

# RECRUITER

United States Army Recruiting Command January 2005

# Journal



A Movie  
Theater  
on Wheels

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# RECRUITER Journal

U.S. Army Recruiting Command  
January 2005, Volume 57, Issue 1

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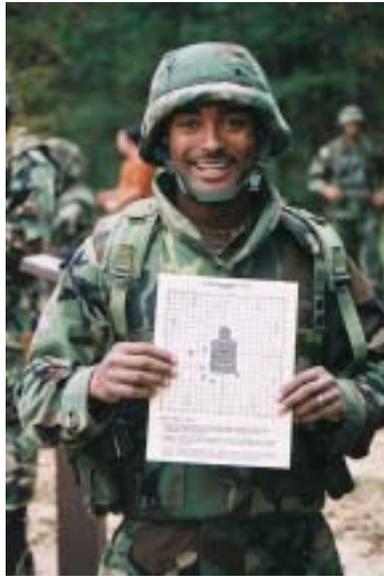
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## 19 U.S. Army Bull Rider Mike Lee Takes World Championship Title

When the dust cleared on Halloween night at the Thomas & Mack Center in Las Vegas, 21-year-old bull rider Mike Lee brought the Army another professional sports championship title by conquering a raging 1,700 pound bull to clinch the Professional Bull Riders (PBR) Built Ford Tough Series World Championship.



## 20 SRAP — Special Recruiter Assistance Program

SRAP brings Soldiers back to their hometowns to share their Operation Enduring Freedom or Iraqi Freedom deployment experiences with friends, family, and community members, as well as to help recruit the next generation of heroes.

## 21 Make Your New Year's Resolutions Count

Use the start of 2005 as a marker for a positive change in your life by following the nine steps provided.

# The Foundation of Our Army

Recruiting Command had accessed more than 23,750 new Soldiers as of Jan. 18. Such an accomplishment is not going unnoticed at a time when our Army is battling the war on terrorism in both Iraq and Afghanistan. There has been ongoing news media coverage of military recruiting and speculation that we might soon be facing recruiting difficulty.

However, the fact of the matter is that we have met our accession missions so far this fiscal year. How have we achieved this? The first answer is clear, hard work by Regular Army and Army Reserve recruiters.

Another answer is that enlistment incentives have been increased. The Army offers worthwhile incentives – up to \$15,000 in Army Reserve bonuses to prior service enlistees and up to \$10,000 for non-prior service enlistees. The Army College Fund has now reached the \$70,000 mark. In addition, the Army offers \$8,000 to those who have a bachelor's degree and \$7,000 to those who have an associate degree. All of these are worthy incentives.

However, would we say that monetary incentives are the primary reason young Americans enlist in the all-volunteer Army? I think not. Values are especially important to today's youth, often called the millennials. This generation is referred to by some as "the next Greatest Genera-

tion" because their values are similar to the values of those who served our country during World War II. They desire to serve others and want to make a difference in the lives of other people, not just in this country but around the world. They want to be part of something larger

## I am certain our Army of One embodies the values and the lifestyle today's young Americans are seeking.

than themselves, and they also desire to be successful. Service in the Army can provide them with opportunities for fulfilling each of those desires, while it hones their character development by teaching them the Army's traditions and our seven core values.

Surveys have shown that young Americans today want to be part of something special, whether it is in business, industry or education. The Army is precisely such a team!

Wearing the Army uniform is a highly visible means of expressing *loyalty* to our country. Loyalty reflects a bearing of true faith and allegiance to the U.S. Constitution, the Army, the unit and fellow



*Maj. Gen. Michael D. Rochelle*

Soldiers. A loyal Soldier is one who supports the others and stands up for fellow citizens.

The Army value of showing *respect* is in the Soldier's Code. We pledge to treat others with dignity and respect and expect others to do the same. The reward of *selfless service* is a value that provides satisfaction for a job well done. It means dedicating oneself to the team and working within a team, which is the underlying strength of the Army.

*Honor* is the capstone – living up to all the Army values. We make choices, decisions, and take actions based on the Army core values. Honor is a matter of carrying out, acting, and living the Army core values.

Adhering to the values above, in addition to the values of *duty*, *integrity* and *personal courage* complements living the Warrior Ethos. This is what it means to be an American Soldier.

These values have guided our Army from its birth in 1775 to today. Today's millennial generation has high expectations for success, a yearning for accomplishment, and a desire for personal happiness and fulfillment. I am certain our Army of One embodies the values and the lifestyle today's young Americans are seeking.

# Conquering Critical Command Standards

According to FM 22-100, paragraph 5-54, “The Army has established standards for all military activities. Standards are formal, detailed instructions that can be stated, measured, and achieved. They provide a performance baseline to evaluate how well a specific task has been executed. You must know, communicate, and enforce standards. Explain the ones that apply to your organization and give your subordinate leaders the authority to enforce them. Then hold them responsible for achieving them.”

Standards are commonplace throughout our nation and certainly the foundation of results-oriented performance in the Army. As I travel across the command, I am becoming concerned that leaders and subordinates alike are not sufficiently influencing standards.

I often find myself pondering the following questions when inspecting standards: If leaders understand the standards and have standards in place, why are they not enforcing them? Do they really understand the connectivity between standards achievement and mission success? Do they really understand which command standards (special emphasis areas) have the greatest impact on Mission Box? Is the problem compliance, training, or apathy (lack of leader engagement)? Are leaders organized, have viable mission plans, and requisite control mechanisms to proactively influence the right standards at the right time to achieve mission success? When viewed in the context of lost contracts, failure to adequately influence standards can have a devastating impact on organizational success and morale.

From my foxhole, I view the following critical command standards/special emphasis as the make-or-break indicators of command success:

- 1) Required Army GSA market share to achieve mission box;
- 2) Mission planning and MAP discipline;
- 3) Future Soldier Sustainment Program/Training Base Attrition;
- 4) Exploitation of critical quality lead sources to affect MOS precision and congressionally mandated quality marks;

5) College penetration/production as a percentage of overall production;

6) Increase quality-producing recruiters;

7) A market-expansion initiative to include paragraphs three, four and five of USAREC Form 816.



*Command Sgt. Maj. Harold Blount*

These are not all-inclusive; however, it is expected that every individual in USAREC understand the standards of these critical focus areas (specified or implied). Each time I have taken subordinate leaders through gap analysis in these special emphasis areas, it becomes an eye-opening event for them. In almost 100 percent of the situations, units would have mission boxed, if they had achieved or come closer to achieving the standards in these critical areas.

I challenge every able-bodied individual in this command to review the critical standards that directly affect you and your subordinates' success. As you perform your gap analysis, I recommend you think on the questions I posed to you and work diligently to find solutions. Let me be the first to say that it is not necessarily easy to meet the standards in each of the focus areas I have addressed. However, “Leadership 101” suggests that leaders have an inherent responsibility to ensure that subordinates are coached, counseled, mentored, and trained to achieve performance standards.

FM 22-100, paragraph C-6, states “Organizational readiness and mission accomplishment depend on every member’s ability to perform to established standards.”

No doubt, USAREC has the best officers and noncommissioned officers that the Army has in its inventory to influence USAREC’s established standards. Our mission is of critical strategic importance to our Army and Nation. You’re in the right place at the right time to influence history. With the right focus we can achieve this mission, but it will take a committed effort from all. Stay focused on the mission and field force well being.

**“Leadership 101” suggests that leaders have an inherent responsibility to ensure that subordinates are coached, counseled, mentored, and trained to achieve performance standards.**

# Silence is Golden

*By Chaplain, Lt. Col. Lyndell E. Stike*

Spouses have always wondered why their soul mate would come home and not immediately share the events of the day. One explanation goes back to the prehistoric culture. Man would rise early in the morning and head out to hunt game for the evening meal. He would endure the weather, the terrain, and even the dangers of the wild. After a long day trailing his game, he would return home to rest and consume his trophy. As his helpmate prepared the meal, he would sit down and gaze into the fire. He could stay there for hours and not say a word. In the 21st century, the USAREC Soldier returns home from a hard day of prospecting and wants to sit down with his favorite beverage and gaze into the fire (TV). He has nothing to say. So, what is he doing?

During this time of solitude, an important process is taking place. The Soldier is finding meaning to the day's events. Purpose is essential to all human beings. We need to understand that what we do has significance and value. Reflection reveals our contributions. It is easy in the stress of recruiting to lose sight of the purpose and the impact you have on the war effort.

Convictions are solidified as we stare into the fire. Beliefs form the foundation of our convictions. It takes time to examine, experience, and embrace those tenets that drive our life. Soldiers understand that in the most difficult of situations it is our belief system that keeps us motivated to take the hill. True warriors are compelled by their convictions. It is our belief in the mission, the Army and our nation that keeps us on the



telephone and in the schools seeking those individuals who should serve.

After a long day, it is in those moments of solitude and contemplation that visions are cast. It is imperative that we visualize the completion of our mission. What will it look like when we mission box? Can we hear the sounds in the air? Can we feel the emotions of the moment? How often do we renew that vision? We need to keep it fresh in our mind and in our heart.

Gazing into the fire provides us with an opportunity to revisit the wrongs that may have been directed toward us. Words are painful and can be used as weapons to injure others. It is only in our reflection that we can find the grace to forgive those offenses. It is important for us not only to forgive but also to let go of the affront. Holding onto the provoking words produces a spirit of animosity. Bitterness can cause undue stress, depression, and physical illness. It will also destroy the team's ability to work together and meet its objectives.

One of the greatest benefits of solitude is its ability to restore our capacity to laugh and enjoy the presence of others. After moments of reflection we are able to communicate, share, and assist those who need our attention. Our ability to listen is enhanced. It is important for us to take the time after a long day to gaze into the fire. There are times we lose sight of our vision, beliefs, and are overcome by the wrong done to us. It is only through these moments of silence that we can be refreshed, restored, and made whole.

# Run to Win

## (The Army Interview — TAI)

By Gary C. Carlson, Task Force Future Force Recruiter

**Just as the Army is transforming as it fights the war on terror, USAREC will be transforming as it recruits the young Centurions whom America will be proud to have as their future defenders of freedom.**

**T**he target market, "... were weaned on everything from the Internet and prosperity to academic pressure cookers, Columbine, working moms, and high divorce rates. They are fundamentally different in outlook and ambition from any group of kids in the past 50 to 60 years." (Taken from "Meet the Future," by Brian O'Reilly, Fortune, July 24, 2001)

"Today's teenagers are characterized by ambition, energy, hunger for stimuli — and the overwhelming desire to stay put at one company for as long as possible. Watching their parents suffer through months — sometimes years — of unemployment has left once peripatetic youth with a need for professional security ..." (Taken from "The Young and the Restful," Harvard Business Review, Nov. 2004)

In other words, the young Americans who may possess the potential to become the Centurions of our Army have been marketed to, advertised to, and sold since birth. They are comfortable in gathering information from a number of sources but especially their friends, the Internet, and trusted influencers. They recognize a sales presentation as easily as they use the TV remote control. When presented a sales pitch, they immediately recoil, believing if you have to sell, there must be something wrong with your product and by association, something wrong with you.

Just as the Army is transforming as it fights the war on terror, USAREC will be transforming as it recruits the young Centurions whom America will be proud to have as their future defenders of freedom.

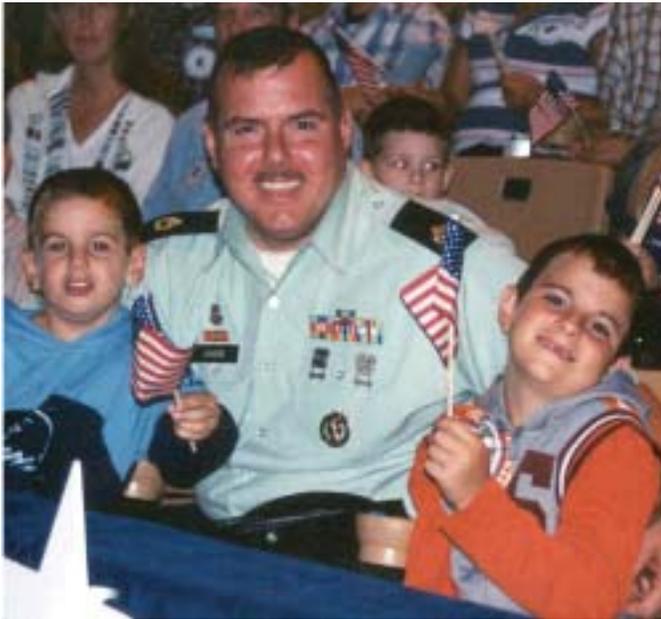
The Army Interview (TAI) will replace our sales doctrine. TAI will be based on each Soldier's Army of One story. Using the tenets of FM 22-100, Army Leadership, we will craft TAI to become a developmental counseling tool recruiters use to help young Americans set goals and, once a goal is set, demonstrate the Army is a pathway to success. The Soldier/recruiter will receive additional training to hone their interpersonal skills and transformational leadership abilities. Although, we will still ask for a commitment to join the Army, it will only be after we have engendered the commitment.

During battalion ATCs in March, Soldiers of the command will be presented the doctrine we will use to reach our market. It will require each of us to learn, develop, and apply the new doctrine. However, this should not be a steep learning curve as we will apply the developmental counseling techniques from FM 22-100. All of us have received or given developmental counseling. We will all learn how to adapt this valuable tool to improve our ability to tell our Army story and engender commitment to serve.

More updates on the doctrine revolution will be forthcoming.

# We Got the Spirit!

Story and photos by Anna Buonagura, Albany Battalion



New Haven, Conn., recruiter Sgt. 1st Class Thomas Gagne and sons were one of many recruiter families who took advantage of the opportunity to have a family outing at the Worcester, Mass., Centrum Arena.

For two weekends in September, Albany Battalion was energized by the U.S. Army Military District of Washington *Spirit of America*. This inspiring show celebrates our nation's heritage with a tribute to the sacrifices and triumphs of the American Soldier. Performed by more than 400 Soldiers of the 3d U.S. Infantry Regiment, The Old Guard, and The U.S. Army Band, "Pershing's Own," this action-packed performance offered family type entertainment, earning standing ovations by impressed audiences.

*Spirit of America* has been performed in Washington, D.C., for 25 years. Only in the past couple of years has it ventured out into other cities. The shows at Worcester, Mass., and Albany, N.Y., included four performances each. One performance at each location was "ours."

Hours of preparation took place prior to each of "our" shows. Battalion advertising and public affairs staff worked with MDW and company commanders, distributing tickets to community members and educators, and coordinating transportation and meals for Future Soldiers to attend swearing-in ceremonies at each location. Family and friends were invited. We held a Future Soldier training function in each venue, using the vendors at the arenas.

The Albany, N.Y., Pepsi Arena and Worcester, Mass., Centrum Arena have 10,400 and 8,600 seats, respectively. Visions of empty seats dissipated as the 7,750 tickets in Albany were quickly snapped up. Recruiters were tasked with spreading the word about the show to their communities, who responded with enthusiasm. Both venues were sold-out for all four performances.

Reserved seats were filled to capacity with 98 Future Soldiers and 56 friends and family members in Worcester, and 77 Future Soldiers in Albany, with 230 friends and family members in attendance. We got a total of 100 leads and have one contract so far and six working from the *Spirit*. The *Spirit* reinforced commitment and confidence in Future Soldiers, positively affecting Future Soldier sustainment. To date, only two of the 239 Future Soldiers who attended the *Spirit* have become DEP losses.

On the day of the Future Soldier swearing-in show in both cities, Future Soldiers were transported to the arenas by school buses provided by area schools, a total of 16 charter buses and nine rental vans, in addition to GOVs. As complex as it was, everything was accomplished without incident due to recruiters in each vehicle who ensured everyone got there on time and returned safely home.

Recruiters set up and maintained display tables in each arena. The battalion Humvee was parked in front of each arena and staffed by recruiters — highly visible to everyone entering the arena.

Our group was allowed to enter each arena prior to the doors opening for the general public in order for them to be seated in reserved sections. As each Future Soldier signed in, they were given a coupon to purchase food at a concession stand. They were instructed on the sequence of events prior to taking the Oath of Enlistment. Before being seated themselves, recruiters distributed mini-American flags to parents of Future Soldiers and metallic ribbons inscribed with "We Support America's Army An Army of One."



Springfield, Mass., recruiter Staff Sgt. Innocenzo Iorio (right, front) leads his Future Soldiers to the Worcester, Mass., Centrum Arena for the *Spirit of America* performance.

After the first act of the performance, the stage was prepared for the Oath of Enlistment. MDW Commanding General Maj. Gen. Galen B. Jackman and Albany Battalion Commander Lt. Col. Sandra E. Luff were welcomed by the audience as a spotlight lit their path descending the staircase, greeting Future Soldiers with a handshake as they went by.

In his welcome speech, Maj. Gen. Jackman said, "Today a new generation of Soldiers will enlist and continue to meet the difficult challenges of securing our homeland and maintaining freedom both here and abroad." Directly to the Future Soldiers, he said, "I congratulate each one of you on this very special occasion. You can be proud of your decision to enlist in today's Army. You bring individuality, and special talents and skills that we are looking for, that make our Army the envy of every nation in the world ... we are reminded that to remain free, there must be those who will choose to serve a purpose greater than themselves."

Arena spectators witnessed a total of 175 Future Soldiers reciting the Oath of Enlistment administered by Maj. Gen. Jackman at the two venues. As a parting memento of the occasion, parents of Future Soldiers were given a note with An Army of One lapel pin, signed by the battalion commander, thanking them for supporting their children and the Army.

A reception was held by MDW before each Saturday evening performance. Dignitaries and guests of Albany Battalion were invited to participate for refreshments and recognition of people who had gotten the *Spirit*. It was a great opportunity to meet and mingle with community and educator VIPs.

The primary purpose of *Spirit of America* is not as a recruiting tool. It was, however, an excellent opportunity to enhance the positive image of the Army and link today's Army of One with the "citizen soldier" of the Revolution, the "dough boy" of World War II and "GI Joe" of World War II. We will be rested and ready to catch the *Spirit* again next year!



Future Soldiers take Oath of Enlistment at *Spirit of America* show, Worcester, Mass., Centrum Arena.

# AMEDD RECRUITING – All Recruiters Can Help!

By Walt Kloeppe, RJ Associate Editor

It's no surprise that many new recruiters, and maybe even a few old ones, do not fully understand AMEDD recruiting. While recruiters may be on top of any programs dealing with 'their side of the house,' it's essential to our 'Army of One' that all recruiters understand that the U.S. Army Recruiting Command also recruits for the Army Medical Department (AMEDD).

AMEDD recruiting has more than 320 recruiters in five battalions co-located with each brigade. With 25 teams and 63 stations located across the U.S., AMEDD recruits for more than 90 different Areas of Consideration similar to the enlisted MOSs. There are six individual Corps:

[Medical Corps](#)

[Dental Corps](#)

[Nurse Corps](#)

[Medical Specialist Corps](#) (dietician, physical therapist, occupational therapist, etc.)

[Medical Service Corps](#) (pharmacist, entomologist, psychologist, etc.)

[Veterinary Corps](#) (Army veterinarians service all branches of the Department of Defense, because Army veterinarians are the only veterinarians within the military services.)

AMEDD's mission is to recruit fully qualified medical professionals and students pursuing health care careers for both the active Army and Army Reserve. Some of these opportunities offer monetary benefits while others are basically selling service to country, just like any other recruiter does.

Because of the sheer numbers of enlisted recruiters, they are a great source for referrals to AMEDD recruiters according to Maj. Tanya Beecher, Operations Officer, USAREC. Recruiters should also think about the direct benefits to themselves by directing qualified candidates into the medical field, as they will be the same professionals who will be taking care of the recruiter and his family in the future.

"It's not only in the recruit's best interest, but in the recruiter's best interest," said Maj. Beecher.

Recruiters must always look out for the best interest of the prospect. Knowing the AMEDD program, recruiters can direct prospects to what would benefit them most, and in turn, benefit the Army.

For example, while the \$65,000 dollar college loan benefit may be attractive to some prospects, a scholarship to medical, dental, optometry, or veterinary school may be the better road for the individual to take. If the applicant found out that he or she could have received a one- to four-year Army Health Professions Scholarship to an accredited school of their choice to include receiving full payment of tuition and a generous monthly stipend *after* the recruiter steered that prospect toward a lesser option, it would not make that prospect a very good reference!

According to Capt. Robin Ruybal, commander of the Chicago Health Care Recruiting Team, "A lot of the recruiters think that if you have a two-year nursing degree, you can't get a direct commission ... not true. The Army Reserve will commission that two-year or diploma nurse as a second lieutenant in the Army Reserve. That's a big ticket selling item for us because there are so many two-year programs around the country. We have a huge nurse shortage so those two-year programs become attractive to individuals wanting to get into the nursing field. I think another thing recruiters don't know is that we'll take a nurse up to the age of 46. We'll also take nurses who are single

parents. On the other side of the house, that's not heard of. We also work with medical professionals who have medical problems that would be a complete disqualification on the non-prior service side of the house."

Waivers for age and medical problems are granted more frequently for medical professionals because there are many critical shortages within the Army Medical Department.

Audiologists, pharmacists, dieticians, and others in similar fields can receive direct appointments. If they are licensed and selected, they can commission within 48 hours ... no ROTC, no military academy, straight to Officer Basic Course for two weeks for Reserve and 10-12 weeks for RA.

### Importance of straight shooting

"I actually had a critical-care nurse come to me," said Capt. Ruybal. "Somehow after he had enlisted ... and they enlisted

him as a truck driver, as an 88 Mike in the Reserve, then he found my name and called me and said, 'you know I'm a nurse.' I intervened and that recruiter took a DEP loss. You don't want to enlist a nurse to be a truck driver or a fuel handler or something, we need good nurses in the Army, and that's where they need to go."

Capt. Ruybal says she still meets recruiters who don't realize prospects can get a direct appointment. "They still think we're nurse recruiters and in the old days when I was a NPS recruiter, there were nurse recruiters and that's all they did was recruit the nurses. [Today] We're medical professional recruiters; we recruit the gamut ... all medical professionals."

Recruiters can contact an AMEDD recruiter by going to [www.healthcare.goarmy.com](http://www.healthcare.goarmy.com).



**1st Lt. Daniel Lopez with his family and Lubbock, Texas, Mayor Marc McDougal at the local veteran's memorial in Lubbock. McDougal commissioned 1st Lt. Lopez at the site. Photo by SFC Wesley Woods, San Antonio Health Care Recruiting.**

## Commissioning Ceremony

On Nov. 8, 1st Lt. Daniel Lopez was commissioned in Lubbock, Texas, by Mayor Marc McDougal.

1st Lt. Lopez, born in November 1967, is from Lubbock. He graduated in 1993 from Texas Tech Health Science Center with a Bachelor of Science Degree in Nursing. He attended ROTC in college, but only for a short time, and never accepted a scholarship. He has been working in adult ICU at the local hospital in Lubbock for the past 11 years. Most of his career was as the House Supervisor.

1st Lt. Lopez decided to apply for the Army Reserve Nurse Corps in October 2004 and was selected for an IMA position. He was given an accelerated promotion to the grade of first lieutenant, received a \$50,000 Health Professions Loan Repayment, and a \$15,000 bonus. He elected to take the loan repayment first.

1st Lt. Lopez decided to launch his career with a memorable moment and get his 15 minutes of fame. He decided to make his commissioning memorable, not only for himself but also for all of Lubbock, when he had the mayor commission him. 1st Lt. Lopez's commissioning ceremony was televised on the local news and made the Lubbock newspaper. What was even more special was that the event took place at the local veterans memorial in Lubbock the week of Veterans Day. The mayor said he was honored to do the event and is a strong supporter of the military.

City Councilman Floyd Price gave the invocation. Councilman Price is a veteran himself and was also excited to participate. In attendance were 1st Lt. Lopez's family and the local recruiters.

# Delegates Address Armywide Concerns at AFAP Conference

By Margaret McKenzie, Army News Service

Delegates at the 21st Army Family Action Plan Conference, Nov. 15 through 19, evaluated 94 issues and prioritized 16 for adoption.

The top five AFAP conference issues were family member eyeglass coverage, expiration of TRICARE referral authorizations, child care fee category, calculation of continental United States family subsistence supplemental allowance, and leave accrual.

The issues, which originated at installations throughout the world, addressed force support, mobilization and deployments, employment, entitlements, and medical and dental, all elements that support better quality of life for Soldiers and their families.

“It’s all about taking care of the Soldier whether he is in Afghanistan or Iraq,” said Gen. Richard Cody, the vice chief of staff of the Army. “It’s important that he doesn’t have to worry about what is happening at Fort Bragg or Fort Polk with his family. He knows his family is being taken care of back here.”

The 120 delegates, broken down into eight groups, spent the week narrowing the issues to the top five. After which, spokespersons shared the highest two with the Army Vice Chief of Staff, several senior Army leaders, spouses, and officials from the Department of Defense.

This year’s issues touched all areas from Soldier to civilian, retirees to family members. Victor Arias from Fort Riley, Kan., Chris Pitcher from Schweinfurt, Germany, and Jeff Ashmen from Fort Stewart, Ga., represented the voice of the youths at the conference.

The delegates also voted for the four most valuable services and the top six critical active AFAP issues, which were

reported to the director of the Army Staff at the closing session of the conference.

In addition two new categories were added: The top five mobilization/ deployment and family support challenges and the top five mobilization/ deployment family support strengths.

## Four Most Valuable Services

- o Medical/Dental
- o Army Community Service
- o Commissary
- o Army Family Action Plan.

## Six Most Critical Currently Active AFAP Issues

- o Distribution of Montgomery GI Bill benefits to dependents(s)
  - o In-state tuition
  - o Modification of weight allowance table
  - o Inferior shipment of household goods
  - o Army Community Service manpower authorization and funding
  - o Basic allowance for housing for activated Reserve-component
- ## Top Five Mobilization/Deployment and Family Support Challenges
- o Soldiers not being paid on a timely basis
  - o Length of rotation/deployments
  - o Lack of positive media coverage from downrange
  - o Pay system for reservists
  - o Replacement of obsolete equipment, equipment shortages, and upgrade of parts

## Top Five Mobilization/Deployment and Family Support Strengths

- o Army Community Service
- o Army Family Action Plan
- o Army One Source
- o Family Readiness Group Participation
- o American Red Cross

(Editor’s note: Margaret McKenzie writes for the U.S. Army Community and Family Support Center.)



## Erlinda Almeida Selected AFTB Instructor of the Year

Erlinda Almeida, an AFTB instructor with the Jacksonville Battalion is a 2004 recipient of the Mary “Rusty” Alexander AFTB Instructor of the Year Award. Col. Ray Alexander, spouse of Rusty Alexander, presented the award to Almeida during the AFTB 10th Anniversary Luncheon Celebration, held at the Hyatt Regency Hotel in Greenville, S.C., Dec. 10.

Since becoming the volunteer AFTB Program Coordinator for Jacksonville Battalion two years ago, Almeida has accumulated more than 3,900 hours of service. During this time she has formulated a program with lasting impact on all who interact with it. She has worked with the company commanders to provide training essential to the success of each company. She believes in the Army and in tracking and refining the AFTB efforts in the Jacksonville Battalion. In addition, she serves as a frequent contributor to the Jacksonville Battalion during monthly DEP functions and company events, such as Annual Training Conference, Organizational Day, Daytona 500, Gator National, and Pepsi 400.

Almeida strives to keep the core values of USAREC present in her efforts. She provides AFTB program information and technical guidance to brigade and battalion commanders, and Soldier and Family Assistance program managers. She networks within the U.S. Army Community and Family Support Center to ensure the needs of this program, as well as the needs of the recipients, are in harmony.

Additionally, USAREC received the 2004 “ReNee Hilman” AFTB Program of the Year award.



L-R: Lt. Col. John Mulbury, battalion commander, Jean Bullen, Anna Taylor, Command Sgt. Maj. Robert Bullen, Nicole Montoya, 1st Sgt. Michael Lynch, Kim Soice, Capt. Andrew Rieger, Ginny Mulbury, JoAnn Czech, Gregory Robinson, Cindee Roberts (Photo by Jo Kinchington)

# Salt Lake City Battalion Completes Instructor Training

By Rae Nola Smith, Salt Lake City Battalion

Volunteering took on a different look for military spouses and battalion staff in November when they volunteered to attend the two-day Army Family Team Building Instructor Certification training. Under the direction of Jo Kinchington, battalion Soldier and Family Assistant Manager, Master Trainers JoAnn Czech and Cindee Roberts taught well-prepared presentations.

Students attending the classes represented more than 50 years of combined experience with the military. They will fill positions in the Salt Lake City and Ogden companies in a continuing effort to provide training to Future Soldiers and their families.

Experienced Master Trainers Czech and Roberts came prepared with countless ideas to educate the class members and share their knowledge of the AFTB Volunteer Program. It did not take long before the new volunteers were interacting and engaged in the demonstrations used to reinforce the teaching concepts.

Shortly after the AFTB overview and introduction to the program, class members were given an assignment to prepare a presentation selected from Level 1 Modules. It was to be given during class time the next day. Everyone was attentive at that point, understanding that the information presented in the class would help with their preparation. To everyone's surprise and satisfaction, all the presentations were quite impressive. They included a variety of visual aids to emphasize the objective of their presentation and in return received unanimous approval from the class.

Among those in the class were two teens who have participated in the Youth AFTB program. They will be used as facilitators for the AFTB Youth program.

"Completing the presentation gave each volunteer an opportunity to grow and develop poise and confidence. They will now be the means through which we channel and share our Army experiences with each other," stated Kinchington. "The contribution of Salt Lake City AFTB volunteers to the sustainment of the future force cannot be emphasized enough. Through the efforts of our volunteers and the support of the command at all levels, our Future Soldiers and their families have a unique opportunity to gain insight into military life prior to basic training."

At the conclusion of the two-day training Lt. Col. John Mulbury and Command Sgt. Maj. Robert Bullen, assisted by Capt. Andrew Rieger and 1st Sgt. Michael Lynch, presented certificates of completion to the new instructors.



Nicole Montoya and Anna Taylor anticipate their presentation for AFTB Training. Photo by Ginny Mulbury

# To Be the Best

## 2004 Audie Murphy Induction Ceremony

*By Christopher Dunne, Public Affairs Specialist, 3d Brigade*

When Sgt. Audie Murphy held off a German counter-attack in the Colmar pocket of France in 1945, he was already a highly decorated Soldier. But when Murphy single-handedly held off six German tanks and 250 Nazi infantrymen for more than two hours from atop a burning tank destroyer, he attained legendary status.

Murphy is the most decorated Soldier in U.S. history, earning every medal for valor this country has to offer. He also earned one Belgian and three French medals and was given a battlefield commission for his courage and leadership ability.

The Sergeant Audie Murphy Club was organized at Fort Hood, Texas, in 1987 to honor noncommissioned officers who have excelled at leadership. In 1994, the SAMC became an Armywide program, and USAREC Soldiers have pursued club membership ever since.

“You can’t emulate the outstanding performance and heroism of Audie Murphy,” says Command Sgt. Maj. Harold Blount, who manages the program for USAREC. “But we’re looking for individuals who have those same attributes.”

Fifteen USAREC Soldiers were inducted into the SAMC in a Dec. 10 ceremony at Fort Knox, Ky. The newest Sergeant Audie Murphys successfully navigated a rigorous selection process. To be invited to compete in command-level boards, SAMC

candidates must first survive boards at the battalion and brigade levels. Each board includes tests of NCO and general military knowledge and a PT test.

At the command level, USAREC also administers an essay test to judge communication and writing ability. A typical essay question might be “Given that we’re a nation at war, what are the strategic implications for Recruiting Command?”

Command Sgt. Maj. Blount offers advice for the young Soldier hoping to gain entrance to the prestigious club. “You must be a cut above your peers,” he says. SAMCs “strive to distinguish themselves in everything they do, and they don’t settle for mediocrity.”

Command Sgt. Maj. Blount says SAMCs “look for the hard, tough positions” and volunteer for assignments that set them apart. He says it takes several months of study to successfully compete, noting that fewer than half of those who appeared before the USAREC board were inducted into the club.

Audie Murphy was turned down by the Navy and the Marine Corps because of his size, and the Army tried several times to move him to combat support positions. Murphy refused, and ultimately became the greatest warrior in American military history. He lived the Soldier’s Creed, and defined the Warrior Ethos. Although he died in a plane crash in 1971, he continues to inspire NCOs to “lead from the front.”

# 2004 Recipients



Sgt. 1st Class Thomas M. Downs, HQ USAREC  
Sgt. 1st Class Jennifer L. Taylor, HQ USAREC \*



Staff Sgt. Craig E. Wright, 1st Bde, Pittsburgh Bn  
Staff Sgt. Gregory L. Bovin, 1st Bde, New England Bn  
Sgt. 1st Class Christine M. Martino, 1st Bde, Syracuse Bn



Staff Sgt. Jean R. Thimothe, 2d Bde, Jacksonville Bn  
Sgt. 1st Class Jeffery W. Gaylord, 2d Bde, Montgomery Bn



Staff Sgt. Seagram W. Porter, 3d Bde, Chicago Bn  
Staff Sgt. Zenon T. Zacharyj, 3d Bde, Cleveland Bn



Staff Sgt. Jeffrey C. Warren, 5th Bde, Houston Bn  
Staff Sgt. Clay C. Usie, 5th Bde, New Orleans Bn  
Sgt. 1st Class Brian A. Marvin, 5th Bde, Kansas City Bn



Sgt. 1st Class Jason W. Cole, 6th Bde, Salt Lake City Bn  
Staff Sgt. Naveed K. Chaudhry, 6th Bde, So California Bn  
Staff Sgt. Santiago Johnson Gallardo, 6th Bde, So California Bn

\*deployed to Afghanistan before ceremony

# Event Marketing the recruiter's tool

*By Sgt. 1st Class Donald R. Dunn II, Outreach and Events Marketing Division, Accessions Command*

The roar of engines and the clash of helmets and shoulder pads will soon come to race tracks and arenas across the nation as the 2005 NASCAR, National Hot Rod Association, and Arena Football League (AFL) seasons will soon be underway, offering recruiters new opportunities to reach prospects.

Recruiters in NASCAR, NHRA, and AFL markets will see plenty of improvements in these programs, according to Tom Tiernan, Chief of the Outreach and Event Marketing Division, U.S. Army Accessions Command.

"The biggest change will come in Arena Football. We have totally overhauled that program. On the motorsports side, there'll be exciting changes to the interactive areas that will help us tell prospects and influencers what it means to be a Soldier," Tiernan said.

The AFL season, which begins Jan. 29, will include a new "boot camp" program that will take AFL players and recruiters to a local high school. Players and recruiters will talk about leadership, health and fitness, and provide students other opportunities.

"A few students will be selected to participate in a flag football game, while others will be able to take advantage of other Army assets we'll bring to the school such as the Hispanic H2, or Takin' it to the Streets or one of the Accessions Support Brigade's adventure vans," said L.G. Hershey, Arena Football Program manager for Army Accessions Command.

"Generally, we'll go into the school on the Thursday before the game. Then that weekend we'll have a large interactive area at the arena for Army Night. The local battalion will have the opportunity to conduct a Future Soldier function and provide the color guard for the evening," Hershey said.



Unlike previous seasons, the Army will no longer have an interactive activity at all the team's home games. "Last season we determined supporting every home game was too much for most of the battalions. The return on investment was not there. We also found our interactive area was lost in some locations. So we're going in big and only once," Hershey added.

Some things will remain the same from last year. The Army will still have dashboard signage, a turf square and a patch on the home uniforms. And once again, the Army will be highlighted during the Arena Bowl pre-game show.

Recruiters in Nashville will get their first taste of the fast-paced game as country western star Tim McGraw brings a team to Music City USA. But there'll be no teams in Indianapolis or Detroit this season.

"This should be a very exciting season in motorsports," Tiernan said. "Clearly, Tony Schumacher is in great shape to defend his 2004 Top Fuel Championship and Angelle Savoie and Antron Brown were the hottest pro-stock riders during the last half of the season. They should be in contention for the championship all season long.

"What can you say about Joe Nemechek and the 01 Monte Carlo team? Incredible bad luck during the first part of the season and then red hot during the chase of the NEXTEL Cup. If they can continue to build on their success toward the end of the season, the Army team should be a factor all season long."

In addition to exciting performances on the track, the new season will also bring upgrades to the interactive areas for both motorsports programs. The biggest improvement will be the addition of Laser Shots, an interactive virtual reality game, to both Army Racing Zones.



Photos left to right: Arena Football League 2004 Lineman of the Year John Moyer; NHRA bike drag racer Antron Brown; NASCAR driver Joe Nemechek.

“This should be very exciting for fans at both NHRA and NASCAR,” said Maj. Paul Stamps, NASCAR Program Manager for USAAC. “Laser Shots takes a version of the America’s Army game out of the kiosks and allows players to use mock weapons complete with recoil to go on a mission and compete against one another. This should generate a lot of interest.”

There will also be a new video for the full motion simulators. “We are really trying to give visitors a little bit of the Army experience,” Maj. Stamps said. “The new video will be very Army oriented and will provide riders some real thrills, Army style.”

All of the changes for the NHRA season won’t happen just at the track. “One of the biggest changes this year will be the NHRA show car drivers are going to be trained to give classroom presentations on their vehicle, the mechanics, and the science behind them,” said Tiernan. “This will allow recruiters to sell the cars to teachers as an educational program, so we can reach more students,” he added. “We’ll also be supporting the show car program with ticket giveaways to help generate more leads.

“Throughout the year we look at all aspects of these programs to make sure they are working. We talk to recruiters and their leaders to see how things are working on the ground. We get great suggestions and comments through the afteraction reviews. Then we match the results against our expected return on investment and make changes as needed,” Tiernan said.

“Hopefully the changes we made in the programs for 2005 will provide new and improved levels of support to the recruiting force and generate as much excitement among recruiters as our team performances on the track,” he concluded.



# 18-Wheel Recruiter

By SFC John Meister, Mission Support Battalion

Let's be honest. Succeeding as field recruiter today is not easy. It takes a recruiter with an immense capacity for stress management, energy, and motivation to continually work 14 hours per day, six days per week while still finding a way to be a father, mother, husband, wife, or a friend to a significant other. Well, take heart, the Mission Support Battalion is sending some help your way to lighten the load. Opening everywhere for the Spring Campaign 2005, the Cinema Van is coming to a town near you!

The Cinema Van, simply put, is a movie theater on wheels. Through a partnership between the Army and your local school systems, the Cinema Van provides a unique educational experience for your assigned high school student body while showcasing the Army as an option for success beyond high school. The Cinema Van is not intended to be a replacement for the "p" word; it is a supplement to the hard work that you have been doing in your schools to bring the message of the Army to your students via *learning!* The Cinema Van and the exhibitors operating it are capable of teaching curriculum specific subjects ranging from history to astrophysics by engaging your school's faculty, COIs and students for the given class period and showing any of our 26 video presentations that the *teacher* chooses. The exhibitors provided are knowledgeable and dynamic. They must be to be selected as a member of the unit. They have walked in your shoes and understand the pressures that you endure every day. They are eager to provide you the most "bang for your buck" with respect to production, but your part in achieving this is crucial.

The Mobile Exhibit Company stationed at Fort Knox provides the asset and the exhibitor. *Your* part as a field recruiter and ambassador to your school is to simply schedule the event and be present the day of the visit to handle the "recruiting" aspect of the experience. Sounds simple, but the truth of the matter is that the water can get muddied along the way for many reasons. In order to make the Cinema Van visit to your school a success, the following tips can prevent a "wasted" effort:

## Things to Do

- Contact your company commander a minimum of two months prior to the beginning of the school year and again two months prior to the school's Christmas break to inquire whether the asset has been scheduled to visit your battalion or company area. Typically, the Mission Support Battalion has issued the asset schedule three months prior to each half of the school year. Sadly, the station commander is often the last to know that the asset is coming to his area of operation until it is far too late. To combat this, I urge you to go to [www.usarec.army.mil/MSBn/](http://www.usarec.army.mil/MSBn/) and look at the asset's long-range calendar. Then it is time for you to jump up and down on your commander's desk and request the asset! The commander should then work with the battalion APA to schedule the asset in your company area of operation.

- Once your commander has informed you that the asset is scheduled in your station area of operation, contact your school guidance office to schedule a date for the visit that coincides with the dates that the asset will be in your company's area of operation. **Warning: Do not ask the guidance counselor to schedule anything more than the date!**

- Once you have been informed that the asset is indeed coming to your assigned school, you must act decisively. Go to the school a minimum of one month prior to the scheduled date and conduct twice weekly mini-COI events in the teacher lounges. Yes, twice per week! This is when you are going to be able to maximize the success of the event. Take a box of doughnuts to each faculty lounge 10 minutes prior to any period ending bell and plan to stay 10 minutes into the next period. Engage every teacher that you find there. What subject do you teach? What grade? Once you have met the teachers that you intend to target for the asset (junior or senior government, science, biology, history), simply tell them about the opportunity that the Army would love to provide ... essentially a day off from teaching for the teacher! It only takes *one* teacher (who



teaches primarily seniors) to commit to the asset to make the visit a complete success!

- Keep a low profile during the actual visit. The exhibitor will introduce you and allow you to tell the students that you are happy that they have been provided the unique learning experience and also to let them know the location of your recruiting station. In other words, the focus of the visit is education, not recruiting. The Cinema Van recruits for you by simply “showing off” while stressing the importance of education and staying drug-free.

- Follow up every target-aged (juniors and seniors) lead that the asset has provided as soon as possible. If you have followed the four steps listed above, you will leave the day of the visit with a stack of lead cards. So call them! Talk to them about what they learned earlier in the day, etc. After that, work your magic and put ‘em in boots!

### Things Not to Do

- Do not allow your CLT to schedule anything more than what recruiting station area of operation that the asset will visit. Your assigned school is your responsibility; therefore, you are the person best equipped to maximize the success of the visit. Remember, your company commander does not have to prospect in your school, so why would you want him or her to contact the teachers to schedule the classes? Makes sense to me, too.

- Do not schedule the Army JROTC classes whenever possible. They are already interested in the Army to some degree ... focus your efforts on scheduling the “tough nuts to crack.”

- Do not schedule lunchroom set-ups for the Cinema Van. They are a complete waste of time. If your school has not been completely sold on the value of the visit, then do not try to save face with your CLT by simply scheduling “anything.” Remember ... the Cinema Van is equipped to teach, not recruit. Save the lunchroom set-ups for another time.

- Do not schedule the Cinema Van for a shopping center or mall set-up. Another complete waste of time.

The Cinema Van can save you hours of tedious, fruitless prospecting while concurrently boosting your image to the school that you have worked so hard to penetrate. The Mission Support Battalion is dedicated to giving you the firepower that you need to help win the recruiting battle. Use this combat multiplier correctly, and it just may help provide you the quality of life that may be eluding you. Road Warriors!

The MEC is currently modernizing its Cinema Van fleet in order to reach a wider audience. This effort includes installing the Army Game interactive laser shot, “blue screen” technology, Immersa Dome, dog tag machines and mobile kiosks with the Army Game. These assets will allow the recruiter to invite the students back to the van for more than movies after the school day or between shows. The first two vans will be on the road in February with the remaining vans upgraded this summer. Ask your exhibitor if this is the one coming your way.

# Cowboys and Bikers Get Taste of Boot Camp

*Master Sgt. Rudy Carter, Public Affairs Office, Fort Jackson, S.C.*

Professional cowboys and rough riders traded their spurs, saddles, and hot rods to see what life was like for Soldiers going through Basic Combat Training Nov. 17-19.

Hosted by 1st Basic Combat Training Brigade, the group was put through two days of intense training by 2d Brigade, 13th Infantry Regiment cadre. "I told them (drill sergeants) to be themselves but to encourage free exchange information so that we could learn about each other's role in support of our Army," said Lt. Col. Allen Reece, 2d Battalion 13th, Infantry Regiment battalion commander. The "Mini-BCT definitely challenged the group from start to finish.

"It was definitely challenging to me," said Fred Whitfield, one of the foremost calf ropers in the Professional Rodeo Cowboys Association today. He has won six World Titles in Calf Roping and won the 1999 All-Around Cowboy World

Title. The group was issued battle dress fatigues and received training on drill and ceremony, bayonet assault, victory tower, and a road march.

"The training definitely tested your mental and physical capabilities. It pushes you to the limit," said Antron Brown, who rides an Army Pro Stock motorcycle when competing. Lt. Col. Reece said he wants the participants to have an appreciation of the selfless service provided by the men and women in uniform.

"These events are priceless. You can only understand by walking a mile in the Soldier's shoes," he said. The Army's partnership with the PRCA and the National Hot Rod Association is designed to assist the Army in its recruiting outreach and awareness efforts, while demonstrating the Army's commitment to providing America's youth with career opportunities.

"I already had an appreciation of what Soldiers go through but this just takes it to another level," said Brown.

## U.S. Army Cowboys Win Championship Titles

*U.S. Army Accessions Command News Release*

Black and gold were the colors of success as professional cowboys Trevor Brazile and Luke Branquinho, wearing the signature uniform of Team U.S. Army, won two separate Professional Rodeo Cowboy's Association World Championship titles at the Thomas & Mack Center in Las Vegas.

Both cowboys were selected earlier this year to represent the Army in competition. Defending World Champion Brazile took home his third consecutive All-Around title while steer wrestler Luke Branquinho took home his first.

"This has really been a great year for me," said Brazile. "I'm just so grateful to have support from my family and the Army to do this and I want to thank them and thank all the Soldiers who are protecting our freedoms. They make it possible to live in this country, to provide for my family and compete in the sport that I love."

The events during the National Finals Rodeo included a strong Army presence, including a performance by the 82nd Airborne All-American Chorus, a public recognition for recently returned veterans of Operation Iraqi Freedom and Operation Enduring Freedom and a visit from the Chief of Staff of the U.S. Army, Gen. Peter J. Schoomaker, who personally met with each Team Army cowboy and presented them with a specially-made Army coin.

"Receiving this coin from the Chief of Staff of the U.S. Army is a huge honor," said Branquinho. "We're all just doing our jobs here. The Army does so much for this country — it means a lot to know that we're making Soldiers proud."

Eight PRCA cowboys wear the signature black and gold uniform of Team Army. They are: Brazile, Branquinho, Andy Bolich, Cody DeMoss, Wayne Folmer, Zack Oakes, Brittany Pozzi and Fred Whitfield.



Brittany Pozzi (left) 2003 Rookie of the Year and Wrangler National Finals Rodeo first-place qualifier; Lindsey Walczak, advertising executive for Relay Marketing; Steve Rempelos, administrator for PRCA; and Antron Brown, professional Pro Stock Bike rider, receive Basic Rifle Marksmanship training at Fort Jackson, S. C.

# U.S. Army Bull Rider Mike Lee Takes World Championship Title

*U.S. Army Accessions Command News Release, photos by Dan Buchera*

## *It lasted all of eight seconds.*

When the dust cleared on Halloween night at the Thomas & Mack Center in Las Vegas, 21-year-old bull rider Mike Lee brought the Army another professional sports championship title by conquering a raging 1,700 pound bull to clinch the Professional Bull Riders (PBR) Built Ford Tough Series World Championship.

Wearing the signature black and gold colors of the U.S. Army on his uniform, Lee was quick to show his appreciation for Soldiers after his record-breaking win.

“I want to thank the Soldiers who are out there protecting our freedoms around the world,” said Lee to the packed arena. “That’s what it’s all about: being free.”

Lee set a record by winning both the overall PBR World Championship title as well as the Built Ford Tough World Finals Championship, awarded to the bull rider who scores the most points in the seven day competition. The week-long finals were broadcast on the Outdoor Life Network, with the final day broadcast live on NBC.

Lee conquered the bull Geronimo in the final day of competition to seal his third consecutive win and boost his overall standings for the world title – calculated from points gained in competition throughout the year. Lee then met 1,700 pound Mossy Oak Mudslinger in the short (final) round and held on for a full eight seconds to earn a total of 12,138.24 points for the year – more than 2,000 points more than defending champion Adriano Moraes, clinching the PBR World Championship title.

“I feel great but I’m no better than anyone else,” said Lee after his win, with

characteristic humility reminiscent of the Soldiers he represents. “I just tried to do my job this week. I stayed calm and blocked the rest of the world out.”

## **Soldiers and Bull Riders: A Unique Partnership**

The Army’s partnership with the PBR was announced last April at the newly-named U.S. Army Invitational in Colorado Springs, Colo. The partnership assists recruiting by bringing the Army message to a young, family-oriented and patriotic audience — and that audience is growing: more than 100 million viewers tune in each year to the PBR on NBC, OLN and in Spanish on Telemundo. With more than 235 hours of prime time programming each year, PBR ranks among the most prolific sports on air, in addition to attracting more than one million people to live events annually.

“The PBR is an outstanding partner for the Army,” said Col. Thomas Nickerson, Director of Strategic Outreach for U.S. Army Accessions Command. “Aside from being one of the fastest growing sports in the country, bull riders possess the courage, spirit and boundless stamina we value in Soldiers. They’re mentally and physically tough, and they help each other out — just like Soldiers.”

Mike Lee and fellow bull riders Jaron Nunnemaker and James White were the three athletes chosen to represent “An Army of One” in the PBR circuit. They serve as ambassadors to the Army at public events, in competition and at Future Soldier functions.

As the exclusive military service partner to the PBR, the Army is the official provider of pre-event pageantry at live events, receives extensive high-visibility signage throughout the arenas, maintains



**Wearing the black and gold Army colors, Mike Lee captures the PBR World Championship in Las Vegas.**

an Army interactive area at select events and also benefits from special tickets for the Future Soldier program at competitions throughout the year.

## **Stronger Now and in the Future**

“We could not be more proud of Mike for this tremendous accomplishment in the first year of the Army’s relationship with PBR,” said Col. Nickerson. “This success in our first months of partnership illustrates how the Army experience, top-level training and a clear vision of goals makes you stronger now and in the future.”

The 2005 PBR season is now well underway, with 31 bull riding events around the country before the World Finals in November. After a successful first season with the PBR, the Army recently announced they have renewed their commitment to the PBR through 2005. The U.S. Army Invitational in Colorado Springs will take place 15-17 April.

# SRAP

# Special Recruiter Assistance Program

## SRAP brings Soldiers back to hometowns to share deployment experiences

*By Roland Miller, Salt Lake City Recruiting Battalion*

The Army has a great opportunity for Soldiers who want to share their Operations Enduring Freedom or Iraqi Freedom deployment experiences with friends, family and community members in their hometown, as well as help recruit the next generation of heroes.

Through the Special Recruiter Assistance Program eligible Soldiers can serve on temporary duty up to 14 days at the recruiting station nearest their hometown. During that time, Soldiers will work for the recruiting station by assisting with recruiting activities, speaking at college and community events, and participating in interviews with local media.

Sgt. Kevin Turnblom of the 108th Air Defense Artillery Brigade at Fort Bliss, Texas, applied for the program so he could return home to his alma mater, Weber State University in Ogden, Utah, to share firsthand his deployment experiences in Kuwait and Iraq.

“It’s a great opportunity ... I talk [to students] about my



**Sgt. Kevin Turnblom, HHB, 108th Air Defense Artillery Brigade, Fort Bliss, Texas, met with students at Weber State University in Ogden, Utah, where he went to college before joining the Army in 2001.**

experiences; they are interested in what I have to say,” said Spc. Andrew Petrucelli, an infantry Soldier from Fort Bragg, N.C., who last month assisted recruiters in the Newton, N. Y., area.

During SRAP activities in and around her hometown of Green Cove Springs, Fla., Spc. Lauren Snell recalled her experiences in Baghdad as both perilous and gratifying.

“When I saw the differences in the way people were living, it made me proud to be an American and that I was doing something to make a positive change in Iraq,” said the administrative specialist from the 3d Infantry Division at Fort Stewart, Ga.

SRAP participants are free to share their stories in their own words so that the American public can see and hear firsthand what it truly means to be a Soldier, as well as the pride each Soldier takes in his or her mission.

Hundreds of students visited with 101st Airborne Division infantryman Spc. Jeremy Peterson during his SRAP duty with the Rochester, Minn., Recruiting Station.

Clad in his no-longer-dusty desert camouflage uniform, Spc. Peterson talked with students about his deployment to Iraq and what it takes to be a Soldier. He also appreciated the extra time to spend with his parents, according to his recruiter, Sgt. Mark Yunker.

In addition to claiming reimbursement for travel expenses and per diem allowance for the 14-day temporary duty, approved SRAP Soldiers may combine the SRAP TDY with their ordinary leave, essentially extending their stay in their hometown.

“It’s always a challenge to find the right tool to grab the attention of busy students on their way to and from classes, but the offer to ... speak with a Soldier just back from Iraq proved highly successful,” Sgt. Yunker said. “We’d love to try this again in more of our schools.”

The program is open to enlisted Soldiers age 25 or younger in stateside units who have served overseas in support of Operations Enduring Freedom or Iraqi Freedom. Soldiers currently serving overseas in support of OEF/OIF are asked to wait until their units return stateside to apply for the program.

Interested Soldiers must apply online at the U.S. Army Recruiting Command’s Web site, [www.usarec.army.mil](http://www.usarec.army.mil). All applications will be screened to ensure Soldiers meet requirements.

Approved Soldiers will receive notification via e-mail. After receiving the approval notice, Soldiers must have their requests, DA Form 4187, approved by the first lieutenant colonel in their chain of command. The signed DA Form 4187 should be faxed to 502-626-0943 and a DD Form 1610 will be created and e-mailed to the Soldier and his/her unit’s personnel section (as provided on the DA Form 4187). Soldiers must have the DD Form 1610 with them when they report for duty at their designated recruiting stations.

For more information, visit [www.usarec.army.mil](http://www.usarec.army.mil) or call 502-626-0448/1582.

# Make Your New Year's Resolutions Count

By Lt. Col. Linda C. Ross, Psy. D., and Julian Raymond, USAREC Center One

A recent General Nutrition Centers poll revealed that 88 percent of us make New Year's resolutions. However, most people will tell you they are rarely able to keep them. Some reasons include resolutions that are unattainable, incomplete planning, and lack of commitment to change. Use the upcoming start of 2005 as a marker for a positive change in your life. The following nine steps can help you be successful in this year's resolutions.

## 1. THINK.

This may sound obvious, but many of us do not take the time to think of what we want. You will probably not attain your goal unless it is what you want for yourself. You will not be fully committed if you select a resolution because it seems right. It has to be right for you in order for you to consistently find the time to follow through. List as many practical and realistic resolutions as you can and write them down.

## 2. CHOOSE.

Take your list and prioritize it. Take a look at the top three. Remember to pick those that will improve your quality of life most at this time. Start with number one and evaluate how many you honestly believe you can fulfill. If there is a big one, like losing 50 pounds, you may want to focus only on that one and save the others for next year. Also, note that just getting to this point is a success. One of the hardest parts of accomplishing a goal is just getting started. You are already that much closer to realizing your goals and dreams.

## 3. SET A START DATE.

This one may be obvious, but remember that resolutions are goals. They need a start date. If you want to begin on Feb. 1, go ahead. But what if you are on vacation? It will be much harder to follow through on your commitment. So it is best to pick a realistic start date.

Otherwise, an initial slip may result in your losing sight of your resolution before you even begin!

## 4. PLAN IT OUT.

You need to know how you are going to achieve your resolution. If it is spending more time with your kids, schedule a weekly block of time that is dedicated to them. The initial step is done. Now your plan needs to include follow-up. Most of us do not make that crucial step and our resolution becomes just another task on a long list of things we have to do. In addition, in your planning, remember to be flexible and creative in how you chose to accomplish your goal. Also periodically re-evaluate your resolution and your goal. You may find that you need to adjust it slightly in order for you to be successful. The movement that we make in a positive direction is the mark of our success, not necessarily an arbitrary goal we set.

## 5. BREAK IT UP.

You may need to break up your resolution into smaller steps that are more achievable. You are not a different person when you wake up on Feb. 1, and you may have to ease into your new resolution. Instead of focusing on the ultimate goal such as "getting in shape," focus on one behavior such as running three times a week. This behavior will lead you to your ultimate goal, but is more discreet and attainable. Even if you only lose 40 of the ultimate goal of 50 pounds, by successfully completing the necessary tasks along the way, you will have accomplished significant improvement.

## 6. CHANGE YOUR ROUTINE.

True accomplishment of a resolution comes from a change in your life and then consistency in adapting it into your routine. Consistency is the key. But expect setbacks and slip-ups. Don't make your adherence to your new resolution the number one stress in your life. It is often the additional stress that we place on ourselves in this process that

ultimately defeats us. Make every attempt to maintain consistency in your new routine and don't let occasional slips lead you to giving up the entire effort.

## 7. ATTACH A POSITIVE EMOTION.

Set up a reward system for yourself. If you want to lose weight this year, and you are one of those who feels great after exercise, all you have to do is get yourself to start each exercise session. Your reward is the "high" you feel after you exercise. But what if you hate to exercise? You could focus on how much better you will look and feel when you shed excess pounds, but that is in the long term. In the short term, you could set up a reward system that works for you. For example, after each exercise session, do something special for yourself. Indulge in a hot bath. After a week of working out, get a massage. Treat yourself to a movie. Be creative in how you reward yourself. This is what keeps your motivation going through the year.

## 8. DON'T GO IT ALONE.

Tell your friends and family about your resolutions so that they can help and support you along the way. Just the act of verbalizing your resolution makes you more accountable and increases your own commitment.

## 9. JUST DO IT.

It's that simple. Think, choose, plan, and do it. Many people think about resolutions and even select one and make plans, but they allow other daily commitments to get in the way of their initial action. Or they allow other priorities to override their "new" routine and their resolution becomes history. Unfortunately, years of unaccomplished resolutions lead them to believe that they will never be able to be successful. That is not true. Your past does not define you at this moment. This year has no link to past years and you do have the power to change.

# Declaring the War on Accidents

By Bob Van Elsberg, Managing Editor,  
"Countermeasure" Magazine

**Life may be  
unfair but  
death isn't  
— a fatal  
accident is  
an "equal-  
opportunity"  
killer. Victor  
or victim —  
it's your  
choice.**

**L**ife may be unfair but death isn't — a fatal accident is an "equal-opportunity" killer. It doesn't care whether you're behind the wheel of a Humvee or a Honda; it will take you wherever it can.

I know. I have seen death many times during my 33 years in and around the military. Back in 1974 I waved goodbye on a Friday afternoon to a couple of friends as they left to go canoeing in Washington state. Within 24 hours they were both dead — victims of alcohol and the "I-am-bulletproof" syndrome that led both of them to shun life jackets.

The year before, I saw a pretty young woman dying on the road next to her car. There was nothing I could do to help her. There's an old saying that goes, "Die young and leave a handsome corpse." As I looked through a bus window at the accident, there was nothing attractive about watching her turn blue in death.

Early in 2002 I interviewed the widow of an Air Force sergeant who'd gotten on the road drunk and hit a concrete barrier at 79 mph. Unbelted, he'd gone into the windshield and was declared brain dead the following day. He had a lot of bravado in his attitude about life. As I interviewed his widow, I sat there helplessly as she broke down in tears. They'd gotten married and bought a house barely two months before he died. When he ignored years of warnings against drinking and driving, he never thought about what it would do to the person who loved him most.

The problem with accidental death is that there's no 20-20 hindsight for those involved. There's no going back and doing things differently because of lessons learned. There is only one destination — and death gives no paroles.

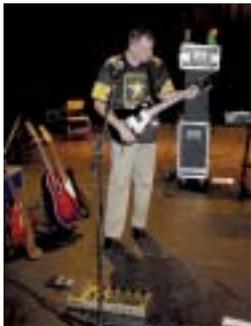
That's why declaring war on accidents is important, even as we fight this War on Terrorism. It hurts just as much to bury a loved one who died in an accident as one who died on the battlefield. Maybe, in reality, it hurts more. Death in combat is at least for a purpose. Death from an accident does little except to provide a sad example.

Boston, Baltimore, Baghdad — it doesn't matter where you are, you're on the front lines of this war. Your best piece of protective "armor" is risk management. Taking the time to identify risks, assess their severity, develop a plan to protect yourself, and then follow that plan can make you a victor in this war. Ignoring the risks and hoping luck will get you through can quickly make you a victim.

Victor or victim — it's your choice.

*Reprinted with permission from editor of "Countermeasure" magazine.*

## Baltimore Battalion CSM Jams with Army Rock Band



**Command Sgt. Maj. Donald Hall playing electric guitar with the The Volunteers, U.S. Army Field Band's Rock Band.**

*Story and photos by Amy Stover, Baltimore Battalion*

For one member of Baltimore Recruiting Battalion, the holidays came early this year.

Command Sgt. Maj. Donald Hall played electric guitar with the U.S. Army Field Band's Rock Band, The Volunteers. The band, on a tour of high schools located in the battalion, played with their special guest Nov. 10 at Arundel Senior High School in Gambrills, Md.

"This is a dream come true. I was in the band in high school, but I've never been on stage like this with a

rock band," Command Sgt. Maj. Hall said.

Involved with music since the second grade, even playing drums at a hockey game at the Lake Placid Olympics in 1980, Command Sgt. Maj. Hall taught himself to play the guitar after buying one on impulse three years ago.

"Music is therapeutic for me. Not a day goes by that I don't play," he said. He also plays the drums, trombone, and tuba.

Entering the Army in 1985, Command Sgt. Maj. Hall passed the entrance audition to play percussion in an Army band, but decided to enlist as a cavalry scout. He has been with the Baltimore Battalion since 2001.

The Volunteers, based at Fort Meade, Md., travel throughout the country playing for audiences in a variety of venues. While the band played at Arundel High, Sgt. 1st Class Michael Alden, Fort Meade Recruiting Station commander, was there talking to the students about the benefits and opportunities about joining the Army.

"At first, the kids were apprehensive, thinking it wasn't going to be their kind of music, but when the band started playing songs they listen to on the radio, they were jamming in their seats," he said.

Over 300 students participated in two concerts at Arundel Senior High, with both shows entertaining the students and showing them another side of the Army.

"The kids usually ask me what my other job is in the Army and I tell them this is what I do the entire time — I sing," said Staff Sgt. Danan Healy, the lead singer.

"Most people don't realize the Army has a band. These types of events are good for recruiting because it shows young people there's more to the Army than going to war. It's great for the kids to see we have multi-talented Soldiers at every level. And it's great for our recruiters to see their command sergeant major up there having a great time," said Command Sgt. Maj. Hall.

While The Volunteers don't usually have guests playing with them, they have fun when someone new joins the group.

"It's cool to have someone new in the mix," said Staff Sgt. Healy.

The Volunteers recently finished a tour with Baltimore Battalion's southern-most companies in the Williamsburg and Norfolk areas.

**Command Sgt. Maj. Donald Hall plays electric guitar while Staff Sgt. Danan Healy, lead singer for the U.S. Army Rock Band, The Volunteers, sings a song during a performance at Arundel Senior High School in Gambrills, Md.**



## Velocity Tour Helps Park Recruiting Station Recruiters

*By Sheryl Cuevas, Phoenix Battalion*

For the recruiters at Park Recruiting Station, Tucson Company, this year's Velocity Tour was an ideal event to reach out to the target audience of young males.

On Nov. 19, the Velocity Tour hit the Pima County Fairgrounds, drawing thousands of visitors from southern Arizona. Over 200 vendors set up for the three-day event, featuring all things extreme, with competition drag racing, freestyle motorcross, BMX and skateboard performances, fire breathers, cartoonists, jugglers, and more. Extreme

sports superstars performed in the "Extreme Sports Exhibition" while rock bands shook the concert stage.

This was the first year that the Phoenix Battalion participated in the Velocity Tour in Tucson. Staff Sgt. Cesar Duran, station commander, and Staff Sgt. Steven Newhausen were very excited to be part of this event. "Young men really take an interest in these extreme sports," said Staff Sgt. Newhausen. "I know because I used to ride motorcross."

"The Hummer draws an unbelievable amount of attention from young men and women both," said Staff Sgt. Newhausen.

"The energy here is so unbelievable, I just want to talk to every young man and woman who walks by."

"The kids were really motivated," said Staff Sgt. Duran, as he spent a great deal of time talking to young men and women about opportunities in the Army. "This is the kind of thing that draws in young kids, it was the perfect time to show the wonderful opportunities the Army has to offer."

"The Velocity Tour was a wonderful event — not only did it provide us with greater visibility, we rolled on back to the recruiting station with 23 qualified leads."

## New Soldier Drops 90 Pounds to Qualify for Enlistment

*Story and photo by Lee Elder, Nashville Battalion*

A Bumpus Mills man dropped more than 90 pounds to qualify for enlistment in the U.S. Army.

Jonathan Pruitt, 19, left for basic training at Fort Leonard Wood, Mo., in late November. Just before graduating from Stewart County High School in May, he weighed in at a whopping 270 pounds, but tipped the scales at 179 pounds prior to reporting for active duty.

“I stopped drinking soft drinks and drank only water,” Pruitt said. “I ate the same things I normally ate, but just in smaller portions.”



Jonathan Pruitt (right) reviews information with Army recruiter Sgt. Jason N. Culver prior to his departure for basic training.

At the time Pruitt began his weight loss, he started considering the Army as a career option. He quit his full-time job in a fast food restaurant to concentrate on his efforts to drop the weight and get in shape to enlist in the Army.

“At first, the weight didn’t bother me,” Pruitt said. “I always considered the military as a career option, but then I thought the weight might be an issue.”

After Pruitt visited the Paris Recruiting Station, the commander, Sgt. 1st Class Michael Newlands, said he knew it would be a challenge.

“I thought to myself, ‘Oh boy, we have some work to do to help get this kid into the Army,’” Sgt. 1st Class Newlands recalled. “But he flat out told us that this was what he wanted to do, and we told him we would do all we could to help him.”

Pruitt was aided in his efforts by recruiter Sgt. Jason N. Culver. The pair would often get together in the morning and run or do calisthenics at least three times a week.

“We started off running just a half a mile,” Pruitt said. “I worked my way up each week and gradually gained more endurance.”

Pruitt’s efforts paid off. He enlisted into the Army for six years as an intelligence analyst. He will receive his job skill training at Fort Huachuca, Ariz.

Besides getting an \$8,000 cash bonus, Pruitt was one of the first to get the Army’s newly enhanced Army College Fund worth up to \$70,000. There are other benefits as well.

“I love to travel,” Pruitt said. “I want to see different parts of the world.”

Besides opening the door to a military career, Pruitt said the weight loss has helped him feel better about himself and gain confidence.

“My family has supported me in what I’m doing,” Pruitt said. “They have congratulated me and it means a lot.”

## Recruiter is an Active Advertiser

*Story and photo by Leslie Ann Sully, Columbia Battalion*

Sgt. 1st Class Karl Gore sports a shirt that most Army recruiters have never thought of wearing in order to advertise in their area. Sgt. 1st Class Gore got the shirt idea from

**Sgt. 1st Class Karl Gore shows off shirt sporting the Army Values.**

watching the Professional Bull Riders (PBR) events on TV.

Since the Army was a PBR sponsor, it seemed a good way for him to connect with his rural community of Anderson, S.C. People in his recruiting area really like watching and attending rodeos, so having a rodeo shirt promoting the Army seemed a logical step for him.

Sgt. 1st Class Gore spent his own money having a white cowboy shirt embroidered with the Army Values, the Army logo, and many other things to help advertise for him and the Army.

Sgt. 1st Class Gore has been in the Army 15 years, five years in recruiting. He started getting a taste of the rodeo scene



## Army Values — A Way of Life

Story and photos by Toni L. Harn, Des Moines Battalion

Tobin Rachford, 34, has lived the last three years in a monastery at Cascade, Iowa, searching for a way to give back to his country in a humanitarian way.

On Oct. 20, Rachford chose the U.S. Army and MOS 98X, Enemy Warfare/Signal Intelligence, and left for basic training at Fort Leonard Wood, Mo., on Nov. 16.

Rachford's mother, father, and younger sister live in Mechanicsburg, Penn. His father is an engineer, his mother a schoolteacher, and his sister is earning her doctorate in education. He earned his Bachelor's in Religion at University of Virginia, Charlottesville, Va., and proceeded to Notre Dame for a Master's in Theology and his Ph.D., which is one dissertation short of completion.

"While at the monastery, I began searching for my purpose in life and how I wanted to contribute to the world while also looking for the structure, discipline, organization, and values that I feel I want to be a part of my life," said Rachford. "After gaining permission to peruse the Intranet, I came across the Army Web page and studied the Army Values and what An Army of One meant."

"Tobin walked into the recruiting station with a full long beard, and simply stated, 'I want to learn more about joining the Army,'" said Staff Sgt. Shamus Shafer, Dubuque, Iowa, Recruiting Station. "He told me that he lived in a monastery and had researched the Army and made the decision to join. He also had researched the Linguist Military Occupation Specialty which was his first choice of job duty."

After signing all the documents for enlistment and raising his right hand for the swearing in ceremony, Ratchford said, "I came here with certain expectations, but I received so much more. I am excited about the bonus and the immediate skill



**Guidance Counselor Trainee, Lori Oberbroeckling, Staff Sgt. Shamus Shafer, Dubuque, Iowa, Recruiting Station, and Tobin Rachford, view work screens to select MOS.**

training that I will receive after basic training. I am truly happy about my life choices in enlisting in the U.S. Army."



**Tobin Rachford signs paperwork enlisting in the U.S. Army choosing the MOS 98X, Enemy Warfare/Signal Intelligence.**

when he was stationed in Germany in 1997.

"Some of my friends were involved and I hung around them and helped haul some of their equipment to the shows," Sgt. 1st Class Gore said. However, when they asked him if he wanted to ride, he declined. But the more he was around it, the more the fever set in and so when he had the opportunity to ride a non-ranking bull, he did. And he liked it.

When he moved on to Fort Campbell, Ky., he rode more challenging bulls. "I enjoy the adrenaline and excitement of being around the rodeo scene," Sgt. 1st Class Gore said. However, he started to have some back pain so, when he came

on recruiting duty, he decided to ride less and become a more active supporter of other riders and rodeo workers.

► **Sgt. 1st Class Karl Gore, left, had already met Harold Miller, who at 47 years old is still going strong in Liberty, S.C. and has been rodeoing for 30 years. He invited Sgt. 1st Class Gore to come and ride horses. Miller invited him to ride one of his horses in upcoming rodeos in the area.**



## Surgeon Wins Medical Director of the Year

Congratulations to Dr. David Gerkin, who serves as acting Recruiting Command Surgeon, for being selected as the recipient of the Ambulatory Surgery Center (ASC) Medical Director of the Year Award. The award will be presented on March 10 at the Reno Hilton Hotel during the American Association of Ambulatory Surgery Centers (AAASC) annual meeting. Dr. Gerkin will be profiled as the winner in the January 2005 issue of *Modern Physician* magazine, as well as online at [www.ModernPhysician.com](http://www.ModernPhysician.com) and [www.AAASC.org](http://www.AAASC.org).

AAASC reports that more than seven million surgeries are performed annually in the U.S. at the nation's 3,400 ambulatory surgery centers, contributing \$1.7 trillion in the healthcare industry.

AAASC and *Modern Physician* present the annual award to recognize the ASC Medical Director who has achieved excellent clinical and management results attributed to satisfying patients, physicians, and payers. An independent panel of judges evaluated all entries based on leadership ability, management expertise, commitment to quality, and communications skills.

Gerkin is the ASC Medical Director at the Tennessee Valley Eye Center (TVEC), 140 Capital Drive in Knoxville. The Ambulatory Surgery Center is a physicians-owned facility performing about 38 surgeries daily. TVEC 2003 annual report states over 8,000 surgeries by the 33 physicians with surgical staff privileges. Dr. Gerkin commented, "I was totally shocked when I received the call from Chicago about the award ... I am very humbled and am proud to be part of the Tennessee Valley Eye Center team."

The TVEC surgery center is ophthalmology only; however, the subspecialties included are general, glaucoma, cornea,

retina, oculoplastics, and limited pediatrics. The managing TVEC Administrative Committee is represented by the Baptist Eye Surgeons, Southeastern Retina Associates, and University Eye Surgeons.

Keith Slater, administrative committee member, nominated Gerkin for the prestigious award. "Simply stated, I cannot think of a Medical Director who would be more deserving. From day one, Dr. Gerkin has demonstrated a genuine and energetic passion assuring that TVEC is the best possible eye surgery center for its patients, employees, and surgeons. He is a true diplomat. He has universal respect among his peers and colleagues for his knowledge and objectivity."

Gerkin began his ophthalmology career with University Eye Surgeons in 1971. He serves as brigadier general in the Tennessee State Guard and is Tennessee State Guard Surgeon. He retired from the U.S. Army Reserve in 1999.

## I Am Committed to the Army

Story and photos by Judy Poland, Albany Battalion



Spc. Heather Awner, back from Iraq, is on Active Duty Special Work at the Middletown, Conn., Recruiting Station.

The definition of a mainstream Soldier these days is usually someone who has been deployed to a place most people only see on the news. Spc. Heather Awner, a Southern Connecticut State University student and member of the 94th Military Police Company, Army Reserve, in Londonderry, N.H., fits that description. She recently returned from Iraq and came on Active Duty Special Work duty at the Middletown, Conn., Recruiting Station.

Spc. Awner can't think of a time when

she didn't want to be in the military. "I'm a BDU kind of girl," she says. Active in sports in her high school, she liked basic training. She's very happy with her job choice. "There's no better job than MP," she says.

In Iraq, she was attached to the 3d Armored Cavalry Regiment, stationed by the Syrian border for 10 months. "I liked being in the field attached to combat units," she says, "you have to prove yourself to be treated like a Soldier instead of a female, but then gender disappears, you're a Soldier. We did patrols, security, awesome jobs. It was a positive atmosphere where there was a mission to accomplish ... and I met lots of great people."

Spc. Awner earned the Purple Heart for wounds she suffered when the Humvee she and four fellow Soldiers were riding in hit an IED. Now recovered, Spc. Awner focused on the positive aspects of her experience in talking to prospects for the Army. "I won't lie," she says, "there were bad things, but the job was important to me. I am committed to the Army."

Her approach was successful. One individual has enlisted so far as a direct result of her efforts.

Spc. Awner plans to return to SCSU as a full-time student this fall with the goal of becoming a high school teacher or college professor in modern literature. "I wanted to be in the Army. I'm very glad I did it while I was young," she says. "It was an awesome experience I will never forget."



**Secretary of the Army Francis Harvey addresses troops and audience members during a speech at Fort Myer, Va. Photo by Staff Sgt. Carmen L. Burgess**

## Harvey is New Secretary of Army

*Army News Service*

Dr. Francis J. Harvey has been sworn in as the 19th Secretary of the Army.

“This is a great honor for me,” Harvey said. “My top priority will be to serve our Soldiers, civilian employees, and family members of the active component, Army Reserve and Army National Guard. I look forward to working with the Secretary of Defense, the Army Chief of Staff, Gen. Pete Schoomaker, and the Army senior leadership as we fight the Global War on Terrorism while continuing to transform the force.”

The Senate confirmed

President Bush’s nomination of Harvey Nov. 16. “It’s great to have Dr. Harvey on board as our Secretary,” said Gen. Peter J. Schoomaker, the Army chief of staff.

“Dr. Harvey has a wealth of experience leading large organizations with diverse work forces, managing major programs and leading technology development. His education and industry experience will serve us well as he leads our Army in this window of strategic opportunity.”

As secretary of the Army, Harvey has statutory responsibility for all matters relating to Army manpower, personnel, reserve affairs, installations, environmental issues, weapons systems and equipment acquisition, communications, and financial management. Secretary Harvey is responsible for the department’s annual budget of \$98.5 billion. He leads a work force of over one million active duty, Army National Guard, and Army Reserve Soldiers, 220,000 civilian employees, thousands of contractors, and has stewardship over 15 million acres of land.

Prior to his appointment, Harvey was a business executive with broad experience centered on the defense industry. He held various professional, management and executive positions within the Westinghouse Corporation from 1969 to 1997, including president of the Electronics Systems Group, president of the Government and Environmental Services Company, and chief operating officer of the \$6 billion Industries and Technology Group. Most recently, Harvey was a director and vice chairman of Duratek, a company specializing in treating radioactive, hazardous, and other wastes.

In his career, he has been involved in one or more phases

of more than 20 major Department of Defense programs.

Harvey earned his doctorate in Metallurgy and Material Sciences from the University of Pennsylvania and his Bachelor of Science at the University of Notre Dame in Metallurgy Engineering and Material Science. He was a White House Fellow at the Department of Defense in the late 1970s.

Harvey succeeds Les Brownlee, who served as the acting Secretary of the Army for the past 18 months.

“I want to take this opportunity to express my gratitude to Secretary Les Brownlee for his leadership and stewardship of the Army over the past 18 months,” Gen. Schoomaker said. “I speak for the entire Army family when I say his tireless efforts — to build a campaign-quality Army with joint and expeditionary capabilities, to equip our Soldiers with the best equipment and to improve their quality of life — will have an impact on the Army and ensure we remain relevant and ready for decades to come.” (Editor’s note: Information from a DOD press release.)

## Readership Survey

The Recruiter Journal staff would like to thank those who participated in this year’s randomly distributed readership survey. We have reviewed the input and will use the information to better target topics for our readership.

In addition to those who were selected to receive the survey, we would like to hear from all of our readership from time to time. If you have a story idea that would be of interest to our audience, you may send an e-mail to the editor at Pearl.Ingram@usarec.army.mil

or to the Recruiter Journal at RJournal@usarec.army.mil. If you would like to talk with someone on the Recruiter Journal staff, you may call 502-626-0167 or 6-0177.

Either of the two e-mail addresses can be used to change your mailing address or the number of copies of the Recruiter Journal you receive each month.

## Changes to Enlisted Retirement Approval Timelines

*By Lt. Col. Eden L. Rado, Chief, Personnel Management Division*

According to AR 635-200, paragraph 12-12c, Soldiers’ applications for retirement will be submitted at least two months before the retirement date. However, in order to maintain 79R strength, HRC needs at least six months lead-time to replace 79Rs. The retirement authority, in this case HRC, is authorized to set a minimum time for submission of retirement applications.

In August 2004, HRC asked for a regulatory change that would require a minimum of six months notice for retirements. Although no official message has been published yet, HRC commander’s intent is not to disapprove any retirement request. However, if operational necessity requires it, retirements can be deferred up to six months beyond the Soldier’s requested retirement date or up to a maximum of 12 months from the date of the request.

Exceptions will be considered for extreme hardship but these should be limited.

Point of contact is Lt. Col. Eden L. Rado, Chief, PMD, commercial 502-626-0198, DSN 536-0198.

## Armor Procurement on Schedule

By Eric Cramer, Army News Service

The Army will meet its requirement of 8,105 up-armored Humvees by March 2005, has equipped all deployed Soldiers and DOD civilians with Interceptor Body Armor, and has also developed a more flexible system for meeting field commander's equipment needs.

In a roundtable discussion with members of the media Dec. 30, Brig. Gen. Jeffrey Sorenson, deputy for Acquisition and Systems Management, and other members of the Army staff discussed the procurement of material and armor for both vehicles and people in theater.

Brig. Gen. Sorenson said the issue of providing armor for vehicles has evolved as the conflict in Iraq has changed mission requirements.

"On the march to Baghdad, we had mostly armored-type vehicles, tanks, Bradleys or whatever," Brig. Gen. Sorenson said. "After that, the Army wanted to be less obtrusive and made a conscious decision to lower that to one-third of the force and go to motorized vehicles."

He said the threat that developed from improvised explosive devices, known as IEDs, drove the need for additional up-armored vehicles.

More than 6,000 factory-produced up-armored Humvees are already in the CENTCOM area of operations, Brig. Gen. Sorenson said. Of the other Humvees there, roughly 80 percent — or about 10,500 — now have been equipped with armor, either at the factory or via

field installation.

"It's not just armoring of vehicles," Brig. Gen. Sorenson said. "We've added body armor for our personnel, methods to prevent improvised explosive devices from working. It's been a holistic effort."

He said the Army has also improved force protection by creating an IED Task Force that analyzes every incident to help determine new ways to counter the threat of insurgency.

Col. Ed Donnelly, chief of the Dominant Maneuver Division, G8, said protecting Soldiers in the field is also the mission of the Army's Interceptor Body Armor.

"The IBA consists of an outer tactical vest or OTV and small arms protective inserts or SAPI," Col. Donnelly said. "It's been augmented this year with the Deltoid Axillary Protector, which is an ambidextrous add-on to protect the shoulder and arm."

He said the Army is currently producing 25,000 sets of IBA per month, and will continue to do so until reaching the goal of having more than 800,000 sets sometime in the second quarter of fiscal year 2006. Currently, the Army can equip all of its personnel in Iraq, Afghanistan, Kuwait, and the Horn of Africa with the protective gear. Soon it will be part of every Soldier's field equipment, in both forward and training environments, he said.

Dr. Forrest Crain, director of Capabilities Integration, Privatization and Analysis, G-3, said the Army has improved its methods for acquiring new equipment to meet the need of commanders in the field.

"Commanders can create an Operational Needs Statement," Crain said.

He said the ONS system allows commanders to evaluate a need, create a statement

that goes through the chain of command, and allows the Department of the Army to meet the requirement if it cannot be met at lower levels.

He said meeting an ONS request is much more rapid than is traditional in Army acquisitions.

"In the ONS system, if a commander needs, say, sniper rifles, he puts together an ONS. It isn't a complicated or bureaucratic process, but it runs through the chain of command because commanders may not be aware of all the resources available."

He said the ONS requests are handled by officers who have specific areas of expertise.

For example, we've had an increased need for .50-caliber machine guns," Crain said. He said the Army was able to meet the need for the weapons from storage sites, without seeking to purchase more.

"When it comes to reaching the priorities, it's a common-sense approach," Crain said. "The first needs that are met are those that are in theater, in combat. Next are units that are getting ready to deploy."

## Advertising Agency Contract

The Army implemented Dec. 30, 2004, a new, six-month contract with Leo Burnett USA effective Dec. 31, 2004, estimated at approximately \$100 million. This new, short-term contract was in the best interest of the U.S. Army as it continues ongoing global military operations while maintaining recruiting-advertising efforts to publicize the wide range of career opportunities and skills the Army offers potential recruits.

This interim action also extends for up to six months the competition process for the U.S.

Army Recruiting and Advertising Program for active duty Army and the Army Reserve under a Request For Proposals. The Army is continuing its efforts to evaluate the proposals received in response to the Request For Proposals announced in May 2004.



## Soldiers Army-wide Invited to Compete in U.S. Army Small Arms Championships

By Paula J. Randall Pagán  
U.S. Army Marksmanship Unit

The U.S. Army Marksmanship Unit will host the All-Army Small Arms Championships in conjunction with the U.S. Army Infantry Center March 12 to 24.

Soldiers and units will compete with the M-16 rifle or M-4 carbine, M-9 pistol and M-24 or M-14 rifles against counterparts from the regular Army, Reserve, National Guard and Cadet Command. The USAMU has a limited number of weapons available for Soldiers and cadets who do not have assigned weapons.

"The advanced shooting experience gained in these challenging matches will translate into better trained and confident Soldiers, ready to meet the challenges of the global war on terrorism," said USAMU Commander Lt. Col. David J. Liwanag. "These championships are the pinnacle of in-service Army competitive marksmanship training."

Soldiers who excel in the All-Army Championships may be selected to compete on the Army, Army Reserve or National Guard Rifle and Pistol Teams in the Interservice and National Championship competitions. Winners of designated

matches and classifications may be awarded Secretary of the Army Trophy rifles.

Rifle matches will be shot at ranges from 200 to 500 yards. Pistol matches will be fired under combat time standards at seven to 25 yards. All firing will be done with helmet and individual combat gear (minus body armor and mask). Long-range matches will be fired at ranges of 600 to 1,000 yards.

Matches are open to all Soldiers worldwide of any military occupational specialty, and U.S. Military Academy and ROTC Cadets. Squad-size teams will be from brigades, divisions, major commands, each individual state and territory and Army Reserve major subordinate commands.

For more information on the All-Army Small Arms Championships contact Michael J. Behnke, USAMU chief of competitions, at 706-545-7841, DSN 835-7841 or michael.behnke@usaac.army.mil. A copy of the U.S. Army Small Arms Championship program/schedule is available on the USAMU Website at www.usamu.com.

## Housing, Meal Allowances Increase

*By Eric W Cramer, Army News Service*

Soldiers will see an increase in their basic allowance for housing, designed to reduce or eliminate their out-of-pocket housing costs, with their first January paychecks.

The meal allowance for Soldiers is also set to increase.

Col. Gerald Barrett, chief of the Compensation and Entitlement Division in the Department of the Army's G-1, said the increases have already been "loaded" in to the Defense Finance and Accounting System.

"The goal was to achieve average zero out-of-pocket by '05," Col. Barrett said, "and we've been able to do that."

Lt. Col. Rick Tillotson, a compensation analyst in Col. Barrett's division, said the allowance is based on local median housing costs.

"Say we've surveyed the area and found that, for a warrant officer 3, who is entitled to a three-bedroom house, the housing costs near a given installation average \$1,000 a month. If he rents a house for \$950, he will still get \$1,000. If the house he chooses to rent costs \$1,200, he'll have to pay \$200 out of his own pocket," Lt. Col. Tillotson said.

Lt. Col. Tillotson said the rates don't decrease as the former Variable Housing Allowance once did.

"It used to be, a Soldier living off post would be authorized, say, \$1,000 a month, and then find a place for \$950," Lt. Col. Tillotson said. "Then, when the next survey came around they'd turn that data in and the VHA would reduce to that lower amount. It gradually decreased the housing allowance. It was a 'death spiral' that led Soldiers toward substandard housing."

Col. Barrett said the median housing estimates are done by installations in conjunction with Runzheimer International, an international management consulting firm that works with installations to establish median values each year. Rates are then calculated for each pay grade.

Data are collected annually for about 400 Military Housing Areas in the United States.

Components included in the computation are: median rent in the market; average utilities including electricity, heat and water and sewer; and average renter's insurance.

On average, the housing allowance will increase by 8 percent in 2005, to cover a 4.5 percent increase in housing costs nationwide.

"The BAH program is a very fair and effective program to allow Soldiers to live in the area to which they are assigned," Col. Barrett said.

## DOD Implements New Sexual Assault Prevention Policy

*By Donna Miles, American Forces Press Service*

The Defense Department announced sweeping changes in how the military handles sexual assaults, with uniform policies and procedures that apply to members of all services, wherever they are stationed or deployed.

In a Pentagon briefing, David S. C. Chu, undersecretary of defense for personnel and readiness, said the changes — "will change the way the military handles sexual assault, from the operations arena all the way to culture of the institution, in a profound and lasting way."

The new DOD policy focuses on three major areas: enhanced education and training to help prevent assaults, improved treatment and support for victims, and a better system for investigating and prosecuting offenders.

Chu said the changes are designed to help build a "climate of confidence" that instills trust in victims that they'll get the care they need, while instilling in all servicemembers that "this crime will not be tolerated."

The goal of the new policies is to standardize programs and policies throughout the Defense Department to improve prevention of sexual assault,



**Commander of the Joint Task Force on Sexual Assault Prevention and Response Brig. Gen. K. C. McClain (right), U.S. Air Force, and Under Secretary of Defense for Personnel and Readiness David Chu (left) briefed reporters on the new directives that are designed to prevent sexual assaults. DOD photo by R. D. Ward**

enhance victim support and increase accountability.

DOD's sexual-assault policy will also ensure uniform standards of care, "so no matter where you are or what branch you serve in, you will have the same support systems and the same response personnel available to you," he said.

The most basic part of the training includes clear-cut definitions of what constitutes sexual harassment, sexual assault and other sexual-related offenses.

Once implemented, this cohesive, department-wide program "will ensure that every servicemember has a baseline training to help prevent sexual assaults," she said. "And also, in the event that there is a sexual assault, (it will ensure) that every servicemember will have access to the same standard of care and support, regardless of where they are assigned."

# Gold Badges

NOVEMBER 2004

**3D BDE AMEDD**

SFC Troy Slover

**ALBANY**

SSG Jose Cruz

**BALTIMORE**

SFC Chet Solomon

SSG Michael Engleking

SSG Samuel Armstrong

**CHICAGO**

SSG Eric Daniels

SSG Torenzo Davis

**COLUMBIA**

SFC Kenneth Mays

SSG Terrance Goff

SSG Ronald Williams

SGT John Hardee

**COLUMBUS**

SFC Marvin Dooley

SSG Darrel Dickerson

**DALLAS**

SFC Clarence Curtis

SSG Edward Hogge

SGT Timothy Bell

**DES MOINES**

SGT Brad Russell

**GREAT LAKES**

SSG Delbert Brown

SSG Michael Uitvlugt

SGT Jeremy Fetterolf

**HOUSTON**

SSG Brian Bussey

SSG Donald Seymore

SGT Veronica Canalda

SGT John Chaplain

**INDIANAPOLIS**

SGT John Lederman

**KANSAS CITY**

SSG Delissa Rodgers-Green

SGT Robert Workman

**LOS ANGELES**

SSG Fernando Chavez

**MIAMI**

SSG Wilson Gonzalez

**MILWAUKEE**

SFC Dean Johns

SSG Tarleith Brown

SSG Calvin Gee

SSG Armando Gonzales

SSG David Mellenthin

SSG Thomas Pera

**MONTGOMERY**

SSG Michael Davis

SSG Michael Howell

**NASHVILLE**

SSG Scott Evans

SSG Gregory Meadows

SSG Roderick Wellendorf

SGT Yolanda Felton

**NEW ORLEANS**

SSG Karala Hollins

**SALT LAKE CITY**

SFC George Ackerman



SSG Wade Breaud

SSG Adam Hudgins

SGT Veronica Canalda

**SOUTHERN**

**CALIFORNIA**

SSG Brian Pilcher

**SYRACUSE**

SSG Rachon

**MONTGOMERY**

SSG Chris Stephens

SGT Scott Reed

# Recruiter Rings

NOVEMBER 2004

**6TH AMEDD**

SFC Shauntenette Staten

**ALBANY**

SFC Matthew Huestis

SFC Thomas Gagne

**ATLANTA**

SFC Gregory Davis

SFC Richard Meadows

SSG Algrish Williams

SSG Anthony Gilbert

SSG William West

SSG Katina Minter

SSG Marvin Watson

**BALTIMORE**

SFC Matthew Oliver

SFC Brian Testerman

SSG Dannie Symonds

SSG Robert Donner

SGT Thorin Holley

SGT Adam Breen

**BECKLEY**

SFC Tony McCarty

SSG Rebecca Roberson

**CHICAGO**

SFC Dexter Pike

**CLEVELAND**

SFC Peter Conklin

SSG Jerry Shavrnoch

**DALLAS**

SSG Keith Hudson

SSG John Fuller

SSG Christopher Bennett

**DENVER**

SSG Christopher Holden

**GREAT LAKES**

SSG Michael Schmidt

**HARRISBURG**

SFC Joseph Logue

**HOUSTON**

SGT John Doyle

**INDIANAPOLIS**

SFC Russell Parasky

**JACKSONVILLE**

SFC Robert Leader

SFC Richard Williams

SSG John Wallace

SSG Jamil Gutierrez

SSG John Wallace

**KANSAS CITY**

SFC Scott Sheridan

**LOS ANGELES**

SSG Steffen Maron

SSG Bryan Miller

SSG Louis Montoya

SSG Ramsey Robertson

SSG Jose Acuna

SSG Ricardo Diaz

**MIAMI**

SSG Claudio Ramirez

**MID-ATLANTIC**

SFC Paul Roberson

SFC Ronald Seymore

**MILWAUKEE**

SSG Jeffrey Lofquist

SSG Adam Powell

SSG Timothy Prater

SFC Alexander Panos

**MONTGOMERY**

SFC Gary Springs

SGT Jeffrey Slaughter

**NASHVILLE**

SFC Clarinda Sturm

SFC Terri Winkler

SFC Christopher Vigil

SSG Christopher Young

SSG James Hart

SSG Sammy Green

**NEW ENGLAND**

SSG Steven Courchesne

**NEW YORK**

SFC Julius Baskerville

SSG Jorge Rodriguez

**PHOENIX**

SFC Ginny Thomas

SSG Corey Gavin

**PITTSBURGH**

SFC Ricky Bassette

SSG Paul Giaquinto

**PORTLAND**

SSG Lester Prescott

**SACRAMENTO**

SFC Irene Tovar

SFC George Moore

**SALT LAKE CITY**

SFC Jeffrey Lyon

SFC Mark Saltz

SFC James Lawler

SFC Maria Vega

SSG David Campbell

SSG Troy Rodriguez

SSG Scott Kuhn

SSG Patrick King



SSG Benjamin Finch

SSG Bryan Zipp

SSG Justin Call

SSG Carl Palmer

**SAN ANTONIO**

SSG Ronald Fletcher

**SOUTHERN**

**CALIFORNIA**

SSG Joel Calanayan

SSG Matthew Leon

SSG Thomas Butler

**SYRACUSE**

SFC Michael McGregor

SFC Charles Lucas

SFC James Jinks

SFC Lynward Jackson

SSG James Barrett

**TAMPA**

SFC John Smith

SSG William Mergl

# Morrell Awards

NOVEMBER 2004

**ALBANY**

SFC Kelvin Lovelace

SFC Tracy Tyus

**ATLANTA**

SFC Marsha Chambers

**CHICAGO**

SFC Charles Ransom

**COLUMBIA**

SFC Mitchell Hann

SFC Thomas Kaszas

SFC Timothy Turner

**GREAT LAKES**

SFC Kenneth Jacobs

**KANSAS CITY**

SFC George Regan

**LOS ANGELES**

SFC James Hughes

SFC Fernando Sanjurjo

**MILWAUKEE**

SFC Alex Ramirez

SSG Shawn Proudfoot

SSG Brain Kern

**MONTGOMERY**

SFC Thomas Speegle

SFC Jeffrey Gaylord

**NEW ENGLAND**

SFC Justine Beaulieu

**PHOENIX**

ISG Russell Schmidt

SSG Hugoberto Barrera

SFC Jeremy Jones

SFC Michael Hutson

**PITTSBURGH**

SFC Rodney Holbert

**SACRAMENTO**

SFC Brian Clark

SFC Anna Daffin

**SALT LAKE CITY**

SFC Daniel Lupear



SSG Peter Martin

**SEATTLE**

ISG Fred Hermstein

SFC Michael Eisele

**ST. LOUIS**

SFC Kenneth Schoelhamer

# Top 10% of USAREC Station Commanders

RCM DECEMBER 2004

## **LEXINGTON PARK**

SSG Jere Smith

## **KEENE**

SFC Joseph Blount

## **WEST SENECA**

SFC Anthony Piraino

## **HARRISONBURG**

SFC Michael Mitchell

## **QUINCY**

SSG Mark Ashley

## **HORNELL**

SSG Timothy Gabbard

## **NEWARK**

SFC Bradford Killebrew

## **SARATOGA SPRINGS**

SSG Gregory Lauzon

## **FARMINGTON**

SSG Robert Leeman

## **PRESQUE ISLE**

SFC Steven Vachon

## **MONTICELLO**

SFC David Bucklin

## **ROME**

SFC Kenneth Ashlee

## **FARMVILLE**

SSG Stephen Bassett

## **BILLERICA**

SFC Jose Torres

## **DENBIGH**

SFC Feliece Cortez

## **NEW YORK TIMES SQUARE**

SSG Dennis Kelly

## **CHAMBERG**

SFC Barry Wagner

## **MALONE**

SSG Roger Borja

## **PRINCE FREDERICK**

SFC George Kinchen

## **ELLSWORTH**

SSG Anthony Lavertu

## **DEXTER**

SFC Debra Owens

## **MARTINSVILLE**

SFC Maurice Frink

## **WOODBURY**

SSG George Smith

## **TORRINGTON**

SFC Tommy Daigle

## **CHESAPEAKE**

SFC Charlie Tyus

## **NORFOLK**

SFC Cynthia Carroll

## **FREDERICKSBURG**

SFC Timothy Carter

## **ARLINGTON**

SFC John Tramack

## **FRAMINGHAM**

SSG Gary Monroe

## **STOLLINGS**

SFC Darren Iacono

## **WOODBIDGE**

SFC Sandra Powell

## **HEIDELBERG**

SFC Stephen Crager

## **RICHLANDS**

SSG Jackie Hurley

## **MON VALLEY**

SSG Michael Clark

## **BRUNSWICK**

SFC Roland Meador

## **LACONIA**

SSG Jeffrey Mcglone

## **TOWANDA**

SFC Maurice Greer

## **NEWMAN**

SSG Ryan Hewins

## **GREENWOOD**

SSG Jose Miles

## **BEAUFORT**

SFC Robert Ezzell

## **ARECIBO**

SSG Reinald Bonetahilversum

## **MAYAGUEZ**

SFC Nelson Romanrodriguez

## **PONCE**

SFC Efrain Vegavalle

## **ALEX. CITY**

SSG Michael Cornelius

## **DAPHNE**

SFC Charles Hayter

## **MADISON**

SFC David Martin

## **DANVILLE**

SFC Jeremy Dearmon

## **GOLDSBORO**

SFC Kenneth Brulport

## **ASHEBORO**

SFC Steven P. Pittenger

## **CORINTH**

SSG Louis Sidney

## **OXFORD**

SFC Beverly Flores

## **HATTIESBURG**

SFC Joe Newsome

## **ROCKFORD EAST**

SSG Stephen Lawlor

## **UNIVERSITY ILLINOIS CHICAGO**

SSG Donald Wagman

## **AURORA**

SFC Anthony Wilcox

## **BOLINGBROOK**

SFC Thomas Melton

## **NEW PHILADELPHIA**

SFC Doug Hoffman

## **DEWITT**

SFC Derrick Gordon

## **MONROE**

SSG William Bickford

## **OSHKOSH**

SSG Jason Lange

## **IRONWOOD**

SFC Edward Horner

## **HOUGHTON**

SFC Lane Goldfarb

## **JANESVILLE**

SSG Paul Wagner

## **GREENFIELD**

SSG Christian Howell

## **TEXAS AMU/CONROE**

SFC Kagawa Lawrence

## **ALTUS**

SSG Joseph M. Gott

## **GALVESTON/SOUTH**

SSG Jeffrey Warren

## **DUMAS**

SSG Scott Mabee

## **PALESTINE/TYLER**

SFC Fredrick Clayton

## **NATCHITOCHE**

SFC Wade Joseph

## **STORM LAKE**

SSG Barry E. Strong

## **PORTLAND**

SSG Elvin J. Nuells

## **GREAT BEND**

SSG Todd Mcvey

## **MONROE**

SFC Russell Gibson

## **ARDMORE**

SFC Shawn M. Carr

## **DEL RIO**

SFC Brian Amirault

## **LAFAYETTE NORTH**

SSG Terrence Dumas

## **FARMINGTON**

SSG Michael Todd

## **MASON CITY**

SSG Terrence Mitchell

## **EFFINGHAM**

SSG Anthony Adkison

## **CLEBURNE**

SFC Stephen McCourt

## **STILLWATER**

SFC Mark T. Kicenski

## **PEKIN**

SFC Douglas Verplank

## **KERRVILLE**

SFC Eloy Martinez

## **POPLAR BLUFF**

SFC Andrew Treydte

## **DECATUR**

SSG James Pearson

## **WEATHERFORD**

SFC Fred Mathis

## **ALTA MESA**

SFC Mark Moore

## **BLOOMINGTON**

SFC Calvin Hamby

## **HUMBLE/CONROE**

SFC Jimmy Bowie

## **ROUND ROCK**

SFC Ricky Grelk

## **ABILENE**

SFC Stuart Randall

## **SEMINOLE**

SFC Eldon Duncan

## **FORT WORTH**

MAJ Winona Dowing

## **SAINT JOSEPH**

SFC Ricky Paige

## **JENNINGS**

SFC Travis Jones

## **SAN LUIS OBISPO**

SFC Tompall Cromer

## **SANTA BARBARA**

SFC Harold Gray

## **PASO ROBLES**

SFC Harold Cleveland

## **METRO CENTER**

SSG Nathan Burgess

## **CHINO**

SSG Leticia Rocha

## **ROSEVILLE/SAC VALLEY**

SFC Matthew Mcbride

## **MOSES LAKE**

SFC Homero Tamez

## **VISALIA**

SFC Ezequiel Plata

## **WENATCHEE**

SFC Larry Cameron

## **SAFFORD**

SFC Breiten Gross

## **PARK**

SSG Rigoberto Duran

## **THE DALLES**

SFC Andrew Mace

## **RED BLUFF**

SSG Daniel Lord

## **COLVILLE**

SFC Darren Longmore

**1. Which one of the following is not a sign or symptom of frostbite?**

- a. loss of sensation or numb feeling in any part of the body
- b. tingling of the hands and/or feet
- c. redness of skin in light-skinned Soldiers; grayish coloring in dark-skinned Soldiers
- d. blisters

**2. Which of the following cannot be an HRAP participant?**

- a. GED holder with 23 quarter hours
- b. HSDG
- c. GED holder with 15 clock hours
- d. GED holder with 15 semester hours

**3. How long are moral and administrative waivers valid after the approval date, unless a change in status occurs?**

- a. six months
- b. 12 months
- c. three months
- d. nine months

**4. What is the recruiter required to do when notified that a Future Soldier (DEP) is found to have tested positive for drugs at MEPS?**

- a. Complete a USAREC Form 986 and send it through the proper channels.
- b. Notify his or her school and the gaining unit.
- c. Advise the applicant and his or her parents.
- d. Advise the applicant and let him or her know that they will receive a letter from the CMO.

**5. For enlistment purposes, how long are ASVAB test scores valid?**

- a. One year
- b. Two years
- c. Three years
- d. Six months

**6. The four types of burns are thermal, electrical, chemical, and laser.**

- a. True
- b. False

**7. Which applicant is not eligible for enlistment?**

- a. Divorced and shares joint physical custody of one child.
- b. Divorced and pays child support for one child.
- c. Divorced and pays child support for two children.
- d. Married with two children.

**8. The first step in evaluating a casualty is \_\_\_\_\_.**

- a. check for responsiveness
- b. check for pulse
- c. check for breathing
- d. check for bleeding

**9. Your applicant received 855 clock hours of training from a certified Job Corps technical program. How many semester hours is this equal to?**

- a. 13
- b. 19
- c. 17
- d. 15

**10. Which regulation gives you a layout on how to assemble a moral, medical, and administrative waiver?**

- a. UR 350-7
- b. AR 672-1
- c. AR 670-1
- d. UR 601-56

**11. When performing mouth-to-mouth resuscitation, what method will you use to open the airway?**

- a. Chin-down/head-up method
- b. Chin-lift/head-up method
- c. Head-tilt/chin-lift method
- d. Head-lift method

**12. The \_\_\_\_\_ is responsible for ensuring newly assigned recruiters are adequately sponsored to achieve a smooth transition to USAREC.**

- a. Assigned recruiter
- b. Station commander
- c. First sergeant
- d. Company commander

**13. The best advertisement for the Army is a \_\_\_\_\_.**

- a. recruiter
- b. television commercial
- c. banner
- d. computer

**14. The waiting period following civil restraint does not apply to traffic or minor non-traffic offenses unless a waiver is required.**

- a. True
- b. False

**15. What regulation provides information on recruiting in the college market?**

- a. UR 600-22
- b. UR 601-210
- c. UR 601-104
- d. UR 672-10

**16. What field manual covers counseling?**

- a. FM 21-10
- b. FM 22-100
- c. UR 350-7
- d. FM 21-20

# Mission Box

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



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade

## RCM December 2004

### Top Regular Army Recruiter

**SSG Jere Smith**  
Baltimore

**SFC Edgardo Ortiz-Cruz**  
Tampa

**SSG James Clark**  
Indianapolis

**SSG Jeremy Jurewicz**  
St. Louis

**SFC Kerry Thompson**  
Seattle

### Top Army Reserve Recruiter

**SSG Levar Curry**  
Mid-Atlantic

**SFC Charles Thomas**  
Tampa

**SSG Donald Wagman**  
Chicago

**SFC John Dotson**  
St. Louis

**SSG Leona Eastwood**  
Phoenix

### Large Station Commander

**SSG Mark Ashley**  
Quincey  
New England

**SFC Rodger Stephenson**  
Orlando  
Tampa

**SFC Anthony Wilcox**  
Aurora  
Chicago

**SFC Russell Gibson**  
Monroe  
New Orleans

**SFC Max Burda**  
Security  
Denver

### Small Station Commander

**SSG Jere Smith**  
Lexington Park  
Baltimore

**SFC Stephen P. Pittenger**  
Asheboro  
Raleigh

**SSG Christian Howell**  
Greenfield  
Milwaukee

**SSG Joseph Gott**  
Ardmore  
Oklahoma City

**SFC Ricky Reynolds**  
Susanville  
Salt Lake City

### Top Company

Fort Worth

### Top Army Medical Department Detachment

Florida

Minneapolis

San Antonio

## Answers to the Test

- b. STP 21-1-SMCT, page 493
- c. USAREC Reg 350-6, App M, para M-3a(2)
- a. USAREC Reg 601-56, para 1-5b
- d. AR 601-210, para 5-93b
- b. AR 601-210, para 5-8(j)
- a. STP 21-1-SMCT, page 487-7
- a. AR 610-210, para 2-9c(3)(a)
- a. STP 21-1-SMCT, page 474
- b. UR 601-101, para 2-2b(10)(a)
- d. USAREC Reg 601-56, Table 2-2/2-3/2-4, page 14-15
- c. STP 21-1-SMCT, page 541
- b. USAREC Reg 350-7, Chap 2, para 2-3, page 4
- a. USAREC Pam 350-7, Chap 2, para 2-1b
- a. AR 601-210, para 4-37a
- c. USAREC Reg 601-104
- b. FM 22-100

