

*"Strength  
Starts Here"*

U.S. Army Recruiting Command • March-April 2013

# Recruiter Journal



**USAREC  
FAMILY  
STRONG**



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# March-April 2013 Volume 65, Issue 2

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**ON THE COVER:** Elizabethtown, Ky., recruiter Staff Sgt. Joshua Garlick and daughter Camden, 6. Photo by Julia Bobick.  
**BACK COVER:** New Orleans Company's Sgt. 1st Class Ervin Davis and Staff Sgts. Lester Scott and Joshua Reyes serve on the Joint Services Color Guard for Super Bowl XLVII. Photo by Jennifer Villaume, Baton Rouge Bn.

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# Recruiting in a Fiscally Constrained Environment

As everyone is well aware, Recruiting Command — like the rest of the Army and Department of Defense — is facing a number of fiscal challenges as we move forward in a year of budgetary uncertainty. That said, we are committed to providing accurate and timely information to our Soldiers, civilians and families as soon as we receive guidance from higher headquarters and develop the way ahead for the command.

Army leadership understands the critical role this command performs for our Army and the nation, and will ensure we have the necessary resources to accomplish the mission. We are working diligently to minimize the impact at the tactical recruiter level while assuming more risk at the higher levels. Bottom line: regardless of our constraints, we must continue to ensure that only the most qualified applicants join our team. This is not business as usual; we must all be prudent when it comes to expenditures. We must execute operations in the most efficient way possible without lowering standards, or sacrificing the health, safety or welfare of our Soldiers, civilians and family members.

I ask our center commanders to continue outreach efforts to develop and nurture local community relationships, and to leverage grassroots partnerships, especially those that require minimal additional resources. Expensive outreach activities will likely be placed on hold indefinitely unless they are deemed to be mission critical — defined as “those activities directly impacting the accomplishment of specified contract, packet and accession missions.” We have reduced staff GOVs by 25 percent, eliminated paid overtime, suspended non-mission-critical TDY, curtailed unit awards programs and discretionary board expenditures, cancelled educator tours requiring travel, and have also cancelled various national marketing events.

At this time, institutional training at military schools will continue. All other training is suspended for both military and civilians, except where required for professional licensure or certification. While the Army is considering the possibility of civilian furloughs in 2013, it is important to remember they are a tool of last resort and will only be authorized by the Secretary of the Army.

We will continue to face many challenges as we recruit for America’s Army in a time of fiscal uncertainty. I encourage folks not to speculate about the future of recruiting programs or activities; rather, refer such questions to your chain of command. I am confident we will continue to execute the mission as our Army and the nation work through the current fiscal challenges.

I also want to make clear that Soldier and family well-being remains a top priority. Paramount to Soldier and family well-being is providing a predictable work schedule. To help ensure this, I recently modified the work hour policy to address continued questions from across the command (CG Policy 54-13, dated Feb. 1, 2013).

The standard duty day ends at 5 p.m. Monday through Friday. We all know and understand there are certain mission requirements that may require us to work later or on weekends — but those should be the exception, not the rule. Working past 5 p.m. will be the result of a planned event; it will NOT be the result of insufficient prospecting results.

I expect leaders at all levels to adhere to this policy and to contact their chain of command if questions remain. Working longer hours does not equate to mission success. When longer hours are deemed appropriate, commanders at all levels must ensure our Soldiers are working efficiently and effectively. Effective planning is the key to predictability. It is also the key to mission success!

Thanks to everyone on the team for your continued hard work, flexibility and patience as we navigate the way ahead. Strength Starts Here!

Army Strong!



Maj. Gen. David L. Mann

## ADVERTISING UPDATE: Is Print Really Dead?

By Steve Lambert  
USAREC G-7/9 Marketing Chief

“Print is dead. Television will kill radio. Videos and cinema will kill television. Streaming movies will kill cinemas.”

We’ve all heard these laymen’s predictions for years. In reality, none is true. Instead, media channels simply evolve to find their niche market in an ever-changing society. Radio transitioned to the dominant mobile medium reaching 93 percent of all Millennials (ages 18 to 24 years old). Television moved from a handful of channels to several hundred highly specialized channels. And cinema attendance has remained relatively consistent over the past two decades, according to the 2012 Movie Industry Model.

While mainstream newspaper and magazine readership has been in decline for years, specialized and local publications have remained steady, and not just for the older influencer generation. A recent survey challenged the notion that our prime market (Millennials) doesn’t engage

local newspapers. The study found that 23 percent of Millennials surveyed had read a newspaper within the last 24 hours. (Valassis study, December 2012)

A different study confirmed that among affluent Millennials (which includes the college market), 70 percent read newspapers. The difference between older generations and Millennials is that it appears the Millennials use local newspapers to research products and services while pre-shopping (54 percent of Millennials use coupons). That means they are more inclined to see ads than stories, good news for local Army display ads.

Of course we know that Millennials are predominantly digital disciples (93 percent heavily reliant on the Internet for information), but don’t count out integrating print ads in your communication plan. The best campaigns are ones that are integrated (meaning they capitalize on the strong suits of each channel).

College newspapers are also still a prime channel to reach our target market with Army messaging.



## Marketing Materials Create Confusion in Recruiting Centers

In the past few months, recruiting centers have received two display kits and there has been some confusion between the two.

The station/center merchandising kits are the official brand merchandising kits from the advertising agency. There are also two versions of this kit. The legacy kits are for the smaller traditional ‘station’ environments (posters are 24-by-36 to match your frames) while the Pinnacle kits are for larger centers with 36-by-48 window clings plus an 18-by-48 internal mini-billboard. The mini-billboards will need to be either framed or dry mounted on a hard surface, which can be done by any local frame shop. They are not to be thumb-tacked or taped.

Forging America’s Strength materials like the above banner were provided to complement USAREC’s theme for the year. The station/center merchandising kit items are to take precedence over the Forging America’s Strength materials where space is limited.

Additional information is available at [www.armynewsletter.info](http://www.armynewsletter.info) or the G7/9 Sharepoint at <http://span.usaac.army.mil/pub/RC-G7G9/marketing/Pages/default.aspx>.

## PaYS Marketing Materials Sharepoint Site Update

The Partnership for Youth Success (PaYS) team, now part of the Army Marketing and Research Group, has updated its marketing materials site on the USAREC SPAN site.

Update your bookmarks to: <http://span.usaac.army.mil/pub/RC-G7G9/Pages/PaYS.aspx>.

## Regulation Changes for Delayed Entry Program

There are several changes to USAREC Regulation 601-95, Delayed Entry and Delayed Training Program, effective Feb. 11, 2013.

Reference USAREC Mmsg 13-068.

## Enlistment Program Regulation Update

The new AR 601-210, Active and Reserve Components Enlistment Program, Rapid Action Revision (RAR) dated Feb. 1, 2013, incorporates changes to paragraphs 2-7 and 2-18.

The guidance on enlistment of “covered graduates” as related to their education credentials is reflected throughout paragraph 2-7 and is effective immediately. Covered Graduates must have a 50 AFQT.

Effective April 1, 2013, the guidance in paragraph 2-18 applies to advancement of enlisted pay grades.

The major revision to AR 601-210 is still pending publication at the Army Publishing Directorate. All operational changes that were in effect when the RAR was published still remain in effect.

Reference USAREC Mmsg 13-071.

## Thrift Savings Plan New YouTube Channel

The Thrift Savings Plan (TSP) now has a YouTube information channel where servicemembers and civilian employees will find a number of videos to help them make informed decisions about the TSP and manage their TSP accounts.

Log on at [www.youtube.com/TSP4gov](http://www.youtube.com/TSP4gov).

# Inspiring & Motivating Through Effective Counseling

**L**eadership development requires not only that the individual has a desire to improve and invests the effort, but also that his or her leader acknowledges that desire and invests the effort to teach, coach and mentor. So I ask our leaders at every level: Are you doing everything you can to create an environment that values continuous learning and encourages leader development? Are you setting the example by investing in your own education and professional development? Do you make time to help your Soldiers realize their potential? Do you clearly articulate your expectations, regularly counsel your subordinates and, most importantly, follow up?

Counseling is one of the most important responsibilities leaders have in our Profession. Through effective, consistent counseling, leaders inspire and motivate and instill positive behaviors

Some months ago I stumbled across a fascinating document in Recruiting ProNet on “Soldier Standards of Performance Counseling” (author unknown). While many things have come and gone from my desk in that time, this 10-page document has remained. I’ve read it so many times I’ve practically memorized it. Because of the great depth and detail it contains with respect to the inherent responsibilities of every Soldier and noncommissioned officer, it is a great resource for every Soldier and leader. While the memorandum covers 11 areas — appearance of Soldiers, counseling, setting the example, behavior, mission performance, integrity, communication, loyalty, training, physical fitness, Army Values and resilience (flexibility) — I will address only a few here.

**Appearance of Soldiers** — “In a perfect world professionals would be judged solely on their character, skill sets, competencies and performance, but unfortunately, we do not live in a perfect world.”

We all know that appearances shouldn’t matter, but they do. “The first impression you make on a leader or future supervisor is the most important one.” In this command we must take it one step further and add the importance of the first and lasting impression you make on educators, community leaders, applicants, Future Soldiers, parents and neighbors.

**Setting the Example** — As leaders, we set the example for our Soldiers and as recruiters we set the example for our Future Soldiers. We are ambassadors for our entire Army. We tell the American public what a Soldier looks like, how a Soldier acts and what it means to serve in this uniform.

**Mission Performance** — When assigned a mission or task, the expectation should be that you immediately take charge, review and obtain all information and the materials necessary to accomplish the mission and then accomplish that mission to the fullest. “To be effective professional leaders there can be no compromise on this issue.”

**Integrity** — “Remember, once your integrity is compromised, you can no longer function effectively as a leader or noncommissioned officer.” Leading and recruiting with integrity is essential to maintaining the trust between Soldiers and leaders, trust between the Army and our families and the trust of the American people — the bedrock of our profession.

**Physical Fitness** — The expectation is that all Soldiers will maintain their fitness in accordance with Army regulations, field manuals and command policies; it’s as simple as that. “There are no training secrets. There are no magic exercises. It takes hard work and determination.”

**Army Values** — “Embody and convey them.”

On a final note, I’d like to add that paramount to effective counseling and inextricably linked to an individual’s success are an honest assessment of strength, weaknesses and job performance and candid feedback. I know it’s not always easy, but leaders must tell the truth in counseling sessions, as well as on official counseling and noncommissioned officer evaluation forms. It’s the right thing to do as a leader, as well as for the Soldier and the Army Profession.

Army Strong!



Command Sgt. Maj. Todd Moore

*Read the full “Soldier Standards of Performance Counseling” document on Recruiting ProNet, now on milBook at [https://www.milsuite.mil/book/community/spaces/apf/recruiting\\_pronet](https://www.milsuite.mil/book/community/spaces/apf/recruiting_pronet).*

# An Ode to Workaholics

By Chaplain (Capt.) Steve Doyle  
South Central Chaplain Recruiting Team

Some of us enjoy work. Some of us hate work. Some of us put up with work. And some of us make work our lives. I would like to speak to the last group: the workaholics. I am talking to those among us who are never able to let go: Yes, you know who you are. You go to work when it's dark and you come home when it's dark. How much is enough? Fifty hours? Sixty hours? Seventy hours? It's not so much that you don't know when to stop ... it's just that you can't. You are driven from deep within to keep on charging forward — no matter what. You can't turn it off.

Actually, many of these qualities mentioned are quite admirable — if seasoned with a little common sense and balance.

Employers love workaholics — especially if the boss is a workaholic. What workaholics fail to see is the immense turmoil they create in the lives of those around them. In what way, you may ask? Well, workaholics follow a pretty predictable pattern: Since their job is their mistress, they often rack up a steady stream of broken promises, strained relationships and failed marriages.

There's a true story of a Soldier deployed to the National Training Center who told his sergeant, "I have two wives: The Army and my second wife." The seasoned noncommissioned officer answered him, "Then you will probably lose one of the two fairly quickly. If you don't watch it, you will lose both of them for sure."

Everyone appreciates a competent worker and a job well done.

Nevertheless, there are many other moving pieces to the puzzle of life. How easy is it for our strengths to turn into our weaknesses. It's sad when we end up depending on our strengths instead of developing the requisite character needed for the rest of life.

It's just plain old common sense that everything in life is not equal, so think wisely about how you choose to live it. People know if you care about them or if you just care about getting the job done. We can't treat people like they're fast food meals — using and abusing them, then throwing them away.

Finally, balance is a word you will never hear in the vocabulary of a workaholic. The workaholic is far too busy for that. By failing to prioritize, all things become important and then, as a result, nothing is important. The workaholic must work at both ends of the candle to accomplish all the things that really don't need to get done. And what gets left behind is, well, you and the things you could have, would have and should have done with your life. Sad, but true.

So let me ask you this: What in the heck are you really doing? Is what you're doing bringing you what you wanted out of life? If not, then it's time for a game changer. Is this really your idea of happiness? If not, then stop, turn around and go after it.

And what are you avoiding by staying at work so long? Does keeping yourself constantly busy help you solve any of the core issues of your life? Go home! And if you're someone's boss, make sure they go home, too.

*For the Recruiting  
Command work hour  
policy, reference  
CG Policy Letter  
54-13, dated  
Feb. 1, 2013.*



# PREVENT

## Sexual Harassment, Assault

Sexual harassment and assault hurts one and affects all. It harms victims, the families associated with each case, and a unit's climate and cohesion.

Sexual Assault Awareness Month in April highlights the need to raise awareness and promote the prevention of sexual harassment and assault through special events and public education.

A great deal has changed since 2005 when the Department of Defense issued the first policy on sexual assault. That core policy laid the foundation for the Sexual Assault Prevention & Response (SAPR) program and the many prevention and response efforts across the services. In 2008, the Department of the Army decided to merge efforts to prevent and respond to sexual harassment with the SAPR Program into the Sexual Harassment and Assault Response and Prevention (SHARP) program.

The SHARP Program reinforces the Army's commitment through a comprehensive policy that centers on awareness and prevention; training and education; victim advocacy; and response, reporting, accountability and program assessment. The program promotes sensitive care and confidential reporting for victims of sexual assault and accountability for those who commit these crimes. The program points to the seven Army Values, the Warrior Ethos and "buddy responsibility" to help put a stop to sexual harassment and assault.

The sexual assault response coordinators (SARCs), located at brigade level and higher, are responsible for all prevention education

regarding sexual harassment and sexual assaults for Soldiers and civilians. They process all sexual harassment reported by Soldiers. They ensure the needs of sexual assault victims are met quickly, appropriately and confidentially. Reports of sexual harassment by civilians are processed by the equal employment opportunity staff.

The SARCs assign victim advocates to assist victims of sexual assault through the process of reporting, medical care, counseling and legal issues. Victim advocates will assist all victims of sexual assaults — Soldiers and civilians. Sexual assaults involving family members and perpetrated by a family member are handled by the Family Advocacy Program staff.

If you're a victim of sexual harassment or sexual assault, consult your brigade sexual assault response coordinator.

### Unit SARC representatives

- 1st Brigade — (800) 853-2675
  - 2nd Brigade — (800) 316-6251
  - 3rd Brigade — (888) 228-6890
  - 5th Brigade — (888) 297-8523
  - 6th Brigade — (888) 476-4341
  - Medical Brigade — (888) 571-3848
  - USAREC HQ — (888) 434-6209
- Soldiers and Families can also call the DOD Safe Helpline at (877) 995-5247 for information and assistance.

### Army SHARP Program website

<http://www.sexualassault.army.mil/>

## I. A.M. Strong Campaign

"I. A.M. Strong" is the Army's campaign to combat sexual harassment and assaults by engaging all Soldiers and civilians in preventing sexual harassment and assaults before they occur. The campaign focuses on increasing peer-to-peer bystander intervention, offender accountability, expanding prevention program resources, and encouraging reporting of incidents.

Grounded in the shared belief in the Army Values, we are a band of brothers and sisters, placing mission first, never accepting defeat, never quitting, and never leaving a fallen comrade. We are a team that finds sexual harassment and assault reprehensible and beyond toleration. Those who commit assaults hurt a member of the team and damage the very moral fiber that gives the Army its innermost strength.

As proud members of the team, we are duty bound to intervene, act and motivate others to stop sexual assaults and the sexually offensive language and gestures that create an environment friendly to this abuse.

**Intervene** — When I recognize a threat to my fellow team members, 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 a team, motivated to keep our team members safe. It is our mission to prevent sexual harassment and assault. We will denounce sexual misconduct. As team members, we are all motivated to take action. We are strongest together.

By Jack Nix  
USAREC G-1

# SFAs: Passionate About Providing Comprehensive Support for USAREC's Geographically Dispersed Families

By Julia Bobick  
Editor

“If it has to do with Soldiers’ and families’ morale, welfare or well-being, it’s my lane.” This is how Dena Hallman sums up her role as Phoenix Battalion’s Soldier and family assistance program manager.

In this geographically dispersed command, leaders, Soldiers and families alike rely heavily on their SFA to fill the role of an ACS (Army Community Service) office, providing the whole gamut of services available on an installation. They offer a broad range of services to include relocation and spouse employment assistance, Exceptional Family Member (EFMP) support, Army Family Team Building (AFTB), TRICARE assistance and child care.

“If you ask a Soldier or his family what the most important service is that I provide you’ll get a different answer depending on the needs of that family,” Hallman said. “For the spouse who’s looking for a job, my links with military-friendly employers who send me their job announcements is the most important service. For the family getting billed for a medical service and don’t know why, it’s my health benefits adviser role that means the most to them. For most families, the most important service I provide is the one that meets the needs they have right now, and that need may change several times during their tenure in our battalion.”

Salt Lake City Battalion SFA Jo Kinchington said probably the most important service SFAs provide is also the broadest: information and referral. If a family needs to know where to go or what to do to engage in community resources, SFAs should be their first stop.

Battalion SFAs have a comprehensive knowledge of the services in their areas and maintain a vast network within their

## SFA Program Responsibilities

- Financial Readiness and Consumer Affairs Programs
  - Army Family Action Plan
  - Army Family Team Building
- Relocation Assistance and Plan My Move (PMM) Battalion Sites
  - Exceptional Family Member Program
  - Family Member Employment Assistance
  - Information, Referral and Follow-up
  - Sponsorship Training (e-Sponsor)
- Non-appropriated fund (NAF) management for SFA programs
  - Volunteer Management
  - TRICARE/TPR/TPRADFM
- Child Youth and School Services Programs
  - Military Family Life Consultants (MFLC)
  - Professional Financial Counselor (PFC)

communities and with each other, according to Kinchington, whose battalion area encompasses more than 500,000 square miles and all or part of six states. By also partnering with National Guard, Reserve, Corps of Engineers, community agencies and other military branches near their units they are able to provide comprehensive support to USAREC families.

“Families need to know is that we are doing our best to connect them with the services they need in the civilian community,” Kinchington said. “Our folks are scattered in some pretty remote areas, and they need to feel linked both to their communities and to the battalion. My goal is to facilitate that link.”

For all the families that SFAs are helping every day, there are many more who are not getting the help or support they need, simply because they don’t know where to go or don’t think it’s something the SFA can help with, according to Frankie Stull, USAREC’s chief of Soldier and family assistance.

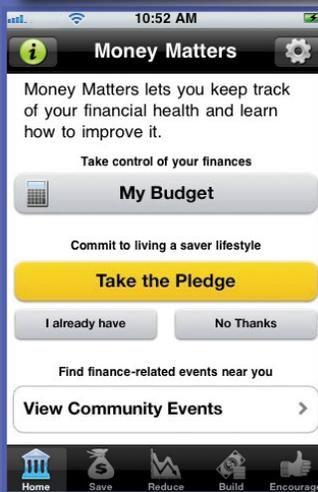
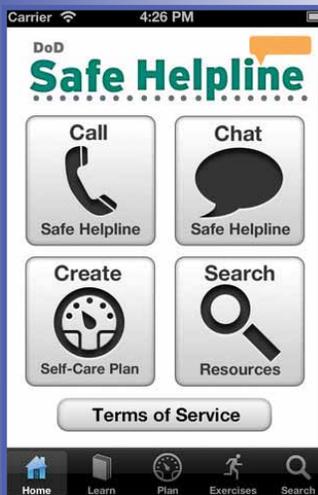
“There are many families out there struggling with life issues that the SFAs could be assisting them with to alleviate their stress,” Stull said. “They need to let the SFA know when they need assistance so we can help them with whatever their issue. It’s when the little issues start piling up that they can become bigger issues that can truly become overwhelming and negatively impact a family’s quality of life. Our SFAs can provide the resources, referrals and assistance Soldiers and families need to remain resilient even in a geographically dispersed environment.

“We want to ensure every Soldier and Family member knows that USAREC truly cares about them, and they are a part of our USAREC family,” said Stull. “Our SFAs help make that happen.”



Phoenix Battalion SFA Dena Hallman talks with her battalion commander, Lt. Col. Jennifer McAfee.

VIRGINIA WEBER



# Yes, There's an App For That

As more and more people access information and resources on their smart phones and mobile devices, more and more government and military family support agencies are developing apps for servicemembers and their families. While it's not an all-inclusive listing, this page features several of the available apps providing servicemembers and their families better access to resources, information and help when they need it.

## DoD Safe Helpline

The DOD Safe Helpline app gives members of the military community access to resources and tools to help manage the short- and long-term effects of sexual assault. The app, available for Android and iPhone, has four sections: find support, learn, plan and exercise. To learn more, visit [www.SafeHelpline.org](http://www.SafeHelpline.org).

## MyMilitaryLife

MyMilitaryLife is an app created by the National Military Family Association to help military families navigate the many adventures of military life. Features of the app, available free for iPhone and Android mobile devices, include customized to-do lists for moves and transitions, tailored suggestions for your location and needs, reminders, notices of new programs and emergency phone numbers for military families.

## Army OneSource

The Army OneSource (AOS) Services Locator makes it easy to find resources within your own community. Simply enter your ZIP code or city and state and hit 'search' to view your results in a list and map view. With a few taps, you can get driving directions and contact information. The locator (for Apple devices) is managed by the Army Family and Morale, Welfare and Recreation Command Family Programs Directorate (FMWRC). Learn more by visiting [www.myarmyonesource.com](http://www.myarmyonesource.com).

## Money Matters Financial Tools

Money Matters is designed to motivate, educate and support active duty and Reserve Soldiers and their families to save and plan for the future. Users can find information to support their commitment to saving money, reducing debt and building wealth, using payment and savings calculators when considering a purchase, easily track monthly expenditures using a budget tool, get financial tips, and learn about financial events in their community. The app is managed by the Army FMWRC FPD. For details, visit [www.myarmyonesource.com](http://www.myarmyonesource.com)

## Sesame Street for Military Families™

The Sesame Street for Military Families app for Android and iPhone combines all of Sesame's bilingual (English and Spanish) resources for military families. Parents can use the app to access engaging videos, articles, storybooks, parent guides and more to help support preschool and school-aged children as they encounter transitions common to military families. Related materials include the Feel Electric! app for military children and the website [MilitaryFamiliesNearAndFar.org](http://MilitaryFamiliesNearAndFar.org), which provides engaging tools for military children to create, communicate and stay connected.

## LifeArmor

LifeArmor is a comprehensive learning and self-management tool to assist members of the military community with common mental health concerns. Available for Apple and Android mobile devices, it was developed by psychologists at DOD's National Center for Telehealth and Technology. Brief self-assessments help the user measure and track symptoms, and tools are available to assist with managing specific problems. LifeArmor behavioral topics are alcohol and drugs, anger, anxiety, depression, families and friendships, families with kids, life stress, mild traumatic brain injury, military sexual trauma, physical injury, posttraumatic stress, resilience, sleep, spirituality, stigma, tobacco and work adjustment. More information is available at [t2health.org/apps/lifearmor](http://t2health.org/apps/lifearmor).

## T2 Mood Tracker

The free T2 Mood Tracker app is designed to help track emotional experience over time and to provide users with a tool to share this information with their health care provider. This app, available for Android and Apple, comes with six pre-loaded issues: anxiety, depression, general well-being, head injury, posttraumatic stress and stress.

For this and other DOD T2 apps, visit <http://t2health.org/products/mobile-apps>.

*Disclaimer: This article is intended for informational purposes only and does not constitute an endorsement by the Department of Defense, U.S. Army or USAREC for the use of these apps or the organizations that developed them.*

# Parenting

## Embrace Differences Between Children

By Jack Nix  
USAREC G-1

Every April, Recruiting Command, the Army, and our nation take time to focus on the issue of child abuse, which continues to be a problem across the country in both the private sector and military.

The sad truth is that the majority of abused children are the victims of their own parents — the very people who should be protecting them.

Every child is different and every stage of their life is different. As parents, we must stay involved with our children's ever changing lives — mentally, emotionally and physically.

As the parent of three beautiful adult daughters, I think I can speak from experience. And yes, it was (is) an experience. Talking about night and day differences — it was pitch-black and brilliant sunlight at times.

Our oldest daughter was very self-driven regarding school work. We never had to ask her to do homework; in fact, there were several occasions during her junior year in high school that I told her to close the books and go to bed — it was 2 a.m. In addition to being an honor student, she was also the top Bible quizzier for her church's Kentucky district; she spent hours and hours memorizing Scriptures for monthly competitions. Her social life consisted of church friends through Bible quizzing. She was always very respectful of her parents and adults.

Our second daughter — 14 months younger — was very competitive in all areas. I am convinced she is just as smart as her older sister, but did not commit to studying and was more of a social being. In the classroom, she was always out of her seat helping someone else — but did not do her own work. Soccer was her life, though she tried other sports. She was our challenge who was confrontational and demanding; she and I locked horns regularly — like father, like daughter.

She expressed her hate for me often and moved out of our

home at age 16. Even so, I continued to love her and attend every soccer game unless I was out of town. I sat through freezing rain to watch her play soccer, though she never acknowledged my presence. Fast forward about 10 years, she is now the great protector and defender of dear old dad — attack me and she will unleash all of her powers on you!

Our baby daughter is our Army baby — arriving during my first year as a chaplain. She has many traits from both older sisters, which makes her very unique. She studied to maintain good grades, but her energies were focused on soccer; she wanted to wear her sister's jersey number, but it was already assigned. Her social life involved soccer in all ways; we celebrated with her and the team when they beat their arch rival for the first time in history.

Each of our daughters is very different and it required a lot of time and energy to keep up with them. We often had to go opposite directions — my wife to Bible quizzing and me to a soccer game. And there were times when we had to say, "We're sorry, but we cannot be at both — or all three — events." It hurt us to see their disappointment, but parenting is a tough job. Even

so, it has been the most rewarding and best job of my life!

As parents, we need each other. Sometimes we need to reach out to other parents who may have been there and done that with their children. We may also need to reach to resources like the brigade chaplain or psychologist, Military OneSource, and/or community resources.

Strive to be the best parent you can be for your children — they need you — even when they may say they don't.

As parents, we can help prevent child abuse in USAREC, the Army and our country.



Recruiting spouse Pfc. Christy Garlick enjoys an afternoon at the Fort Knox Bowling Alley with her children: Camden, 6, and Keegan, 4.

JULIA BOBICK

# Navigating the

## So what is systems navigation and what does it mean to me?

Systems navigation is a community support component of the Exceptional Family Member Program (EFMP) that connects families with special needs to the systems of care they need, both on and off the installation.

## Why an article on special needs families?

It might surprise you to know that USAREC has more than 1,000 Soldiers enrolled in EFMP, and many are assigned to communities far removed from military installations and the care and assistance they provide.

Systems navigation also supports the goals of the Army Family Covenant. The covenant simply states: “You are changing your life for the Army, so it seems that a bond should be formed that lets you know this is not a commitment taken lightly. The Army will look out for you, your Soldier and your entire family. For we are all one family in the Army and should act accordingly.” This covenant is a promise that is valued not just because of the respect the Army has for families, but also because of all that the Army asks of them.

## What do systems navigators do?

Systems navigators work in conjunction with the battalion Soldier and Family Assistance program managers (SFAs). They are trained and knowledgeable about the systems of care used by Army Families with special needs. The primary role of a systems navigator is to help families navigate the available systems of care.

Systems navigators provide EFMP Soldiers with information on local, state and federal programs, resources and care givers who can offer assistance to their exceptional family members.

Systems navigators: Provide advice and assistance when school issues arise, identify EFM and family strengths and needs, help identify and prioritize EFM and family goals, and develop a family service plan to reach those goals. They make referrals to required services, provide information about disabilities or medical conditions of concern, find transportation for appointments related to the family service plan, identify support groups and social activities, and strengthen the family’s ability to advocate for their EFM.

## Who is eligible for systems navigation?

Active duty, Reserve and Guard families are eligible for systems navigation assistance — at no cost to them — regardless of their exceptional family member’s medical and/or special education condition.

## Where are EFMP systems navigation services offered?

EFMP systems navigation is offered at certain Army installations. However, the Army recognizes the importance of expanding the EFMP, and Installation Management Command recently approved for USAREC to receive one additional EFMP systems navigator, with a total of two systems navigators to take care of the needs of the EFMs within our geo-dispersed command.

## How do I contact an EFMP systems navigator?

Recruiting Command’s systems navigators are located at USAREC headquarters. The systems navigator for the 1st, 2nd and Medical brigades is Dwight Wiggins, available at (502) 626-1080 or email [edward.d.wiggins4.ctr@mail.mil](mailto:edward.d.wiggins4.ctr@mail.mil). The navigator for 3rd, 5th and 6th brigades is Emily Hay, available at (502) 626-2015 or email [Emily.g.hay2.ctr@mail.mil](mailto:Emily.g.hay2.ctr@mail.mil). For additional information regarding systems navigation and the EFMP, Soldiers or their spouses may subscribe to the quarterly USAREC EFMP newsletter by emailing Hay or Wiggins.



Exceptional Service

Exceptional Families

# Eliminating, Financia

By Fonda Bock  
Associate Editor

Servicemembers dealing with financial difficulties can impact mission readiness, according to Deborah Maraia, counseling senior program analyst for Office of the Secretary of Defense's office of Military Community and Family Policy.

"When servicemembers feel confident that their financial affairs are secure, they can focus on their mission without worrying about things at home," said Maraia. "Recruiters are responsible for building the force — one recruit at a time. Their work takes them to communities, large and small, across the country. As such, they are the Army's ambassadors — on and off duty. This includes being financially responsible."

It's not just the mission that suffers when recruiters are struggling with financial difficulties, it's also their family life, said Command Chaplain (Lt. Col.) Scott Sherretz.

"When you can't pay the bills or buy the diapers, or get milk for the newborn, it causes undue stress and hardships on the marriage. The Soldier feels bad because he/she doesn't have enough money to pay the bills and the spouse is angry because the kids are hungry."

It is for these reasons Recruiting Command, with the help of OSD, provides recruiters access to financial advisers. Each brigade has a personal financial counselor (PFC) who rotates to a different battalion approximately every 45 days and coordinates with the battalion's Soldier and Family Assistance program manager (SFA) to provide support to their centers as requested. Personal financial counseling services may be provided individually, with couples, families, and in a group training environment.

There are a myriad of reasons why recruiters get into financial trouble, said Maraia. Like all servicemembers and their families, they face a number of special challenges, including frequent moves and deployments. Whatever their circumstances, recruiters and their families can reach out to PFCs to help plan for financial contingencies, manage debt, save for the future, attain financial stability, avoid the personal and professional stressors of poor money management and protect themselves against predatory and unscrupulous lenders. It's never too early — or too late — to make a commitment to changing personal spending and savings habits, she said.

"Helping them plan ahead is what our financial counselors do," said Maraia, "for the rainy day, fun things like movies, vacations, and trips to the beach; unanticipated expenses like a car or major appliance repair; making large purchases like buying a home, a car, or paying for education, and planning for post-military service including building a 401(k) or retirement fund.

PFCs can provide one-on-one assistance with budget development, financial planning, spending plan development, management of personal finances and debt liquidation. While it's true that servicemembers are responsible for their personal finances, a personal financial counselor can work with servicemembers who need to establish a basic level of financial literacy and develop good financial behaviors and habits.

The counselors can work with Soldiers and family members on individualized money management and develop a personal budget/financial plan to reduce, eliminate, and avoid debt and to achieve solvency and stability. The PFC can also work with individuals or couples on credit management and discuss the importance of maintaining excellent credit histories or can make appropriate referrals to military and community resources to address identified needs.

# Preventing IDebt

PFCs are equipped to counsel on home purchases and sales, preventing foreclosure, loan modifications and refinancing. They can also work with individuals on more sophisticated financial planning, such as investing, estate and tax planning and setting up education funds. They can explain the benefits of the Thrift Savings Plan and stress the importance of investing and reducing tax liabilities as ways of staying out of debt; however, counselors will never give specific financial investment advice in specific investment funds/opportunities.

Preventing and staying out of debt starts with a plan, said Maraia. The first and most important step in attaining financial security is making a commitment to change personal spending and savings habits. Things to consider when setting up a plan are:

- **What is your income?**
- **What are your current financial obligations?**
- **What are your current spending habits?**
- **What are your long-term goals?**
- **How can you make your money work for you in the short- and long-term?**

Establishing a spending plan helps you see how far your money really goes and find places where you can save money.

Establishing short- and long-term financial goals serve different purposes, but both are important for ensuring future financial stability.

Short-term goals are appropriate when laying out a spending plan for the next one to five years. Examples of short-term financial goals include:

- **Building an emergency fund for unexpected expenses**
- **Paying down a debt**
- **Saving for vacation**
- **Buying a car**

Examples of long-term savings goals for five or more years out include:

- **Making a down-payment on a home**
- **Paying for your children's college education**
- **Saving enough for a secure retirement**

Deciding on where the money is saved varies depending on the type of goal, according to Maraia. Short-term savings are best kept in a savings account while retirement savings are best invested in funds designed for that purpose, like an individual retirement account, 401(k) or the Thrift Savings Plan. These investments can incur more risk, but are designed to show steady growth over a longer period of time.

USAREC's PFCs have a minimum of a bachelor's degree, national certification as an accredited financial counselor, certified financial planner or chartered financial consultant, or a national certification with the National Foundation for Credit Counseling. Most have previously served in or worked for the military and all have a working knowledge of military, state, federal and local resources.

To find out when a PFC will be in your area and to schedule a visit, contact your battalion SFA. For a listing of resources and toll-free numbers for PFCs, visit the USAREC G-1 financial readiness resource page: [www.usarec.army.mil/hq/hrd/sfa/financial\\_assistance.shtml](http://www.usarec.army.mil/hq/hrd/sfa/financial_assistance.shtml).

Please note that PFCs do not provide crisis intervention. Servicemembers or family members in imminent danger should contact their military treatment facility or a medical provider.

Military OneSource also provides similar financial counseling through its local providers. Visit online at [www.MilitaryOneSource.mil](http://www.MilitaryOneSource.mil) or call toll-free 24/7 at (800) 342-9647.

# Recruiter Helps Stop Suicide Attempt

By Gabriel Morse  
Great Lakes Battalion

“Sir, I need help, please. I’ve been sitting here with a gun in my hand and I want to end my life. I don’t know what to do. I feel [like] hopeless, helpless, worthless scum. I want to end it all. Please sir, help me. Nobody cares, and I’m about ready to snap. I can’t take it.”

These were the frightening words Staff Sgt. Jason DeRosa received Dec. 14, 2012, via Facebook from a high school student he’d previously spoken to about Army opportunities. The 29-year-old recruiter regularly uses Facebook to reach out to students in his high schools; he said it’s faster and easier. In his wildest dreams, however, he said he’d never imagined receiving a message like this.

“We’d been sending messages back and forth for a while by the time she started telling me she was in her bedroom holding her father’s handgun and thinking of hurting herself,” said DeRosa, from Great Lakes Battalion’s Greenville Center.

At first DeRosa wasn’t sure if it was a prank, but knew he had to take it seriously without scaring her away. As Facebook was their only link, and not knowing how desperate she really was, he had to be careful about pushing her. Knowing she had recently moved due to her parents’ divorce, he felt it was imperative he continue talking to her and find out what was going on so he could get her the proper help. Believing the student was serious about taking her life, DeRosa knew he was her only lifeline at that moment.

“I’ve taken the Army suicide prevention classes and knew I didn’t want to leave a lull in the conversation where something bad could happen,” said the nine-year veteran with two combat tours. “She’d asked for help and support before and felt she wasn’t receiving it.”

DeRosa learned that other people in the house were oblivious to the dangerous situation building behind her closed bedroom door.

“I needed to make conversation with her as a friend and make sure to let her know I was going to get her the help she needed.”

Knowing from previous conversations that the student’s religious background was similar to his, DeRosa decided to use that as a common thread to relate to her.

“I believe all life is sacred,” he told her. And since she didn’t think anyone around her cared about her life anymore, he began establishing a platform from which he could ensure her there are people who do care.

“I reminded her that Jesus loved her,” he said, using her personal faith to remind her there was nothing worth ending her life for.

“Why don’t you just tell me what’s wrong?” he asked. “Where are you? Why don’t you call my cell phone,” DeRosa wrote her.

Being able to talk with her directly seemed to calm her, said DeRosa. She finally put the handgun away and was willing to talk without it.

Overhearing the conversation across the office, Staff Sgt. Kenneth VanHouten notified their Center Commander Sgt. 1st Class Chris Miller, who notified the chain of command.

By that time, DeRosa had calmed the young lady enough to where he felt he could ask for her location and permission to call authorities to help her.

“That moment changed her life,” VanHouten said, commending DeRosa for his ability to handle things correctly. “It’s hard in [that kind of] situation to deal with things logically and do it well over the phone, but DeRosa’s good at not pressuring people and not only seeing them as potential candidates, but helping them with their life.”

DeRosa continued finding nonthreatening topics of conversation to engage the young woman while he used his office phone to contact the sheriff’s department.

“I just talked to her about all different kinds of things, including about Fort Hood where I’d just served for five years. We discussed the weather and humidity down there and anything I could think of. I also let her know she had help on the way.

“I was listening to her, trying to keep her talking and providing the sheriff with information they needed,” said DeRosa.

When the sheriff’s department was close to the scene, DeRosa let her know she had help on the way and asked if she would be willing to meet them outside her house. Once he knew the sheriff’s deputies had things under control, DeRosa told her she could call him back any time.

VanHouten said he believes DeRosa was able to save the young woman’s life because she knew he would be willing to take the time to listen to and help her.

“He was there for her in that moment of vulnerability when she wasn’t thinking rationally and needed to realize not everyone was against her,” said VanHouten.

DeRosa received the Army Achievement Medal for his actions. He said it is the last statement on the narrative — that he “directly impacted the life of one person and her family” — that means the most to him, because it means he was able to make a real difference in someone’s life.

As both a dedicated Army NCO and a strong Catholic, he’s glad his religious beliefs, Army Values and suicide prevention training provided him the knowledge to save a life.

“For the most part it seemed automatic, knowing what I had to do,” said DeRosa. “My faith teaches me that all life is sacred and to help people as much as I can, and the Army’s suicide prevention class has taught me to take a plea for help like this seriously; and to stay with the person until they get help.

I guess [investing] an hour every quarter going over suicide prevention isn’t such a bad thing.”



Staff Sgt. Jason DeRosa

# Spouse Volunteer Making a Difference

By Fonda Bock  
Associate Editor

Sergeant 1st Class John Amundsen had had headaches before, but nothing like this. The unbearable throbbing in his head began May 12, 2011, and for three days the Utah recruiter suffered one migraine after another. On day three he lost his vision for 15 minutes. Tests the next day revealed a golf ball sized tumor covering the right, frontal lobe of his brain, and emergency surgery was

mine and I felt if just for that reason alone, I needed to be with her. When the doctor came out and told the family the cancerous tumor had been removed and he was in recovery, [Erin] broke down and cried — what I believe were tears of relief. I was so thankful I was there to hug her when she needed someone.”

Erin was grateful for the support.

“We didn’t talk about the surgery but about the kids — it gave me something else to focus on. It was nice to have somebody from the Army support us through this big scary thing.”

Following the procedure, Farnsworth organized meals to be prepared and delivered to the family during Amundsen’s recovery and helped the couple file the necessary paperwork for medical leave.

“It was stage-three cancer,” said Erin. “We didn’t know if he would have brain damage, but he’s doing well now.”

Volunteering to support a member of the USAREC family during a critical time of need is just one of the ways Farnsworth reaches out to support families, not only as the Ogden FRG leader, but also as the Salt Lake City Battalion Army Family Team Building (AFTB) program manager for the past three years.

Married to Staff Sgt. Dustin

Farnsworth of Ogden Company, Vicki volunteers 15-30 hours a month while attending to the needs of her two children, one of whom is autistic.

“Without Vicki there would be no way to implement our Soldier and family assistance program,” said Salt Lake City Battalion SFA Jo Kinchington. “Her cheery ‘Can do!’ attitude is an unstoppable, positive force. She’s organized, goal driven and has a keen understanding of what it takes to keep programs progressing.”

As the AFTB program manager Farnsworth teaches and trains others to teach a number of classes at the

center level, including military benefits and entitlements, military and civilian resources, chain of command, financial readiness and team building for Future Soldiers.

“Center commanders let us know when classes are needed and what class they wish us to teach,” said Kinchington. “Vicki does all our scheduling, ensuring all teaching materials are produced and ready for use by the assigned instructor and is the primary instructor herself.

“She totally revamped the resource area so that an instructor can quickly locate needed materials and made many of the instructor aids we use in the classes. Because of her, Future Soldiers and their families get contact with instructors who are positive about their Army experiences and can share directly with them what it’s like to be a part of the Army family.”

“I designed games for the Future Soldiers so they were able to interact with each other and the instructor,” said Farnsworth. “Most people do not care to learn from the all too well known military power point presentation alone. The hands-on learner will not take away as much from a class if an instructor is just standing up there talking.”

As the Ogden FRG leader, Farnsworth lends a helping hand to families in need of assistance, manages the volunteer records, performs clerical duties, created the company newsletter and takes the lead in planning gatherings, family activities, events and fundraising, according to Kinchington.

Farnsworth is just one of hundreds spouse volunteers in the USAREC family, said Rose Smith, USAREC volunteer program manager.

“Volunteers are especially important in a geographically dispersed unit,” said Smith. “They contribute to a broad range of services that enhance and expand the capabilities of Army programs and services and provide real-life solutions for successful military living both on and off military installations.”



Staff Sgt. Dustin and Vicki Farnsworth

scheduled for two days later.

Figuring Amundsen’s wife, Erin, needed support during this trying time, Ogden Company family readiness group (FRG) leader Vicki Farnsworth immediately reached out to Erin, offering to sit with her in the hospital waiting room during what ended up being a six-hour operation.

“I tried to keep her mind off of what was going on,” said Farnsworth. “We sat together for several hours talking about family — we both have a special needs child. Her child requires more care than



# MMP

## Ensuring Safety of Motorcycle

**T**here's no one right way to conduct a Motorcycle Mentorship Program (MMP) across the Army; units, as well as rider needs, vary greatly from one location to another — especially in Recruiting Command, where geographic dispersion creates additional challenges. Effective programs run the spectrum from command-directed to one-on-one mentoring, but the most important aspect is leader and rider involvement.

Whether they have just a few riders or a hundred, MMPs are forums for building camaraderie among unit riders, promoting environments that foster responsible riding and helping educate riders on risk management and safe riding skills. The Army introduced the MMP as a voluntary unit/installation program in 2005 to curb a sharp rise in motorcycle fatalities and develop an informal way for experienced riders to partner with inexperienced riders, according to the U.S. Army Combat Readiness/Safety Center (USACR/SC).

The first step is having a unit motorcycle mentor. Mentors can volunteer or be appointed at any level — even a recruiting center, which could have several riders.

The best unit motorcycle mentors are those who not only enjoy riding and have a great deal of riding experience, but also have a lot of energy and enthusiasm, put forth the effort to really know and

understand the Army's motorcycle safety program, and want to mentor new riders, according to Maj. Randy Lewis, USAREC Headquarters Company commander.

"In the community of motorcycle riders, most of us are willing to share tips, techniques and experiences — which is really the heart of the mentorship program," said Master Sgt. Steven Laick, the USAREC headquarters company motorcycle mentor who has been riding for more than 25 years.

The headquarters company MMP meets at least four times a year for rides or educational activities. While his unit riders are now all in a single location on Fort Knox, Laick said developing a program with more dispersed Soldiers is still possible and can be an effective part of the commander's safety program.

In Des Moines, Iowa, where he was his recruiting company's motorcycle mentor until August 2012, Laick scheduled rider training for all his unit's riders at once through a local community college. Though some riders had to travel up to two hours on a Saturday to participate in the training, Laick said it was beneficial to the entire group to take the course together and learn about one another.

"Together you can see what each other's strengths and weaknesses are," he said. "We also found out we all had the same

interests and passions as far and where we like to ride and places we like to go, and we were able to plan some more rides as a unit, even though we were somewhat dispersed geographically."

Where it's simply not feasible for an Army MMP, riders are encouraged to participate in private civilian riding clubs. Because of its dispersed environment, USAREC relies heavily on organizations like the Motorcycle Safety Foundation (MSF) and civilian motorcycle clubs for motorcycle rider training and mentorship, according to Mickey Gattis, USAREC safety officer.

Unit MMPs can include Soldiers, civilian employees and family members, according to Laick.

"Depending on how long they have been riding, our civilian riders can either benefit from motorcycle mentorship and/or have a lot of experience to share with both experienced and new riders," he said.

Lewis added that new riders aren't always young riders — he's seen many post-deployment and mid-life crisis motorcycle purchases during his career. "Young kids and old kids buy new motorcycles and don't necessarily know how to ride them — safely."

In his Fiscal Year 2012 review of Army safety in Knowledge Magazine, U.S. Army Combat Readiness/Safety Center

## Following State Rules, Army Regulations of the Road

By Julia Bobick  
Editor

# Riders

commander Brig. Gen. Timothy J. Edens said that, disturbingly, NCOs continue to comprise a disproportionate majority of motorcycle fatalities, which increased again in fiscal year 12 for the third straight year.

Riders should never stop learning about their bikes, said Lewis, who has been riding dirt bikes and motorcycles more than 30 years. Mentorship programs, group rides and rider courses help promote a culture of lifelong learning. Even experienced riders who switch to a new bike or new style of bike, such as from a cruiser to a sport bike, should take training again on the new motorcycle and ensure they know how it operates before hitting the road, Gattis added.

When he went to the advanced riders course, Lewis said he learned things about his bike he never would have imagined. His advice to new riders: "Always be scared of your motorcycle. When you get too comfortable with it, that's when you become complacent and increase your likelihood of getting hurt."

For more information about the USAREC MMP and starting a unit program, call Laick at (502) 626-0250 or email [steven.r.laick.mil@mail.mil](mailto:steven.r.laick.mil@mail.mil).

Information and Armywide best practices for successful Motorcycle Mentorship Programs are available at <https://safety.army.mil/mmp>.

According to USAREC's Safety Program Regulation (385-2 dated March 6, 2009, paragraph 6-11, Motorcycle Operation and Training), commanders will ensure all known or potential motorcycle riders are identified, properly licensed and have completed USAREC Form 1236 (Motorcycle Operator Responsibilities), as well as the requisite Army-approved motorcycle safety course(s). Civilian motorcycle riders are also requested to complete USAREC Form 1236-1, though they are not required to sign it, according to Mickey Gattis, USAREC safety officer.

All Soldiers are required to comply with Army Regulation 385-10, in addition to the laws of the states where they ride or may ride. Army personnel, whether riding on or off post, are required to wear a Department of Transportation (DOT) approved helmet, eye and foot protection and protective clothing, as detailed in AR 385-10, Paragraph 11-9 d Motorcycle and all-terrain vehicle rider protection.

In addition, riders must be properly licensed and successfully complete the appropriate Army Progressive Motorcycle Program operator safety course(s).

Before even operating a motorcycle, Soldiers must successfully complete an appropriate Motorcycle Safety Foundation (MSF)-based Basic Rider Course (BRC) course or DUSD(I&E)-endorsed, State-approved curriculum for motorcycle operator's safety training.

Depending on the type of motorcycle(s) owned and operated, Soldiers complete either the Experienced Riders Course (ERC) or the Military Sportbike Riders Course (MSRC) within 12 months of completing the BRC.

Riders are also required to complete motorcycle sustainment training on their respective motorcycle(s) every three years following completion of the ERC or the MSRC, as well as when they acquire a new motorcycle or move to a significantly different geographic location, such as from Alaska to Kentucky.

"Our biggest risks are the riders we don't know about, so improving our reporting enhances our motorcycle safety efforts and a safer riding season," said Master Sgt. Steven Laick, the USAREC Headquarters Company motorcycle mentor, who has also been working with the Army to help tweak the data collection for motorcycle riders within DTMS and streamline MMP management across the Army.

The Digital Training Management System (DTMS) is the one-stop shop for tracking Soldiers' motorcycle licensing and training, according to Laick. The system makes it easy for leaders to see whose license and training are current. Another benefit is that when Soldiers transition to a new unit, the information goes with them within DTMS.

Individuals in USAREC who are not located on or near a military base with approved training courses may request to have their required course paid for through their unit. Approved rider courses are available through the Motorcycle Safety Foundation (MSF); locate one online at <http://www.msf-usa.org>.

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 to complete and digitally sign an authorization request to route through the approval process. Soldiers must complete this process before attending training. Vouchers should be filed within three days of completing the training.

Motorcycle safety requirements, including requisite training, personal protective equipment and licensing can be found in AR 385-10 The Army Safety Program dated Aug. 23, 2007/RAR Oct. 4, 2011, paragraphs 11-7 and 11-9.

Tools and information critical to safe riding, as well as links to state motorcycle guidance, are available from the Army Safety Center site at [https://safety.army.mil/mmp/docs/State\\_Motorcycle\\_Links\\_Oct2012.pdf](https://safety.army.mil/mmp/docs/State_Motorcycle_Links_Oct2012.pdf).

# Former Cavalry Scout Teaching Army Values at 'Home of the Braves'

By Jennifer Villaume  
Baton Rouge Battalion

From a dusty road in the middle of Iraq to a football field in Mississippi, Dustin Jones knows the meaning of Army Values.

A former Soldier, Jones is now a paraprofessional for the special education department and the defensive coordinator for Tishomingo County High School.

Coach D, as his students call him, started the Army Appreciation football game held at the end of September to demonstrate to his players about how to live the Army Values every day.

In 1997, Jones was sitting in a college classroom and realized how the next part of his life was opening up to him.

Right after that class, he went to a recruiting center and enlisted into the Army Reserve as a cavalry scout (19D).

"I did not have any connections to the military at all. I just decided after class to join," he said. "I knew it was what I wanted to do."

A year later, he transferred to active duty after completing training at the National Training Center (NTC) at Fort Irwin, Calif., and was assigned to Fort Benning, Ga., as part of a new brigade reconnaissance troop.

He deployed to Kuwait after 9/11 and crossed the border into Iraq in 2003. For the first engagement of the liberation of Iraq as part of Delta Troop, 10th Cavalry Regiment, Jones was awarded two Army Commendation Medals with Valor and the Bronze Star.

Jones reenlisted, gaining one more deployment, this time to Afghanistan. On reconnaissance patrol, his Humvee was hit by a roadside bomb. His injuries resulted

in a medical discharge in 2007. After his hospitalization and recovery, he moved home and applied to nursing school.

"I want to be able to apply what I have learned in the medical side of the Army to help people," he said. "In the back of my mind, though, I knew I wanted to coach."

His brother, Lanny, is a special education teacher and head coach at Tishomingo County High in Iuka, where Dustin accepted a position, finished nursing school and jumped into coaching defense.

"A lot of the kids do not have a father figure, so to be able to apply what I have learned in the Army gives me a chance to show the students that they can grow up to be something and do something outside of here," he said. "I teach from experience, but let them make their own decisions and learn from their own choices."



Coach Donnie Jones directs his Braves defense from the sidelines at the Tishomingo High School Army Appreciation Game Sept. 29, 2012.



JENNIFER VILLALBA

Coach Donnie Jones stands with his family after receiving the Baton Rouge Battalion Community Service Award for efforts in the Army Appreciation Game and displaying the Army Values to his students.

“One of the big things I wanted to do is bring the Army more into the school, and have this football game to show them more than what is in the county. You get a choice of options in the military and get to go to college,” he said. “I tell them to be a model citizen in the community, because believe it or not other kids will look up to you. You can be 0-10 in football, but the younger kids will look up to you because you are a football player.”

As a paraprofessional in the special education department and defensive football coach, Jones had to achieve a balance. His paternal side comes out during his work with autistic, mentally impaired and hearing impaired children, and his Soldier side comes out when he gets on the field to direct plays.

But the Army Values he applies to both, especially honor, respect and personal courage.

“I get to help two kids that are autistic become more social and feel more accepted. I take them out into the community,” he said. “The parents have told me how much it has helped their kids.”

He teaches teamwork by setting an example. He is close to his family, often bringing his daughter to games, and he leads the football team on and off the field.

“We try to stress with the football team the Army Values and show them life lessons. I talk about the Army,” he said.

Other teachers and faculty have also picked up the tools the Army offers to help their students.

Tiffany Lowrey, senior guidance counselor, has implemented March 2 Success in her counseling to juniors, seniors and other faculty as part of preparatory work for college and beyond.

“As a counselor, I have really pushed March 2 Success. I talk to the seniors at least once a month and give them scholarship and other beneficial information,” said Lowrey. “I have also told our subject area teachers about the SAT online practice tests and they are always eager to get their hands on new review material for the state tests,” she said.

The genesis of the Army appreciation football game developed from Jones and his brother wanting to involve the community around the school and the Army.

“Some kids shy away from the military, and Lanny and I look to help the kids feel more comfortable around uniforms,” he said. “We want to show that there is a human side within the uniform and show that there are jobs and options outside of the town.”

Jones also wanted a venue to showcase the Army Values.

“The game brings it back into a circle and makes the military more human, not that the recruiters will just sign them up to go to war. I want to dispel that notion and show them it is only about 10 percent that sees combat,” he said. “That is what they see on movies and social media. It is not about shooting people or getting that first kill like I did; it is about brotherhood and teamwork, pride, respect.”

Tishomingo County High School is a feeder school with students from three counties. The brothers have built the Army values and ethos into the attitudes of the football team and program, helping the players realize they are one team and working together toward a goal.

“You can see something in the kids the week of the Army game that I have not seen in the past couple of weeks. It is more of the idea of that they are playing for the values we have been talking to them about,” he said.

At the pep rally the students and faculty were revved up by recruiters tossing T-shirts in the crowd. But what Jones did not know, was that he was receiving the U.S. Army Community Service Award from the Baton Rouge Battalion for his efforts in the Army Appreciation Game and for displaying selfless service to his students every day.

“There is something special about being a Soldier and after you join, you are Army Strong. If you want to make that commitment, and challenge yourself to be something bigger than what you are, think about Coach D,” said Lt. Col. Doug Reynolds, Baton Rouge Battalion commander, before the presentation. “And after you get out of the Army, you become a veteran and are committed to helping your community. That is what Coach D is now doing by putting together this Army appreciation night.

“I wanted to share this with you so when you see Coach D in the hallways, you can know that what he did to serve this country is a big deal. Take it from me; I am standing next to a fine Soldier.”

The gathering of students, faculty and administration was moved by a brief account of his Army story.

“Dustin does an outstanding job working with our students on and off the field. He loves his job and the kids, and it shows,” said Lowrey. “He is definitely an asset to our school, and we’re proud to have him.”

More than 5,000 people came to watch the Braves battle the Amory High School Panthers under the Friday night lights in their Army ACU-inspired uniforms. The Panthers wore black and gold Army towels on the field in solidarity to honor the spirit of the night. And many took the Army Strong Challenge with local Booneville Company recruiters.

“It touches the other schools, too, that we have pride and citizenship in our school. The fact that we are doing this out of respect is what draws all of the communities together,” said Jones. “It is overwhelming for me to know that we are doing this, and it brings me back to my brotherhood in the Army.”

ROGER HARMON



# VRC Helps People App

**E**ver wonder what happens when applicants click “Apply Online” at [www.goarmy.com](http://www.goarmy.com) to begin the enlistment process? Where do their records go? Have individuals who started the process online actually enlisted? Up until about six months ago, the answers to those questions were unclear. Today, however, the process is simple and has resulted in more than 100 contracts.

When an individual first creates an account in the Army Career Explorer (ACE) online application process, the system displays the local recruiter name and contact information based on the ZIP code supplied. At that time the applicant can choose a recruiter or opt not to select a recruiter. Either way, the applicant continues the online application process. The difference is that assigned applicant records — when applicants select a recruiter — are immediately forwarded to the appropriate recruiting center to process, and unassigned records are forwarded to the Virtual Recruiting Center (VRC) to prequalify.

While the “apply online” feature launched on [goarmy.com](http://goarmy.com) in 2005, the VRC officially started systematically reviewing and processing unassigned records at the end of July 2012. As of Feb. 27, the team had processed 23,731 applicant records, approximately 37 percent of which were disqualified on the first look.

They sent 631 completed qualified packets on to recruiters, thus far resulting in 100 contracts —

Brandon Talbott, of the Virtual Recruiting Center at Fort Knox, helps a potential Army recruit complete the online application through [goarmy.com](http://goarmy.com)’s Army Career Explorer before it is forwarded to a recruiter to complete the enlistment process. In the background are VRC Commander Ray Loos and fellow team member Jessica Espinosa.



# Apply Online at goarmy.com

Story and photo by Julia Bobick  
Editor

83 percent of whom are grad alphas (those who test in the highest Armed Services Vocational Aptitude Battery category).

The VRC mission “is not to replace the recruiter; we are a combat multiplier,” said George Silva, chief of the Virtual Recruiting and Social Media Center. “We help save recruiters’ time by serving as an additional avenue for individuals to begin the enlistment process, ask questions and work their application at their own pace.”

The VRC receives an average of about 219 records per day in varying stages of completion — some have only a few details filled out and others might just be missing one or two items of information, according to Ray Loos, VRC commander. The six-person team at the VRC, located in the USAREC headquarters at Fort Knox, Ky., will review a record as soon as there is enough information to make the initial determination of enlistment eligibility. He said about half of the records received do not have enough information to make a full determination of qualifications.

The VRC team immediately sends an email to applicants who do not meet basic eligibility requirements such as age, height, weight and education, explaining why they are disqualified. Being overweight and being a single parent are the top two factors for disqualification of online applicants, according to Silva.

Those who are initially qualified receive an email opening the dialogue between the applicant and VRC team members — half of whom are former recruiters.

“We deal one-on-one with the applicant until the packet is complete,” Loos said, adding there is often a lot of emailing and calling back and forth with the applicants to ensure information is as accurate as possible.

“If we can contribute to the force’s mission accomplishment by ensuring the applications are complete and qualified based on the applicant’s responses everyone wins,” Silva said. “ACE is win-win for the command and the public.”

When the online packet is totally complete, the VRC representative sends a congratulatory email to let the applicant know his or her packet is being forwarded to the local recruiter. The email provides complete contact information for the recruiting center, as well as what source documents the recruiter will need.

Loos said he completes the final packet inspection before transferring the record to the center in Leader Zone and emailing station and company leadership with any relevant details that came up during the packet completion process, such as the need for parental consent, waivers or tattoo reviews, etc.

Recruiters need to make the final verification and face-to-face

determination of the applicant’s eligibility, attitude and desire to serve, Loos said.

“We never lay eyes on these people, so they could be filling in information online that is not totally accurate. Until they are face-to-face with a recruiter, we can’t be 100 percent certain about their qualification.”

Silva said the team is working to improve its processes to provide better service to both the recruiters and the applicants.

Applicants choose to begin the application process online versus going to a station for a number of reasons, the most important of them being the convenience of doing it at home, according to a survey of ACE applicants. Not knowing the location of recruiting centers or any local recruiters round out the top three responses for using Army Career Explorer, followed by the convenience and ease of applying online for applicants with a full-time work schedule.

Feedback from applicants has also been very positive, according to Silva. He said the team has even received complementary feedback from applicants who are disqualified, thanking the team for their sincerity, helpfulness and timeliness in responding.

Recruiter feedback has been equally positive, and Loos encourages recruiters to share their feedback as soon as possible after receiving applicant records so the VRC team can continue improving the process and better support the recruiters.

“It was the fastest applicant I put into the Army,” said Miami recruiter Sgt. Julio Maceo, who received the first record the VRC team qualified and sent to the field in August. “It helped out a lot that he was already committed to joining, had a completed packet and had no issues. I just had to complete the physical paperwork and verify the information provided online.”

Maceo added that it reduced a lot of the time typically required to gather information from an applicant, sit down with parents, track down and verify information.

“It is a substantial time-saver for the engagement team,” said Staff Sgt. Steven Key, a recruiter for 18 months in Augusta, Ga., who agrees it is very helpful having the packet built before meeting with the applicant. Key’s recruiting center has received four ACE applicants in the past couple of months: two have already contracted.

“An ACE applicant requires significantly fewer man hours to enlist — I didn’t have to go out prospecting, conduct the Army interview or spend time completing the packet for this individual. We only had to verify his information, test him and take him to the MEPS (Military Entrance Processing Station).”

# Replacing the Images of War With Beauty of Nature

## Helped USAREC Paralegal Overcome PTSD

By Fonda Bock  
Associate Editor

On a windy spring day in 2010, Staff Sgt. Keith McKern — who’s petrified of heights — hung over a cliff 1,000 feet above Horseshoe Bend in Page, Ariz. With camera in hand, 30- to 40-mile per hour winds blowing at his back and sand stinging his face, McKern endured to get just the perfect shot of “The Bend.” One of the most majestic landscapes in the country, the 1,000-foot-high rock formation sits at the beginning of the Grand Canyon almost completely encircled by the Colorado River.

“I had to look down over the edge and stare my fear in the face in order to get the shot. I was shaking like a dog crapping razorblades,” said McKern, a paralegal in the USAREC headquarters Staff Judge Advocate office.

*“I love sitting in a forest somewhere and hearing the gentle winds blow through the tops of the trees. If you close your eyes, it’s like the forest is breathing.”*  
— Staff Sgt. Keith McKern

For five hours he waited patiently a safe distance from the rock’s edge for clouds to make an appearance. Once Mother Nature finally obliged him, he spent three more hours low crawling back and forth from his safe spot to the edge in an effort to capture the perfect picture.

“I was trying to get the reflection of the clouds in the river, which required a long exposure time. This means I had to put a tripod on the ledge, get the camera on the tripod and do a bunch of moving around on the cliff’s edge. My nerves were seriously shot at the end of that shoot, but I finally got the shot. It was worth it.”

As frightening as this whole process sounds, McKern actually found it very therapeutic. In fact, he took up landscape photography in 2008 to help him overcome the Posttraumatic Stress Disorder (PTSD) he developed during his second tour in Iraq where almost 30 percent of his platoon was either wounded or killed. Battling PTSD, he found himself in a very dark place with disturbing images of war constantly flashing in his mind.

Then driving through the back roads of Georgia a month after deploying back to Fort Stewart in June 2008, McKern was overcome by the yellow beams of light from the setting sun streaming through a forest of Georgia pines.



TOP PHOTO: The Court of Patriarch in Zion National Park, Utah, late spring 2010.

RIGHT: Zabriskie-Point in Death Valley National Park, early spring 2010.

“Watching this scene in the forest, I didn’t think about Iraq, my friends’ deaths, being shot at, blown up or nothing,” said McKern. “It was just extremely calming and peaceful.”

That’s when he decided to make a serious investment in a hobby he’d always had an interest in, not just by purchasing the equipment, but by immersing himself in the art. He read at least a dozen books, highlighted them like he was studying for a college exam, researched techniques on the Internet and studied other photographers’ work. Doing photography forced him out of the security of his barracks where he sought refuge in search of beauty to replace the gruesomeness of war that was consuming his mind.

“There’s nothing more peaceful than sitting on a cliff in some secluded place hearing nothing but the breeze — no traffic, no phones, nothing man made, just you and nature. I love sitting in a forest somewhere and hearing the gentle winds blow through the tops of the trees. If you close your eyes, it’s like the forest is breathing,” said McKern, originally a forward observer who changed his MOS to paralegal specialist in 2009.

Much to McKern’s delight and surprise, his therapeutic hobby is on the road to becoming a business venture. It all started when a friend expressed an interest in buying one of his prints shortly after the Soldier picked up a camera. He came to Fort Knox in 2012 and just recently signed a contract with a gallery in Elizabethtown, Ky., to sell his art. Gallery owner LaDonna Eastman, who looks for originality in the works she features, describes McKern’s photos as jaw dropping.

“His photos just grab you; they evoke emotion. The lighting and contrast is great; they are stunning and different than what you would see every other place.”

A selection of his landscapes will first appear on the gallery walls beginning in early April.

McKern has captured images of numerous majestic landscapes, to include Angel Oak in South Carolina, Antelope Canyon in

Arizona, Zion National Park in Utah and Valley of Fire State Park in Nevada.

“These images and photographs are places I dreamt about while deployed. The tranquil peacefulness of them brought stillness to my soul in the most vexed times in Iraq. I want others to feel as I did at the moment I captured the image.”

In this digital age when modern cameras allow photographers to shoot hundreds of photos without the concern of wasting valuable film, McKern rations his shots as if he was limited by the number of frames on a roll of film, shooting only a handful of shots at each scene. First he selects his location and then spends days — sometimes weeks — researching the landscape, weather forecast, phases of the moon and times of sunrise and sunset.

“When I scout the area online I form ideas and expectations. Then for weeks I’m forming ideas and composing photos in my mind. When I get on location it’s like a Zen experience looking at my subject, trying to find the best angle and capture the best light to bring out as much beauty as possible. I want originality.”

In addition to landscapes, McKern also photographs portraits and special events, and gives photography classes.

For now, photography remains mostly a therapeutic hobby for McKern, who would love to someday turn it into a full-time business. While he realizes he may not be able to achieve that dream for at least another 12 years when he retires, his wife, Mary, believes it will come to fruition. Having covered the walls of their home with her husband’s work, it was she who suggested he contact the gallery.

“I think his work is amazing,” said Mary. “The time he takes and the way he composes his pictures is so different than what I have seen from other [photographers]. And I think it’s great that he got into a gallery. We’d been told that it’s so hard to get into a gallery and that [to make it happen] you have to do all these things, and all he did was send an email and make a phone call.”



# Community Leaders Learn How Army Cares for Families

Story and photo by Jorge Gomez  
Phoenix Battalion

Few community leaders understand how the Army trains physicians, cares for the wounded, feeds Soldiers and sustains a high quality of life for Soldiers' families. During game-week activities of the U.S. Army All-American Bowl, 50 selected influencers from across the nation toured Fort Sam Houston in early January.

"The intention was to provide these civilian leaders an opportunity to see the Army as it is," said Col. L. Wayne Magee Jr., 5th Brigade commander. "We didn't need to talk about the technology we use for training, they were able to handle simulators and perform [virtual] surgical operations themselves. They were able to speak directly with our wounded warriors and ask them tough questions."

During the tour, community leaders visited the Simulation Center of the Brooke Army Medical Center. The simulators are used to train basic medics to cardio fellowships and everything in between. Visitors could practice cutting tissue on a virtual laparoscopic machine while others could see the reaction of dummies groaning when a bronchoscope was inserted.

Anna Gilmore, a premedicine student adviser at Emory Career Center in Atlanta, has seen many simulation laboratories in her career but none compare to BAMC.

"A lot of schools may have one or two, but the fact that [BAMC] has a wide range of simulators is impressive," Gilmore said.

The medical facility also did not correspond to the misperceptions that are sometimes circulated in the public, she said.

"You hear in the news about how run down the medical facilities are for Soldiers and it's definitely not the case here," Gilmore said. "It's one of the nicest hospitals I've been in."

Community leaders visited with wounded warriors at the Center for the Intrepid, dedicated to providing the best rehabilitative care. They heard from Soldiers who lost limbs and regained the ability to walk and run with the support of high-tech prosthetics.

CFI patient Capt. Michael Caspers lost his right leg below the knee after stepping

on an improvised explosive device in Afghanistan in August 2011.

"My experience here in BAMC has been fantastic. All my medical care and needs were attended to. I never felt like I was shorted of any care," Caspers said. "I went from being able to walk with a prosthesis to running in the Army Ten-Miler."

Joy Thrash, a North Carolina defense business executive, is a three-time runner on the Army's Ten-Miler. She has only been able to achieve a 12-minute mile and remarked at how Caspers has been able to run a 9-minute mile.

"As I'm running [in the Ten-Miler] these gentlemen and ladies with the prosthetics would pass me. It's just humbling for them to be doing what they are doing. It's hard for you to say you can't run," Thrash said.

The civilian leaders were afforded the opportunity to eat lunch alongside Soldiers at an Army dining facility. Even for the senior Army leaders who accompanied the COIs, the dining event demonstrated how the Army has modernized its supporting facilities over the past generations. That served as a launching pad onto an in-depth discussion of how Army installations create a home environment to Soldiers and their Families.

Maj. Gen. John Uberti, Installation Management Command deputy commanding general for support, and Maj. Gen. David Mann, Recruiting Command

commanding general, hosted a forum with garrison leaders and families via video teleconferencing.

The testimony of a Fort Drum family receiving care through the Exceptional Family Member Program demonstrated the Army treasures its family members, said Richard VonAncken, a high school principal in Rio Rancho, N.M.

"In order for a Soldier to be successful he has to feel comfortable that his family is being attended to," VonAncken said. "That session (VTC) allowed you to see that the Army has a lot of foresight in preparing for (various) situations."

Even Minnifield, who considered himself familiar with the Army, was impressed by how much the Army builds around the family.

"What I'm most pleased with is that there's a supportive network that allows for any Soldier to achieve the level of success that he or she desires," Minnifield said. "So many of our young people have wonderful dreams but don't know how to connect the dots. The Army gives them the platform to connect the dots."

The IMCOM deputy commanding general thanked the community leaders for taking the time to visit the installation and learn how the Army applies mission readiness to all facets of family life.

"It is your Army," Uberti said to the community leaders. "Help us find ways for you to connect the Army to America and keep it strong."



Major Gen. David Mann, USAREC commanding general, addresses a question from community leaders during the All-American Bowl Week advocate tour of Fort Sam Houston, Texas.



Texas recruiter Staff Sgt. David Camarillo meets with his All-American team Joseph VanScoi, Caleb White and Kylie Fitts, at a Soldier hero dinner event during All-American Bowl Week in San Antonio in January. VanScoi and White were 2013 U.S. Army All-American Band members. Fitts was No. 93 on the West Team.

*Story and photo by Jorge Gomez  
Phoenix Battalion*

## Recruiters Mentor All-American Players, Musicians

**A**rmy recruiters work hard at finding ways in which the Army can launch a young man or woman's future. But how does a recruiter mentor a top-notch high school football player whose career is nearly set?

Several recruiters joined the group of Soldier heroes selected to mentor the 90 U.S. Army All-American Bowl football players during Bowl Week in January. They didn't explain how the Army can pay for college or shape their lives. Instead, the noncommissioned officers took in the high school seniors as one of their own and shared life stories with the up and coming football stars.

Corpus Christi, Texas, recruiters Staff Sgt. David Camarillo and Staff Sgt. Charles Hoskins shared leadership insights with their players.

"The Army can still be a part of his life," said Camarillo of Kylie Fitts, the player he was paired up with for the week. "He's a squared away young man with a bright future but we have leadership principles that he can learn."

The Army instills values and develops leaders. Those are qualities Fitts can still hone, said Camarillo, an infantryman who served two tours in Afghanistan. Fitts had limited experience talking with Soldiers, so he said to meet and have dinner with Camarillo was a treat. He got to ask questions about rank structure, duty stations and deployments.

"We've both worked very hard to get where we are at but I still hope to learn things from him that can help me in the future," Fitts said.

Hoskins said he was impressed with Kenny Bigelow, not just for his athletic prowess, but for his initiative in asking all the important questions most young men in high school neglect. "The only thing I have to advise [Bigelow] is to stick to his plan," Hoskins said. "Make sure nothing falls through. Don't get caught up with the college lifestyle."

Bigelow had never met a Soldier, so this was his opportunity to dig into Hoskins.

"I asked what led him to join the Army and what were some

of things he did before," said Bigelow. "I told him that I honestly don't think I could ever do the things he's done. I give him nothing but the utmost respect."

Kerrville, Texas, recruiter Staff Sgt. Joseph Ellis said his students lived up to their selection as All-Americans.

"These kids have a lot of goals in mind. They know what they want to do and have clear plans to achieve them," Ellis said.

Ellis said he understands that these youth have no intention of enlisting, but that didn't keep him from telling his Army story. He was hopeful this Army experience will germinate into something four or five years later after graduating from college.

"You never know. They may take this mentorship to heart in the future and decide to join the Army in some manner," Ellis said.

Rosenberg recruiter Staff Sgt. Jesus Salazar agreed, adding that he believes the three players he talked with were headed to the NFL.

"If I can provide these players the knowledge that the Army can offer great opportunities and they go back to their homes and share this information with their friends, I'll be pleased," he said. As a former military police who served three tours in Iraq, Salazar said he gained valuable life experience and leadership qualities that he imparts to his Soldiers. During Bowl Week he shared those insights as one who has achieved excellence in the Army and earned the respect of his peers and chain of command.

However the youths' future unfolds, Ellis said he believes they will always remember this experience with Soldiers.

"This game is an elite achievement for high school football players and musicians. Most kids don't get to interact with Soldiers in general," said Ellis, who has been recruiting for five years. He previously served as a wheeled vehicle mechanic and deployed twice to Iraq.

Just participating in the All-American Bowl was a great opportunity for the all the Soldier heroes, according to Sgt. 1st Class Mariela Richardson, an assistant center commander in Thornton, Colo. "A lot of Soldiers don't get to see this part of the Army."

For her, the experience was another example of how the Army is full of opportunities.

# Racing Program Brings Technology to High Schools

By Dave Vergun  
Army News Service

Today's Soldiers are strong and technologically savvy, and the Army aims to continue attracting like-minded young people to its ranks, said Deputy Assistant Secretary of the Army for Marketing Mark Davis. The Army also wants to educate the public about the many career opportunities it offers in science and technology, said Davis, director of Army Marketing and Research Group (AMRG).

"The more we expose the public to our Soldiers, civilians and family members, the stronger our brand becomes, the more our story is understood and believed, and the more comfortable influencers and potential prospects are in recommending or serving in our ranks," Davis said.

An AMRG initiative, started a year ago, involves science, technology, engineering and mathematics, or STEM, activities and competitions in high schools across the country.

"We're trying to reformulate the public's image of the Army by demonstrating that the Army is a top choice for smart kids and there are many technology opportunities for them," said Terri Stripling, president of Ten80 Education.

Stripling's company works with the Army to organize STEM activities in schools across the country.

"We kick off the program at each region with a big event that's like a high-tech science fair, coupled with a fast-paced, exciting [motorsports event]," she said. "Students and educators get to experience the Army's technology and varied career options via an Army static display, helicopter, vehicles, equipment, field hospital, things like that," she said.

"Each school then receives a STEM curriculum to learn the basics and problem solving, engineering and design and a range of projects that span a wide variety of interests. Finally, a competition is held at the end of

the school year to determine the regional and national winners in each category and overall."

Recruiters supported competitions in a number of cities in 2012 and 2013, delivering the projects and curriculum to each school. They are scheduled to support additional Ten80 events through November in Las Vegas, Atlanta, Talladega, Detroit, Dallas, Boston, Chicago and Miami.

"This is a great way for recruiters to gain access to the high schools and generate leads," said Stripling, adding that they spend a lot of time with the students and teachers, providing inspirational role models.

Projects involve such technology as robots, remote-controlled cars or helicopters. The curriculum that goes

with each project explores how the systems are designed and provides ideas for ways to improve them.

For example, students with a radio-controlled car "study the suspension system, design the car body and learn how to develop an autonomous driving system. The students then have racing competitions with other schools in the region."

Each school tailors the STEM project to its own requirements. For example, one school might host the entire project in the science class. The ideal way ahead, however, said Stripling, would be for the school to develop a cross-discipline approach.

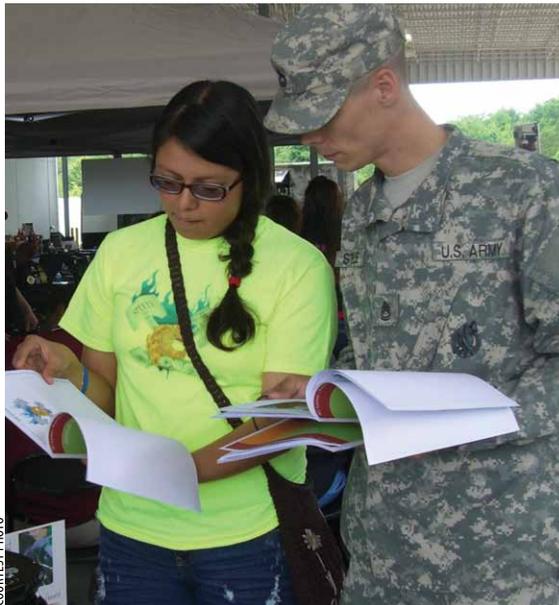
For instance, the engineering, math, and science departments would collaborate on the project.

They might even include the economics class to develop a marketing plan and a way to raise capital for their fictitious company.

"The entire project is team-based, and this fits in well with the Army Strong message of the Army being one team with individuals taking the initiative," said Stripling.

Schools are also encouraged to partner with local businesses and universities to get assistance with their projects.

The entire program is a win-win for the schools, the public and the Army, according to Stripling.



COURTESY PHOTO

A student shows her team's project to Gastonia recruiter Sgt. 1st Class John Steele during a Ten80 event. Her team, the R.L. Turner High School's Math, Engineering, Technology & Science Academy in Carrollton, Texas, won the finals in May 2012.

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# USAREC, Army Materiel Command Showcase High-Tech Army

Story and photo by Cherish Washington  
Army Materiel Command

The U.S. Army Materiel Command and the Los Angeles Battalion joined forces to bring science and technology to five Southern California universities and high schools in early February.

Students from Venice, Leuzinger and Jordan high schools, Cerritos College and California State University at Long Beach explored the Fuel Efficient Demonstrator, or FED, and asked several questions of its engineers and subject matter experts.

The FED is a development of the U.S. Army Tank Automotive Research, Development and Engineering Center (TARDEC), a subordinate command of the U.S. Army Research, Development and Engineering Command and AMC.

“I think it’s an interesting looking vehicle ... an upgrade from a Humvee visually. It looks like an overall better design,” Brett Rhoads, nursing student at CSU-Long Beach, said.

“The main part of the vehicle I liked was that it was eco-friendly; you don’t see many vehicles like that,” said Israel Arzate, a 20-year-old Cerritos College student. “You need to have more cars like that if you expect the world to keep driving.”

He went on to mention how unique the FED is compared with other military vehicles he has seen, noting the solar panel, the cooling system and escape hatch as necessary and useful elements.

Captain Victor Shen, commander of the Long Beach Company, spearheaded the coordination for three of the five schools visited.

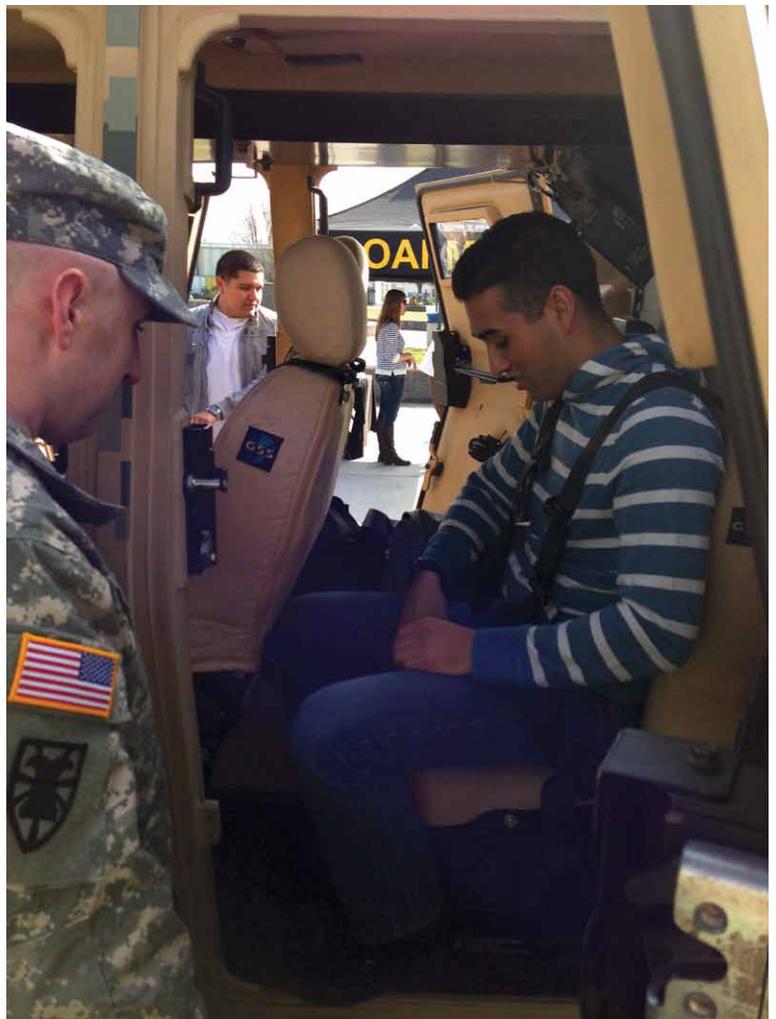
“We are responsible for finding and processing applicants to maintain the all volunteer force” Shen said describing the recruiting mission. “We have a variety of missions — obviously the regular Army and the reserves are the two biggest, but even within that there is specialized slots such as Officer Candidate School and language programs. We are also ambassadors to the community we serve in.”

“The FED helps us reach out in a dif-

ferent way, in ways we normally can’t. We don’t normally drive around in a prototype vehicle,” said Shen. “It helps bring attention, and at the same time educate the civilian populace, whether they are interested or even qualified in joining, about what’s going on with our military.”

TARDEC supported the FED at the school visits with three subject matter experts, including the project lead engineer, who not only provided technical details about the vehicle, but also highlighted opportunities available as an Army civilian in science, technology, engineering and math.

“It’s important that we do this as often as we can,” Shen continued. “We appreciate the Army Materiel Command for bringing it out. It’s a good win-win.”



A student tries on a harness in the Army’s new Fuel Efficient Demonstrator, or FED, at Cerritos College in Norwalk, Calif., Feb. 6.



Army spouse Erica Gantt views a comprehensive resilience module recommended to her based on her Global Assessment Tool scores.

COURTESY PHOTO

# CSF2

## Providing Family Members, Civilians Better Resilience Training Tools

By Brian Feeney

*Comprehensive Soldier and Family Fitness (CSF2)*

“It used to be that when I took the Global Assessment Tool all I got was the entire list of training videos that Comprehensive Soldier and Family Fitness makes available. I didn’t know which ones I should take and felt kind of lost,” said Erica Gantt, wife of Sgt. 1st Class Anthony Gantt. “Now when I take it, I get three videos recommended to me based on my scores, so it makes more sense to me.”

That’s because Comprehensive Soldier and Family Fitness, known as CSF2, provides a new feature for family members and Army civilians. They now receive recommended training modules based on their score when they take the Global Assessment Tool, or GAT.

These modules, also known as Comprehensive Resilience Modules, or CRMs, provide training in the areas of social, emotional, spiritual and family fitness, and provide ways to enhance one’s resilience skills. Family members and Army civilians have been able to take the GAT for the past few years, but they did not receive customized suggestions for these skill-building training videos until now.

The GAT and viewing follow-on CRMs are encouraged, but not mandatory for family members and Army civilians. However, every Soldier in the Army is required to take the GAT at least once a year so that they can track their personal resilience skills development over the course of their career. They also

automatically receive follow-on training modules suggested to them based on their individual assessment scores.

CSF2 currently has 42 CRMs available to Soldiers, family members and Army civilians on its website, and plans to add another 21 by late summer. The training modules provide practical exercises and activities that improve one’s resilience when coping with the stresses of Army life. They are typically around 15 minutes, but that varies with the user, as many are scenario-based and self-paced.

Topics range from blended families and building teens’ resilience, to effective communication and goal setting.

Gantt said she especially liked the modules on building resilience in teens.

“I have an 18 year old and an almost 13 year old, and it was so realistic that it almost made me cry. It gave me a real-life scenario; the parents break the news of a permanent change of station to their 15-year-old daughter who becomes very upset and won’t come out of her bedroom. It gives two choices; keep talking to her about how you can help make things easier for her or avoid the topic but suggest something to get her out of her room. The daughter grows increasingly upset and it proceeds to a set of choices on who you should go to for advice. The scenarios and choices go on, ending with the day of the move. It was really good; I’d recommend it to anybody with teenagers.”

For more information and to view any of these CRMs, go to <http://csf2.army.mil/takethegat.html>.

# Community Brings Night of Romance to Soldiers

Los Angeles Battalion

Several area organizations partnered with Los Angeles Battalion's Family Readiness Group (FRG) to bring a Night of Romance to 40 recruiters and their significant others to promote healthy relationships and strengthen family bonds. The Valentine's Day event in Pasadena was supported 100 percent by FRG donations.

"As the commander for more than 200 men and women across Los Angeles County my primary concern is the well-being of my Soldiers. Knowing that the community is as involved with their overall health as I am, gives me confidence that the Soldiers and their families are in great hands. I am grateful to all of the organizations and individuals contributing to this event," said Lt. Col. Scott Peterson, battalion commander.

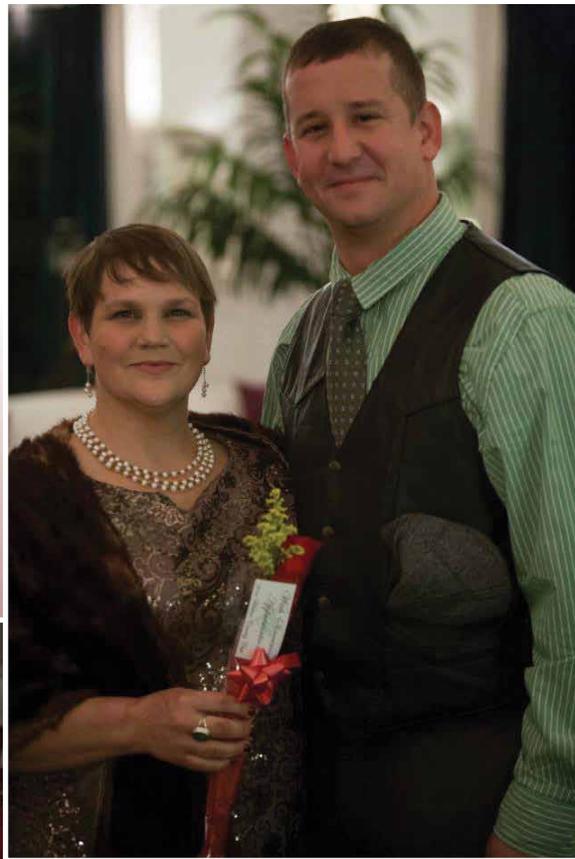
This is the first time an event of this caliber has been coordinated for the battalion's recruiters and partners, and it was only possible because of the outpouring of support from Los Angeles community organizations.

"It must be known that Soldiers need to feel supported by their community to continue to succeed, whether it is in recruiting, during deployment or at home," said Patsy Rubio, Los Angeles Battalion Soldier and family assistance program manager.

"Military life in general places certain pressures on a marriage which many civilian couples do not experience," said Maj. Ed Yurus, the 159th Combat Aviation Brigade chaplain. "The city of Los Angeles understands, and this is why local organizations collaborated in bringing a Night of Romance to the local recruiters."

The Night of Romance was intended to reemphasize the importance of communication to the long-term success in a marriage. The Los Angeles Battalion is committed to the success of its Soldiers and their families by affording them opportunities like this.

"The overall goal is to give our Soldiers and their partners the tools they need to help create strong bonds, to teach them the importance of communication in a relationship, how to recognize their emotions while understanding the emotions of their partners, and finally, to remind them that their community truly cares about their well-being," Rubio said.



LOUIS KATZ



ARCELIA ARAÑANDA

ABOVE: Staff Sgt. David P. Mangan, from the Encino Chaplain Recruiting Center, and his wife, Antoinette, married eight years. LEFT: Staff Sgt. Samuel Jones, from the San Fernando Recruiting Center, and his wife, Valerie, married seven years.

# Is ACT in Your Tool Kit?

By Master Sgt. Steven Laick

Recruiting and Retention School Forward - Proponent Division

**A** rmy Career Tracker (ACT) is not just a tool you place in your professional development tool kit; it is the tool to use in your tool kit. Many people have asked, “Well, what is it? I hope it is not just another web site!” It is not. ACT is an Army leadership development tool that provides a single point of entry for career management and development for the enlisted, officer and civilian cohorts, to include active and reserve components, with a specific set of functionalities for each component.

ACT pulls information from training, education and experiential learning sources — 15 separate source systems in a single user interface — and presents all users a common training picture as well as a consolidated course catalog. ACT provides a personalized, consolidated history of all recorded education, training (institutional and unit training) and assignments in a simple-to-use interface.

The system allows users to search, see, understand and act on personalized information provided to them. Users identify their first-line leaders who, in turn, will be able to view their Soldiers’ and/or employees’ critical data, make recommendations, and provide effective mentoring through ACT. The professional development model (PDM) is personalized to each Soldier (by matching the Soldier’s history with his or her proponent’s approved career maps). ACT uses PDM information to provide each Soldier with targeted recommendations for future assignments, training, education and self-development.

This tool allows our 79R noncommissioned officers to better educate and mentor all their NCOs, regardless of career field. NCO professional development is often a struggle among recruiting center commanders who lead NCOs from several Army career fields. ACT makes the process of providing solid mentorship much easier. Through ACT, leaders have access to professional development information for all the Army’s career fields and insight into their Soldiers’ specific career paths, assignment history and mentorship.

ACT is not only for the Soldiers but also civilians employees. ACT offers a road map to help civilians determine what they have to do to reach the highest levels in their career programs so they can put a plan in place to achieve their goals.

Employees are encouraged to access ACT at least monthly to communicate with their leaders, supervisors and mentors about career development goals and obtain the latest news and information tailored to their career program and individual needs. Civilians are also encouraged to use ACT to create and track personal and professional career goals.

The system allows civilian and military supervisors and mentors to monitor their employees’ goals and provide them developmental recommendations, notifications and career advice. Supervisors will be able to view records for both their civilian and military employees. In addition, those civilians who are also part-time in uniform are able to view both their military and civilian records through the one system.

## Log In

Log in to the Army Career Tracker (ACT) at <https://actnow.army.mil>.

## USAREC Questions?

For questions or assistance using ACT, contact Master Sgt. Steven Laick (RA) at [steven.r.laick.mil@mail.mil](mailto:steven.r.laick.mil@mail.mil) or (502) 262-0250, or Master Sgt. Kristopher Broadus (AGR) at [kristopher.s.broadus.mil@mail.mil](mailto:kristopher.s.broadus.mil@mail.mil) or (502) 626-0652.

## Training & Tutorials

User and supervisor training (for Soldiers and civilians), simulations, FAQs, and a functionality tutorial are available on the AKO ACT Training Page at <https://www.us.army.mil/suite/page/601000>.

## Lunch & Learn

Lunch and Learn (L<sup>2</sup>) training is available for both Soldiers and civilians. The 30-minute L<sup>2</sup> training is noon EST every Thursday for Soldiers and every Wednesday for civilians. Online sessions include a live demonstration for 15 minutes followed by questions. Topics will be held in a weekly format repeated every six weeks.

Log in to the AKO ACT training page (<https://www.us.army.mil/suite/page/601000>) and click on the training tab to access the L<sup>2</sup> topic schedule, as well as previously recorded programs. Users also have the option to just sign in as a guest on the designated training day at <https://connect.dco.dod.mil/r94339357>.

ACT, managed by the Army Training and Doctrine Command, is a single-entry portal linking the Army’s leadership development initiatives and lifelong learning as a continuum of service throughout one’s career and beyond. Get started at <https://actnow.army.mil>.

The ACT site for 79R is updated regularly with professional development models and information, including the proponent brief by the proponenty sergeant major, Sgt. Maj. Matthew Suggs, and the small unit recruiting brief for guidance on NCOERs. The 79R NCOPD section in ACT is maintained by USAREC’s senior career management NCOs in the Recruiting and Retention School-Forward.

# Brand Consistency

## Embracing Master Brand Builds Trust

By Maria Hernandez  
USAREC G-7/9

A successful brand reputation is one of the most powerful assets an organization possesses. How the public regards an institution is crucial to success.

Year after year, public opinion polls put the U.S. military at or near the top of most respected organizations in the nation. This can be attributed to the military's role in protecting its citizens but also to the character those citizens associate with Soldiers and the trust the citizens have in the military's ability to keep the nation safe.

"The most fulfilling and healthy relationships are built upon trust. Consistency is an aspect of trust that one comes to rely on," is the opinion of Jeff Swystun, director of global communications for DDB Worldwide.

The Army brand is strong, recognizable, and trusted. Army brand guidelines are clear: "A brand is not just a logo or emblem. It's an organization's identity. A brand represents the organization through distinctive visual elements, which uphold the integrity of the brand when used consistently and correctly across all communications."

Yet there are still USAREC Facebook pages that aren't in harmony. In order to maintain consistency with Army branding, only two logos are permitted as a profile picture on any USAREC fan page: the Army Strong star logo or the USAREC (liberty bell) patch.

There is, however, leniency for cover photos and albums. Recruiting center pages should primarily have pictures of center activities like Future Soldiers training, school activities and events like Accessions Support Brigade exhibits, and community outreach projects like parades and COI events. Also recommended are photos from the Army, USAREC and Future Soldier Center Flickr pages, as well as the Army, USAREC, GoArmy, and Future Soldier Center Facebook pages.

By reinforcing to all USAREC personnel, from the newest detailed recruiter to brigade commanders, everyone will be aware of how crucial it is to obtain and embrace the Army Strong brand. A brand is expected to deliver the expectations it has created to the prospects and that is how being consistent to a brand creates value. This all takes commitment.

## Test Your Knowledge

There are several guidelines for posting these items, which are listed below; determine which are true or false:

1. Ensure you have written permission to post any image/video of a person before you take the photo/video.
2. Do not post photos of spouses and children on your fan page.
3. It's better to avoid posting "mugshot" photos.
4. It's better to ask the Future Soldier for one of his/her favorite profile pictures rather than posting the standard Polaroid portrait shot in the recruiting center.
5. You can take photos of Future Soldiers in uniform.
6. Don't worry; you don't have to caption all photos and video added to pages.
7. Self-created logos or copyrighted materials are strictly prohibited.

## Answers:

1. False: You only need oral permission.
2. True: These photos can only be shared on the battalion's private family readiness group (FRG) group pages.
3. True: These are photos of recruiters and Future Soldiers standing in front of walls and flags with blank expressions. Post action photos of the Future Soldiers swearing in, or participating in Future Soldier training to make those posts more interesting to viewers.
4. True: Not only will the picture usually be significantly better,

but now the Future Soldier also has a hand in selecting how he or she will be portrayed. Of course, recruiters need to preview submitted photos to ensure they are appropriate of an 'Aspiring Professional.'

5. False: In accordance with Chapter 45 section 771, title 10, United States Code (10 USC 771), no person except a member of the Army may wear the uniform, or a distinctive part of the uniform of the Army unless otherwise authorized by law.
6. False: All photos and video added to pages must be captioned by the individual loading them.
7. True: We must be consistent with the Army master brand.

Share your thoughts regarding this issue's social media topic via the USAREC Facebook Admins Group. If you are a page administrator and aren't yet a member, request a friend relationship through [maria.c.hernandez72.ctr@mail.mil](mailto:maria.c.hernandez72.ctr@mail.mil) on the Facebook search feature and send a message with the page(s) you monitor. To remain in compliance with Facebook's policy of having no friends, the relationship will be deleted once you are added.



COURTESY PHOTOS

## Building Strong Communities Through Strong Partnerships

By Capt. Tasha Thomas  
Raleigh Company

Winston Churchill once said, “If we are together, nothing is impossible. If we are divided, all will fail.” By taking this concept to heart, Raleigh Company has initiated strong partnerships within the city in an effort to strengthen the community.

Near the end of 2012, recruiters assisted the Knightdale Chapter of Kiwanis International with the organization’s annual food drive, which helps put food on the table for families in eastern Wake County during the holiday season.

Chapter member Lesia McKenzie, who organized the initiative, invited the Raleigh Company noncommissioned officers to help sort and deliver food and presents.

Arriving on a brisk December afternoon ready to work, the recruiters shopped for food and created boxes of canned and dry goods. The sound of camaraderie and banter from the Kiwanis members, Soldiers, and volunteers filled the air during the sorting process. After the boxes were prepared, they were delivered to 85 local families.

Recruiters were humbled by the look of gratitude on the faces of recipients.

Sergeant Samuel Amartey was deeply touched by a veteran who received several gifts to give to his grandchildren.

“His face filled with joy,” said Amartey. “He had nothing to give them and he was extremely grateful that we’d brought him food and gifts to give to his grand kids. It was a moving experience for me because the look on his face was priceless.

“I was overjoyed to be a part of this effort because it made me



Raleigh Company Soldiers support their local Kiwanis chapter’s 2012 annual food drive to deliver better holidays for many North Carolina families.

feel like I’m playing a role in my community.”

Supporting organizations like Kiwanis International furthers the relationship between the community, centers of influence and the local recruiting center.

*Editor’s Note: Recruiters interested in holding a similar event should contact their brigade judge advocate for legal advice.*

## NCO Adds Battlefield Perspective in Texas ROTC Leadership Class

By John Thompson  
Houston Battalion

Classroom-taught leadership principles sometime lack perspective, but an experienced noncommissioned officer with real-world experience helped university Reserve Officers' Training Corps (ROTC) cadets gain an insight to leadership not covered by the book.

Army Ranger Sgt. 1st Class Javier Zuniga, now a recruiter, was invited to take part in leadership training for ROTC cadets at Sam Houston State University in Huntsville, Texas. Recalling his wartime experience, Zuniga led discussions on how leaders must adapt to changing battlefield conditions. He outlined the importance of maintaining communications and using leadership at all levels to make operation changes possible. He also illustrated the crucial importance of trusting and using the chain of command.

"I hoped to show the cadets to evaluate a situation, and try to get them to do more than say, 'OK, I am in charge and what I say goes.'" Zuniga said. "That is not how it works. You, as an officer, have to work with the platoon sergeant. That is what the ROTC instructors are trying to teach. You must use the assets you have in order to come up with a complete, accurate plan."

Zuniga served tours of duty in Iraq and Afghanistan. His tactical skills had him serving as a platoon sergeant and for a time as a platoon officer. To those he led and to the cadets in class, he explained that getting the job done was imperative; but it was crucial that leaders minimize danger to Soldiers. Being gung-ho is fine, he said, but not at the expense of Soldiers' lives.

In the class was Cadet John Revelli. After serving three years as an enlisted combat engineer, Revelli left the Army, entered college and joined ROTC to become an officer after graduation. He said his classes, his three years in uniform and Zuniga's discussions helped him understand how different decisions could be made and still be right. He also said that inexperienced officers who do not communicate with enlisted leaders may not have a full understanding of a situation. After viewing book solutions and listening to how Zuniga handled real-life actions, Revelli said he gained a new perspective of the NCO Corps.

Zuniga said if additional opportunities to work with Sam Houston University ROTC cadets arose, he would gladly mentor them using experiences gained in Iraq and Afghanistan. Things happen fast in combat, he said; by coupling classroom instruction and insights from experienced Soldiers, the Army's future leaders will be ready for tomorrow's challenges.



Soldiers stationed at Forward Operating Base Sharana in Afghanistan's Paktika Province show their appreciation for Operation Troop Appreciation, a Pittsburgh-based non-profit that donated dozens of study guides to Army education centers in Afghanistan.

## Educators, Influencers Support Forward-Deployed Education Centers With School Supplies, Study Guides

Forward Operating Base Sharana

A recent Recruiting Command sponsored educator and influencer tour led to an unexpected but welcome surprise for Soldiers deployed to Afghanistan supporting Operation Enduring Freedom.

When tour participants learned that their guide, Harrisburg Battalion Education Services Specialist Mark Mazarella, would soon be deploying to Afghanistan to manage the education center at Forward Operating Base (FOB) Sharana in the Paktika Province, they wanted to do something to support the education center and the troops stationed there.

Battalion Community Advisory Board member Megan Turak, executive vice president of Pittsburgh-based Military Family Network, and Louis Trevino, president of Military Family Network, who both participated in the educator tour, led the support effort, and donations soon started pouring in.

Within the nearly 70 care packages received were 260 movies, 300 pairs of wool socks and every snack imaginable, as well as much-needed school supplies including battery-powered pencil sharpeners, pens, pencils, boxes of erasers, notebooks, glue sticks, dry-erase markers and hundreds of blank CDs.

Many of the items were used to support a holiday party jointly sponsored by the USO and education center, as well as to support Soldiers who were deployed to isolated combat outposts. In addition, Pittsburgh-based non-profit Operation Troop Appreciation donated dozens of new study guides not only to FOB Sharana, but also to each of the eight education centers in Afghanistan to help Soldiers prepare for DANTES tests including the SAT, ACT, GRE and DSST. Deployed Soldiers now have an ample supply of study materials to help them prepare for these tests.

In the first quarter of Fiscal Year 2013 more than 1,600 servicemembers took advantage of DANTES testing while deployed to Afghanistan.

## Army Strong Becomes Family Strong

Beckley Battalion

Members of Richmond Company witnessed their future generations become Future Soldiers during a December enlistment ceremony. Sergeant 1st Class Shawn A. Carrington, Colonial Heights Center commander, attended the enlistment ceremony for his son, Shawn Anthony Carrington Jr.

“This is a proud moment, he’s always been passionate about helping and mentoring kids. Being in the Army will give him the opportunity to influence everyone around him,” said Carrington. The native of Sanford, N.C., has been an active duty Soldier for 20 years and a recruiter for seven years.

The younger Carrington acknowledges his father’s influence and took the opportunity to recognize their bond.

“My father has mentored me every day,” he said. “I want to emulate my dad and be more like him.”

The 21-year-old graduate of Fuquay Varina High School attends Wake Tech Community College. He intends to major in criminal justice and eventually pursue a career with the Federal Bureau of Investigation or the Central Intelligence Agency. He enlisted for military occupational specialty 35F, intelligence analyst, and he will complete advanced individual training at Fort Huachuca, Ariz., after basic combat training at Fort Benning, Ga.

Shawn is the oldest of seven siblings — three boys and four girls. Carrington said he is proud of the example his son is setting for the other siblings, as well as their friends.

“He’s always been a strong minded individual and finishes what he starts. I saw his determination to succeed from an early age. That determination will set him apart from the rest and will propel him into his future,” Carrington said.

Prior to enlisting, Carrington Jr., said he researched his options and determined that its benefits — including paid education and the opportunity to see the world and learn about other cultures —



Sergeant 1st Class Shawn A. Carrington, Colonial Heights Center commander, with son Shawn Anthony Carrington Jr.

made enlistment an ideal pursuit. “I considered all of my options and did some research. I found out that success starts with the Army,” he said.

Richmond Company’s recruiters are no strangers to welcoming the next generation into the Army. Sergeant 1st Class Hector Ramos’ son enlisted in March 2012, and Sgt. 1st Class Amayris Coomes’ son enlisted in September 2012.

“We are proud that our recruiters have the spirit of service to country, not only within the community but through these Army families,” said Maj. Randall Agnew, Richmond Company commander. “How great it is for us that Sgt. 1st Class Carrington not only lives the Army Values on a daily basis but that he influenced those same values beyond the Army, so that his son would choose to follow in his footsteps.”

## 3rd Brigade Chaplain Assistant Grateful for Experience Serving Fellow Soldiers

Story and photo by Audrey Hill  
3rd Brigade

Being a chaplain’s assistant wasn’t the job Spc. Kimberly Latimer-Ellison really wanted when she enlisted in the Army more than two years ago. She really wanted to be a supply clerk, but that military occupational specialty wasn’t available, so she was offered the position of chaplain assistant.

“I didn’t know what a chaplain’s assistant did and called my mom, who served in the Army some years ago, and she told me to go for it,” said Latimer-Ellison, now chaplain assistant for the 3rd Brigade Headquarters at Fort Knox, Ky.

“I went in not knowing exactly what to expect, but I’m so glad I did.”

After successfully completing basic combat training and advanced individual training at the U.S. Army Chaplain Center and School at Fort Jackson, S.C., Latimer-Ellison’s first duty assignment was Fort Riley, Kan. Just three months after arriving there, she deployed to Kuwait and Iraq, where she learned being a chaplain’s assistant encompassed being a supply, logistical and administrative clerk, as well as the most important part of her job — protecting the chaplain.

“I developed great organizational skills, but I also learned about taking care of the Soldier. Not just helping the Soldier, but supporting him as well, even if his religious belief is different from my own.”

“My main duty is to protect the chaplain. You are responsible for his life

and the Soldiers in the unit to which you are assigned. In a combat situation, there is no tactical team to call upon — it’s just you and the chaplain.”

The chaplain assistant is the only combatant in the unit ministry team; they are also the only Soldiers who have the requirement of protecting someone who is unarmed. The chaplain assistant MOS (56M) began in 1909 when the Chief of Staff of the Army authorized each chaplain to have one enlisted Soldier assigned as an aide. Since then, armed and unordained chaplain assistants have filled that role, a duty that now includes physical security for chaplains in combat areas, since chaplains are restricted from bearing arms.

“While deployed in Kuwait, there were no instances in which the chaplain

# Recruiting Spouse Leads Houston Effort to Aid Hurricane Sandy Victims

Story and photo by John Thompson  
Houston Battalion

More than three months after Hurricane Sandy mangled sections of the northeastern United States in October 2012, victims continue to pick up the shattered pieces of their lives. More than a thousand miles away in Houston, Army spouse Kristie Gourley continues efforts to provide support to those citizens.

Married to Tyler Company's top enlisted Soldier, 1st Sgt. Douglas Gourley, Kristie was determined to find a way to help.

"With how many people were affected," Gourley said, "she wanted to do something. She is continuing to work on it, because people are still struggling."

The effort to simply gather a few items grew dramatically. Kristie mobilized the Soldiers and their spouses in this selfless endeavor. Additionally, the Future Soldiers of the Tyler Recruiting Center volunteered to help out, extending their impact in the community.

With their initial effort, the Tyler team gathered 10 large boxes. The Gourleys



Tyler Company 1st Sgt. Douglas and Kristie Gourley

and Tyler Company Commander Capt. Jesse Houghnon paid more than \$300 in shipping costs with their own money.

Knowing where to have items shipped was their next challenge; but they made use of insider information.

"I sent the boxes to the church [where] my brother works," Kristie said. "I sent everything there, because the town where the church is was completely devastated.

For a long time, they weren't getting mail, the Red Cross had not shown up and FEMA had not been there. So every little bit helped."

Kristie's brother, Jeff Jones, is a youth pastor at First Presbyterian Church of Manasquan in Bricktown, one of the hardest hit areas of New Jersey. By the end of December, members of that church helped more than 500 families. According to the Gourleys, the clothes, food, children's books, laundry detergent and personal care items were part of that effort to help. Every day following the storm, Jones organized work parties to rebuild homes in the area.

When asked when she will halt her efforts to provide help to the storm-ravaged area, Kristie said she will not rest until the need is no longer there.

"If it takes a few more months or a year, then so be it," she said.

"We all have our times of need," she said. "Sometimes you are down on your luck. When disaster strikes, people need help. People need to reach out to each other. I always try to put myself in other people's shoes, 'What would I do if I needed help?'"

Also instrumental in aiding the Gourleys were Sgt. 1st Class Michelle Jones, Tyler Center commander, and Jeanne Eder, wife of recruiter Staff Sgt. David Eder.

was ever in danger" said Latimer-Ellison. "But in Iraq, while I never had to draw my weapon, I always did security checks and had my weapon at all times when escorting the chaplain."

Not commissioned officers, chaplain assistants are liaisons between the chaplain and the chain of command and Soldiers see them as someone they can confide in.

Unless a Soldier wants his or her issues or concerns passed on to the chaplain (or if there are signs or talk of suicide) conversations are strictly confidential, explained Latimer-Ellison.

"Part of our job is to pre-counsel the Soldier and, if we can't help him, we direct him to the appropriate subject matter experts, such as the chaplain, the Army psychologist, the combat stress team or even put him in touch on the phone with a counselor."

"We don't counsel, but we make ourselves available and learn to become good listeners," she said, adding that chaplain assistants cannot perform any religious ceremony, to include preaching, marriages and burials.

Latimer-Ellison said she doesn't feel the calling to go further in the Army Chaplaincy program, although she's grateful for the experience.

"I have grown in my spiritual belief even stronger and hope I have made a difference."

With a background in music — she plays the flute, piano and saxophone and also sings — Latimer-Ellison wants to move into the Army band program. While deployed, she was the lead singer for her unit ministry team's music section and at Fort Knox she has performed at several post events.



Spc. Kimberly Latimer-Ellison performs at a unit event on Fort Knox.

Sgt. David Juarez, Tucson Company, tells his Army story to Sunnyside High School students during a leadership seminar in December 2012.

## Battalion Partners to Help Prepare Hispanic Students for College, Future

By Michael Scheck  
Phoenix Battalion

To promote post secondary education among Hispanic students, Phoenix Battalion partnered with the U.S. Hispanic Leadership Institute to host student leadership summits at four Tucson high schools.



The summits also demonstrated how the Army can help students mentally and financially prepare to take on the challenges of college.

Statistics show 27 percent of Latinos age 25 and over have less than a ninth-grade education compared with 4.2 percent of non-Hispanic whites, according to the Journal of Career and Technical Education. Among ethnic groups, Latinos have the highest high school dropout rate. Although Hispanics are the fastest growing ethnic population in the United States, they trail other ethnic groups in postsecondary attendance and completion.

With Hispanics comprising 35 percent of the population under age 18 and with more than half the jobs today requiring college-level skills, there's a strong need for an intervention among Hispanic high school students.

The U.S. Hispanic Leadership Institute (USHLI) is one of the most recognized Latino organizations in the country and has gained a strong reputation through its leadership development programs conducted in more than 40 states. It serves as a stable presence in hundreds of communities by promoting empowerment and civic responsibility, said Tammy Deavours, USHLI director of administration.

The primary messaging of the summit

is to encourage students to improve academic performance, graduate and pursue post-secondary education or training.

Since the U.S. Army places a high value on academics and leadership, the partnership with USHLI is a sensible strategy, said Lt. Col. Jennifer McAfee, Phoenix Battalion commander.

"We are in the business of making leaders. Many promising students in the Hispanic community don't realize the number of opportunities they have in the U.S. Army. But we are confident that by teaming up with USHLI we can bridge that gap," said McAfee. "Our joint venture in Tucson has energized us to seek other venues where we can continue the partnership."

Tucson was a perfect stop for the leadership summit, since Hispanics make up 35 percent of the Pima County population. The four targeted schools included Desert View High School, Sunnyside High School, Cholla Magnet High School and Pueblo High School. During the four-day event, more than 6,000 students attended leadership development training and a financial aid seminar and participated in a regional career/college fair.

Army recruiters from the Tucson area were on hand to raise awareness

among students of the Army's support for education through its stay in school initiative and the various educational programs offered to Soldiers while on active duty and after they complete their military service. Students were reminded that in the Army, continuing education is a requirement not an option.

Recruiters also talked to students about the Army's continual pursuit of leader development and the service's various career opportunities.

Recruiters were also quick to point out that the Army provides more scholarships than any institution in the United States. Well over \$280 million in ROTC scholarships were awarded students at over 270 colleges in 2012.

Recruiters also used the opportunity to promote the Army's education message to teachers, guidance counselors and school administrators.

Educators learned about the Army's March 2 Success initiative — the free online college test prep program — and the Army's emphasis on STEM (science, technology, engineering and math) career fields for those students opting for military service. These STEM field training opportunities, educators discovered, can prove invaluable for Soldiers returning to the highly competitive civilian job market.

"As Hispanics join the service they

## NCOs Help Students Grasp Healthy Lifestyles

By John Thompson  
Houston Battalion



JORGE GOMEZ

become ambassadors to their culture and their community,” said Sgt. David Juarez, an infantry Soldier and Tucson recruiter.

Juarez points out that, “The Hispanic culture is nationwide. As Latino Soldiers return home on leave, complete their tour or retire from the Army, we are the success stories for the community. We are that someone ‘that’s made it’ and serve as positive role model for others to follow.”

When talking individually with leadership summit attendees, Juarez said he stressed the importance of getting an education.

“I told students that they need to set out a plan with achievable goals and map out how to achieve those goals by completing small objectives,” Juarez said. He explained to students how the Army can help them reach those goals by building a solid career path while in the Army and using tuition assistance to gain the required educational credentials. By combining these two objectives with real world experience, Juarez said, students can better prepare themselves for the civilian job market.

“All the students we talked with were extremely receptive to our message,” Juarez said. “And by partnering with USHLI, the program allowed us to reach many more students than we do on a normal school set up.”

With the public concerns over childhood obesity and other health issues facing today’s youth, Army recruiters in Tyler, Texas, put on a health expo for area high school students.

The health and fitness expo is a combined effort among businesses, public organizations, the high school and the Army working together to steer students onto the path of healthy habits.

Sergeant 1st Class Michelle Jones and Staff Sgt. Guadalupe Medina were instrumental in coordinating with Robert E. Lee High School, East Texas Medical Center (ETMC), New Balance Shoe Company and some local Tyler businesses.

Drinking and driving and driving while texting were issues Medina tackled. The two subjects are serious safety issues and are of great concern to parents and school administrators.

“One aspect of the expo we helped set up concerned drinking alcoholic beverages and the effect it has on you, especially if you consider drinking while driving,” Medina said.

The recruiters set up an obstacle course the students would attempt to navigate while wearing alcohol impairment goggles. Known as drunk goggles, they affect a person’s vision and equilibrium by simulating the experience of being drunk. The goggles were so effective that 75 percent of students failed to successfully negotiate the course, according to Medina. More than a few wandered off the course entirely; they bumped into people and tables before being steered back onto the course.

Students cajoled teachers and coaches and the faculty fared no better than students. Following the exercise, a few students admitted drinking alcoholic beverages and that drinking and driving would not be for them.

“A lot of people think they are invincible and can do four or five things at one time,” Jones remarked, “that includes our young people. We had them simulate texting and driving in the gym by walking while texting. We had one person [walking] in one direction and another in a different direction. They followed a course and ended up walking into each other and knocking over cones in the process.”

Jones said many students felt the task was a wake-up call. They were surprised at how easily and quickly things could happen when taking focus away from the road and onto the small screen.

The teachers appreciated the efforts of the recruiters and recognized these activities as a way to address health issues, while further reinforcing what the schools are teaching. And because the materials were presented by the Soldiers and area businesses, there was an additional “freshness” to the materials.

“This uniform goes a long way when it comes to health and fitness,” Jones said, referring to her crisp ACUs. “To be a Soldier, you have to be in shape. You have to take care of yourself. Students see us when we come into their school and they expect us to be motivated and to motivate them. We are expected to talk with students about being in shape and doing the right thing; to talk with them about staying away from drugs and the consequences of bullying.”

With the success of the health expo, Medina and Jones hope they can expand this opportunity to other high schools in the Tyler area and surrounding school districts. The health expo idea was something Tyler Company 1st Sgt. Douglas Gourley conducted in other communities. Gourley considers the health expo a way to do something positive for the community. For Soldiers involved in the event, it was an opportunity to encourage students to be like them — healthy, fit and ready to seek goals of self-improvement, no matter where life takes them.

## USAREC, Cadet Command, Fort Knox Grant Belgian Teen's Wish to Be Soldier

By Audrey Hill and Brian Lepley  
3rd Brigade, Recruiting Command G7/9

A Belgian teenager ill with bone cancer asked the Make-A-Wish Foundation to let him live the life of an American Soldier. The foundation asked Recruiting Command to make that wish come true.

So 17-year-old Antoine Brisbois from Brussels became the guest of Col. John Box, 3rd Brigade commander, and lived his Army dream at Fort Knox, Ky., in December.

Brisbois learned weapons and urban assault training with 3rd Brigade Combat Team, 1st Infantry Division; tangled with a 34th Military Police Detachment working dog; got a demonstration of the 703rd Explosives Ordnance Company's capabilities and bomb robot; and experienced the Apache helicopter and simulator, courtesy of the 8th Battalion, 229th Aviation Regiment.

Brisbois' family accompanied him on his journey to Kentucky. His mother and stepfather, Isabelle Francois and Laurent Dullier, and his sister Manon Brisbois, don't speak much English but didn't need to in order to express their amazement and joy for the experience.

"I have always dreamed about meeting American Soldiers and visiting a U.S. military base. I would like to become a Soldier," Antoine said.

The teenager's fascination with America's Army was born listening to his grandfather telling stories of being a Belgian resistance fighter in World War II, the arrival of U.S. troops in Belgium, and of Antoine's great-grandfather's time in a Nazi concentration camp.

"Antoine's wish to be an American Soldier says a lot about our Army ... it also says a lot about our military," Box said. "This [day] is all about Antoine. This is all about fulfilling a dream, a childhood dream. It's the right thing to do."

Antoine's cancer, which struck when he was 12, required an implant to repair his right humerus. Emily Denholm of the Make-A-Wish Foundation said Antoine's letter arrived three years ago. When they were ready to act on it, she contacted Box.

The 3rd Brigade's staff took on the coordination mission with the units and involved U.S. Army Cadet Command and Recruiting Command headquarters.

Sergeant 1st Class Sonianica Osborne from brigade operations was Antoine's battle buddy during the visit. She was amazed by his enthusiasm and his family's love of the U.S. Army.

"I'm a recruiter and work hard at trying to convince young people that the Army is the best choice for them," she said.

"To see this young man's embrace of the Army, of wanting to be a Soldier, gives me a new perspective. He was so proud to be here and wear that uniform. His mother was crying most of the time."

The embrace was mutual, Osborne said, as each supporting unit treated the young Belgian like a long lost friend.

"When we heard that his wish was being a Soldier, we jumped at the opportunity to help," said Sgt. 1st Class Anthony Roszko



Captain Bradley Lovin explains recruiting operations to Antoine Brisbois at the Elizabethtown, Ky., Recruiting Center in December.

of 3rd BCT, 1st Inf Div. "We're very much honored."

"The support we got from the units we visited was awesome. They were all so generous with Antoine," Osborne said. "At the dining facility he was admiring a Soldier's badges and that Soldier took all of them off and gave them to him."

Make-A-Wish arranged for the U.S. Cavalry store in Radcliff to donate an Army Combat Uniform and boots for Antoine.

"It is an extreme honor to wear the American uniform," he said. When asked what his favorite activity was during the trip, he replied, "Everything! Everything was just square!"

Getting up close and personal with the combat arms side of the Army wasn't all he experienced. Elizabethtown Recruiting Company commander Capt. Bradley Lovin staged a swear-in ceremony for Antoine. The teen also had office calls with Brig. Gen. Henry Huntley, USAREC deputy commanding general, and Cadet Command and Fort Knox Commanding General Maj. Gen. Jefforey Smith, who commissioned Antoine an honorary second lieutenant.

"This was more than we ever expected. We were just expecting a tour of the Army base and Antoine would get a chance to speak to some Soldiers, and get a cap or something, but nothing at this level," said his sister Manon. "Everyone has made Antoine so very happy and my family is so very happy, as well."

# New Orleans Recruiters Part of Super Bowl XLVII

Story and photos by Jennifer Villaume  
Baton Rouge Battalion

New Orleans area recruiters from every branch of service presented the nation's colors to kick off Super Bowl XLVII at the Mercedes Benz Superdome Feb. 3.

It was a patriotic opening ceremony, and according to national anthem expert David Barron, it was also the longest national anthem at over two and half minutes, performed by Alicia Keys.

"Believe it or not, it really did not feel that long; the time passed quickly. I knew that I wanted to stay out there and represent the Army for as long as I could," said Staff Sgt. Joshua Reyes. "It was such an honor to hold the Army flag."

"This is a unique experience because this will be the first time I will have the opportunity to work alongside every branch of the Department of Defense and the U.S. Coast Guard," said Air Force Master Sgt. Antonio Frese. "Usually joint operations involve two to three service components, so this is a rare opportunity

to be exposed to all branches."

Sergeant 1st Class Ervin Davis said it was quite an honor to be selected to lead the color guard at such a huge event.

"I am a Soldier and a recruiter. Not only will I be representing the Army, I am representing what it means to serve," he said. "It will be a positive message for all the young men and women watching, who may have a desire to serve their country, to see the professionalism and pride of our men and women in uniform."

Davis said he was nervous, but more excited about the opportunity.

"When I heard myself say, 'Present Arms,' I knew it was going to be one of the best experiences of my career."

After the members walked out of sight of the crowd, the tension fell away. Laughs and congratulations went around the team. Back in the dressing area, phones were buzzing, beeping, and ringing with love and support from friends and family.

"I have been deployed twice, both for a one year each. I missed my baby's birthdays and other special events. The Super Bowl was the only event that I

requested off while overseas, knowing that we were all watching together," said Staff Sgt. Lester Scott. "Something about this football game brings us all together no matter what is going on. This game has meant the world to me by connecting me to home and now I was a rifle man next to the American Flag. It was an honor."

As 49ers fans, Scott and Reyes were thrilled to stay and watch the game.

"Even though my team lost, it was awesome being in the Superdome," said Reyes. "It truly was a once in a lifetime opportunity."

For three weeks leading up to the Super Bowl the color guard met for practice two days a week at the Naval Air Station Joint Reserve Base in Belle Chase, La.

"Since most of the color guard worked out of Metairie, I had contact with them every day, which made it so much easier to connect personally and emotionally," said Scott. "I trained with my battle rifle man in between practices so that we had our timing down. Every branch has different drill and ceremony procedures so practice was essential."



LEFT: Staff Sgt. Joshua Reyes, New Orleans Company, adjusts his service ribbons for dress inspection at practice. Reyes carried the Army flag in the presentation of colors at the 47th Super Bowl in New Orleans. ABOVE: Reyes and Staff Sgt. Lester Scott stand next to their favorite team mascot, the San Francisco 49ers Sourdough Sam before the Super Bowl.

Staff Sgt. Wesley Hubbard, 1/378th Lafayette Army Reserve Unit, trains Baton Rouge Future Soldiers for the swear-in ceremony before the Dec. 15 Army Red Stick Bowl.

## High School Football Players Face Off in 11th Annual Army Red Stick Bowl

The Black Knights dominated with a 41-0 win over the Rough Riders at the 11th annual U.S. Army Red Stick Bowl Dec. 15 at Denham Springs High School.

David Oliver, St. Amant High School head football coach, led the Black Knights and Guy Blanchard, head coach at Port Allen High School, was the head coach of the Rough Riders.

“It is a huge honor for the kids to play in the Red Stick Bowl and for some the last chance for them to play in their high school uniform, represent their high school and play for the Army,” said Oliver. “It is a great time for everyone to get together and thank the Army for what they do.”

Khalil Thomas of Catholic High School was named the Black Knights Outstanding Skill Athlete of the game. East Feliciana’s DeQuan Franklin was selected as the Black Knights’ most valuable interior lineman. Other players who received most valuable awards were Scotlandville High School’s Jeremy Wade (Rough Riders, Outstanding Interior Lineman), and Devon Gale from Central High School (Rough Riders, Outstanding Skill Athlete).

The Red Stick Bowl matches area high school all-star football players from 48 high schools in the Baton Rouge area.

The players are split into two teams, the Black Knights and the Rough Riders. The game enables next-level competition to stand-out players who may have not made it to state championships.

The 101st Airborne Screaming Eagles jumped in the game ball and American Flag to start off the game. Baton Rouge Battalion Commander Lt. Col. Doug Reynolds administered the oath of enlistment to more than 30 Future Soldiers and held a promotion ceremony for five outstanding Future Soldiers. He and Command Sgt. Maj. Cornelius Mack also presented a GI Bill check of \$53,304 to Clayton Delaune. The Army interactive area, with Humvees, football toss and dog tag machines, was open throughout the game for anyone who wanted learn more about becoming Army Strong.

In the past 10 years, the U.S. Army Red Stick Bowl has been a jumping ground for notable football players, college and beyond. Previous Red Stick Bowl players who are now professional athletes include Brandon Bolden of the New England Patriots, Glenn Dorsey of the Kansas City Chiefs, Trindon Holliday of the Denver Broncos, Korey Lindsay of the Washington Redskins, Matt Brothra of the New York Giants, and Jeremy McGee of the St. Louis Rams.



# Deaf, All-Star High School Running Back Plays in Army Red Stick Bowl

For the first time in the game's 11-year history, the 2012 U.S. Army Red Stick Bowl had an all-star player from the Louisiana School for the Deaf (LSD). Anthony "A.J." Johnson was also the first football player to represent LSD at any all-star game in more than 25 years.

The 5-foot-9, 175-pound running back and defensive end was chosen to be a part of the Rough Riders team in the Dec. 15 high school bowl game, made up of the best players from public and private high schools in the Baton Rouge area

"It feels good being selected. Before at LSD our games ended and I just went home, and I wanted to play more football," said Johnson through his interpreter, Susan Gremillion. "When coach informed me I was selected for this and being the only deaf [player] in the Army football game, it feels pretty special."

"He was really excited about playing in the Red Stick Bowl. We had been talking about it all week; it is an experience he will never forget," said LSD Head Coach Darren Gremillion.

Johnson was selected as the special teams captain for the Rough Riders because of his demonstrated leadership in practice and by earning the respect of his peers and coaches for knowledge of the game. He participated in the coin toss with the other captains and Army representatives.

"Anthony was truly a blessing to coach. The young man was a really hard worker and did everything that was asked of him," said Guy Blanchard, Rough Rider head coach. "We [all] enjoyed coaching him and he never let his disability stop him from achieving the things he wanted."

He is not only adjusting to the calls of new coaches, with the help of his interpreters, but also to an 11-man team. The LSD War Eagles play eight-man football against other deaf schools in the south while high school teams play 11-man football.

Blanchard called special plays to showcase Johnson's talent.

"We put in a trick play for Anthony called the Statue of Liberty, a play that he ran the ball for 9 yards. He made a couple of tackles on the field for our team as well," said Blanchard.

"Sometimes my hearing disability can be an obstacle, but on the football field it is never an obstacle," he said.

Johnson said he wants to be a role model for deaf athletes.

The Rough Riders did not win the game, but Johnson's participation in the Army Red Stick Bowl garnered national attention in deaf media, and is a win for the Louisiana School for the Deaf.

"Any time a player from a deaf school can step up to the same level as its hearing peers it is huge," said Gremillion.

Johnson rushed for 1,218 yards and 15 touchdowns as a senior and 4,125 yards and 48 touchdowns in his total career as an LSD War Eagle.

"A.J. just finished his third year playing football and I wish he was playing a fourth. He came to us as a sophomore," said Gremillion. "He really came around as a team player. He did not worry about stats but did what he needed to do for the success of the team overall."

Johnson is being scouted by Gallaudet University's Division 3 football team, the Bisons. Located in Washington, D.C., Gallaudet is the world's only university with programs and services specifically designed to accommodate deaf and hard of hearing students. An early claim for the creation of the football huddle goes to Gallaudet University Quarterback Paul Hubbard in 1892. Hubbard was frustrated that his opponents could read the sign language used to call plays. In order to thwart his opponents, he had his team gather around him in a huddle when he called (signed) the play.

Gremillion noted that Johnson is considering the offer, but does not know if he wants to move that far from his home.

Stories and photos by Jennifer Villaume  
Baton Rouge Battalion



Anthony Johnson is the first deaf player to represent the Louisiana School for the Deaf at the U.S. Army Red Stick Bowl.

**1. To what level of the recruiting force does USAREC provide family support?**

- a. Company
- b. Battalion
- c. Brigade
- d. All levels

**2. Who assists the battalion commander in accomplishing family readiness?**

goals?

- a. S-1
- b. SFA
- c. CSM
- d. XO

**3. Which plan periodically takes time away from the mission and redirects it to time spent with family and friends?**

- a. Recruiter operational plan
- b. Prospecting plan
- c. Leave plan
- d. Standard operating plan

**4. During the IPR, in which topic would the center commander discuss any health and family issues?**

- a. Personnel
- b. Future Soldiers
- c. ROP
- d. Prospecting

**5. Which command policy letter explains the Family Advocacy Program?**

- a. 54-11
- b. 56-12
- c. 34-11
- d. 59-09

**6. Which USAREC regulation authorizes use of unit funds for the collective benefit of all members, their family members and authorized civilians?**

- a. USAREC Reg 37-17
- b. USAREC Reg 601-45
- c. USAREC Reg 601-96
- d. USAREC Reg 230-4

**7. How many times a year are unit commanders encouraged to allow TRICARE update classes?**

- a. Three
- b. Four
- c. One
- d. Two

**8. When conducting a recruiting functions analysis, which function addresses Soldier and family issues?**

- a. Intelligence
- b. Interviewing
- c. Sustainment
- d. Mission Command

**9. Which brigade staff member works to prevent spouse and child abuse?**

- a. Family advocacy program coordinator
- b. Soldier and family assistance program manager
- c. Battalion commander
- d. Staff judge advocate

**10. Who is responsible for all aspects of Soldier and family readiness groups?**

- a. Soldiers
- b. Spouses
- c. Commanders
- d. Everybody

**Want the Answers?** The answer key is on Recruiting ProNet (you must be a member). Look for the Recruiter Journal Test Answer link in the left column of the Recruiting ProNet home page.

**Recruiting ProNet has moved.** The Recruiting ProNet Home Page has moved to milBook; the new home page is located at [https://www.milsuite.mil/book/community/spaces/apf/recruiting\\_pronet](https://www.milsuite.mil/book/community/spaces/apf/recruiting_pronet).

Members should save the link in their favorites. If you are able to access Recruiting ProNet through the link above, then your membership transferred successfully and no further action is required. All members of the new forum will continue to receive the Recruiting ProNet Newsletters via e-mail.

If you cannot access Recruiting ProNet through the above link and still want to remain a member, then you need to ensure that you have established a milSuite account, and you can then join the forum. Create an account at <https://www.milsuite.mil/> and follow the instructions.

# Partnership for Youth Success<sup>SM</sup>

## New Partners

**464 - TMC Transportation Inc. - Minneapolis Bn** - TMC Transportation Inc. recently pledged to hire 500 veterans by 2014 in conjunction with the U.S. Chamber of Commerce Hiring Our Heroes program. Veterans currently comprise 25 percent of TMC's fleet. TMC has career opportunities in customer service, accounting, human resources, driver recruiters, mechanics, technicians, administrative assistants, and IT. TMC Transportation operates in 25 midwest, north and southeastern states.

**465 - Draftfcb Inc. - Chicago Bn** - Draftfcb Inc. is an advertising and marketing agency with offices worldwide providing advertising, branding, strategic planning, commercials and video support to several Fortune 500 companies. They have opportunities for resource management, administrative, recruitment, finance, human resources and accounting positions.

**466 - Roush Enterprises Inc. - Great Lakes Bn** - Roush Enterprises Inc. provides services ranging from motorsports management to product design, engineering testing and manufacturing. Through strategic planning and acquisition, commitment, and hard work, Roush has developed an unparalleled reputation for technical expertise, quality and value. They are located in Detroit, Livonia and Salem, Mich. They have career opportunities for RA/AR Soldiers & ROTC Cadets as analysts, mechanical engineers, truck drivers and mechanics.

**467 - Total Quality Logistics - Columbus Bn** - Total Quality Logistics, LLC (TQL) is the nation's third largest freight brokerage firm. For over 14 years, TQL's more than 1,500 logistics professionals have facilitated the movement of over 500,000 truckload shipments for more than 7,000 customers. TQL has opportunities in sales, IT, HR, accounting, truck driving and marketing in several states.

**468 - Kennametal Inc. - Harrisburg Bn** - Kennametal Inc. is a supplier of tooling and industrial materials. Productions include aggregates, metalworking, abrasive flow products, cutting tools, metallurgy, mining equipment, woodworking and fluid handling.

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