill taskings in the Army's Worldwide Individual Augmentation System (WIAS). Price said USAREC works with Army G3 to identify MOS-immaterial positions that 79R Soldiers can fill.

Soldiers are assigned to deploying units using the temporary change of station (TCS) system. USAREC G1 will reassign Soldiers returning from these assignments. The follow-on assignment will be based on the Soldier's preference, assignment availability and the 79R professional development model.





International Summit Successful

Story and photos by Julia Bobick
Editor

During the third week of March, recruiting representatives from 10 nations gathered at the USAREC headquarters at Fort Knox, Ky., for the first time to engage in open dialogue and learn from one another about recruiting processes and technologies.

“The command has always received foreign visitors interested in learning about how we recruit,” said Rick Ayer, director of USAREC commander’s initiatives group, and coordinator for the command’s first International Recruiting Summit.

In addition, he said the Army’s Recruiting and Retention School (RRS) at Fort Jackson, S.C., has for years had a program where recruiting leaders and non-commissioned officers travel to other countries, teach recruiting practices and help establish volunteer forces.

During a visit to the RRS, Maj. Gen. Donald M. Campbell Jr., USAREC commanding general, had a discussion with the Soldier Support Institute commander about the multitude of international visits to both the Recruiting Command and the schoolhouse, and the idea came up to invite them all at once to collaborate and exchange ideas back and forth.

The command invited 15 countries to participate – some that had already been working with the command and/or the RRS, as well as countries that had approached the Department of the Army and U.S. Army Training and Doctrine Command to learn more about recruiting.

Some of the invited countries have been recruiting for all-volunteer forces for some time, while others do not have or have been working toward establishing all-volunteer forces. Representatives were able to

attend from nine nations: Afghanistan, Estonia, France, Germany, Greece, Netherlands, Romania and Taiwan.



Sam Alexander explains the graphics work the Accessions Support Brigade on Fort Knox does for the recruiting field force - from making banners and signs to maintaining mobile recruiting assets. BELOW: The USAREC G3 Deputy Director, Frank Shaffery, explains enlistment standards.

“Our all-volunteer force in the United States is in our fourth decade. We’ve learned a lot along the pathway to sustaining an all-volunteer force. ... It is critically important to us that we share lessons learned with our partners and allies, we want to learn from you,” said Lt. Gen. Benjamin C. Freakley, commanding general, U.S. Army Accessions Command, who reinforced the idea of the open forum during his opening comments to the group via video-conference. “We shouldn’t just be the host and be the ones to talk all the time. We don’t have the market on all the good ideas.”

Discussions during the three-day event centered on five primary areas: the recruiting process and operations; market intelligence; marketing, public affairs and outreach; manning the force and training the recruiting force.

The group talked about the shared challenges common across many of the countries, but was only able to briefly delve into potential solutions to their individual issues because of the tightly-packed schedule. Discussions filled the morning hours and each afternoon the representatives rotated through tours of the U.S. Army Accessions Support Brigade on post, the Elizabethtown Recruiting Station, the Louisville Military Entrance Processing Station, and the command’s recruiting operations and cyber recruiting centers.

“We’re all in the same business, we’re open to good ideas and willing to share ideas that work,” said Brigadier J.T. Jackson, Director of Recruiting and Training (Operations), United Kingdom.

Jackson, who had previously visited the command as part of a recruiting partnership exchange, said that after seeing USAREC’s Partnership for Youth Success program the United Kingdom is working on changing the way it markets the Army. In the past



their Army had been marketed as a career; he said they were missing out on developing a link with business and industry to help sell it as a short-term job with future potential, such as the U.S. Army is doing with PaYS.

Campbell called the event “beyond his wildest dreams successful,” and said that he hopes this open forum of collaboration will foster relationships not previously realized and serve both USAREC and its recruiting partners well in moving forward in both modernizing and establishing recruiting business practices.

“Just as we do among friends in our personal lives, we are acting as sounding boards for each other to ensure we do the right thing, efficiently and accurately in the recruiting process.”

Campbell added that he would like for the summit to become an annual event and welcomed the opportunity to once again host it next year.



Radcliff, Ky., Recruiting Company 1st Sgt. Jason Stewart discusses recruiting center operations with representatives from the Netherlands and Taiwan at the Elizabethtown Recruiting Center.

Elizabethtown Recruiting Center Commander Sgt. 1st Class James Alston demonstrates one of the center’s video games to General Philippe Ponties, Assistant Manager for Recruitment and Vocational Retraining at the French Army Human Resource Management. RIGHT: Master Sgt. Patricia Crowe, USAREC Senior Operations NCO, explains how the U.S. Army fills MOS and training seat requirements



Facebook

By Mark J. Howell
USAREC Public Affairs

As we continue to dive deeper into the world of social networking, you'll find that you'll learn something new about it every day. You'll start to notice things that generate interest and some that don't.

As your pages continue to grow and gather fans, there are things you need to keep in mind when posting items to your fan page walls. In this month's article, I'll talk about some general rules of thumb on items you should and shouldn't post.

As administrators of Facebook pages, there is one very important thing you need to realize. In essence, you are holding the keys to a public Web site viewable by everyone with a computer, and with that you are U.S. Army ambassadors. Therefore, a very important and general rule that should be followed with posting is: "Stay in your lane." When posting things to your wall, it should have some sort of tie in with your organization, its people, the Army, and what it has to offer.

Over the past month, I've looked at a random sampling of pages throughout the command, and have found a few instances of improper postings that I would like to address. There are things that should not be posted or be allowed to remain on your pages.

First and foremost, ensure that you monitor your pages regularly. In addition to safeguarding the personal information of those associated with your page, you should ensure that postings from others are respectful and contain no vulgarity. If you see these types of postings, remove them immediately, and block them from posting on your page to prevent it from happening again.

Solicitation is also a frequent problem on many organizations' pages. If a local business posts an entry on your wall advertising a product or discount, even if it's for veterans only, it should be removed from the wall. As generous and relevant as it may seem, by doing so you are showing favoritism to their business, opening the gates to other businesses to post similar items. This could turn your page into a marketplace, and takes away the focus and importance of your page as a whole.

Another form of solicitation you may receive is for support of proposed legislation. Politicians and their campaign managers will post items asking for support for themselves or an initiative they have, especially if it is related to servicemembers or veterans. Do not let them use your page as a "soap box." As Soldiers, you're not supposed to endorse any particular candidate or legislation, and the same rule should apply to your pages.

Again, to summarize and re-iterate, post only items that are relevant to you as a recruiter, your organization, and the Army. That's why people become fans of your page...to see what you're doing and to learn more about the Army. As always, if you need any assistance with your pages, feel free to e-mail me at mark.howell@usarec.army.mil

What NOT to Post:

- **Personally Identifiable Information**
 - Local business advertising
 - Local business endorsements
 - Political advertisements
 - Political opinions
 - Political endorsements
- **Comments on proposed legislation**
- **Inappropriate, disrespectful or vulgar content**
 - Personal opinions on Army policies
- **Content unrelated to recruiting activities**
 - Product endorsements
- **Unofficial social conversations with applicants**
 - Inappropriate social conversations with applicants or Future Soldiers
 - Inappropriate links and photos
- **Anything that reflects adversely on the individual Soldier, USAREC, or the Army**

Sexting: Inappropriate & Illegal

By Capt. Patrick Lanham
USAREC Chief, Military Justice

It is a fact of life that we live in an age where communication is no longer face to face or even by telephone. We e-mail, we text, we access MySpace and we follow Twitter.

I send, respond to, view, or immediately delete around 75 to 100 e-mails I receive on my USAREC/AKO e-mail account daily.

We don't, however, lose our responsibility to follow Army or USAREC regulations when we communicate with these resources. This article serves as a reminder to USAREC Soldiers and civilian employees to review and follow USAREC Regulation 600-25, Prohibited and Regulated Activities, effective Feb. 15, 2009.

In the past 3 months alone, 7 Article 15s have been issued for unofficial social activity between recruiters and applicants.

It applies to and is binding on all military and civilian personnel assigned, attached, detailed, or on temporary duty with the USAREC. Failure by any USAREC personnel to comply with its provisions may subject Soldiers to disciplinary action under the Uniform Code of Military Justice and civilian employees to disciplinary or adverse actions under federal law and regulations.

USAREC personnel should review Chapter 2 of UR 600-25 to determine their right and left limits.

Paragraph 2-1, which specifically deals with unauthorized relationships, states that certain "activities with subjects of recruiting efforts, including contacts and prospects (includes all high school students regardless of qualifications for military service), applicants, or members of the FSTP or sister service equivalent are prohibited."

This applies to any applicants or prospects, regardless if you knew them before they were applicants, if they are older, younger, or the same age as you, or whether they are even qualified for military service if they are high school students.

Paragraph 2-1a(1) outlines that the following activities are prohibited: "Any social activity of a personal, unofficial nature."

This paragraph gives examples of prohibited activities. It prohibits any romantic or sexual conduct, sharing of lodging or personal vehicles, drinking alcoholic beverages, unofficial personal contact such as entertainment, dining, recreation, dating, or other intimacies and allowing the entry of any subject of a recruiting effort into the dwelling place of any recruiter."

When a recruiter deals with a Future Soldier/applicant, it should only be in an official business capacity. There should be NO social contact between any recruiter and Future Soldier/applicant.

Texting a high school applicant of the opposite sex is perfectly fine if the subject of the text is to inform the applicant of any appointments he/she needs to make at the recruiting station, or any paperwork that the applicant needs to bring in.

If the subject of the text is to "hook up" with the applicant later that night or to tell the applicant, "You looked really good in those jeans you were in earlier today," it is not an official communication.

This type of e-mail is direct evidence that there is social activity of a personal or unofficial nature occurring between the recruiter and applicant, which is a violation of UR 600-25 and a crime under

Article 92, UCMJ.

Is this occurring in USAREC? Yes. In the last three months alone, seven USAREC Soldiers have been issued Article 15s, non-judicial punishment, by the Commanding General of USAREC.

One recruiter's text basically tells the applicant, "You bring the blanket. I'll bring the condoms." Another recruiter sent pictures of himself to an applicant, but the mother of the applicant opened the e-mail with pictures of the shirtless recruiter displaying his favorite tattoos. In the same case, the applicant gave a sworn statement that the recruiter sent nude pictures to her.

All of these situations are examples of inappropriate communications. Texts describing an applicant as cute or attractive or setting up a meeting later in the night for a couple of drinks are inappropriate and violate UR 600-25.

Violating UR 600-25 is a crime punishable by court-martial.

The two NCOs who were the sources of the examples above were reduced from staff sergeants to sergeants. One of the NCOs forfeited approximately \$2,600 over a two-month span; the other forfeited \$2,000. They each lost approximately \$500 a month because of their reduction in rank. Over a year, that is close to \$3,000 in income. We all understand those numbers.

Negative ramifications exist for the recruiting mission when parents, friends, relatives, teachers or school administrators view text messages from recruiters attempting to "hook up" with high school students or other applicants.

It can cut off USAREC's ability to recruit in the high school involved, but more importantly, it can give a perception to the general public that we are not living by our Army values, and this recruiter is a reflection of the Army as a whole. This is not the perception we want for USAREC or the Army.

Remember to keep all communications professional, official and of a nature that creates a positive perception of the Army."

STRAIGHT FROM

BASIC TRAINING

FROM CIVILIAN TO SOLDIER.

New goarmy.com Webisodes Busting Common Myths



Research shows that basic training is one of the primary fears of joining the Army. Goarmy.com aims to help prospects overcome those fears through a new feature called Straight from Basic Training.

The feature, which launched March 3, allows potential recruits to submit questions to be answered by Soldiers in training and occasionally a drill sergeant. It also features a 10-part Webisode series, an interactive obstacle course and links to basic fitness information.

“Basic training continually ranks as one of the most popular topics on goarmy.com,” said Suzanne Nagel, Media and Web Chief, U.S. Army Accessions Command. “Prospects want to know what they can do to prepare, whether drill sergeants will yell at them and what the living conditions are like, among other things. We felt real answers from Soldiers in training would be the most honest approach.”

The honest approach seems to be working. In the first week, the site logged more than 250 questions and more than 13,000 site visits. Each week, a new Webisode video is launched on goarmy.com and a fresh set of video answers are posted to the site.

Straight from Basic Training was created and filmed by the USAAC Web team. Writer/editor Rachael Tolliver and videographer Brent Griswell spent 10 weeks with Company C, 2nd Battalion, 46th Infantry Regiment at Fort Knox, highlighting key events during each week of training. The pair followed five trainees from their first haircut through graduation for the Webisode series.

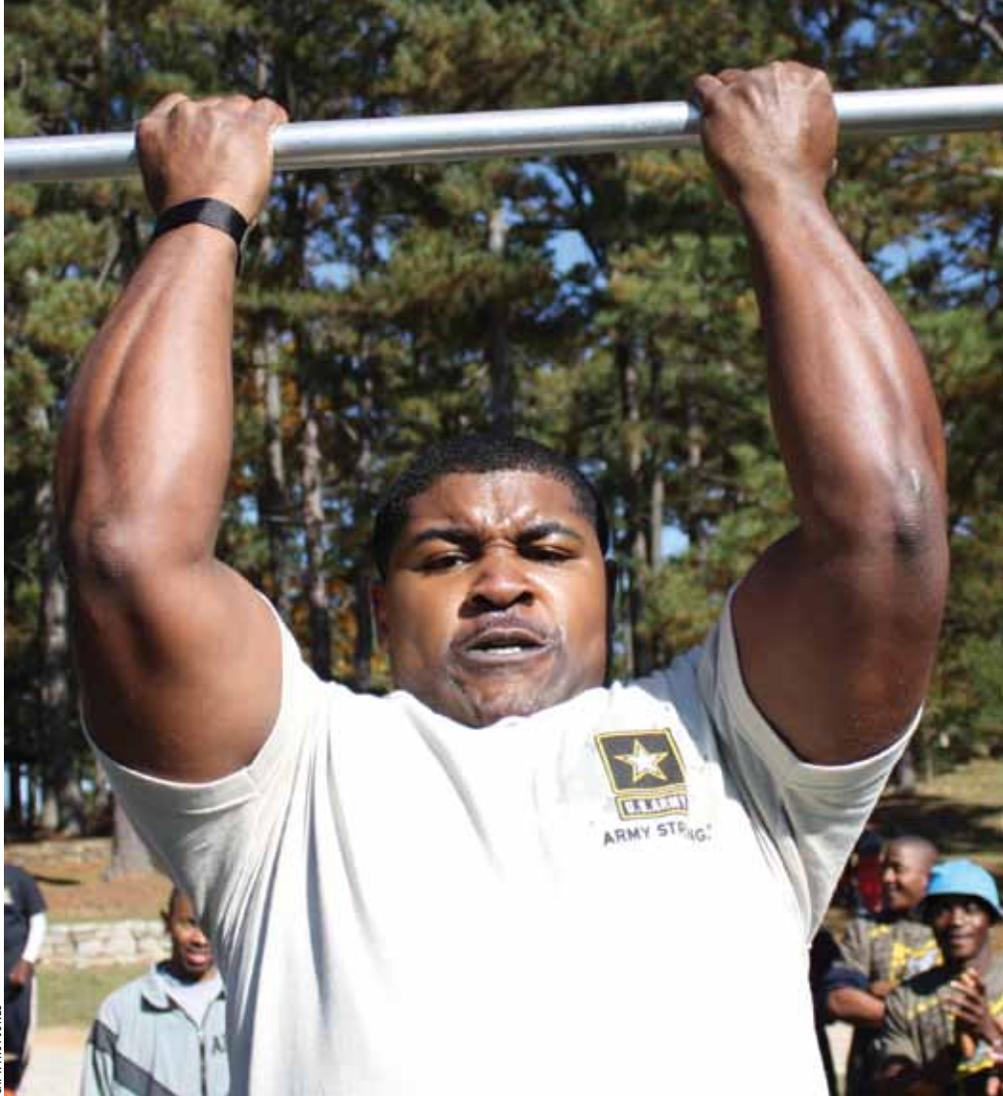
“We wanted to get it all to include the early morning training, the heat, the cold, the wet,” Tolliver said. “If we are going to be honest with an audience we felt we needed to show as much of what trainees really experience as we could. We also talked to individual trainees after each major event to get their take on what they just went through -- so the viewer has another perspective.”

Questions submitted to goarmy.com range from quirky and complex to straightforward and simple. One user asks: Do you get to leave training to go shopping at the mall? Another asks: “How hard is basic training and what do you do on your free time?”

The trainees’ answers vary, too. About shopping at the mall, Pvt. Jessie Bridges says, “No, I’m sorry but you don’t get to leave training to go to the mall cause you’re way too busy with all the training that you have to do to graduate and you just don’t have the time really.”

Private Samuel Warren answers the next question: “Basic training is really not that hard. It’s all a mind game as long as you keep your head focused on what you’re trying to accomplish here and don’t think about home that often, because that just makes the time go slower, you’ll be fine ...”

In the months to come, team members will continue to record answers to the questions submitted through goarmy.com at Fort Knox, Fort Leonard Wood, Mo., Fort Jackson, S.C., and Fort Benning, Ga. The project is expected to continue through next year. All content can be accessed through the goarmy.com homepage.



CAPT. TROY JONES

Future Soldier Jimmy Butler of the College Park Recruiting Station does pull-ups during Atlanta Company's Wolfpack Nation Future Soldier Olympics in November at Fort Gillem, Ga.

Keeping Future Soldiers Pumped and Good to Go

By *Fonda Bock*
Associate Editor

When it comes to Future Soldier retention, Sgt. 1st Class Craig Hughes, Recruiting Support Programs NCOIC, said follow up is the number one thing, he can't stress it enough.

"Everybody knows what to do," said Hughes. "But as time goes on, you get focused on the next guy, the next guy and the next guy. It's nice to get a reminder, 'hey, don't forget about the people you've already put in.'"

"It's easy to get complacent and forget they're there, and then when it comes ship time when the kid's starting to feel un-

comfortable or starting to back pedal, [and] you don't have that rapport with them you did from the start, if that just all stops, that allows doubt to creep in. You have to stay involved with the people you put in."

With enlistments running high and Future Soldiers spending more time in the Delayed Entry Program, follow-up is more important than ever, because recruits have more time to reconsider their decision said Hughes.

The usual resources for keeping Future Soldiers involved include, of course, making the telephone calls, face-to-face mentoring and Future Soldier functions, as well as the online

Future Soldier Training System. But Hughes strongly encourages recruiters to take advantage of the Future Soldier news release program — getting the Future Soldier's name in his or her local newspaper about their decision to join the Army. This not only recognizes the recruit for his or her decision to serve their country providing further motivation said Hughes, but such publicity can stimulate interest in the Army among the Future Soldier's peers.

He also recommends presenting the Future Soldier awards and certificates for accomplishment.

“Receiving an award or a certificate for a Future Soldier, that is something that is brand new to them. They think, ‘Wow, this is fantastic.’ And they can see some reward for doing well while they’re in the program,” said Hughes.

Additionally, the Future Soldier Center at USAREC headquarters at Fort Knox is another great resource, according to Hughes.

The FSC consists of an all prior-service staff who have a wide array of MOS and Army expertise and experiences. Basically a call center, it provides an additional line of communication between the Army and Future Soldiers in the form of phone calls, online chats, and e-mail conversations.

The FSC also manages chat rooms for Future Soldiers to meet with and ask each other questions, as well as family outreach chat and forums to answer spouse and family questions.

It also very important for recruiters to reach out to families. Recruiters are required to provide the Outreach Soldier Visibility Kits — Military One Source Packet, the new spouse orientation video and the Welcome to the Army Family RPI 999, to every married Future Soldier.

These resources integrate families into the Army and provide them with a wealth of information about what their Soldier is going to experience during training and programs to assist the family.

Taking care of a recruit's family makes it easier for the Future Soldier to keep his or her commitment, said Hughes.

“The main thing for Future Soldiers is the comfort in knowing that the Army has their back and their family is going to be taken care of and has a support system while they're away.”

FS PT Within the Regs

Physical training is a good activity for motivating and conditioning Future Soldiers that helps promote team spirit and contributes to the cohesiveness of the unit. The purpose of the exercise program is to build morale within the recruiter's Future Soldier Training Program (FSTP) pool while working on elementary Army physical fitness test standards.

PT may consist of noncontact team sports — such as softball, touch or flag football, volleyball and basketball. Physical conditioning exercises may also be used instead of or in combination with those mentioned above.

The Future Soldier must sign USAREC Form 992 — the U.S. Army Delayed Entry Physical Training Program Statement, which is a consent form.

The training period must not last longer than 119 minutes. It is recommended that the training period last no longer than an hour and a half to include stretching and warm-up activities. Exceeding these limits may result in government liability for statutory entitlements.

Although recruits participate on a voluntary basis, they must be reminded that PT is an individual responsibility and they should be encouraged to do some PT on their own.

Station PT can be conducted as often as desired, but at a minimum should be conducted at least once a month. Because of the limitations involved, it should be conducted independently of any Future Soldier function.

Staff Sgt Eddie Grissett, from the Atlanta West Recruiting Station, runs with Officer Candidate School Future Soldier Deniya Dozier during Atlanta Company's Wolfpack Nation Future Soldiers Olympics in November at Fort Gillem, Ga.



A group of Midtown Atlanta Recruiting Station Future Soldiers play tug of war at the Wolfpack Nation Future Soldier Olympics in November at Fort Gillem, Ga. The Future Soldiers are Pfc. Lenkerd, Pvt. Ndomjajah, Pfc. Raven, Pvt. Jones and Spc. Carbonaro.



Pulling in Future Soldiers, Families With Team-Building Events

Story and photos by Capt. Troy Jones Atlanta Company

To emphasize the concepts of teamwork, physical fitness and basic Soldier skills, the Atlanta Recruiting Company created the Wolfpack Nation Future Soldier Olympics. First held in November at Stephens Lake on Fort Gillem, Ga., it was one of biggest events in the Atlanta Company. More than 150 Future Soldiers competed on six teams representing each recruiting station in the Atlanta Company.

Spouses, children and parents were in attendance to support their Future Soldiers. The event started with the lighting of the Olympic torch to get the crowd excited for the events, which included push-ups, sit-ups, pull-ups, a one-mile run, tug of war and drill and ceremony.

Future Soldiers displayed outstanding competitiveness as they scrambled to knock out as many push-ups, sit-ups and pull-ups as possible.

“I was very impressed with their determination and level of fitness,” said Staff Sgt. Edward Levy, Roswell Recruiting Station.

Opportunities like this to challenge the Future Soldiers' physical abilities in a competitive atmosphere help improve Future Soldier retention and promote the importance of maintaining physical fitness, according to 1st Sgt. Darrel Gibbs, Atlanta Company.

The Future Soldiers started training two months before the Olympics.

Each recruiting station conducts weekly Future Soldier PT to have them engaged in activities to keep their motivation high while awaiting their ship date. This type of interaction is vital in maintaining the recruiter/mentor relationship with all Future Soldiers.

“It is our job to ensure the Future Soldiers are prepared for basic training,” said Staff Sgt. Harvey Johnson, Midtown Atlanta Recruiting Station FSTP manager.

Recruiters and Future Soldiers alike displayed the same competitive spirit. Having involvement from the entire company proves to be a successful team-building process. The esprit de corps became stronger among the Future Soldiers during events where they learned to work as a team.

As the day progressed, the temperatures rose and the sweat came pouring down. Future Soldiers were constantly reminded to stay hydrated and because of oversight from everyone in the company, there were no injuries or heat casualties.

“Command emphasis and leaders embracing ownership of the health of their Future Soldiers contributed greatly to the success of the Future Soldier function,” said Command Sgt. Maj. Eric Gordon, Atlanta Battalion command sergeant major.

Indoor PT Expands Recruiter Outreach

Story and photos by Jorge Gomez
Milwaukee Battalion

Slushy roads and snow-covered parks limit the venues available for physical fitness training in Milwaukee, especially for mass formations involving Future Soldiers.

For this reason, squad leaders Sgts. Kevin Weyler and Richard Bernard take their Future Soldiers to Hamilton High School where hallway PT is the norm.

As a result of an established relationship with the school's JROTC program, Weyler and Bernard assemble Future Soldiers and JROTC cadets at the school both for PT and common task training two times a week. They use the auditorium for stretching and warm up exercises and the hallways for cardio training and circuit drills just as the school's basketball team does.

Retired Master Sgt. Stephen Randall, JROTC Army instructor, said the relationship benefits both the Future Soldiers and his JROTC cadets. The cadets get the same training as the Future Soldiers, and the Future Soldiers get to use the school's facilities.

On a snowy Monday afternoon in February, more than 40 Future Soldiers and cadets could be seen extending into a rectangular formation and sounding off to exercises after school hours. In this case, the warm up is led by Hometown Recruiter Assistance Program Soldiers.

"Whenever possible we like to have our HRAP Soldiers lead the warm-up and calisthenics exercises because they demonstrate the type of leaders the Future Soldiers will become in just a few months," Weyler said.

After the warm up, the squad leaders take the Future Soldiers to the second floor where they use the empty hallways to lunge from one end to the other. They run down a flight of stairs, go across another hallway, and return up to the second floor where they started.



Squad leaders and recruiters are posted at various ends and corners to ensure safety and to keep the Future Soldiers motivated.

Staff Sgt. David Eder, Future Soldier squad leader, said he likes to see the Future Soldiers get a good workout from these functions. "We try to make this a morale booster experience," Eder said. "We challenge them but not to the point of breaking them. Our goal is to build them up."

Nicholas Hall, a Hales Corner native, was able to join the Future Soldier program in January only after losing about 30 pounds since the fall when he first tried to enlist. Now that he's reached the Army's body fat standard for enlistment, Hall said he's pleased to be part of the FS program.

"I never liked PT until now," Hall said. "I look forward to it every week because I feel that it's preparing me for basic training."

Brittany Bellows, a University of Wisconsin-Whitewater graduate, said she's not used to running in the hallways of a high school but likes the group setting nonetheless.

Future Soldiers from Milwaukee Recruiting Company conduct physical training through the halls of Hamilton High School Feb. 22. Snowy weather limits squad leaders' options for conducting PT. The school's JROTC program serves as a point of contact for the recruiters and squad leaders who use the facilities.

Recruiters Partner With ROTC for On-Campus PT With Cadets

Jacksonville Battalion

The Valdosta, Ga., Recruiting Company Commander, Capt. Adrien Humphreys, decided that one way to overcome her company's unique geographic challenge of having six stations dispersed over 15, 252 square miles in southeast Georgia and northwest Florida is to have a physical training program tailored to each recruiting station's particular location.

For example, at least two of the recruiting stations are in relatively close proximity to military units that conduct organized physical training and/or can leverage the fitness program of proximate universities with Reserve Officer Training Corps programs. The goal is to build a sustainable and organized physical fitness program with a focus on achieving year-round physical and health fitness and not just getting in shape for semi-annual physical

fitness test, according to Humphreys.

While the implementation of the USAREC CG Work Hour Policy was definitely a factor in deciding on a 6-7 a.m. PT schedule for each recruiting station, the close proximity of Florida Agricultural and Mechanical University (FAMU) made it ideal for Soldiers assigned to Tallahassee North Recruiting Station to conduct PT with ROTC cadets.

Lieutenant Col. Jeffrey Williams, FAMU ROTC Professor of Military Science, readily embraced the proposal for the Army recruiters to conduct joint physical training on campus with the 70-plus cadets Monday, Wednesday and Friday. This partnership is not only a great way for Soldiers and cadets to motivate each other to stay fit and healthy, but also affords an excellent opportunity for Army recruiters to leverage Cadet Command assets in expansion of the Army's Officership Program in this viable college market.

Changing USAREC 20+ to 300+ Club

Commentary by Capt. Benjamin Bennett
Sacramento Valley Company

Do you ever feel stressed and tired? Do the rigors of recruiting duty have you down? The fact is that many of you may have felt this way during your time as a recruiter. It's important we remember, however, that physical training is a great way of relieving stress and staying healthy. Every Soldier in this command should take the time to conduct physical fitness. Staying in top physical form requires a lot of individual effort but it also sometimes requires command emphasis.

You've all heard of the "USAREC 20" associated with the 20 pounds of extra weight recruiters gain upon being assigned to recruiting duty. I'm determined to not allow that stigma to affect my company or any of my new recruiters.

Having an established routine is the key to getting in shape. It's important to establish a routine and stick to it. It's easy when you're assigned to FORSCOM, because it's mandated that you conduct PT at least five times per week, and there are morning formations that hold you accountable. When you're assigned to recruiting duty, it's not as easy to get everyone to a formation because of geographic dispersion. The hardest part is starting the routine.

My company standard is to conduct PT five times per week: once a week at company level, twice a week at station level, and twice a week by the recruiters on their own. Occasionally we conduct company-level sports to both stay in shape and foster team building.

I think it's important to recognize the individuals who embody the Warrior Ethos and set the example for others to follow. Besides myself, Staff Sgts. Shane Nunes, Scott Thompson and Raul Martinez all scored over 300 on their last PT test. You've heard of the 20 Plus Club; who will be next to join the 300 Plus Club?

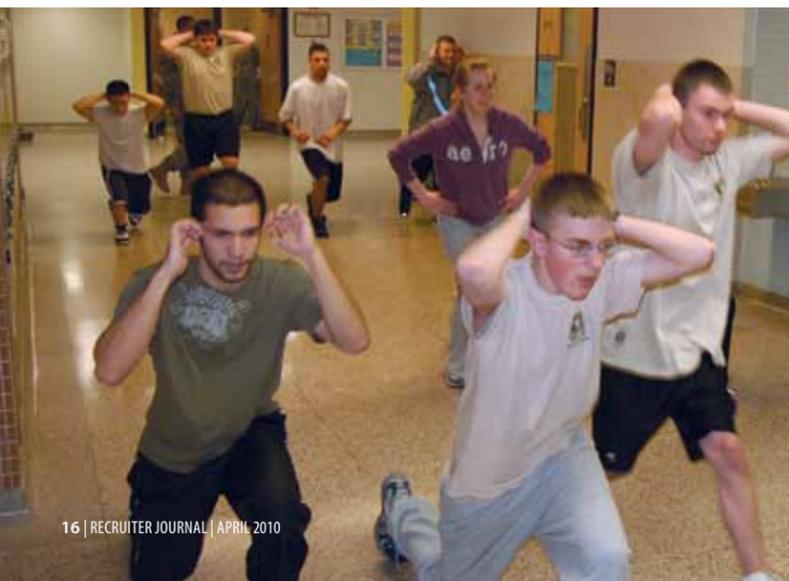
"This [PT program] pushes me because as soon as I see someone run past me I pick up the pace," Bellows said. "Or sometimes I'm the one who's helping others push a little harder."

Bellows said she works out plenty on her own but doing PT with other Future Soldiers and the squad leaders makes her feel like part of a team where everyone supports each other.

Weyler said it is not uncommon for the Future Soldiers to share the hallways with members of the basketball or wrestling teams. This serves an additional benefit of raising Army awareness among a group of youth who already value physical fitness and teamwork.

Bernard said he's been approached by four members of the wrestling team and one basketball player asking questions about the Army.

"Doing PT in the school's hallways is helping us as recruiters to get our faces out there," Bernard said. "The students are starting to recognize us."





Making Time to Stay Fit While Recruiting

Story and photos by Jonathan E. Agee
1st Brigade

Staff Sgt. Matthew C. Walker ran eight perfect Army Physical Fitness Tests (APFTs) during his six-and-a-half years as a Soldier, and the only thing standing in his way during his last test was an upper respiratory infection. So instead of scoring a perfect 300 he only reached 277.

Despite his obligations and abundant workload as a NCO and single father, Walker finds time to exercise, eat healthy, and maintain a high score on the APFT.

Closing in on his second year as a Recruiting NCO in the Largo Recruiting Station in Maryland, Walker stays in peak physical condition by finding fitness opportunities in his daily life. Whether he is on the job, at home, or on the road, he constantly searches for ways to exercise.

"In the recruiting environment you don't have the structure of a [physical fitness] program that you would have in a normal unit so you have to be creative if you want to be in shape," said Walker. "You have to fit PT in on your own whenever you can."

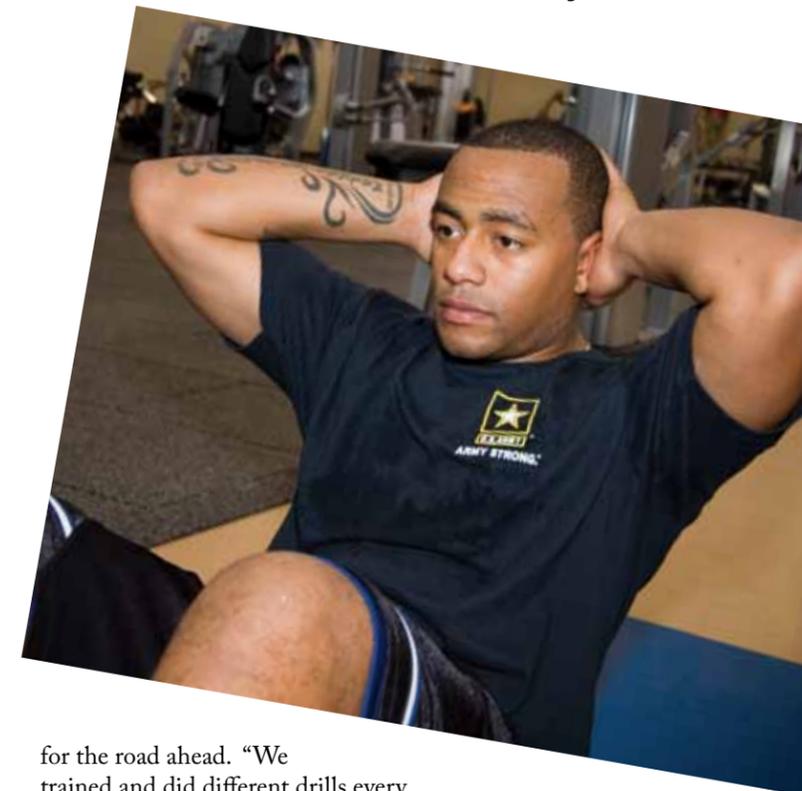
"You have to fit PT in on your own whenever you can."

He uses his environment to stay fit. For example, when at home he tries to exercise with his 10-year-old son, Amir. When at work, he takes advantage of the pull-up bar in the back of the office. When time permits, he takes part in sporting activities such as flag football and Muay Thai boxing. No matter where he is, he is always looking for ways to stay in shape.

Walker runs through his neighborhood, practices martial arts, and tosses football with his son. "When the weather is good we try to go to the park. He loves martial arts so I teach him some combative stuff. He is always asking me, 'Dad do you know this move? Can you teach me that move?' It keeps me engaged in a good level of physical fitness and it's also bonding time with the family."

Walker also trains with his Future Soldiers. "Our focus for them is learning the formations of physical fitness, command of execution, preparatory commands, and basic exercises from the physical fitness manual. We also do the intro to the APFT. We keep it fun and keep them motivated."

Specialist Herm L. Hopkins, a former Largo Future Soldier who participated in Walker's PT program, says it prepared him



for the road ahead. "We trained and did different drills every weekend," said Hopkins. "Sometimes we would do muscular training and some weeks we did running and speed work. I found this really helpful for my basic training."

Staff Sgt. Mark A. Dearlove, Largo Recruiting NCO, said Walker's drive keeps him in shape.

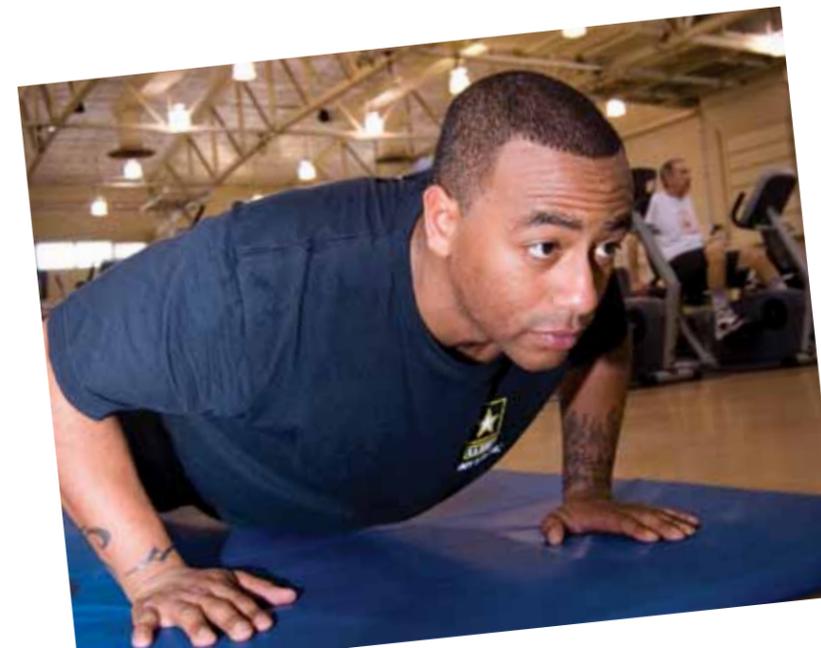
"He has determination; a lot of people would like to stay fit, but they are not determined to stay fit," says Dearlove. "If he wants to do something, he will find a way to do it."

Walker also focuses on eating healthy.

"I try to stay away from fast food as much as I can," said Walker. "Sometimes I make my own lunch and bring it in."

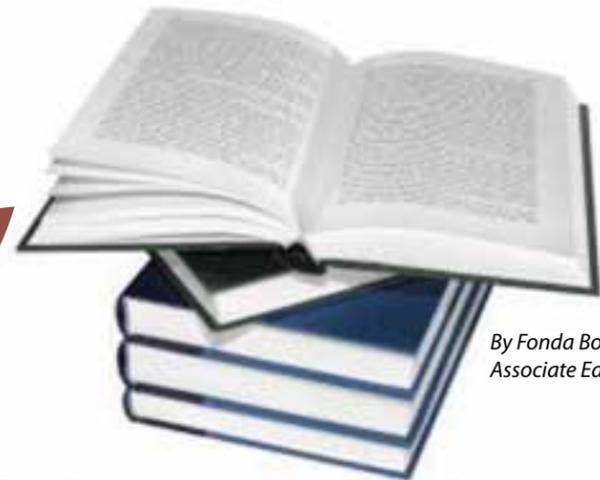
He also drinks a lot of water and snacks throughout the day on fruits, trail mix and crackers.

"If you want to stay physically fit, you have to maintain a good healthy diet and be aware of what you eat."



Think Your Family Can't Afford College?

Soldiers can Transfer Unused Benefits to Spouses, Children



By Fonda Bock
Associate Editor

Eighteen-year-old Jessica Richie is studying to become a cosmetologist at Virginia College in Huntsville, Ala. While she's in class, her 18-month-old son is in day care. All of this would normally cost thousands of dollars. But Richie doesn't have to pay for any of it because the Department of Veterans Affairs is footing the bill.

Richie is not a Soldier, but her father, Col. Glenn Richie, the 2d Recruiting Brigade commander stationed at Redstone Arsenal has been in the Army for more than 28 years. That not only qualifies him for the Post 9-11 GI Bill, but also allows him to transfer his benefits to a family member.

"The Post 9-11 GI Bill has been extremely helpful," said Richie. "It has allowed her to pursue her degree, spend quality time with her son and focus on her studies without maintaining a part-time job. As a parent, it has removed the stress of paying for a quality college education."

Jessica said if it were not for the monthly stipend she receives in addition to tuition, she might not be able to attend school.

"My son's day care is roughly \$600 per month and I receive \$1,093 per month. I would have to work nearly full time just to pay for day

care, which would prevent me from taking classes. Because my career field is hands-on, I can't take my classes online like other students."

For the first time, servicemembers enrolled in the Post 9-11 GI Bill program can transfer unused educational benefits to their spouses and children.

The amount of money available for tuition and fees is limited to the most expensive in-state undergraduate tuition at a public institution of higher learning in the state the student is attending school. It provides a monthly living stipend paid at the rate of an E-5 with dependents, BAH based on the ZIP code of the school.

Up to \$1,000 a year is allowed to pay for books and supplies. Up to \$1,200 a year is allowed for tutorial assistance. Up to \$2,000 is allowed for the reimbursement of one licensing or certification test. The bill will pay for graduate, undergraduate and vocational/technical training and requires no contribution by the Soldier.

To be eligible for the benefits, a Soldier must have served on active duty for at least 90 days since Sept. 11, 2001, or for at least 30 continuous days with a service-connected disability discharge, or honorably discharged, or while still on active duty not flagged for adverse action.

The percentage level of benefits allowed ranges from 40 percent of the basic benefit for those whose service is between 90 days and six months to 100 percent for those who've served at least 36 months. (See chart)

Soldiers can transfer 36 months of benefits to one or more family members while on active duty or in the Selected Reserve. Spouses are eligible for the benefits immediately; however spouses are not eligible for the monthly stipend or books and supplies stipend while the member is on active duty.

Children are eligible after the member completes 10 years of service and are eligible for the stipend while the service-

Active Duty Service after Sept. 10, 2001	Percentage of maximum benefit payable
At least 36 months of service	100%
At least 30 continuous days on active duty and discharged due to service-connected disability	100%
30 months to 36 months	90%
24 months to 30 months	80%
18 months to 24 months	70%
12 months to 18 months	60%
6 months to 12 months	50%
90 days to 6 months	40%

member is on active duty. Children must be eligible dependents in DEERS under 26 years old.

Raleigh Battalion Commander Lt. Col. George Sterling, transferred 17 months of his benefits to his wife, Lisa, who's studying for a teaching certificate through Western Governors University, an online distance learning university. She's currently enrolled in a post baccalaureate certification program which will certify her to teach mathematics in grades 5 through 9.

"The financial assistance is significant," said Sterling. "Just this term alone, I received \$2,900 toward tuition. I only had to pay \$600 out of pocket."

Sterling will have her license by summer and hopes to begin the master's program this fall. Since there's been a large number of applicants for the benefits, she encourages family members interested in pursuing higher education not to procrastinate.

"I submitted my paperwork electronically three months in advance, so patience is key, but persistence is important. I had been approved but was unaware I was."

USAREC Career Counselors are the certifying officials for all Soldiers who elect to transfer their Post 9-11 GI Bill benefits to their dependents.

The first step is for the Soldier to access the DoD Transferability of Education Benefits Web site and enter their information at <https://www.dmdc.osd.mil/TEB/>.

Soldiers who elect to transfer benefits will fill out the top portion of the Post 9-11 Soldier Checklist, found on the USAREC portal. After making their selection, the Soldier should immediately forward the checklist and attach any supporting documents to their responsible career counselor via e-mail.

For details, reference USAREC Message 10-104.

Keeping our **Safe** Children

Child Abuse Prevention Month

Parents may lack an understanding of their children's developmental stages and hold unreasonable expectations for their abilities. They might be unaware of alternatives to corporal punishment or the most effective discipline techniques. Parents may also lack knowledge of their children's health, hygiene and nutritional needs. These circumstances, combined with the inherent challenges of raising children, can result in otherwise well-intentioned parents causing their children harm or neglecting their needs.

The goal of child abuse prevention is simple — to stop child abuse and neglect from happening in the first place, sparing children and families emotional and physical trauma and decreasing the need for costly intervention and treatment services.

The best way to prevent child abuse and neglect is to support families and provide parents with the skills and resources they need.

Prevention efforts build on family strengths. Through activities such as parent education, home visitation and parent support groups, many families are able to find the support they need to stay together and care for their children in their homes and communities.

Prevention efforts help parents develop their parenting skills, understand the benefits of nonviolent discipline techniques and understand and meet their child's emotional, physical, and developmental needs. Prevention programs also can help parents identify other needs they may have and offer assistance in getting that additional support.

Child Abuse Prevention Month is an opportunity to highlight the role we all can play to support parents and families. This month — and throughout the year as we consider child abuse prevention — our attention is best focused on prevention efforts that create healthier environments for children and foster confident, positive parenting.

We all need to do our part in seeing that our children are safe from abuse and neglect and that their families get the help they need. Child abuse prevention depends on leadership from command and parents to mobilize the community for the protection and care of all children. It is everyone's responsibility to keep children safe. In doing so, we protect their future and ours.

By Jack Nix
USAREC Family Advocacy Program Manager

Parents have personal accountability for their children's protection, but everyone shares responsibility in protecting children from abuse and neglect. All USAREC community members share with parents the duty to create a supportive and secure environment for children.

One of the most important campaigns to support Army families is the campaign against child abuse. Every year, six or seven Army children out of 1,000 are involved in substantiated cases of abuse and neglect. This number is far below the civilian statistic of 13.9 per 1,000, but it is still unacceptably high.

Although all the causes of child abuse and neglect are not known, a significant body of research has identified several risk factors associated with child abuse. Studies also have shown that when there are multiple risk factors present, the risk is greater.

For example, lack of preparation or knowledge of critical issues surrounding parenting, financial or other environmental stressors, difficulty in relationships and depression or other mental health problems can all lead to abusive or neglectful behavior.

PREVENTION

It's Everyone's Duty

By Jack Nix
USAREC Family Advocacy Program Manager

The 2010 Sexual Assault Awareness Month Campaign focuses on the effects sexual assault has on the Army's mission readiness.

As is readily understood throughout the Army, mission readiness defines a unit's ability to deploy quickly and efficiently. A sexual assault can reverberate throughout a unit and beyond, degrading readiness by harming the life of the victim and affecting the military's ability to work effectively as a team.

The theme "Hurts one. Affects all" conveys that sexual assault not only affects the victim, it also affects bystanders.

Preserving mission readiness can serve as motivation for acts of bystander intervention.

Experts and practitioners often describe the negative consequences of sexual assault as having a ripple effect, starting with the victim and expanding outward to include families, friends, work colleagues, neighbors and, increasingly, larger parts of the population.

The same can be said for the effects in the Army. This was confirmed by the Army focus groups conducted this year with commanders of all grades, sexual assault response coordinators and victim advocates.

The impact of sexual assault crimes is both immediate and long-lasting for individual Soldiers in the unit and for the command as a whole.

What can be done to prevent sexual assault? Work together as team, step up and be a leader. Look out for your fellow Soldiers and take action to keep them safe.

The Army's I AM Strong program moves the emphasis from risk reduction — potential victim focus — to prevention efforts focused on stopping potential offenders and their inappropriate behaviors and actions that may foster sexual assault.

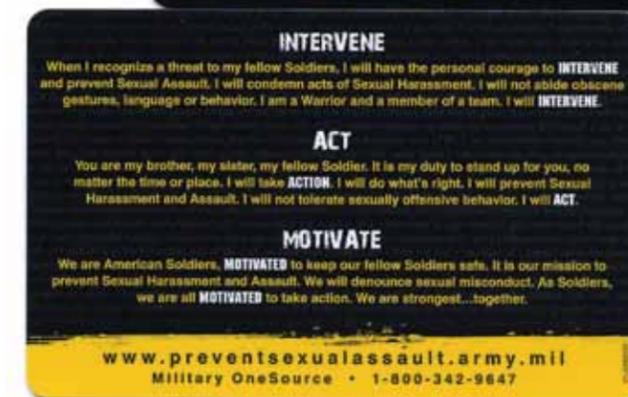
Just as Soldiers would not assist the enemy in harming one of their own, the Army expects Soldiers to not tolerate the mistreatment or assault of a fellow Soldier.

The threat of harm often prevents people from speaking out. If you believe you are witnessing a potentially violent or abusive situation and choose to intervene the following suggestions may help:

- Ensure that you are in a situation where it is safe to act or intervene.
- Make sure that your actions won't result in violence against someone else.
- Attempt to draw the attention of others nearby to the situation.
- If no one else is around, attempt to distract the potential perpetrator/abuser enough to stop the violence or abuse.
- If you hear disturbing conversation that demeans others or sounds offensive, don't remain silent. Silence is complicity.

- If you are uncomfortable with verbal intervention, even walking away from a group of friends who are instigating harassing behavior or conversation sends a message.
- Intervention doesn't have to result from one person's action. A united front can be a powerful force. Encourage others to act.

Don't be a bystander — Intervene, Act, and Motivate! It is everyone's duty to help prevent sexual assault so that no one is hurt!





Military Riders Must Complete Motorcycle Safety Course

By Mickey Gattis
USAREC Safety Officer

Now is the time for leaders to start focusing their efforts on motorcycle accident prevention efforts. The gaining popularity of motorcycles and the rise in gas prices have triggered an increase in motorcycle riders. Bike sales are four times higher than three years ago, and nationally, the average age of motorcycle riders has increased from 32 to 41.

There are approximately 1,800 motorcycle-riding Soldiers and employees throughout USAREC.

Department of Defense Instruction 6055.4 states that operators of government and privately owned motorcycles on DoD installations must be appropriately licensed. Personnel shall successfully complete an approved rider or operator safety course.

In addition, a Department of Transportation (DOT) approved helmet is required for all Army personnel, whether riding on or off post. While a full-face helmet is not mandatory, it's highly recommended. Even a minor crash would be detrimental to your jaw and face without the chin guard protection of a full-face helmet.

Approved safety courses must use one of the following curricula:

- Motorcycle Safety Foundation
- Specialty Vehicle Institute of America
- MSF-based state-approved curriculum

Courses must be taught by certified or licensed instructors and include hands-on testing and a performance and knowledge-based evaluation. Training required by this instruction shall be provided at no cost to military members and DoD civilian employees. Individuals shall not be charged leave to attend training required by this instruction, as per E3.2.3.2.

Individuals who are not located on or around a military base with approved training courses may request to have the course paid for through their unit.

Riders should complete an SF182, Authorization, Agreement and Certification of Training, have it signed by their supervisor and approved by budget personnel. Alternately, individuals may use the Defense Travel System, fill out an authorization request online, sign it digitally, and the request will go through the approval process — funded by budget and approved by your approving official.

Once you receive your confirmation of approval, you can attend the training. Vouchers should be filed within three days of completing the training.

Riders cannot take the course first and then ask for reimbursement from the government; they must request and obtain approval from the chain of command/approving official before attending the course.

Basic Rider Course (BRC):

The Basic Rider Course is the Army's standard motorcycle rider's course. This 16-hour, two-day course is for new motorcycle riders. Army personnel who have documentation of prior completion of the Experienced Rider Course (ERC) prior to Sept. 30, 2007, will be in compliance with the Army standard for motorcycle training and will not be required to attend the BRC to register their motorcycle for the first time on an Army installation. Riders with a learner's permit must attend the BRC. Operators will not be required to repeat BRC training when relocating to a new assignment.

Experienced Rider Course (ERC):

This six-hour course is offered only to experienced riders with a motorcycle endorsement. This course is designed to provide additional highway safety skills for experienced motorcycle riders. The ERC builds upon and provides additional skills taught in BRC or gained through previous experience.

Experienced riders are encouraged to mentor new riders.



Staff Sgt. Andres Avendano, Andrei and Yuliya Laptseu, Jola Szyfter and Dr. Walter Cegelka.

From Belarus Army to U.S. Army

Story and photo by Alisa Feldman
Miami Battalion

Andrei Laptseu attended military high school in Belarus and went on to earn an engineering degree from a local university. Upon graduation, he received a commission in the Belarus Army, where he served from 2001 to 2009. By the time he was discharged, he had attained the rank of captain.

He and his wife, Yuliya, won an immigration lottery and have been in the United States about six months. Hallandale, Fla., restaurant owner Dorata Szczepanski made an apartment available to the newly arrived couple - at no charge.

During a visit to her sister's home, Jola Szyfter came to find that Andrei had served as an officer in the Belarusian Army. During their many conversations, Andrei expressed interest in possibly joining the U.S. military. Szyfter, acting as interpreter, accompanied Andrei to a Navy recruiting office, but the Navy failed to pursue Andrei as a viable lead. The Navy's loss became the Army's accession.

Szyfter, a friend of Miami Battalion's Grassroots Advisory Board Chairman, Dr. Walter Cegelka, called him to have him speak with Andrei and Yuliya about the Army.

Soon after, Staff Sgt. Andres Avendano, from Palm Springs Recruiting Station, was called in. Avendano helped the couple to not only learn more about the Army, but also become more acquainted with life in a new country. Avendano's path to the Army was very similar, having been born outside the U.S. and speaking a different language.

The couple had been intensively working to learn English from the time they entered this country. This was something extremely important to them both. As a testimonial to Andrei's intellect and will to succeed, he went from scoring relatively low on his first ASVAB, to having to take a confirmation retest as a result of an 80 percent increase on his second test.

Through Avendano's patience, Cegelka's advisory board involvement and Szczepanski's and Szyfter's generosity, Andrei joined the U.S. Army in December as a specialist and will be trained to become a 92 Alpha, Unit Logistics Supply Specialist.

He is working toward full U.S. citizenship with the goal of becoming an officer again - this time for the U.S. Army.

Recruiter Excels at Community Involvement

Story and photo by Scott Pitillo
Raleigh Battalion

Most high school classes have at least one person who is a member of every club — an over achiever who is a part of everything from the biology club to the chess team. In the Raleigh Battalion, that person might be Staff Sgt. Darrick McGee. His involvement in the community goes above the norm.

McGee joined the Army in 1992 as a 13B cannon crewmember. Despite the demands military service requires, he's always felt a need to give back to the community in which he's stationed.

At Fort Campbell, Ky., he volunteered at the Exceptional Family Members Camp. For several weeks each summer he spent time with children who had to deal with the stress of deployed parents as well as their own mental and physical disabilities. For his efforts, he was awarded the Outstanding Volunteer Service Medal.

He was stationed at Fort Bragg, N.C., when he'd been selected for recruiting duty.

"I had mixed emotions about doing recruiting, but after I got to recruiting school and heard about their COI and community programs, I started getting excited," McGee said.

He was assigned to his home town in Roanoke Rapids, N.C. Upon arrival at the Roanoke Rapids station, he hit the ground running.

"I got involved in everything I could get involved in," McGee said. "People need to see that Soldiers are involved in the community. When you are from a small town like this, it's important. People need to understand that we are no different from fire fighters and police men and other professionals that serve small communities and that we are concerned about their well being as a whole."

McGee is a member of many local veteran and civic organizations, and serves on the board of directors for a domestic violence help center. He also speaks at local schools, helps out with local festivals and is a volunteer firefighter. He's been honored with dozens of awards and chaired several local, state and national committees.

"I don't know what we would do without our Center of Influence Program," McGee said. "A good grass roots program makes all the difference."

McGee also attributes his success to his fellow Soldiers, his community and "a chain of command that has always backed me and never said no unless what I wanted was logistically impossible.



Staff Sgt. Darrick McGee at the Roanoke Rapids, N.C., Recruiting Station.

Recruiter Keeps Fit as Tennis Pro

By Cynthia Rivers-Womack
Jacksonville Battalion

Sergeant 1st Class Roger Acco does not look like a professional tennis champion. But in December 2009, his physical fitness regimen coupled with his adept serve and volley skills helped his team win the U.S. Tennis Association 6.5 Men's Double Championship for the state of Florida.

In fact, Acco is so committed to stay in shape for competition that he travels two hours to Jacksonville to train with his team. Acco, who took command of the Americus, Ga., recruiting station in June 2008, has been competing in the U.S. Tennis Association for Florida since early 2009. Despite the demanding schedule as station commander, he remains committed to pursuing his passion for tennis.

In December, Florida's frigid temperatures and cold court conditions made tennis difficult, but Acco's 10-member team deftly snatched the championship from Gainesville, the 2008 defending champion.

"The weather conditions were not in anyone's favor. We played in temperatures consisting of high 20s to low 30s with several

match delays due to the court conditions. After playing in freezing temperatures the final two teams competing for the state championship were Jacksonville and Gainesville, and we ultimately beat Gainesville in an intense match play," said Acco.

Acco, who joined the Army in 1991, has been on recruiting duty since October 2002. After last year's tennis win, he began training for the 15K race in the largest marathon in the country:

the Gate River Run held March 13 in Jacksonville. Once again, Acco made the two-hour drive to fulfill his passion for competing and staying physically fit.

It was his first 15K, which he completed in 1 hour and 53 minutes.

Staying fit on recruiting duty is equally important for recruiters and Future Soldiers.

To ensure that Americus station Future Soldiers stay

in shape, Acco incorporates his tennis training regimen along with circuit training, such as basketball and ultimate football (a catch and run event). Acco said his personal enthusiasm about commitment, competition and staying physically fit are important components of his personal and Future Soldier physical fitness programs. He also believes that Future Soldiers learn the value of camaraderie when they train together and can experience being part of a winning team.



Sergeant 1st Class Roger Acco (third from left) with his Florida state tennis teammates.

Rival High Schools 'Battle' in Army Game Tournament

By Len Butler
Dallas Battalion

Students from archrivals Grand Prairie and South Grand Prairie high schools in Grand Prairie, Texas, started another rivalry last fall as they battled each other in the America's Army interactive video game.

South Grand Prairie won the best-of-seven series four games to one.

America's Army pits five-person teams against one another on a virtual battlefield. The teams, each with a squad leader, compete with the objective to capture the other team's flag in close quarter combat and tactics. Once their objective is secured,

the teams proceed to an extraction point and the first to succeed is the winner.

Staff Sgt. Angel Nunez of the Grand Prairie Recruiting Station said just like an actual combat environment, emphasis is placed on teamwork.

"Teamwork is the key and the difference between winning and losing," he said. "In addition to surviving on the virtual battlefield, teams are awarded more points in the game."

As in real-life situations, fratricide can happen and communication is vital. Players talk to each other constantly.

Not all players would get killed in battle; some would be wounded and could be healed with a number of medical procedures other team members could perform.

Jeremy Almeraz, a senior at Grand Prairie High, said the game was fun and he looked forward to playing it again with

more friends. In addition, he said learned the importance of everyone being on the same page.

"It kind of gave me an idea just how important to know where everybody was, maybe even more so than the other teams players were," he said. "We didn't want to shoot our own guys, even though that's what we did a couple of times. I learned that there is more to this game than just shooting up the opponents."

Nunez said the game was a big hit with the players and ROTC instructors, and he plans to have more events such as this in the future.

"There are a lot of leads we can get if we play this opportunity correctly," Nunez said. "If we can get more students involved and get them interested in the game, we can have more chances at getting Future Soldiers."

Army Officership Good Choice for Some

By Cynthia Rivers-Womack
Jacksonville Battalion

Although he was not recruited by the Army, Citadel graduate 2nd Lt. W. Stovall Witte III volunteered to visit schools with Army recruiters while at home on a visit before reporting to his duty station in Korea.

Witte, one of The Citadel's 267 2009 graduates, recently joined members of the North Charleston Army Recruiting Station visiting local high schools. During his classroom presentations, he shared his experiences about attending The Citadel and the Reserve Officer Training Corps. He also shared his philosophy about service and leadership training.

Witte graduated from Bishop England High School in 2005. Although The Citadel was not his initial choice when deciding where to continue his education he's pleased he chose the institution.

"I didn't want to go to The Citadel just because my father graduated from there in 1972. But I realized it offered the tradition, discipline and academic structure I needed. In fact, The Citadel exceeded my expectations," said Witte.

One of the other compelling reasons Witte chose to pursue a military career at The Citadel was the events of Sept. 11, 2001. Both of his parents were in Washington, D.C., on that day: his mother at the White House and his father on Capitol Hill.

"I felt it was my duty to pursue a military career through the Army ROTC program at The Citadel. Plus, the major reason for joining the Army was the privilege to serve my country," he said.

While speaking with students at Stratford High School, Witte shared that The Citadel provided invaluable experiences about leadership and said the Army can be a great starting place for young people after they graduate.

Witte earned a business degree at The Citadel and will take on captain's duties in the Adjutant General branch in his assignment. He said he's more than prepared for the job and looks forward to taking care of Soldiers.

"The Army is about opportunities to improve oneself. I don't see a better stepping stone than the Army. The Army is a place where you will learn a wealth of knowledge that the rest of the world is looking for," said Witte.



Citadel graduate 2nd Lt. W. Stovall Witte III visits with students at Stratford High School.



Sergeant Phillip Napolitano mentors Kyle Deglow on how he can pursue his dream of becoming an Army helicopter pilot.

Eye on the Prize

Story and photo by D. Charone Monday
Columbus Battalion

Kyle Deglow, who dreamed all of his life of becoming an Army helicopter pilot, demonstrates that at least some of America's youth know how to face a challenge head-on and persevere. Though he thought he had done all the right things in preparation for an Army enlistment, Deglow hit a snag when he failed to pass the Warrant Officer Flight Training board.

"I've always wanted to fly," he said, "I find it fascinating. I've always wanted to be in the Army because of the dedication and teamwork it takes to be in the Army. But even though I had two years of college, the board felt I needed to mature a little more, improve my GPA, and take more math and science courses."

His disappointment was evident as he nearly came to tears talking about the board's decision. That's when his recruiter, Sgt. Phillip Napolitano, told him he could still accomplish his dream, but it would just take a little longer.

"I encourage you to keep pursuing your goals, stay motivated, and keep your confidence up," Napolitano said. "You can enter the Army as an enlisted Soldier and try to get into the aviation field so you can better yourself and gain experience. You should also start taking courses part time that way one day you may be able to accomplish your goal of becoming a helicopter pilot."

Encouraged after listening, Deglow said "My recruiter's advice makes me want to strive and have the motivation to achieve this goal. I'm pretty disappointed, but I can see how I can fulfill my dream by going the enlisted route first. I can see that getting experience in the aviation field first can really be an advantage for me."

As they prepared to depart, Napolitano reassured Deglow by saying, "Don't lose track of your goals and always stay determined and motivated. If you don't get selected the first time, figure out why you didn't get selected and then better yourself in those areas."

Deglow enlisted for MOS 15T, UH-60 helicopter repairer, and ships to training this month.



Amanda Seyfried poses for a photograph with Lt. Col Fred Dummar, Sgts. 1st Class Adam Kraus and Darrell Wilson and Maj. Larry Niedringhaus of the Special Operations Recruiting Battalion before the premiere of her movie, "Dear John."

SORB at Movie Premiere

Story and photo by Mark Brown
Special Operations Recruiting Battalion

The Special Operations Recruiters played an important role in the national premiere of the movie "Dear John" Jan. 23 at Fort Bragg's York Theater.

Two Special Forces recruiters, Sgts. 1st Class Adam Kraus and Darrell Wilson, SORB Fort Bragg Station, drove the writer and actors to the movie premiere in Special Operations-branded Humvees.

The romantic drama, written by Nicholas Sparks and featuring Channing Tatum and Amanda Seyfried, was filmed in the coastal areas of North and South Carolina.

More than 1,000 military personnel and their families were given free tickets for the showing. The crowd, mostly young people hoping to catch a glimpse of Tatum and Seyfried, began lining up alongside the red carpet before noon. The movie began at 5:45 p.m. after a short ceremony inside the theater.

The movie, which begins before the terrorist events of Sept. 11, 2001, features Tatum as John Tyree, a Special Forces Soldier who meets Savannah Curtis, an idealistic college student played by Seyfried.

SORB family members attended a special 30-minute meet-and-greet session at the 82nd Airborne Division Public Affairs Office before the premiere. Sparks, Tatum and Seyfried answered questions, signed autographs and posed for photographs.

As he lined up for a picture with some of the SORB personnel, Tatum, shorter than the Green Berets who surrounded him, joked, "What are they feeding you guys down here?"

SORB Commander Lt. Col. Fredrick C. Dummar, presented each of the VIPs a battalion coin and T-shirt.

The event was hosted by the XVIII Airborne Corps, Fort Bragg Garrison Command and the Fort Bragg Family MWR Division and continues an enduring relationship between the SORB and the units on Fort Bragg.

Mid-Atlantic Miracle

By Karen Bragg
Mid-Atlantic Battalion

While Staff Sgt. Aaron Wight was deployed in Afghanistan in August 2006 with the 10th Mountain Division, his two children and their grandmother were involved in a car accident that killed the grandmother and left the children with severe head injuries.

After undergoing extensive brain surgery, the children were not expected to regain consciousness. While Michael, 4, was on life support and a ventilator for three months, daughter MacKenzie, 6, was undergoing extensive therapy. Three years later, she has regained 95 percent of her independence.

To be with his children, Wight was granted a compassionate reassignment to his home state of New Jersey, transferred to the AGR Program and assigned to the Manahawkin Recruiting Station.

"I am thankful that the Army has allowed me to continue my career and care for my family. The new recruiting hours have helped my family through these trying times. With more predictable work hours, I can attend Michael's hockey games and cheer on MacKenzie during her Lacrosse games."

Michael still receives intensive therapy at the Children's Specialized Hospital. This year, he and his sister will represent the Children's Miracle Network of New Jersey at two Champions Across America events.

The family is also invited to the White House this June to meet President Barack Obama.

Soldier Returns to Native Haiti to Help After Earthquake

By Candace Romero
Columbia Battalion

It was in 2008 when Staff Sgt. Faustin Desir last set foot in his native homeland of Port au Prince, Haiti. The 36-year-old, who's been on recruiting duty in Salisbury, N.C. since April 2009, came to the United States when he was 20.

From time to time, Desir had traveled back to Haiti to visit his mother, three brothers and two sisters. The memories from those trips are dramatically different from the memories of his most recent trip home to check on his family.

Desir could barely make out the sound of his brother's voice when he got a phone call from him Jan. 12, but he knew something was very wrong. In the very early morning hours a magnitude 7.0 earthquake had hit a small village just 15 miles southwest of the capital city of Port au Prince.

"My brother called right after the first major quake, but the call only lasted for

three or four seconds," Desir said. "I tried to call back but the connection was lost."

He said he grew sick with worry and concern as more news coverage came in about the devastation. As days turned to weeks, he was unable to eat or sleep, not knowing if his family was OK. Desir knew he had to get to Haiti.

Upon hearing about the situation, Columbia Recruiting Battalion Commander Lt. Col. Charlester White approved two weeks of emergency leave for Desir. On Feb. 1, Desir flew to the Dominican Republic where he took a bus to Port au Prince. It had been over two weeks since the earthquake hit and the loss of life was estimated to be in the hundreds of thousands at this time.

When he arrived he was relieved to see that his mother and siblings had survived and were holding up as best they could under the circumstances. The tears of joy later turned to tears of grief when Desir learned of the loss of three of his cousins. That night, he and his family slept outside their home under a make-shift tent in the backyard.

"There was so much damage to everything around me, I felt hopeless at times," he said. "I recognized the Soldiers of the

82nd Airborne Division and inquired as to where I could find the chaplain's office."

When he located the chaplain, Desir, who is a Chaplain's Assistant, immediately offered to translate for his fellow Soldiers in the Mortuary Affairs Unit.

"When I was told I could put on my uniform, I felt so much pride to be able to wear it and help my people," said Desir, who packed one uniform just in case. "The language barrier between the Haitians and the American Soldiers made it difficult to get information out so it was a blessing to be in the position to help."

Desir worked with the Mortuary Affairs Unit for one week translating, answering questions and directing Haitians where they needed to go for more information.

"I remember one afternoon; it was almost dark and people were out walking around," he said.

"Even though it was a small act, it meant so much to me to be able to buy them a bottle of water, talk to them and give them hope."

Desir said he is thankful to his leaders for allowing him to return home.

"It meant a lot to be able to help my people in their time of need."

Straight from Haiti Double Army Strong

Story and photo by Alisa Feldman
Miami Battalion

What seemed to be a normal day trip home to Haiti would turn into something Edzer Pierre would never forget. Pierre, already in receipt of his green card, decided he was going to join the Army in February 2010.

He decided to go back to Haiti to visit his parents and other family, and to get all of his things in order before his swear-in. However, simply getting all of his things in order did not turn out the way he thought they would.

Two weeks before Pierre was due to come back, catastrophe struck Haiti Jan. 17. Port-au-Prince, where the majority of the 6.9 magnitude earthquake was felt, is 60 miles from where his parents live in St. Mark.

Although they felt a lot of shaking, Pierre and his parents were not in danger. At the time of the earthquake, however, his mom was at the market. Unable to contact her by cell phone to see if she was alright, Pierre walked two miles to ensure she was OK. Next they tried to find out about their family in Port-Au-Prince. Eventually and unfortunately, Pierre's mom found out that their family had lost a 25-year-old cousin, and his father learned he had lost a 10-year-old cousin, as well.

While all this was going on in Pierre's life, Capt. Scotty Boler, Jupiter Company Commander, had been trying to reach Pierre



Edzer Pierre takes the oath of enlistment at the Miami MEPS.

for nearly two weeks. Boler thought there was a possibility that he had lost Pierre. After weeks without hearing from him, Boler received great news. Pierre had finally been able to make a call to the States and had gotten word that he was OK and still wanted to join the Army.

Pierre made the treacherous journey from St. Mark to Port au Prince where he needed to catch a bus to get to Dominican Republic. There, the American Embassy helped Pierre get back to the United States so he could resume his Army Strong journey. Pierre had survived one of the most catastrophic earthquakes in history, found his way back to the United States and enlisted in the Army.

DCG Signs MOAA MOU

Brigadier Gen. Michael X. Garrett, USAREC deputy commanding general, and retired Navy Vice Admiral Norbert R. Ryan, Military Officers Association of America president, sign a memorandum of understanding between MOAA and USAREC in Alexandria, Va., this past month.



Army to reach 1:2 dwell in 2011, vice says

By C. Todd Lopez
Army News Service

The Army's vice chief of staff said by 2011, Soldiers should find themselves spending twice as much time at home station as they do deployed.

"2011 is definitely a transition year for the U.S. Army -- that is a year we see ourselves getting back into balance," said Gen. Peter W. Chiarelli. "We define balance as 12 months deployed, 24 months or greater at home. That's the interim goal for us in 2011."

The general told the House Armed Forces Committee readiness subcommittee March 16 that it will likely be the larger part of the Army that will reach that goal next year, but Soldiers with some military occupational specialties, such as Soldiers in aviation, might reach it later.

Chiarelli was on Capitol Hill to discuss the Army's \$107.3-billion Fiscal Year 2011 base and overseas contingency operations budget request for operations and maintenance.

Lawmakers asked the four vice service chiefs in attendance at the hearing about the increasing cost of weapons purchases. Chiarelli said the Army is looking at weapons systems now in "portfolios" to get a clearer picture of where it may be paying for things it might not need.

'Don't Ask, Don't Tell' Review Seeks Broad Input

By Donna Miles
American Forces Press Service

The Defense Department's review on the potential impact of repealing "Don't Ask, Don't Tell," the ban on gays serving openly in the military, will solicit input from troops of every service and rank — as well as their families — through surveys, focus groups and social media tools.

The team heading up the review, Jeh C. Johnson, the Pentagon's general counsel; Army Gen. Carter F. Ham, commander of U.S. Army Europe; and Clifford Stanley, undersecretary of defense for personnel and readiness, told the House Armed Services Committee in March, that they seek to get the widest range of viewpoints from both within and outside the Defense Department.

Defense Secretary Robert M. Gates ordered the 10-month review in February about a repeal and the potential impact of it. He issued guidelines and parameters for the review, emphasizing the importance of ensuring that any change in the law is implemented in a way that minimizes disruptions in military operations.

The focus will be on assessing any

impact a repeal would have on readiness, recruiting, retention, family readiness and unit cohesion, Johnson said.

The working group conducting the review is comprised of a cross-section of the military. Its members represent a wide variety of ages, ranks and military specialties, come from every service, including the Coast Guard, and serve in both the active and reserve components.

The members are expected to use a survey to get the views from military members and their families. However, acknowledging the importance of personal interaction, Ham said focus groups will be conducted as well, some targeting specific groups within the military.

The group will also solicit input through social mediums to ensure the broadest range of individuals, both within and outside the Defense Department, get their voices heard, Ham said.

Pentagon Press Secretary Geoff Morrell said the working group's study will help better prepare the department to act if Congress repeals or changes the law.

"Right now, we're not in the position to be able to offer any advice to the Congress on a legislative remedy to 'Don't Ask, Don't Tell' if they wanted to pursue one," Morrell said. "We just don't know enough about the impact."

"If you take any single system and look at it individually, you can make a pretty strong argument that it is required," he said. "But if you take and look at them in a portfolio of common systems -- example: precision munitions -- you will find that there are probably systems that we ... made precision that don't need to be precision, or don't need to be at the numbers that we've bought them at.

"It's time ... we step back and look ... at these systems in a portfolio and see where we might not be able to find efficiency," he said.

The general also discussed the numbers of mine-resistant ambush-protected vehicles Soldiers have for training purposes, efforts to ensure there are plenty of MRAPs going to Afghanistan, and plans to reset the MRAP after it is no longer needed in either Iraq or Afghanistan.

The general said the Army is "a little nervous" about the number of MRAPs in the United States for training, versus being used operationally, but that the Army has been able so far to pull this off. He said MRAP training simulators, such as at Camp Shelby, are a "partial solution." He also said the Army is working to get more MRAPs to meet its needs.

Also, he said, when MRAPs are no longer needed for Iraq and Afghanistan, they will become part of the regular Army.

"MRAP vehicles will in fact be moved into our formations."

The general also told legislators he expects the Army to be in reset for up to three years after leaving Iraq and Afghanistan.

Additional Phases Identified for Iraq Campaign Medal

The Department of Defense has authorized additional campaign stars for wear on the Iraq Campaign Medal (ICM).

The campaign stars recognize a service member's participation in DoD designated campaigns in Iraq.

Servicemembers who have qualified for the ICM may display a bronze campaign star on their medal for each designated campaign phase in which they participated. The stars will be worn on the suspension and campaign ribbon of the campaign medal.

The additional campaign phases and associated dates established for the ICM are Iraqi Surge - Jan. 10, 2007 to Dec. 31, 2008 and Iraqi Sovereignty - Jan. 1, 2009 through a date to be determined.

Four other phases, previously identified, include Liberation of Iraq - March 19, 2003 to May 1, 2003; Transition of Iraq - May 2, 2003 to June 28, 2004; Iraqi Governance - June 29, 2004 to Dec. 15, 2005; and the National Resolution phase, which began Dec. 16, 2005, to Jan. 9, 2007.

Army opens expanded women's museum

By Amy Perry
Army News Service

A seven-year, \$800,000 U.S. Army Women's Museum expansion project here, concluded with a March 19 ribbon-cutting ceremony and Women's History Month program.

The museum expansion includes a new exhibit titled "writing women back into history," which corresponds with the Department of Defense theme for the 2010 Women's History Month observance.

The U.S. Army Women's Museum is the only Army museum that focuses on the contributions of females who've served, and it was only fitting that the month's observance be held there. This year also marked the 30th anniversary of President Jimmy Carter declaring the week of March 8, 1980, as the first National Women's History Week.

The guest speaker, retired Command Sgt. Maj. Michele S. Jones, appointed Special Assistant to the Secretary of Defense White House Liaison, said she knows all about being a part of history. By earning command sergeant major of the U.S. Army Reserve, she was the first woman to serve as command sergeant major of any of the Army components. She was also the first woman selected as class president at the U.S. Sergeants Major Academy.

"Writing women back into history is important, as we know too much of it is left out," said Jones, as she reflected on the month's theme. "There is history being made every day. The history is great, and good to know, but it's the legacy left behind that is really important. Accomplishments and achievements tell me what you did when you lived, but legacy tells me how you did it."

Wounded Warrior Web Site Upgraded

DoD Public Affairs

The Department of Defense's National Resource Directory (NRD) Web site for wounded, ill and injured servicemembers, veterans, their families and those who support them, recently received a comprehensive system upgrade.

This Web site compiles federal, state, local and non-profit resources for wounded warriors, veterans, family members and caregivers in a single, searchable site.

"We worked closely with users of the National Resource Directory to find out how to make the information they need easier to find," said Noel Koch, deputy under secretary of defense for Wounded Warrior Care and Transition Policy. "The resulting redesign is easier to navigate and adds useful new features."

A new "bookmark and share" application helps visitors alert others to the content they've found most helpful through social bookmarking, Facebook, Twitter, and other social networking tools. The redesigned site also highlights resources to assist homeless veterans.

NRD users can also recommend additional resources. All resources are thoroughly vetted prior to inclusion on the National Resource Directory, and as always, content is updated and reviewed daily by a content management team which includes veterans and subject matter experts.

Visit www.NationalResourceDirectory.gov.

West Point Looking to Fill Vacant Seats

By Alexandra Hemmerly-Brown
Army News Service

The U.S. Military Academy at West Point, N.Y., long renowned for cultivating some of America's most celebrated leaders, offers 170 slots each year for prior-service Soldiers, yet many go unfilled.

Each school year, 85 seats for active-duty and another 85 for Reserve and Guard Soldiers are reserved in the incoming freshman class, but only about 50 in each category are filled.

"I know the 85 Soldiers are out there, we just have to reach them," said Maj. Brian Easley, the Soldier admissions officer at the academy.

The admissions period lasts from August until November of each year, and the final deadline for prior-service Soldiers who already have SAT scores was in February.

Applying to West Point as a prior-service Soldier has its benefits: current active-duty or reserve-component Soldiers don't need a congressional nomination. Prior-service Soldiers must simply request a service-connected nomination from their commander, which means they don't have to compete for a congressional-appointed slot.

"It's an amazing opportunity for Soldiers to reach their full potential," Easley explained.

The requirements for admission to West Point include being between 17 and 22 years old, a U.S. citizen, single without dependents, with an above-average academic record, in good physical health and to be able to pass the Candidate Fitness Assessment.

For more information about the prior-service Soldier admissions process, please visit the admissions office Web site at <http://admissions.usma.edu/>.

Military Spouse Career Program Resumes

Military spouses currently enrolled in the Military Spouse Career Advancement program can again receive tuition assistance.

"We made a commitment to our military spouses when they established a career advancement account and we will be true to our promises," said Tommy Thomas, deputy under secretary of defense, military community and family policy.

The first phase of the reinstated program will enable the department to continue to pay up to \$6,000 in tuition assistance for spouses currently enrolled.

The program was launched March 2, 2009, to assist military spouses in attaining portable careers in high-demand, high-growth occupations. An unexpected spike in enrollment prompted the Defense Department to pause the program Feb. 16. A thorough review began immediately to assure the program was accomplishing its intended goals. The program was resumed.

The Defense Department is currently developing options for the long-term management of the program and expects to announce the details soon.

Visit MyCAA at <https://aiportal.acc.af.mil/mycaa/>.

GOLD BADGES

COLUMBIA
SFC Anita Mcneil
SSG Ryan Atkinson

HARRISBURG
SFC Chad Ashburn
SSG Joseph Badey

JACKSONVILLE
SSG Ethan Braud
SSG Joseph Hudson
SSG Justin Kreutzer
SSG Richard Townsend
SGT Giovanni Martinez
SGT Charles Morris

MINNEAPOLIS
SSG Marcus Chandler
SGT George Culleton

NEW YORK CITY
SFC Martin Thompson
SSG Issac Frutos
SSG Patrick Sence
SGT Latoya Daniel
SGT Melvin Harvey
SGT Nathaniel Powell

OKLAHOMA CITY
SSG Christopher Spears
SGT James Lane

PHOENIX
SFC Dustin Olverson
SSG Samuel Heer
SSG Luis Tirado
SGT Monroe Bullock
SGT Austin Couturier

TAMPA
SFC Morgan Durham

RECRUITER RINGS

1ST MRB
SSG John Bryant

6TH MRB
CPT Rodney Collins
SFC Raymond Berlejung

ALBANY
SFC David Dixon
SFC Aaron Rudroff
SGT Jennifer Dowling

ATLANTA
SFC Cynthia Sandoval
SSG Astacio Alicea
SSG Randall Fry
SSG Brian Jamison
SSG Mitchell Richard
SGT William Linder
SGT Dario Maldonado

BALTIMORE
SGT Shawn Bateman

BATON ROUGE
SGT Todd Clark

BECKLEY
SSG Joseph Berg
SSG James Dillon
SGT Lailaan Anderson
SGT Scott Johnson
SGT Elvis Ochoa

CHICAGO
SFC Alfred Brownlee
SFC Hans Drupiewski
SFC Kenyada Flowers
SFC Juan Saenz

TAMPA
SFC Anthony Siler
SFC Glendon Sorrell
SSG Stephen Blackman
SSG Andrea Cooper
SSG Charles Davis
SSG Joshua Kelly
SSG Jovia Sutton
SSG Damian Williams
SGT Damian Burgos
SGT Scott Garbin
SGT George Marshbanks
SGT Randall Mcnutt

CLEVELAND
SSG William Farmer

COLUMBIA
SFC Joaquin Bethea
SFC Angela Davis
SFC Pamela Dickens
SFC Allen French
SFC Jamie Wagoner
SFC Tilton Washington
SSG Robert Baggott
SSG Jeff Chunesingh
SSG Faustin Desir
SSG Rachel Haywood
SSG Calvin Mims
SSG Matthew Sisson
SGT Daniel Ellenburg
SGT Robert Jordan
SGT Michael Tice

DALLAS
SSG Bryan Hays
SGT Ricardo Anthony

FRESNO
SFC Raul Eclarino
SSG Kenzy Brown
SSG George Garcia
SSG Ian Mally
SSG Christian Martindelcampo
SSG Siphon Phan
SSG Truong Phan
SSG Bradley Williams
SGT Antonio Hart

INDIANAPOLIS
SFC Todd Bailey
SSG David Antonio
SSG David Hinshaw

JACKSONVILLE
SFC Patrick Brunson
SFC Preston Thomas
SSG Fernando Garciaga Garcia
SSG John Tilley
SGT Kristi Reach
SGT Theodore Robbins
SGT Kenneth Rosado

LOS ANGELES
SFC Jung Kim
SFC Jose Mendoza
SFC Hugo Munozrivera
SFC Dennis Tucker
SSG David Garcia
SSG Seijin Garrido
SSG Anthony Hopkins
SSG Carson Morris
SSG Emerson Striveson
SGT Jason Compton
SGT Brian Presto

MIAMI
SFC Eduardo Amoedo
SFC Farante Parker
SSG Erineldo Chico
SSG Brendan Gill
SSG Hancell Pie
SSG Eric Ramos Matos
SSG Angel Sosa
SSG Erwin Tellez
SGT Andres Avendano Lopez
SGT Barry Lacayo
SGT Carlos Ortiz
SGT Robert Whisenhunt

MILWAUKEE
SSG Troy Fisher

MONTGOMERY
SFC Jeffrey Tyree

NEW ENGLAND
SFC Gregory Jencks
SFC Johan Ponder
SFC Thomas Whittemore
SSG Hamilton Koch
SSG Timothy Oday
SSG Paul Shelton
SSG Dustin Thayer
SGT Joshua Adgate
SGT Todd Pinkham

NEW YORK CITY
SGT Fernando Floresrangel

OKLAHOMA CITY
SSG Randell Freeman

PHOENIX
SSG Javier Najera
SGT Steven Sierra

RALEIGH
SFC Eddie Hughey
SFC Raymond Prioleau
SSG Wayne Dorr
SSG Larry Phillips
SGT Latisha Graham
SGT Russell Grainger
SGT Bridget Serrano
SGT Steven Smrcka

SACRAMENTO
SSG Nicholas Soldan
SGT Thomas Champion

SALT LAKE CITY
SGT Thomas Peebles
SGT Michael Wanless

SAN ANTONIO
SFC Monica Cruz
SFC Cecil Lane
SFC David Minor
SFC Jesus Vallejo

SEATTLE
SFC Stanley Ellison
SSG Robert Mykleby
SGT Nathanael Lewis
SGT Ervin McClure

TAMPA
SSG Samuel Davis
SGT Justine Barnes

MORRELL AWARDS

ATLANTA
SSG Julius Rodriguez

BECKLEY
SFC Scott Jobe
SFC Sean Lohr
SFC Herley Shockley

CHICAGO
SFC Lori Darling
SFC Johnathan Giles
SFC Tyrone Hayes
SFC William Slade
SSG Joseph Beard
SSG Calvin Lee
SSG Edwin Torres

COLUMBIA
SFC Gregory Cooley
SFC Jesus Morales-Gonzalez
SFC Augustin Robinson
SSG Desmond Crayton
SSG Thomas Dawson

DALLAS
SSG Roger Torres

FRESNO
SSG Lee Lewis

HARRISBURG
SFC Steven Torres

HOUSTON
SSG Anh Nguyen

JACKSONVILLE
SFC Kristy Frandsen

LOS ANGELES
SFC Floyd Harris
SSG Aikojay Calderon
SSG Samuel Cruz
SSG Pedro Diaz
SSG Do Kim
SSG Jeffrey Lee

MIAMI
SFC Nakeshia Brown
SFC Jorge Luis Martinez
SFC Jorge Mendezfuentes
SSG Roy Leon

MILWAUKEE
SSG Michael Kirby

MONTGOMERY
SSG Angela Kennedy

NEW ENGLAND
SFC Jesse Boardman
SFC Channcy Croker
SFC Aaron Elizarraras
SFC Everet Sterling
SSG Christopher Jackson

NEW YORK CITY
SGT Mark Austin

PHOENIX
SFC William Mcclendon
SSG Joseph Garcia
SSG Timothy Hunter
SSG Carlos Valladares

PORTLAND
SSG Donald Anderson
SSG Gregory Marrett

RALEIGH
SFC Joel Crosby
SFC Celso Ruiz
SFC Darren Vogt
SSG Giovanni Selles
SSG Christopher Turner-Smart
SSG Jeremy Walker

SALT LAKE CITY
SFC Thaddeus Rule
SSG William Berry
SSG Nathan Henry
SSG Charles Sandborgh
SGT Scott Haley

SEATTLE
SFC Jason Dalton
SFC Ras Roberts

TAMPA
SFC John Gans
SSG Tammy Ligeri
SSG Joel Maldonadoramos
SSG Albert Mezquita-Ventura
SGT Joshua Witt

THE TEST

1. As a recruiter, you automatically assume the role of counselor. Your wise counsel is based on what?

- a. Prospect's expectations
- b. Experience and Army values
- c. Prospect's education level
- d. Knowledge of the prospect's goals

2. What are the five areas of emphasis that make up the foundation for successful recruiting?

- a. Prospecting, Army interview, processing, Future Soldier Training Program (FSTP) and follow-up
- b. Internal networking, external networking, prospecting, processing and training
- c. Planning, leading, communicating, counseling and marketing
- d. Intelligence gathering, evaluating the market, information distribution, building relationships and network centric recruiting

3. Which is the benefit of using network-centric operations?

- a. It replaces traditional information gathering
- b. It updates recruiting information systems
- c. It enhances external network opportunities
- d. It improves information sharing

4. _____ operations refer to direct actions you take to accomplish your mission, such as prospecting.

- a. Shaping
- b. Sustaining
- c. Decisive
- d. Support

5. Which recruiting function gives the recruiter a historical and current demographic view of the market?

- a. Intelligence gathering
- b. Prospecting
- c. Processing
- d. Training

6. What makes up the gross contract mission?

- a. A percentage (approximately 10 percent) of the accession mission.
- b. The accession mission minus the station level mission.
- c. The accession mission minus any Future Soldier losses.
- d. The accession mission plus a percentage.

7. You are at a community pancake breakfast with a goal of building relationships within the community. Which recruiting operation are you performing?

- a. Decisive
- b. Shaping
- c. Sustaining
- d. Conditioning

8. You are having a conversation with an individual sharing your Army story. During the conversation he mentions that a local factory is closing. Which recruiting function does this information fall into?

- a. Intelligence
- b. Prospecting
- c. Interviewing
- d. Processing

9. _____ is any action to make one-on-one contact with qualified individuals who are willing to hear the Army story.

- a. Processing
- b. Training
- c. Prospecting
- d. Interviewing

10. The _____ network includes the community, businesses, schools, clubs and other outside organizations.

- a. Internal
- b. DOD
- c. In-house
- d. External

The answer key is on Recruiting ProNet. Look for the Recruiter Journal Test Answer link in the left column.

If you want to see the answer key, you must be a member of Recruiting ProNet. If you're not already a member, you're missing out on a great way to learn from other recruiting professionals. To apply for membership, click "Become a member" on the Recruiting ProNet home page:

<https://forums.bcks.army.mil/secure/CommunityBrowser.aspx?id=51486>.

PHASE LINE SUCCESS



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Brigade

February Fiscal Year 2010

Top Large Station

Melrose
New York City

Elizabeth City
Raleigh

Saint Paul
Minneapolis

Seminole
Kansas City

Garden Grove
Southern California

Manchester
1st MRB

Top Small Station

Norwich
Albany BN

St. Croix
Miami

Aberdeen
Minneapolis

Glenwood Springs
Denver

Culver City
Los Angeles

Syracuse
1st MRB

Top Company

Richmond
Beckley

Winston Salem
Raleigh

Clarksville
Nashville

Western Slope
Denver

Fullerton
Southern California

Boston
2nd MRB

Top Battalion

Beckley

Tampa

Nashville

None

Salt Lake

1st MRB

I.A.M. STRONG
INTERVENE * ACT * MOTIVATE

Sexual Assault and Sexual Harassment Prevention

INTERVENE

When I recognize a threat to my fellow Soldiers, I will have the personal courage to **INTERVENE** and prevent Sexual Assault. I will condemn acts of Sexual Harassment. I will not abide obscene gestures, language or behavior. I am a Warrior and a member of a team. I will **INTERVENE**.

ACT

You are my brother, my sister, my fellow Soldier. It is my duty to stand up for you, no matter the time or place. I will take **ACTION**. I will do what's right. I will prevent Sexual Harassment and Assault. I will not tolerate sexually offensive behavior. I will **ACT**.

MOTIVATE

We are American Soldiers, **MOTIVATED** to keep our fellow Soldiers safe. It is our mission to prevent Sexual Harassment and Assault. We will denounce sexual misconduct. As Soldiers, we are all **MOTIVATED** to take action. We are strongest...together.



Life

means nothing to the enemy



U.S. ARMY

ARMY STRONG[®]



Protect Your Family. Report Suspicious Activity.

The Army community is a target for terrorism. Specific targets have included Army installations and facilities. Restaurants, retail stores, schools, and playgrounds are also at risk. We don't know where or when terrorists might strike. Therefore we must *make vigilance our focus*. Make it your focus. Be aware of your surroundings both on and off post and report suspicious activity whenever you see it. Do that and you help make the Army community a *formidable obstacle* to terrorism.

Always Ready, Always Alert
Because someone is depending on you

