RECRUITER Journal

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Recruiter Zone

page 16

RECRUITER Journal

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Contents

Features

5 Retention Team Wins Top Honors
The USAREC retention team took two out of the top three awards for FY 06 at the TRADOC retention awards ceremony.

6 How Do You Really Feel?
USAREC Command Climate Survey results reflect differences of opinion among converted and detailed recruiters.

9 Lead the Way, Reservists
Reserve Soldiers now have leadership opportunities within USAREC.

10 Army Strong Bull Rider Mike Lee Takes 3rd at Finals
One of three Army-sponsored bull riders and the only one to make it to the final rounds of the 2006 Ford Tough Professional Bull Riding World Finals, Mike Lee captures third place.

11 Army Ad Agency Samples Basic Training
Representatives of the Army's new ad agency, McCann Erickson, participated in a three-and-a-half day Basic Combat Training camp.

12 Secure That Laptop
Laptop computers are a prime target for theft from the office, vehicle or home, or from airports and hotels. Learn how to protect your laptop.

13 Recruiting Recruiters
Did you know that all the volunteer recruiters are the result of one six-person team? Meet the Recruit the Recruiter team.

14 Technology Reaches Potential Recruits
Recognizing that the next generation of Soldiers is likely to communicate via text messaging or online message boards, the Army is launching new media tools to connect to prospective Soldiers.

15 All-American Bowl Celebrates Athletes, Communities
"Saluting Our Army All-Americans" connects Army installations and commands with parents, classmates, schools and communities of high school athletes selected to play in the All-American Bowl.

Departments

2 Commanding General

3 Command Sergeant Major

4 Chaplain

8 Pro-Talk

20 Family

21 Safety

22 Field File

26 News Briefs

29 Salutes

32 The Test

Cover photo by Walt Kloeppel. Photo illustration by Joyce Knight.

16 Hot Leads Make Recruiter Zone a Hit

Fewer phone calls and more appointments is how Sgt. Antonio Salgado describes the new release of Recruiter Zone.

18 NSPS

When is your battalion scheduled to implement NSPS? Find out using this list of USAREC organizations from CPAC.

19 Franklin University Supports eArmyu

Franklin University in Ohio is one of the 29 original institutions of higher learning chosen to participate in offering online education to Army troops, known as eArmyu.

2007

Make it a Great Year!

Maj. Gen. Thomas P. Bostick

Two traditions seem to capture the imagination and interest of many each year in January ... New Year's resolutions and the Super Bowl. I would take some time this month addressing both.

One of the New Year's resolutions familiar to many is beginning a new workout routine and getting back in shape. Each year, the first two or three weeks in the gym are always packed with new people diligently working to maintain their resolutions. By February, the gym population is back to normal with the regular gym rats seeing each other from day-to-day.

For most in the Army, physical fitness is part of our daily routine. We sometimes take for granted what a little exercise each day can do for the mind, body and spirit, particularly in demanding environments. As Soldiers, the importance of physical fitness goes without question. Leaders must lead from the front and set the example. Our Soldiers are truly ambassadors for the Army. For many Americans, who may see very few Soldiers other than local recruiters, how we look in our uniform represents the Army.

With our commitment to this very important mission, some may think that with our Warrior Ethos of "mission first," their responsibility to remain physically fit is less important. However, as described earlier, we are ambassadors for the Army, and our physical fitness is an important part of accomplishing our mission. Even our deployed Soldiers work hard to find time to remain physically fit. Granted, at times, it is not easy. A philosophy of working out every day, and accepting down days when you must, for reasons that are beyond your control, will help keep you at the top of your game when it comes to your physical strength. Your physical strength combined with your emotional, mental and spiritual strength will make all the difference as you press through some of the difficult and challenging days ahead … it will keep you Army Strong!

"For many Americans, who may see very few Soldiers other than local recruiters, how we look in our uniform represents the Army."

The second January tradition, the Super Bowl, reminds me of one of the things that I discussed with each of you shortly after taking command. Even if you are down 21-0, late in the 4th quarter, you can still win … if you believe! It all starts with attitude. Last year we were able to turn the corner and achieve enormous results with a surge in the 4th quarter. There was a period of time when it looked like we would not accomplish the mission unless each Soldier in the command was able to achieve "three grads and three grad-likes," that is, prospects who could deploy to basic training during the last quarter of the year, and as a team, you all delivered.

The good news is that we are just starting the second quarter of another Super Bowl-like year where the Army is asking much of this command. The Army and the nation are counting on us. We remain an Army at war. Let's surge, now, in the second quarter, during a period of the year that is arguably our most challenging, and if you believe, you can do it. Let's press the fight all across America, and let's win this fight early.

I am very proud of each of you. May the new year bring you an abundance of good health, much happiness, and continued success in all that you do.

Are you Army Strong? I know you are!

Thank you for your service. Let's make it another great year!

All Soldiers are Entitled …

Is Your Foundation on Solid Ground?

Command Sgt. Maj. Martin Wells

They have patrolled the streets of Mosul, Tikrit, Fallujah and countless other towns in search of a ruthless enemy, with little or no regard for personal safety, frequently resulting in injuries. They have conducted convoy operations and sped down main supply routes in Iraq and Afghanistan to stand a better chance of not being blown up by improvised explosive devices. They have cleared buildings, built and re-built schools, hospitals and villages, provided expert medical care for friend and foe, survived extreme weather conditions, cared for defenseless children no different from their own, trained the willing and fought with the brave. They have earned countless awards. They have answered the call to duty.

Those who haven't deployed are ready to do just that at any given moment. They are former academy instructors, drill sergeants and career counselors. They are Regular Army and Army Reserve. They are survivors, they are warriors and they are patriots.

And after all this, the Department of the Army has seen fit to entrust them to the leadership and care of the United States Army Recruiting Command. They are to tell their stories to America's sons and daughters in an effort to convince other proud young Americans that being a Soldier is a noble undertaking. I am speaking of the Soldiers who comprise the detailed recruiting force of this command. They have truly earned the right to say, "Been there, done that!"

Last month I wrote about the importance of establishing the Army Values as our foundation from which to operate as Soldiers and leaders. I wrote, "Make no mistake about it fellow warriors: we are Soldiers and leaders first!" If that is indeed the case, (I challenge you to find fault in this declaration) these proven warriors now in our charge deserve nothing less than positive leadership centered on enforcement of standards, welfare of Soldiers and families and ultimately mission accomplishment.

The Army's new leadership doctrine, FM 6-22, states "An Army leader is anyone who, by virtue of assumed role or assigned responsibility, inspires and influences people to accomplish organizational goals. Army leaders motivate people both inside and outside the chain of command to pursue actions, focus thinking and shape decisions for the greater good of the organization." If you ask me, two of the key words here are those of inspire and motivate.

Since I came to USAREC in 1988, and long before that as a matter of fact, this command has always been about "Mission Box!" Such is as it should be, as mission accomplishment is truly inherent to the role of Soldier, leader and the Army in general. We can tell you all about the "science" of the Mission Accomplishment Plan, accuracy of the Lead Source Analysis, market penetration, recruiter write rates and P1-P2-P3-P4. These areas of emphasis are critical factors in recruiting.

Yet, when all is said and done, there is no substitute for good ol' fashioned leadership — effective leadership. There are two things I have learned about Soldiers: Soldiers want to lead and Soldiers want to be led. I submit to you that you cannot effectively do either of these without knowing how to inspire and motivate those in your charge.

The Soldiers I described above are the best our Army has to offer. They deserve to be led by those committed to the Army Values and the tenet of leading by example. There is no place in this command or our Army for what I call toxic leadership. This is "leadership" that results in demeaning, intimidating, demoralizing and defeating those in our charge. I say again, our Soldiers deserve better.

This command has some truly outstanding leaders who are making a difference in a very positive sense. You can see it and you can hear it from the moment you step into their AO. Inspiration, motivation …

Then there are others who willfully choose to do business using other methods. Those of us in positions of leadership must have the intestinal fortitude to periodically ask ourselves, "Which one am I? The positive leader or the toxic leader?"

The fact of the matter is all Soldiers are entitled to outstanding leadership.

10 Ways to Keep Your Marriage Strong

Chaplain (Lt. Col.) Terry Whiteside

As we begin a new calendar year, I would like to share with you 10 ideas that will help you and your spouse strengthen your marriage.

1. Tell your spouse, "I love you." Showing your love through your actions is meaningful and wonderful. But the words, "I love you; I need you; I think you're beautiful (or handsome)," never grow old.

2. Tell your spouse, "You are so great!" Be specific, "You're so kind; you know just what to say; I admire the way you notice the beauty of sunsets and roses; you help me so much." Be honest and specific.

3. Show affection for your spouse. Kiss your spouse before leaving and after reuniting. Hold hands when taking walks together. Take turns giving back rubs and foot rubs. Hold hands at the table. Share a recliner while you watch television.

4. When praying together, express gratitude for your spouse. Ask God to help with that project or test or that challenge that is facing you as a couple. Seek guidance to help and keep your marriage strong. Ask God to be a part of your marriage and to bless your increasing love and appreciation for each other.

5. Encourage each other rather than nag about mistakes. Help each other with tasks and goals. Talk about the future together as a couple.

6. Laugh together. Share funny stories or jokes. Look at photos and remember the past good times. Do anonymous good deeds and laugh about the pleasant surprises you've caused.

7. Talk together. Talk about your loved ones alive and those who have died. Remember the loving things they did for you as you were growing up. Remember the moments together that have impacted your lives in a positive way. Remember your wedding day and the events leading to the ceremony as well as afterward.

8. Sacrifice for each other. Do a chore the other spouse would usually do. Make or buy a special treat for your spouse, whether you like it or not. Finish some task, or talk your spouse into resting or finishing a task later, when he or she is tired or frazzled.

9. Remember why you got married. Tell each other five things that you saw in your partner that cause you to love and marry him or her. Tell each other five things that you see in your spouse that cause you to be happy to be married now.

10. Accept and respect each other as children of God, as equals.

These and other tips are shared in every marriage enrichment event. If you are wanting to strengthen your marriage, make plans now to attend your battalion's marriage enrichment retreat sponsored by your Brigade Unit Ministry Team. If you don't know the dates, contact your brigade chaplain or chaplain assistant.

The USAREC Retention team took two out of the top three awards for FY 06 at the TRADOC retention awards ceremony.

Retention Team Wins Top Honors

Story and photo by Kim Levine, Dallas Battalion

Following the weeklong Worldwide Retention and Training Seminar, the TRADOC retention awards ceremony, held Nov. 3, in Addison, Texas, celebrated the team's achievement of exceeding their fiscal year 2006 retention mission in every category, and the U.S. Army Recruiting Command finished on the top.

The USAREC retention team took two out of the top three awards for FY 06, including the Early Bird Award, given for accomplishing the total mission ahead of all others, and the Highest Percentage Award, given for reaching the highest total retention percentage.

A USAREC retention Soldier, Staff Sgt. Luis Sanchez, career counselor for 1st Brigade, also received top honors as the FY 06 TRADOC Career Counselor of the Year.

USAREC retention finished the year exceeding their retention mission at around 116 percent.

"Our young Soldiers and career counselors are motivated to excel," said Master Sgt. Jamie Smith, USAREC command career counselor. "We also have command support. They understand the importance of end strength."

Challenged by the command's dispersion, the USAREC retention teams must be willing to travel and spend most of their time on the road, Smith said, which is unique to USAREC. But the impact they can have on Soldiers' lives is what makes it worth the effort.

"We are involved in all aspects of a Soldier's career, and we can direct Soldiers to help them get their career on track," said Smith.

Career counselors and the retention teams ensure the Army makes end strength by counseling Soldiers on their career opportunities and offering them the opportunity to continue their Army service.

"I love the Army," said Sanchez. "The level of passion I have for the Army, for leadership and for Soldiers is part of what makes me a good career counselor."

As USAREC retention looks ahead to FY 07, the goal is to capture all three top awards, adding Top Brigade to their collection, said Smith. Their FY 07 mission is to reenlist about 1,300 Soldiers.

The challenge to being successful, said Sgt. Maj. Khadijah Sellers, command career counselor for TRADOC, is to remain current on Army policy, transition, and operations, while balancing the needs, wants and desires of the Soldiers.

How Do You Rea

USAREC Command Climate Survey Reflect Differences of Opinion Among Converted, Detailed Recruit

By Virginia Sharp, Survey Statistician, Center for Accessions Research

When recruiters first received invitations to take the Command Climate Survey in September, several recruiters asked if Maj. Gen. Thomas Bostick, USAREC commanding general, would really see the results. Within a week of the survey close out, Lt. Col. Linda C. Ross, USAREC command psychologist, briefed the resulting survey to Bostick.

The Center for Accessions Research survey team built the survey with statistical rigor to measure differences in group responses, such as brigades, detailed recruiters and 79R converted recruiters. The resulting briefing allowed variations with the command climate to be identified and areas of concern to be highlighted for command focus. Overall, the answers received from recruiters differed significantly from the responses of USAREC leadership.

Throughout the survey leaders received high marks for quality training and enabling recruiters to succeed in their job. Additionally, a large portion of the recruiter population believes teamwork is encouraged. The highest ranking strength was "leaders are approachable." The leadership issues that did not receive high marks were trust and respect. According to recruiters, weaknesses in leadership are "inspiring loyalty" and "shielding recruiters from unnecessary pressures." Consequences for low production numbers are not perceived as fair; recruiters seem to feel there is no accountability for low production, sometimes reporting that all are punished for the few low rollers.

In the Command Climate Survey, comments on how certain commands are operating to increase the command climate are mixed. For the good leadership traits, recruiters in some units reported their leaders encourage team building, they have good quality training and supportive leaders that help with paperwork and shield them from pressures so they can perform their jobs in a professional manner. Recruiters report lack of support, threats, micromanagement and lack of respect as things leaders do to weaken the command climate in their units.

According to the Command Climate Survey, AMEDD recruiters answer quite differently than the regular recruiters. AMEDD recruiters feel their chain of command is interested in their ideas more often than the regular recruiters do (46.4 percent versus 29.8 percent respectively). AMEDD recruiters feel their leaders demonstrate the Army values through their words and actions more often than the regular recruiters do (51.9 percent versus 31.5 percent respectively).

As in the 79R Conversion Survey, comments that were given to the question, "What do leaders do to detract from the Command Climate?" also had to do with micromanagement, number of hours worked and lack of respect. Other things mentioned were lack of support, threats and unnecessary punishment. Some comments from recruiters were as follows:

- "We need to get Soldiers to the schools that they need to promote them and build career progression."
- "Holding PCS above your head for mission purposes."
- "Constant negativity, belittlement, lack of respect toward subordinates."

Recruiters answered all the questions much differently than the company command group, staff office/NCOs, station commander, and brigade and battalion command group. The degree of agreement was consistent with the level of the command.

The station commanders answered most questions differently from the other leaders and staff office or NCOs. They only responded similar to the company command group on issues of quality training, leaders providing quality mentoring, leaders enabling them to succeed and providing crucial support when needed.

Company command group responses were similar to the staff office or NCO group. The only difference was that the company command group disagreed more often than the staff office or NCO with the leaders balancing mission and taking care of Soldiers.

Brigade and battalion command group were in disagreement with most of the company command groups' answers, except for the following issues: chain of command is interested in

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Results

ters

ideas, leaders are approachable, teamwork is encouraged, leaders shield from unnecessary pressures and feel the consequences for low production numbers are fair.

Brigade and battalion command group and the staff office or NCOs answered similarly except for the staff office or NCOs disagreeing with the following issues: strong feeling of mutual trust and respect, kept informed on key issues, leaders demonstrate the Army values, leaders inspire loyalty, leaders shield from unnecessary pressures, incentives are equitable to the effort.

The staff office or NCOs agree more often than brigade and battalion command group with the statement that teamwork is encouraged in the unit.

When asked, "What level of command has the most impact on the command climate," the recruiters answers were significantly different among the detailed and 79R converted.

The Command Climate Survey validated the results of the previous 79R conversion survey. Recruiters requested that the command reduce micromanagement, shorten work hours and improve treatment of NCOs. The Command Climate Survey added requests to teach leaders to build teams and improve teamwork of existing teams while reducing reliance on training as a means of punishment. Improvements in mentorship and constructive criticism will allow recruiters to feel increased support from their leaders. Command efforts to improve the USAREC leadership climate will be measured in next year's Command Climate Survey and reported again in the Recruiter Journal.

The complete report and supporting data are available at https://my.usaac.army.mil/portal/dt/usaac/HQ/CAR/RISD/Surveys.shtml

79R converted recruiters strongly agree or agree more than detailed recruiters on the following:

- My leaders balance mission accomplishment with taking care of Soldiers: 39.6 percent versus 33 percent, respectively.
- My leaders' actions make me feel as if I am an important part of this team: 44.8 percent versus 40 percent, respectively.
- I receive quality training aimed at helping me be successful in my job: 46.7 percent versus 42.3 percent, respectively.
- My chain of command is interested in my ideas: 35.9 percent versus 27.8 percent.
- My leaders enable me to succeed in my job: 45.6 percent versus 40.2 percent, respectively.
- Leaders in my unit demonstrate the Army values through their words and actions: 40.1 percent versus 32.7 percent, respectively.
- My leaders inspire my loyalty to USAREC: 33.4 percent versus 27 percent.

Detailed recruiters strongly disagree or disagree more than 79R converted recruiters on the following:

- I feel that the incentives offered by my leadership are equitable to the effort I put forth: 38.5 percent versus 34 percent, respectively.
- I feel the consequences for low production numbers are fair: 40.7 percent versus 36.2 percent, respectively.

Level of command that most impacts command climate, by recruiter type:

Detailed:	Company - 41.6 percent Station - 27.7 percent Battalion - 9.8 percent
Converted:	Company - 47.5 percent Station - 15.3 percent Battalion - 17.1 percent

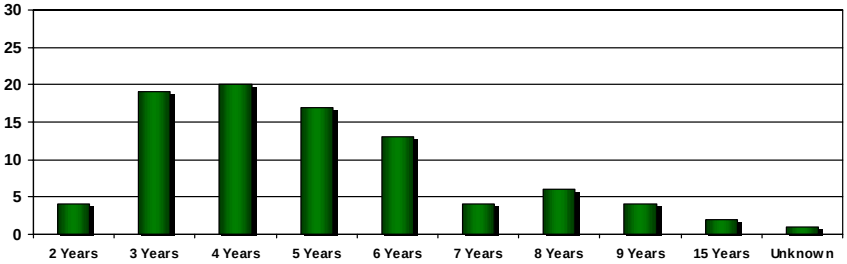
90 Selected for Promotion to Master Sergeant

USAREC G7

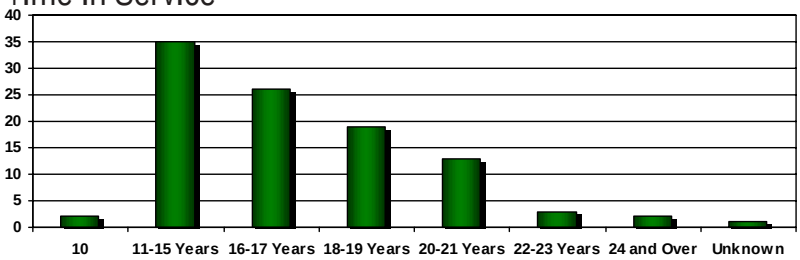
The Regular Army master sergeant board convened on Oct. 11. The board considered sergeants first class with a date of rank of Oct. 3, 2004, and earlier with a basic active service date between Oct. 4, 1981, and Oct. 3, 1998. The dates are inclusive for 79R only.

The total number of sergeants first class considered for promotion was 1,197, and 90 were selected. Thirteen Soldiers were selected in the secondary zone. The average time in service for those selected for promotion was 17 years of service. The average time in grade for those selected for promotion was four years. Point of contact is Master Sgt. Patricia Crowe, senior career management NCO at patricia.crowe@usarec. army.mil.

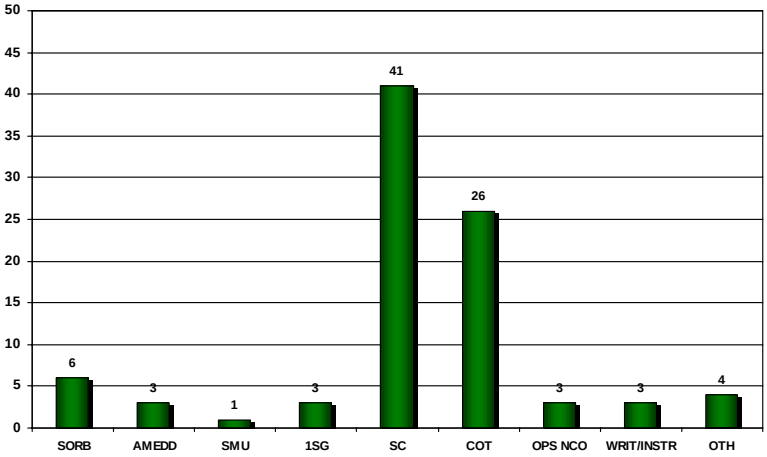
Time in Grade



Time in Service



Duty Position



Selected for Promotion

SMART, Michael	1	SINGLETON, Keith	24	RICHARDSON, Reginald	47		
ADKINS, Lucian	2	PEREZ, Luis	25	ABALOS, Rodolfo	48		
MACON, Kenneth	3	KUHN, Roy	26	LLOYD, Douglas	49	HODGES, Timothy	70
WEBSTER, Anthony	4	HEARD, Willie D. Jr.	27	COCHI, Dina	50	MARTIN, Patrick	71
MARTIN, Jeffrey	5	REED, Cynthia	28	KEASTER, James	51	LAWVER, Ronald	72
SEPULVEDA, Guillermo	6	CRITTENDON, Troy	29	TURNER, Timothy	52	HINKLEY, John	73
ADCOCK, James	7	DRAWBOND, John	30	PETERSON, Charles	53	HOMME, Brian	74
WILSON, Andy	8	RICHARDSON, Carrol	31	GIBBONS, Robert	54	PAGATPATAN, Collen	75
COLLINS, Christopher	9	SZWAJKOWSKI, Stephen	32	PATTERSON, Andrew	55	KINDT, David	76
CHAPMAN, Gregory	10	RAMIE, Frederick	33	SMITH, Daniel	56	HUMPHREY, Christian	77
BUYCKS, Roderick	11	SCOTT, Juan	34	MORRIS, Alfreda	57	ODELL, Travis	78
JACKSON, Raymond	12	HUDSON, Rana	35	DECKARD, James	58	WINN, Dustin	79
SOICE, Robert	13	TRUAX, Timothy	36	MACIAS, Jo	59	MEGILL, Virgil	80
SPROUSE, Robert	14	HOWK, Michael	37	SIMPSON, Ernest	60	BRADLEY, Belinda	81
MCJESSY, Frank	15	LEMUS, Raul	38	BOWIE, Jimmy	61	HUTCHINS, Rene	82
HAMBY, Calvin	16	BUGGAGE, Darwin	39	MCCLARY, James	62	BRADSHAW, Jeffrey	83
MARION, Lawrence	17	WINSLOW, Patrick	40	CROFOOT, Todd	63	MURPHY, Daniel	84
LAMB, Donald	18	BUGG, Raymond Jr.	41	MILLER, Clarence	64	ARMSTRONG, Randall	85
ZAHN, Guy	19	CROSS, Willie	42	SIMPSON, Thomas	65	MURPHY, Cyndi	86
ZARING, Michael	20	RIEGER, David	43	ANDERSON, Keith	66	POINDEXTER, Mark	87
ARRANCE, Shawn	21	ROMERO, Douglas	44	CARROLL, Cynthia	67	RUSSELL, Craig	88
PAUL, Jefferson	22	MUNOZRAMOS, Marcos	45	DERAMUSSTOUT, Andre	68	PRIVITERA, Andrew	89
CABLE, Gary	23	HOWARD, Teresa	46	RANDALL, James	69	Special Missions Unit Recruiter	90

Lead the Way, Reservists

By USAREC G7

Reserve Soldiers now have leadership opportunities within USAREC. The newly created leadership opportunities within the 79R MOS are positions as command sergeant major, first sergeant and station commander. Hard-charging AR NCOs who seek out the tough jobs and desire to compete for promotion should explore assignments to these demanding positions.

Additionally, USAREC will announce 44 additional small station commander positions in the coming year. Contact your battalion command sergeant major for additional information.

Points of contact for additional information at USAREC are Brian Damron, chief, Personnel Proponency at brian.damron@usarec.army.mil; Master Sgt. Patricia Crowe, senior career management NCO at patricia.crowe@usarec. army.mil or Master Sgt. Edward Wojcik at edward.wojcik2 @usarec.army.mil, Personnel Proponency, Training Directorate.

Newly created leadership positions and locations:

Command Sergeant Major Positions

Beckley Battalion, Beckley, W.V.
Salt Lake City Battalion, Salt Lake City, Utah
3d AMEDD, Fort Knox, Ky.

First Sergeant Positions

1st Brigade
Carlisle Company, New Cumberland, Pa.
Rhode Island Company, Newport, R.I.
2d Brigade
Marietta Company, Atlanta, Ga.
San Juan Company, Guaynabo, Puerto Rico
3d Brigade
Indy Metro South Company, Indianapolis, Ind.
Iron Mountain Company, Iron Mountain, Mich.
5th Brigade
Waco Company, Waco, Texas
Waterloo Company, Waterloo, Iowa
6th Brigade
Coastal Company, Torrance, Calif.
Guam Company, Hagatha, Guam

Station Commander Positions

1st Brigade
Bay Shore station, Bay Shore, N.Y.
Frederick station, Frederick, Md.
Jamaica station, Jamaica, N.Y.
Northfield station, Northfield, N.J.
2d Brigade
Antioch station, Antioch, Tenn.
Easley station, Easley, S.C.
Fayetteville station, Fayetteville, N.C.
Hoover station, Birmingham, Ala.
Neptune Beach station, Neptune Beach, Fla.
Temple Terrace station, Temple Terrace, Fla.
3d Brigade
Aurora station, Aurora, Ill.
Baraboo station, Baraboo, Wisc.
De Kalb station, De Kalb, Ill.
Eastpointe station, East Detroit, Mich.
Lyons station, Lyons, Ill.
Rosedale Park station, Detroit, Mich.
Zanesville station, Zanesville, Ohio
5th Brigade
Ardmore station, Ardmore, Okla.
Davenport station, Davenport, Iowa
Garland station, Garland, Texas
North Des Moines station, Urbandale, Iowa
Pearland station, Alvin, Texas
Pekin station, Pekin, Ill.
Waldo station, Kansas City, Mo.
6th Brigade
Canoga Park Recruiting Station, Canoga Park, Calif.
Coronado station, El Paso, Texas
Elk Grove station, Elk Grove, Calif.
Garden Grove station, Westminster, Calif.
Huntington Park station, Hunting Park, Calif.
Kaneohe station, Kaneohe, Hawaii
Pleasant Hill station, Pleasant Hill, Calif.
Pocatello station, Pocatello, Idaho
Tustin station, Santa Ana, Calif.

Army Strong Bull Rider Mike Lee Takes 3rd at Finals

Story and photo by J.D. Leipold, Army News Service

When Mike Lee climbs onto the back of a 1,900 pound, ornery bull with a name like "Hit and Run," he espouses the Army Strong spirit of grit and courage.

One of three Army-sponsored bull riders and the only one to make it to the final rounds of the 2006 Ford Tough Professional Bull Riding World Finals in Las Vegas, Nov. 4-5, Lee managed to be bucked from 14th to 3rd place by competition's end.

At 23, Lee has been in the PBR five years. Already he has earned more than $2 million in prize money and is the first to simultaneously capture both the PBR's World Championship title and the Built Ford Tough Finals in 2004.

Lee has never been a Soldier, but a mini boot camp he attended upon selection for the Army team led him to compare the physical and emotional challenges that Soldiers and bull riders face.

"Soldiers are a lot like bull riders. Soldiers have to show courage, they have to control their minds and always be prepared for what their missions are," said Lee, who grew up in Billings, Mont. "I go home and practice, watch my videos, ride horses and do all kinds of things to prepare myself. When I get on a bull and they open that gate, there's no thinking anymore, your mind goes blank and you go into react mode. Soldiers have to do the same."

Army bull rider Mike Lee made it to the final rounds to capture 3rd place in the 2006 Ford Tough Professional Bull Riding World Finals in Las Vegas, Nev., on Nov. 4-5.

The Professional Bull Riders, Inc., touts bull riding as the "toughest sport on dirt" and America's fastest growing sport, having more than a 52 percent growth in television viewership since 2002.

The principles of bull riding are deceptively simple. Dressed in chaps, boots, Kevlar vest, hat or helmet, mouthpiece and dulled spurs, the rider climbs into the bucking chute onto the bull's back and slides one gloved hand (usually the glove is taped around the wrist) under the bull rope.

With a ready-to-go signal from the rider, the gate opens and out storms the bull, bucking, turning and twisting. A rider is disqualified if he touches the bull or the rope with his free hand that dances over his head to seek balance and counter the bull's erratic movements.

It's all about staying on for a maximum of eight seconds, but a bull ride is rarely that long.

This is what Lee and his fellow cowboys live for ... and, some have died for.

Lee, himself, nearly died for his love of bull riding in 2003. Just 20 at the time, he climbed onto "Chili," a 1,700 pounder and out the chute they came. Six seconds later, the bull threw him, but in the course of the toss, beast and beast rider went head to head. With adrenaline pumping, Lee was able to run to safety, then he was out cold.

Even though he wears a full-faced helmet that resembles those worn by lacrosse players, the head-to-head collision resulted in Lee suffering a fractured skull. He underwent brain surgery that put him out of competition for more than four months.

"My dad bought me a helmet when I was 15," Lee laughs. "He told me to wear it because he didn't want to buy me any teeth because they were expensive ... but that helmet saved my life."

After recovering, Lee questioned whether he should continue working in what has been referred to as one of the most dangerous eight seconds in sports. There was hardly a doubt less than a year later when he had his first two championships.

"Seventy percent of bull riding is mental," he said. "You can have defeat before you even get on your bull, so the decision I had to make was whether I loved this sport enough to continue. When you get on a bull, you don't wanna have no doubts in your mind that this is what you wanna do, but if you have a little, well, you turn it into a good thought.

"Bull riding makes me feel alive, especially when I make a really good bull ride," Lee said.

When Lee was selected as one of the three bull riders to represent the Army team, he knew he'd fit right in, just as the new Army Strong campaign fits in with his work and life ethic.

"Army Strong means heart, desire, being prepared and doing my job," Lee said. "It has a big impact on us and is a big inspiration for me. It means you get up off an injury or after a buck-off, you ride again and just never quit."

Army Ad Agency Samples Basic Training

Sgt. Mary Jackson, drill sergeant for Company F, 2nd Battalion, 60th Infantry Regiment, assists McCann Erickson employee Marcela Garcia in handling the M-16 rifle during a mini Basic Combat Training camp.

Story and photo by Heath Hamacher, Army News Service

Responsible for the Army's new slogan, "Army Strong," representatives of the New York-based McCann Erickson advertising agency underwent some unusual training in November.

Hosted by Fort Jackson's Company F, 2nd Battalion, 60th Infantry Regiment, 39 members of the agency went to the post to participate in a three-and-a-half day Basic Combat Training camp.

"The purpose is to give the advertising company a real, on-the-ground look of what it's like to make the transformation from civilian to Soldier," said Carl Morrow, Fort Jackson operations assistant, Directorate of Plans, Training, Mobilization and Security. "They had the opportunity to do some training, as well as observe Soldiers being trained, and there was a question-and-answer session afterward, where they got to ask Soldiers about their experiences."

Morrow said because the Mini-BCT offered McCann Erickson employees an opportunity to better understand the Army, it could help spark creativity that may otherwise go untapped.

"Hopefully this helps them better brainstorm and put out ideas because they've seen it up close and experienced a small part of the transition," he said. "They conquer a lot of personal fears, as well as being able to put a lot of things they've learned toward their advertising."

Elizabeth Marks, senior vice president and senior strategic manager for McCann Erickson, said it did just that.

"I thought it was the right combination of realistic, yet informative, training," Marks said. "It was very helpful in giving us a deeper understanding of what these Soldiers go through. We also had the opportunity to meet with Soldiers, which validated the experience we had, but also validated the thinking and learning behind the campaign itself."

Marks summed up her experience by saying the Mini-BCT helped convey "a better understanding from beginning to end."

Participants arrived Nov. 6 at the 120th Adjutant General Battalion (Reception), where they relinquished contraband items, received military clothing at the Clothing Initial Issue Point and were turned over to the 2nd Battalion., 60th Infantry Regiment. Over the next three days, they learned how to wear the Army Combat Uniform, practiced Jiu-Jitsu, ran the Fit-to-Win Course, used the Engagement Skills Trainer 2000, and even participated in live-fire exercises at Bastogne Range, a heavy weapons range. They graduated Nov. 8 in a small ceremony at company headquarters.

Richard Livingston, creative team project leader, Army Group, NAS Recruitment Communications, said he had expected to be treated "more like a recruit" during his time here, but was satisfied with the insight he received.

"Overall, I thought the whole thing was fantastic," Livingston said. "I'd do it again in a shot if I had the opportunity."

A select group of 11 members traveled to Laurinburg, N.C., to skydive with the Golden Knights, the Army's parachute demonstration team. One of those was Casey Perry, NAS art director.

"It was amazing, though I was definitely scared to death going up there," Casey said. "I felt pretty confident going up with the Golden Knights and if I were to do it again, I'd definitely want it to be with them."

"You hear stories but, seeing everything for myself, I have a ton more respect for everyone in the military."

Secure That Laptop

By Jim Woodruff, USAREC Security

Laptop computers are a prime target for theft from the office, vehicle or home, or from airports and hotels. Thieves are attracted because they are small, can be carried away without attracting attention, and can be sold for a good price. They are also a favorite target for intelligence collectors, especially for identity theft.

Laptops may be stolen for the value of the information on the computer or for the value of the computer itself. This makes it difficult to assess the damage caused by the loss. In most cases, the value of the information on the computer is great and the potential for damage much greater.

Protection of Laptops

How to treat the laptop is a matter of application. The basic rule for protecting a laptop is to treat it like a wallet or purse. USAREC laptops have sensitive, FOUO and FOIA, as well as personal data on it. The potential loss may be valued in the millions.

Even in the office, unless it is a controlled secure area, it is advisable to keep laptops out of sight when not in use, preferably in a locked drawer or cabinet. If a cable lock is available, it's proper use in conjunction with other security measures greatly increase the deterrent factor.

Laptops are especially vulnerable while traveling. Take these precautions:

• Disguise the laptop. The distinctive size and shape of a laptop computer make it an easily spotted target for thieves. Carry it in a briefcase or other case.

• Never let a laptop out of sight in an airport or other public area. When you set it down lean it against your leg so that you can feel its presence, or hold it between your feet.

• When going through the airport security check, wait to place the laptop on the conveyor belt until no one ahead is being delayed. If delayed while passing through the check-point, keep the laptop in sight.

NOTE: Laptops are no longer authorized to be left in vehicles, with or without cable locks. Watch for an updated policy letter.

• Never place the computer (or other valuables) in checked baggage. If the aircraft is delayed and deboarded, take the laptop.

• Never store a computer in an airport locker.

• When possible, avoid leaving the laptop in a hotel room. When it must be left, keep it out of sight. Lock it in another piece of luggage. Use a cable lock.

• Never keep passwords or access phone numbers on the machine or in the case. Do not program the computer's function keys with sign-on sequences, passwords, access phone numbers or phone credit card numbers.

• Try to keep only software files on the laptop's hard drive. Store data files on diskettes and carry separately.

• Back up all files before traveling.

• While in any public place, such as an airplane or hotel lobby, don't display anything you don't want the public to know about.

Policy for Safeguarding Laptops

Maj. Gen. Thomas Bostick, USAREC commanding general, has revised command policy letter H-2, Security of Laptops and Portable Computer Systems, dated Nov. 17. This policy can be found on the USAREC homepage. Every individual using a government provided laptop should become familiar with the provisions of this policy letter to determine their individual responsibilities and to consider what the possible consequences are in the event of the loss of a laptop or portable computer systems. The following are extracts of this policy.

• The laptop is considered a sensitive item.

• The laptop must be safeguarded at all times, whether in use or not.

• If a cable lock has been provided, it must be used in addition to other safeguard measures.

• Don't leave the laptop in a vehicle.

• Report stolen or lost laptops immediately to the chain of command.

• Maintain control of the cable lock key if you are provided with a cable lock.

Those assigned laptops and other portable computer systems have the inherent responsibility to safeguard both the equipment and information contained therein. Recruiters may be held responsible for the loss of the laptop in terms of financial reimbursement and even be subject to disciplinary action. The loss of the sensitive information on the laptop may cause grave damage not only to the Army and USAREC but to those individuals whose personal information is on the computer.

Recruiting Recruiters

Story and photo by Walt Kloeppel, RJ associate editor

There are DA select recruiters and there are volunteer recruiters — but did you know that *all* the volunteer recruiters are the result of one six person team? Meet the Recruit the Recruiter team.

No Soldier becomes a recruiter without going through the RTR branch.

"They have to go through the recruiter team," said RTR NCOIC, Master Sgt. Walter Hampton.

While Hampton realizes the Recruiter Journal is read by recruiters and not the Soldiers they seek for recruiting duty, he wants to educate recruiters on the RTR team.

"We want them to know who we are and what we do," said Hampton.

The team consists of a master sergeant, a human resource assistant and four senior recruiters who work out of USAREC headquarters.

"We spend an average of 50 percent of the month on TDY status, traveling to Army installations around the world," according to Sgt. 1st Class Neftali Perez, one of the four senior recruiters,

Hampton is asking for recruiting stations near Army installations to assist them in their efforts.

"We are going to try to hit every Army installation that we have throughout the country and those abroad as well," said Hampton.

How do recruiters benefit from their mission?

"We need their extra assistance in order to help fill their foxholes because a lot of them will tell you that they're short on recruiters. This is how they can help us fill their recruiting stations (with volunteer recruiters)," said Sgt. 1st Class Joseph Gott.

RTR's SOP

Once an Army installation is targeted, the RTR team contacts the post's public affairs and retention NCO 30 to 90 days before the team arrives. They send the local public affairs office an announcement flyer to put in the local post newspaper. The flyer also gives them the RTR Web site so those interested may download an application. Many NCOs come to the presentation with prepared packet in hand.

"We have everything online now — we've made it real friendly. They can even do their packets in their homes," said Sgt. 1st Class Jeffery Peterson.

Once the team arrives on the post, they usually set up the briefing location at the education center or a theater. The briefing lasts approximately 45 minutes to an hour.

Back, left to right: Sgt. 1st Class Neftali Perez, Master Sgt. Walter Hampton, Sgt. 1st Class Jeffery Peterson, Front : Sgt. 1st Class Evelyn Dorch, Sgt. 1st Class Joseph Gott, and human resource assistant Paula McBride.

"If a person wants to be a recruiter and they come to our briefing, we ask that they bring their application with them. If there's a problem we can identify it at the time," said Hampton.

Once the Soldier goes through process, the application goes through Human Resources Command.

"This process can take anywhere from three to nine months," said Hampton. "If they were denied, they tell them why they were denied and tell them what to do to get that corrected. If they are accepted, they give them a class date. As a volunteer recruiter, they get a choice of one of the nine assignments they ask for."

Soldiers select nine battalions within three brigades. According to Peterson, the Soldier has an 80 to 90 percent chance of getting his first choice.

The Soldier also benefits by being stabilized for 36 months as well as receiving special duty pay.

Peterson, a seven-year recruiter, said the team processed 900 volunteer recruiters for FY 06 and have set their goal for 1,100 in FY 07. Volunteer recruiters currently hover at 39 percent. The team's goal is to be 50 percent.

Peterson stresses the importance of any Soldier wanting to be a recruiter to contact the team for the straight scoop.

"We talk about what happens in a recruiting station, because these NCOs who come out of recruiting school need to understand what they're getting into. It's very important to give them the 'real deal,'" said Peterson.

Hampton sums up recruiting, telling Soldiers, "It's the hardest, easiest job that you'll ever do in the Army."

For more information call Paula McBride at (502) 626-0215.

Technology Reaches Potential Recruits

By Maj. Brian Tribus, U.S. Army Accessions Command

As the Army launches its new Army Strong recruiting campaign, technology is becoming an increasingly powerful tool in reaching potential recruits. Recognizing that the next generation of Soldiers is likely to communicate via text messaging or online message boards, the Army is launching new media tools to connect with prospective Soldiers.

"Army Strong provides a powerful platform to communicate with potential Soldiers, both through traditional media and the new technology that today's young Americans have embraced and helped pioneer," said Lt. Gen. Robert Van Antwerp, commander, U.S. Army Accessions Command.

A new microsite at GoArmy.com — www.goarmy.com/strong — explains the meaning of Army Strong to potential recruits and their loved ones. The site also offers video stories of real Soldiers, games, ring tones, wallpaper and more.

An "Ask a Soldier" discussion forum launched in November at ask.usarec.army.mil. There, prospective Soldiers looking for information about the Army can post their questions and receive answers from real Soldiers.

"Market research tells us that the No. 1 source of credible information about the Army, from a prospect's perspective, is an actual Soldier," said Van Antwerp.

Soldiers are encouraged to visit the forum and respond to questions based on their own Army experiences. Log in requires an AKO user name and password. Soldiers' replies will not be censored, Van Antwerp said, and Web site administrators will remove only posts that are offensive or violate operational security.

"We acknowledge that some Soldiers may post replies that cast the Army in a negative light," said Van Antwerp. "But we are not going to censor these comments, as doing so would undermine the credibility of the discussion forum. Our strong reenlistment statistics speak volumes about the morale of our Soldiers, so we are confident that the replies to questions will provide a balanced perspective."

The Army is also extending its message beyond Army Strong and GoArmy.com. A new Army page has been launched on MySpace.com, the third most popular Web site in the United States and a social networking phenomenon that has swept young America. The Army's page on MySpace is www.myspace.com/army.

Army messages will soon be distributed through the Web by other means as well, allowing the Army to be where potential recruits are and to speak to them in an objective, authentic, non-recruiting and non-threatening manner. This includes text messaging; a greater presence on popular search engines like Google and Yahoo; question-and-answer sessions with high school students through the video-sharing Web site YouTube.com; and taking "America's Army: The Official U.S. Army Game" into the Global Gaming League, an online gaming forum and social network that sponsors and covers video-game tournaments.

"The U.S. Army is fighting a tough recruiting battle and must do all it can to make the Army message distinctive and powerful — and then deliver that message in ways that reach eligible recruits and those who care about them," added Van Antwerp. "That's exactly what we are doing with our new media recruiting efforts. We're reaching out to prospects and giving them the information they need where they are and on their terms."

Soldiers from 1/509th Joint Readiness Training Center and Fort Polk visit Elton High School. ***U.S. Army photo***

All-American Bowl Celebrates Athletes, Communities

By Ashley Stetter, Army News Service

Army All-American Bowl athletes and their Soldier-supporters geared up for a community relations program that united them on and off the field.

"Saluting Our Army All-Americans" connects Army installations and commands with parents, classmates, schools and communities of high school athletes selected to play in America's only national all-star football game.

The program recognizes America's youth, their schools and the communities that support them. It also gives Soldiers a chance to celebrate with schools and communities before and after the players take to the field.

"I think we are going to see great things this year," said Fort Polk, La., community relations officer Tresa Hess, who participated in the "Salute" pilot program introduced last year. "Anytime we show the community that we have a strong Army, strong people and strong values, it has huge impact."

Fort Polk, Fort Campbell, Ky. and Fort Drum, N.Y., spearheaded the "Salute" program in 2006.

"The effects are astounding. In working with Elton High School, we reached community leaders, families and students in both junior and high school levels," Hess said. "In getting our Call to Duty and Army Values out there, we have potentially influenced these people to a more positive outlook on Soldiers and the Army."

So positive in fact that a teacher thanked Hess for providing role models for her students, a parent asked for copies of the Army values to distribute in church, and a young girl talked to a recruiter about her desire to join the Army and jump out of planes.

"As a commander, I was proud to display my Soldiers as representatives of the Army," said Capt. Marc Meyle, who participated in the Elton High School event.

This year's events will be hosted by Fort Lee and Fort Eustis, Va., Fort Bragg, N.C., and the Military District of Washington. Army Reserve units in California, Florida and Ohio are also planning special events along with Army National Guard commands in Michigan, Iowa and Nevada.

"We are highly encouraged by the overwhelmingly positive public response," Glenna Linville, public affairs officer for the National Guard Bureau. "Soldiers enjoy sharing their life experiences, time and Bowl week with the distinguished student athletes selected for the All-American Bowl Football Team."

Hot Leads Make Rec

Zone

Sgt. 1st Class Joseph Flores, G3, discusses Recruiter Zone benefits w subject matter expert for ARISS. *Photo by Walt Kloeppel*

By Pearl Ingram, RJ editor

Fewer phone calls and more appointments is how Sgt. Antonio Salgado describes the new release of Recruiter Zone. His Missouri City, Texas, station was one of six stations selected for an early user test in November. The commandwide release was completed this month.

"When we were first testing it, on the second day, out of the five phone calls on the hot leads list that I made, I got three appointments," said Salgado. "That was unbelievable." Out of the three appointments he conducted, he wrote one contract.

During the training session, Sgt. 1st Class Joseph Flores, G3, explained to him that hot leads have the majority of the record already built. They are ready to enlist or they are awaiting a phone call, according to Flores. Salgado said he was skeptical.

"When I went ahead and made those five phone calls and made three appointments, I was pretty impressed," said Salado.

Of course, not all recruiters will have five hot leads waiting for them when they log into Recruiter Zone. Since the program is ZIP code driven, if persons within the station's ZIP code have not talked with a cyber recruiter, gone to the goarmy.com, or been contacted by the Leads Refinement Center, then there may be no hot leads.

However, most recruiters will find that the new tool will help their productivity since leads are prioritized by a numerical rating. Persons who are shown to have a higher propensity to enlist will be given a higher ranking.

"It frees up a lot of recruiter time," said Staff Sgt. Eugene Robinson, also at the Missouri City station.

There is a learning curve according to Robinson, who is 190 points away from earning his Gold Badge. He has served less than a year as a recruiter and it took him a week to get acquainted with the program. He thinks it will take most people about a month to move away from wanting to work in ARISS.

"You can see the Army is definitely taking steps to improve the efficiency and productivity of recruiters," said Robinson.

The Recruiter Zone is made up of four main menus:

- My Work Zone menu provides a quick search of records and tracks both attempts and contacts once achievements are logged. It also provides feedback from the station commander.
- My Calendar allows a recruiter to track and view both daily and weekly activities such as contacts and events.
- The People tab manages records. Adding leads, finding a person or scheduling an e-mail campaign is done here.
- Reports is the fourth menu and shows links to all reports along with a historical listing of the last three reports.

Robinson has used the e-mail campaign feature and said he finds it fairly easy to do. The ability to define the search for lead names allows for targeting e-mails to a refined audience. For example, e-mails can be sent to only male prospects. Up to 50 addressees can be reached with one e-mail.

"I have done four or five e-mail campaigns," said Robinson.

cruiter

a Hit

with Master Sgt. Wylette Tillman-Provo, a

"I got a couple of responses but before I didn't get any."

Master Sgt. Wylette Tillman-Provo, a subject matter expert for ARISS, says that the program brings the recruiting applications and LEADS management into a Web-based operation. Before, leads were maintained on the recruiter's work station.

"The problem with that is some recruiters would have an ungodly number of records that were maintained on their work stations," said Tillman-Provo. "If a recruiter owns 4,000 records on their work station, and we keep adding to that 4,000, the reality is that they are never going to talk to these people."

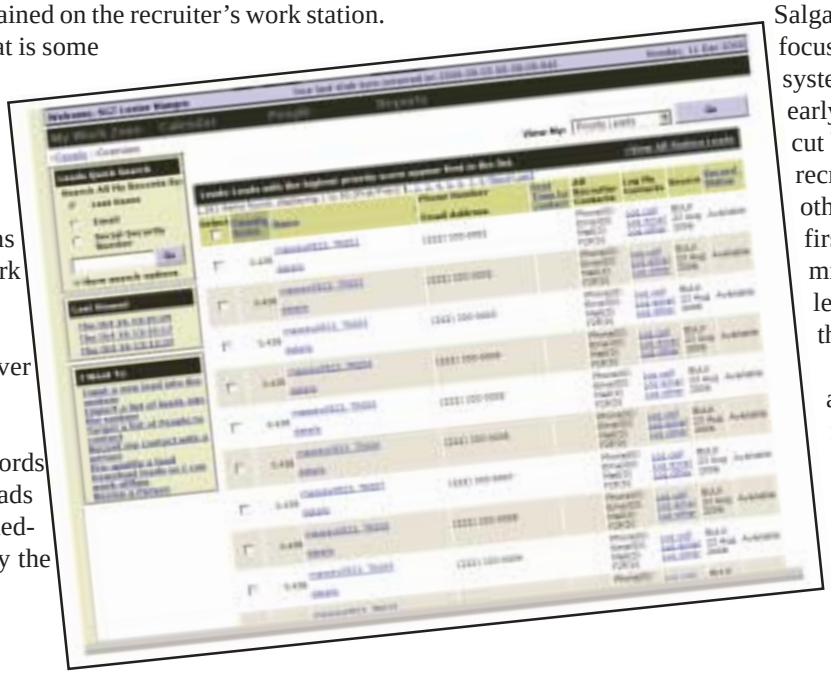
In Recruiter Zone, records can be checked out as leads are contacted. The checked-out lead is then owned by the recruiter. When a young man or woman agrees to process, their name automatically is checked out and placed on the recruiter's work station. Others in the station will be able to view only. Recruiters who must dial up to get the Internet can check out up to 100 leads in one download, while others can work online.

Another time-saving feature is the electronic planning guide.

"We have given the recruiter the ability to build their plan electronically, and then submit the electronic plan to the station commander," said Tilllman-Provo. She said the station commander then reviews the plan and provides feedback and direction.

A key feature for improving performance is the reports option, which allows recruiters to do a self-analysis. Queries on data can be run and the information can be printed in graph form.

"You can see exactly what you have been doing," said Robinson. "You have to have thick skin in this business anyway." Although he feels Recruiter Zone is a tool that is going to make a difference, especially in the way leads are worked.



Salgado's three-man test station focused on learning the new system while undergoing the early user's test. He feels this cut back on some of his recruiting time. His advice to others is to learn the basics first, keep focused on the mission and come back to learn more of the details of the system as time allows.

"We are all on a mission and we can't cut back on the mission while we are learning this system, even though I believe to get a full grasp, it is going to take a while."

Civilian News

USAREC CPAC

Maj. Gen. Thomas Bostick, USAREC commanding general, released a memo to all USAREC employees which supports NSPS and provides implementation information. USAREC brigades and battalions listed below are nominated for implementation under Spiral 1.3 effective April 15. USAREC headquarters and remaining brigades and battalions are nominated for implementation in Spiral 2.0 effective in October.

Preparation for this deployment will include closing out the current Total Army Performance Evaluation System rating cycles and conversion to the NSPS rating system.

Spiral 1.3, effective April 15

1st Brigade organizations

1st Medical Recruiting Battalion
New England Battalion
Albany Battalion
New York City Battalion
Beckley Battalion
Pittsburgh Battalion
Harrisburg Battalion
Syracuse Battalion
Mid-Atlantic Battalion

2d Brigade organizations

2d Medical Recruiting Battalion
Montgomery Battalion
Nashville Battalion
Jackson Battalion
Raleigh Battalion
Jacksonville Battalion
Tampa Battalion
Miami Battalion

3d Brigade organizations

3d Brigade headquarters
3d Medical Recruiting Battalion
Chicago Battalion
Columbus Battalion
Great Lakes Battalion
Indianapolis Battalion
Milwaukee Battalion
Minneapolis Battalion

5th Brigade organizations

5th Brigade headquarters
5th Medical Recruiting Battalion
Oklahoma City Battalion
San Antonio Battalion
Dallas Battalion
Des Moines Battalion
Kansas City Battalion

6th Brigade organizations

6th Brigade headquarters
6th Medical Recruiting Battalion
Portland Battalion
Salt Lake City Battalion
Denver Battalion
Seattle Battalion
Los Angeles Battalion
Southern California Battalion
Phoenix Battalion

Spiral 2.0, effective in October

USAREC headquarters
1st Brigade headquarters
2d Brigade headquarters
Cleveland Battalion
Columbia Battalion
Houston Battalion
Baltimore Battalion
St. Louis Battalion
New Orleans Battalion
Atlanta Battalion
Sacramento Battalion

Franklin University Supports eArmyu

Sgt. Delbert B. McCool, Multi-National Corps-Iraq, Special Troops Battalion, reads the classics. McCool says he spends an equal amount of time working on improving himself physically and mentally. ***Photo by Spc. Sean Finch***

By Christopher Calkins, USAREC G5

Franklin University's Melanie Colley is proud her Columbus, Ohio-based school is one of the 29 original institutions of higher learning chosen to participate in offering online education to Army troops, known as eArmyu.

She's even more proud to be able to do something beneficial — in conjunction with the local Army recruiting battalion — for many of those Soldiers currently serving in harm's way.

According to her co-workers and her boss, Dr. Christopher Washington, Colley, along with Rob Holm from the Columbus Battalion, was one of the driving forces behind Franklin's donation of hundreds of textbooks that soon found their way to deployed troops in Iraq and Afghanistan.

"We have approximately 2,300 Army students here at Franklin and considering where they are at and what they are doing, I give them a lot of credit in their effort to further their education," said Colley, who works for the university as a course manager assistant, in the Ross School of Management and Leadership.

Colley said she understands that the duties and mission of Soldiers serving in the Middle East probably precludes many of them from taking actual courses through eArmyU, but she remains undaunted.

"I hope that they get the best out of our donations, whether it is for their education or just to further their knowledge. I also hope that it conveys the message that we are thinking about them and support them," she said.

"I am proud to be a part of this program and feel that it is all the more significant because of eArmyU. For as long as we have books to give, we will continue to do what we can to support our troops and their education."

"Most of these books were received by our faculty members directly from the publishers. Our chief academic officer, Dr. Washington, was pushing for us to find a place to donate the books. Before I even started working here, Rob had already sent some of our books over there to our troops. Katie Purcell and I and others just decided to up the ante a little bit," Colley said.

Colley said the real "inspiration" and driving force behind this effort came from Holm, who works as an education service specialist with the Columbus Battalion.

And her personal inspiration came with the 100 percent backing of her boss.

"I've known Rob Holm a number of years — as a matter of fact he's an adjunct professor here with us at the university — and I've long admired the educational-focused work he does at the recruiting battalion and long admired the ways in which the U.S. Army instills values, principles and leadership qualities in young men and women," said Washington, Franklin University's CAO.

"Last year I participated in an educators' tour of Fort Jackson in South Carolina and witnessed the leadership development process firsthand. When I learned that there was an opportunity for Franklin University to donate business, management and leadership books to Soldiers in Iraq and Afghanistan, I encouraged my team to support the effort," he said.

For his part, Holm said his place in this partnership is all about what everyone else in his command cares about from the commander on down: "Taking care of the Soldier."

"It doesn't matter to any of us who gets the credit or who gets a pat on the back. That's not why anyone around here does things for our Soldiers. My job is to help build a very solid relationship between our recruiting battalion and schools like Franklin University … programs like this allow us to continue to do that. It's great to have this kind of relationship with a top-notch university," he said.

Col. Donald A. Bartholomew, G-5 director, Recruiting Command, lauded the efforts of the Columbus Battalion, Holm and Franklin University, and said he knows from personal experience their work will not go unappreciated.

"I have been deployed several times over my career, the most recent being to Iraq for 13 months ending July of last year," Bartholomew said.

"You can't imagine the pick-me-up our Soldiers get when they see the outpouring of support the American people continue to show our troops. It's absolutely amazing to see. Sometimes people might think their efforts don't make much of a difference in the big scheme of things.

"Well, I'm here to tell you they do. All of them. When you can make a deployed troop smile, make them happy, and help them in their educational pursuits, you've done a great thing, and we all thank you," he said.

Military OneSource Just a Click Away

To help you find a healthy balance between your work and personal life, the Department of Defense and U.S. Army provides you and your immediate family with access to Military OneSource — a pre-paid Soldier and family resource program to help make your life a little easier.

Military OneSource is fast, easy to use, and completely private. It's available at no cost to you and your family. And best of all, it is there for you any time of the day or night, wherever you are. The service provides you support, advice and information on a wide range of personal issues, including:

- Children's education
- Older adults and elder care
- Relocation
- Deployment and return
- International
- Managing people
- Grief and loss
- Trauma, crisis and violence
- Transition to civilian life
- Special needs
- Spouse Training, Education and career
- Parenting and child care
- Midlife and retirement
- Financial and legal
- Everyday issues
- Work
- Emotional well-being
- Addiction and recovery
- Military 101
- Healthy Habits
- Shopping and services
- Lifelong learning, college and career

Military OneSource offers you

Telephonic and online access to experienced, professional consultants — real people you can talk with when you need an answer to a question

An award-winning web site with online articles, workshops, locators, self-assessments and much more

Pre-paid booklets, audio recordings and other materials to help you get the answers you need in the format you want

Face-to-face counseling with a professional provider in your community

Referrals to resources, services and support in your community

How to Access Military OneSource services

You can access Military OneSource online at www.militaryonesource.com. You will create a personal login username and password. No personal data is collected, just your branch "Army" and unit "USAREC" for tracking usage by unit.

You can also call (800) 342-9647 to talk with a professional consultant for information and/or referral to a subject-matter-expert or a certified counselor in your local community.

Consultants who speak Spanish (call 877-888-0727) and TTY/TDD (call 866-607-6794) are also available. Simultaneous translation into more than 140 other languages is also available.

Military OneSource is your one source for information, support, and services. The professional consultants can assist you with almost any issue. If they cannot answer your questions, they have a research department to help find solutions to your problems.

For additional information about Military OneSource, contact your battalion Soldier and Family Assistance Program manager at (800) 790-0963.

Be Prepared for Winter on the Road

USAREC Safety Office

Driving for Recruiting Command is challenging enough, without the additional headache of snowy and icy roads. Vehicle accidents and costs increase during the winter months due to winter driving hazards. The command urges all recruiters to exercise extreme caution when driving this winter.

While roads can be dangerous, bridges and ramps can prove even more treacherous. Bridges and ramps become icy more quickly than roads because bridges and ramps are often made of concrete rather than asphalt. Asphalt retains heat longer. In addition, bridges and ramps are exposed to weather on all sides and do not have the earth to insulate underneath.

There is a wide temperature variance between roadway and bridge surfaces. In the past, these surface measurements have shown a temperature of 17 degrees for the pavement on a bridge, while asphalt pavement still measured between 40-45 degrees. Remember to drive according to the pavement conditions.

The following is a list of do's and don'ts to remember while driving in the winter, especially around snow plows.

What You Should Do

• Watch for the plow truck and be aware of the direction the plow is pushing snow before passing the vehicle. The plow driver may not see you because he/she is busy watching many things.

• Stay far back from the plow truck when you are following to avoid your car being hit by salt, or even ice and snow which may fall from the truck. Remember that plow drivers can not see directly behind the truck.

• Expect the plow truck to make unexpected maneuvers while plowing parking lots and turn lanes in certain areas of business districts.

• Use roadside objects as landmarks to orient yourself to the roadway.

• Watch for plow trucks turning around at intersections.

• Stay with your vehicle if you are stranded and make sure to turn on all flashers to identify your disabled vehicle.

• Carry a winter survival kit while traveling. Your kit should include ice scrapers, blankets, jumper cables, a basic tool kit, a shovel and traction material such as kitty litter.

What You Should Not Do

• Don't overdrive your headlights. Best vision is usually achieved if your headlights are dimmed.

• Don't drive through "whiteouts" caused by plowing snow or crosswinds.

• Don't travel beside a snowplow. The truck can be forced sideways by the force of the snow on the plow blade.

• Don't pass two snowplows working in tandem.

• Don't assume that the road appears to have good traction. Icy spots are many times not visible.

Snow rhymes with slow and that's how you should drive in winter weather. Here are some tips from the USAREC Safety Office that may be helpful to you in preparing for winter driving.

• Install good winter tires. Make sure the tires have adequate tread. All-weather radials are usually adequate for most winter conditions. However, some areas require that vehicles be equipped with chains or snow tires with studs.

• Keep a windshield scraper and small broom for ice and snow removal.

• Maintain at least a half tank of gas during the winter season.

• Plan long trips carefully.

• Listen to the radio or call the state highway patrol for the latest road conditions.

• Always travel during daylight and, if possible, take at least one other person.

• If you must go out during a winter storm, use public transportation.

• Wear layers of loose-fitting, layered, lightweight clothing.

• Carry food and water.

• Store a supply of high energy "munchies" and several bottles of water.

• Contact your local emergency management office or American Red Cross chapter for more information on winter driving.

Winter driving requires recruiters to be extra careful and alert, but the most important tip for winter driving is to slow down and use the USAREC Risk Assessment Worksheet for Driver Operation (USAREC Form 1144) or USAREC Risk Management Worksheet (USAREC Form 1249) to help you manage the risk associated with driving a GOV in these conditions. The USAREC Risk Assessment and Risk Management Worksheet assists commanders, supervisors, leaders and recruiters become more aware of hazards associated with operating a GOV.

Garner Uses Car Rollout to Find Recruits

By Chris Wilson, Oklahoma City Battalion

Courtesy photo

Sgt. 1st Class Jeffery Garner walks through the teens crowded around slick, customized import cars. The loud music and mobs of young speed enthusiasts seems like a scene from an underground racing movie. But this is where Garner finds Future Soldiers for the U.S. Army.

"We call it the Army Rollout Program," Garner said. "We provide a place for high school kids to hang out in a hassle-free, drug-free and violence-free environment."

Garner thought of the program as a way to connect to the local high school market. He coordinated with the mall where his recruiting station was located to use a corner of their parking lot on Friday and Saturday nights during summer break. He called the event Army Project Rollout. The parking lot filled a need, the high schoolers had nowhere else to go, but there was no guarantee they would come to the event.

"I needed a hook," Garner said. "Here in Ardmore, the import cars are popular."

He decided to use his 1991 Honda Accord, a spare car he used for vacations, as a draw for the event. He worked with parts supply companies and local auto shops to upgrade the Honda with custom and performance parts.

"I'm an old hot-rodder at heart," Garner said. "You have to identify with your market, though, and the market isn't hot rods, it's imports. Building an import is nothing like working on a old Mustang."

Many parts suppliers supplied equipment in exchange for having their logo printed on the car.

"Local universities and parades love for us to bring the car around," Garner said.

He made the changes in stages, inviting students and graduates to come to Project Rollout every week to see how the car progressed. The event drew crowds with plenty of potential recruits.

"We don't recruit very aggressively on a Rollout night," Garner said. "You don't have to pressure the kids about joining the Army, because if they're interested, they come to you. I'll usually hand them a business card and tell them 'We're just having fun right now. Come see me on Monday.

"Every Monday we had about four people from the Rollout come into the office."

The event has also been a huge community relations success for the recruiting station. The Ardmore Police Department reported a 20 percent decrease in nuisance calls from loud music and zero street racing incidents during the Rollout program.

"The police and city are very pleased with the results," Garner said. "I just want to show these kids what they can have if they stay in school and stay drug-free."

Columbia Battalion Recruiter's Wife Persists, Enlists at Age 41

Story and photo by Leslie Ann Scully, Columbia Battalion

Julie Cornelius has been an Army wife for 11 years and, for five of those years, her husband, Staff Sgt. Michael Cornelius of Myrtle Beach station, has been an Army recruiter. When he started recruiting in 2002, her own interest in joining the armed services was renewed.

"Back in the '80s I wanted to fly but none of the services allowed women to have that type of job," Julie said.

Michael Cornelius looked into the medical field knowing that a direct commission opportunity might be possible at her age. It required a four-year degree so she gathered information about nursing classes. She was faced with waiting lists for schools.

Julie Cornelius checked the Army Web site daily for jobs and to see if qualifications changed. When she heard that the services were going to change the age requirement, she started checking the Library of Congress Web site daily. She saw the actual change in January 2006 on the day it happened and immediately called USAREC. Her hopes were dashed again because the Department of Defense had authorized the age change up to 42; however the Army had only implemented an age limit increase to 40. She was still too old at the age of 41.

"I was sick to my stomach that day," she said. But she didn't give up; she kept going to school.

Later she was told the Army had the opportunity to look to increasing the age limit to 42.

"I remember the day when I heard that I could join. I jumped around screaming," she said. She had made the age requirement by six months.

Cornelius enlisted as a combat medic. Her ultimate goal is be a nurse anesthetist. She left for basic training in November and will attend advanced individual training at Fort Sam Houston, Texas.

She has 66 hours of college credit from Horry-Georgetown Technical College and was due to graduate in December with an associate degree. She received a $6,000 bonus for joining the Army.

Army Ordinance Disposal Specialists Make Learning 'a Blast'

Story and photo by John L. Thompson III, Houston Battalion

About 150 Jacksonville High School students learned the Army has jobs involving state of the art robotics which can defuse explosives. That military job choice can lead to civilian careers in bomb disposal, electrical engineering or commercial robotics.

Jacksonville High School media technical arts teacher Michael Culotta puts the robot through its paces as Spc. Jaime Valdez offers guidance.

Sgt. 1st Class Willie Snell and Spc. Jaime Valdez, explosive ordinance disposal specialists with the 797th Ordinance Company, Fort Sam Houston, Texas, were not accompanied by C-3PO or R2D2 but with a Automated Pneumatic Drive Robotic Operated System, known as ANDROS. The sophisticated hardware displayed on stage in the school auditorium enables skilled technicians to defuse bombs or check a building for booby traps while sitting in a secure location.

These two Soldiers were part of the Total Army Involvement in Recruiting mission where Soldiers talk about what they do in the Army and what Army life is about. By allowing access to Soldiers, students are encouraged to ask questions in an open forum.

Valdez explained that during demonstrations, high school seniors were not only interested in what he did but asked some excellent, in-depth questions about what it is like to be in the Army.

Valdez said many students interest heightened when they learned much of the ordnance training took place on the Florida Panhandle within walking distance of the beach. The school also provides up to 30 credit hours of college time which could act as a way to jump start a college career. Students did not realize many military schools could also qualify as college credit.

But when it came to the subject of ordinance and explosives disposal, Valdez was all business.

"We use this (robot) when we do not want to send a person to work directly on an explosive device," Valdez said.

"We also have a remote control device which allows us to be a safe distance away from the explosive should there be a high risk of accidental explosion. We have a remote TV screen and we know everything the robot is doing. We use its four cameras and the gripper acts like a hand."

Valdez told students the gripper hand can be used to pull wires free or take apart explosive devices. The robot can be fitted with cutting tools and a shotgun can be attached should a cartridge be required to detonate a bomb or booby trap.

Snell said the robot they demonstrated is more bulky than what is currently used in Iraq.

Valdez demonstrated the same skills with the robot should he encounter a strange object or package at a location. During a previous demonstration, Valdez took a backpack and showed how the bag would be handled and searched.

And, as far as being marketable in the civilian workplace, Snell said he was offered a job with a $250,000 salary for doing what he does for the Army. He turned down the job. He says he wants to make sure Soldiers such as Valdez get quality training before they need to use those skills on the battlefield. He explained he felt it was important that he remain with Soldiers and use his experience to help them conqueror the challenges of safely defusing or disposing explosives.

"I have been to Bosnia six times, Afghanistan twice and Iraq twice," Snell said.

"In October 2002 I was assigned to the Picatinny Arsenal, N.J., so I actually did a lot of the testing on the TALON robot."

The TALON robotic systems are actively used by American forces in Iraq and Afghanistan. While in New Jersey, Snell submitted design suggestions to improve the design of the TALON. His suggestions included recommendations on tools needed for the robot. Snell said the new robots in the field are smaller, faster, and more agile.

For recruiter Sgt. Jonathan Heinrich, having Soldiers employed in unusual jobs makes for an opportunity to showcase the spectrum of Army jobs.

"It opens up kids' eyes," Heinrich said. "It shows that the Army is more than "war fighting." It shows the technology we use."

For Heinrich, it is a chance for students to get information about the Army from someone other than a recruiter. Then, if an individual is interested about the Army and has questions he or she can talk with a recruiter because the presentation has "broken the ice."

While a number of students found out what it was like to maneuver the robot and its "claw" some may have felt the draw of state-of-the-art robotics and electronics in an Army career as a path to future success.

Twin Dental Students Join Army

Story and photo by Christopher Bush, 1st Brigade

For Aleks and Dmitry Baron, life has always been about family and serving the community, whether that community was in Eastern Europe, Brooklyn, New York, or in the suburbs of New Jersey. Now their family includes the U.S. Army, and the community they now hope to serve is the world itself.

The Baron brothers, identical twins, are first-year dental students at New York University Dental School, and they recently decided to serve their country in the Army Dental Corps. They were commissioned as second lieutenants and were accepted into the Health Professions Scholarship Program, which offers full payment of tuition, a monthly stipend, reimbursement for certain fees, books and other mandatory items.

Capt. Dominick Ivener, center, was part of the recruiting process with Aleks and Dmitry Baron.

Born in Chernovtsy, Ukraine, the family relocated the family to Brooklyn for a chance to achieve the American dream. The Baron brothers learned from an early age the importance of public service from their hard-working parents.

"Our family is very compassionate about a lot of things, especially people. We learned a lot about people from working in the retail business growing up," Aleks said. "We always wanted to be the ones taking care of everyone around us, our family and friends, anyone in our neighborhood growing up. If anyone ever got hurt or got even a small bruise, my brother and I would drag out the whole hospital kit and try to care for them."

Dmitry and Aleks said their career decision was just a natural progression in their life of caring for their fellow man. They chose general dentistry because it would offer them the opportunity to form personal relationships with patients on a one-on-one basis. Aleks said the HPSP offered a unique and hopeful view of his future as an oral specialist.

"As a dentist in the Army Dental Corps, I will be allowed to focus more on honing my skills and providing maximum care to patients," Aleks said. "The Army's vested interest in me will return a dental professional that sees no limit to his success and no reason to turn patients away from necessary and proper treatment."

The love of their adopted homeland and a sense that they wanted to give back to a country that had offered them so many pathways to success led them to the Army.

"We have gotten so much from this country and for us to have the chance to give back just a little bit is really great," Dmitry said. "I can't tell you how much it means for me to be able to be a part of the Army Dental Corps. It feels good to give back."

Aleks and Dmitry said initially their family had some concerns about the Army. But after they saw the passion the twins had for the Dental Corps, they understood completely.

"The Army had everything that I was looking for," Dmitry said. "Along with the qualities of leadership and camaraderie, teamwork is also very important to me, and all are imperative to embrace if one is to provide top oral care."

> "The Army had everything that I was looking for."
> Dmitry Baron

The twins also take every opportunity to tell other students about the Army as well.

"Every time I talk to students here I tell them what a great organization the Army is and how great the Army Dental Corps is," Aleks said. "I tell other students about the great benefits, the scholarships, but I also tell them how important serving this country is and that is truly what makes me happy."

The brothers first learned of the HPSP from a fellow student and they soon found themselves in the office of Capt. Bianca Ellis of the New York and New Jersey Healthcare Recruiting Team. Ellis helped start the Barons' Army career before she departed the recruiting team for her next duty station in Korea. After her departure Capt. Dominick Ivener picked up the process and guided the twins along the path to Army success. Ivener was immediately impressed with the level of dedication he saw in the brothers.

"These guys are great young men and I think the Army is really lucky to have two people of such high character and extreme devotion entering the service," Ivener said. "I think they will have a very successful career ahead of them. They are really the perfect picture of the American dream."

Dmitry and Aleks have also looked ahead to the future and set many goals for themselves and are excited about what the Army has in store for them.

"I have so many things that I what to do, and I have really thought a lot lately about making the Army a career and seeing how far I can go," Dmitry said. "I know we also want to see how much of a difference we can make for the Army and our country."

PaYS Partner No. 189: Union Pacific Railroad, Des Moines Battalion

Story and photo by Toni Harn, Des Moines Battalion

"Ceremonies like this usually signify a renaissance," said Lt. Col. William Melendez, Des Moines Battalion commander. "In this case it's that and much more; it is also an impetus for continuing a proud and long-standing tradition of service to our nation by great Americans."

Melendez addressed the crowd and media at the signing of the PaYS agreement between the Army and Union Pacific Railroad in Omaha, Neb.

Union Pacific Railroad has several locations across the United States where they intend to post jobs. Potential fields include brakeman or switchman, conductor, locomotive engineer, electronic technician, diesel mechanic and bridge and building electrician.

Union Pacific comes to the Army through PaYS in order to help supply critical skills as it did in its beginning when two Army generals were tasked by President Abraham Lincoln to build the transcontinental railroad. Union Pacific Railroad transports coal, chemicals, industrial products and other freight over a system of more than 33,000 route miles in 23 states in the western two-thirds of the United States. The company owns 27,400 route miles of its rail network. Union Pacific will allow PaYS to reach out into several remote locations to offer PaYS enlistment incentives where few other options exist.

PaYS Partner No. 187: International Truck and Engine Corporation, Chicago Battalion

By David Berman, PaYS

As 80,000 football fans entered Notre Dame Stadium Nov. 18 for the football game against the Army's Black Knights, International Truck and Engine Corporation signed with the PaYS program in a pre-game tailgate ceremony. Col. Renee Finnegan, USAREC chief of staff, and Archie Massicotte, International Truck and Engine Corporation president of international military and government LLC branch, signed the memorandum of agreement.

International Truck and Engine Corporation, the primary operating subsidiary of Navistar International, manufactures heavy-duty trucks bearing the International brand name. In addition to hauling freight, uses for the heavy-duty trucks range from emergency vehicles to trash trucks. International Truck and Engine also makes mid-range diesel engines and the V-8 diesel engine for Ford's Power Stroke pickup. The company has been building school buses since 1907 and is still one of the industry's largest manufacturers.

Representatives of the Wounded Warrior Project were on hand to commemorate the event and meet with Secretary of the Army Francis Harvey.

The Golden Knights were part of a PaYS signing before an Army football game. *Photo by James Berman*

The Golden Knights jumped with the game ball, landing on the 50-yard line. Notre Dame won the game, but as Finnegan said, "The Soldiers, International and the Army are all winners today."

PaYS Partner No. 173: Southern AG Carriers, Jacksonville Battalion

By Cynthia Rivers-Womack, Jacksonville Battalion

Jacksonville Battalion signed its fourth PaYS partner, SouthernAG Carriers, Inc., in August. The ceremony took place at the company's headquarters in Albany, Ga., and local media attended.

Valdosta Company Commander Capt. Brian Kadet saw potential in this company's ability to fulfill the PaYS mandate of providing an employment link back to the community for Soldiers. It took several months of inquiries and a letter of justification from Kadet before an unprecedented exception to policy was approved by Maj. Gen. Thomas Bostick, USAREC commanding general. At the time of the signing the company employed about 200 employees, but anticipates expansion of its workforce to meet the PaYS minimum employee requirement in the next couple of years, according to Carroll Harper, driver personnel manager.

Harper was enthusiastic about working with the military.

"It's our obligation to make employment opportunities available to our military," said Harper. "Good work ethic, leadership and responsibility are qualities the Army gives its Soldiers and it's just what we're looking for in our employees," he said.

SouthernAG Carriers, Inc., a family-owned company, organized in 1990, serves more than 23 states with agricultural, tire, grocery and other long haul deliveries. The Longhaul Division of the company is headquartered in Albany, Ga., with another plant in Comanche, Texas.

AFAP delegates determine top five issues

Story and photo by Margaret McKenzie, U.S. Army Family and Morale, Welfare and Recreation Command Public Affairs

Delegates at the 24th Army Family Action Plan conference reviewed 68 issues from Army installations throughout the world Nov. 14 through 17.

The issues were distributed into eight work group categories: Army wounded warrior, entitlements, family support (two groups), force-support, medical (two groups), and outside-of-the-continental-United States.

The top five conference issues of 2006, as voted by the delegates, were:

• Traumatic brain injury rehabilitation program at Military Medical Centers of Excellence

• Traumatic service member's group life insurance annual supplement

• Co-pay for replacement parts of durable medical equipment and prosthetics

• Convicted sex offender registry outside the continental United States

• Retroactive traumatic service members group life insurance compensation

The top five critical active issues previously introduced into the AFAP process include:

• Award contracts for household goods shipments to moving companies based on performance and claims history as well as cost. Provide full replacement value for lost/damage household goods.

• Allow Soldiers with at least 10 years of service to transfer their Montgomery GI Bill benefits to their dependents.

• Authorize the use of permissive temporary duty for fathers upon birth of a child.

• Eliminate the expiration date for Montgomery GI Bill educational benefits.

• Allow service members to accumulate 90 days of leave until termination of service.

The delegates identified four services as this year's most valuable:

• Army Community Service

• Morale, Welfare and Recreation services

• Army Wounded Warrior Program

• Medical care

Additionally, the delegates voted on the top five mobilization/deployment and family support strengths. Included on the list were Military OneSource and Army Community Service programs. Morale Welfare and Recreation, family readiness groups and rest and relaxation all tied for third place, and the rapid fielding initiative rounded out the list.

The top three mobilization/deployment and family challenges as determined by the delegates were length and extension of deployments; deployment PERSTEMPO; and the stop loss program. The need for more standard National Guard, Active Guard and Reserve, Army Reserve and Active Duty remote family readiness groups, and incomplete family reintegration training for children and teens were tied for fourth place.

A meeting of the General Officer Steering Committee, chaired by the Lt. Gen. James Lovelace, was held in conjunction with the AFAP conference. Senior Department of Defense and Army leaders reviewed 24 issues in the AFAP process. Two were completed:

AFAP delegates Karin Markert, Myra Williams and Michelle Zittrauer participate in the Force Support work group at the 24th AFAP conference in Alexandria, Va., Nov. 14-17.

• Dental and Vision Insurance Coverage for Federal Employees: Public Law U.S.108-496 authorizes a stand-alone dental and vision benefit program for federal employees. Employees will pay 100 percent of the premium costs for dental and vision coverage. The Office of Personnel Management has implemented seven supplemental dental plans and three vision benefit plans for federal employees, retirees and their dependents.

• Basic allowance for housing for activated Reserve Component: The fiscal year 2006 National Defense Authorization Act authorized full BAH for Reserve Component Soldiers on active duty after 30 days of service regardless of the type of orders or reason used to bring the Soldiers to active duty.

Of the issues that were presented, 22 were listed as active and will be worked until resolution. The GOSC approved the entry of two new issues — Army Career and Alumni Program funding and permanent family readiness support assistants.

AFAP was created in 1983 and developed fully in 1984 as a program to help the Army address the needs and concerns of family members. The program highlighted the importance of Army families to overall Army success.

The concept of identifying issues to be resolved through representation of Army family members grew into the AFAP process. It provides a way for policy to become a tangible end product for Soldiers and families.

The Family and Morale Welfare and Recreation Command oversees the process to ensure that issues are referred to the appropriate agencies for resolution. Semi-annual GOSC meetings monitor the progress until issues are resolved or deemed unattainable.

Army wins 2006 Ironman competition

Story and photo by Michelle L. Gordon, Army News Service

The Army once again this year took top honors in the Military Division of the Ironman World Championship in Kona, Hawaii, Oct. 21.

Most Soldiers consider themselves to be strong, but those chosen to compete this year needed more than physical strength to win. They needed to be Army Strong.

"Everyone shows up physically prepared," said team member Lt. Col. Heidi Grimm. "So going in we knew the most important aspects to focus on were nutrition management, the climate and how we were going to respond to the mental challenges."

Grimm was part of the four-person Army team that participated in the military division of the competition. Every year each service sends a team of three men and one woman to the annual event, and even though Grimm was honored to be part of the team, she knew there would be extra pressure to win this year because the Army took top honors last year.

"We had to maintain the team trophy and we knew the Air Force brought a strong team," she said. "We also knew they would probably be our biggest contenders, which they were."

Composed of three events, the triathlon began with a 2.4-mile swim through the Pacific Ocean, followed by a 112-mile bike ride and a 26.2-mile foot race. Having competed in more than 10 Ironman competitions, Grimm began preparing for the race weeks in advance, setting minimum standards for what she wanted to accomplish each week in order to be successful. However, her training could not prepare her for the unexpected.

The Army team took top honors in the Military Division of the Ironman World Championship in Kona, Hawaii, Oct. 21. The competitors were Capt. Art Mathisen, Maj. Matt Lorenz, Maj. Mike Hagen and Lt. Col. Heidi Grimm.

"Within the first 50 meters of the swim I was kicked in the face and the left side of my goggles broke," Grimm said. "There were 1,700 competitors in the water so it was crowded. I didn't realize I had a gaping hole in my goggles until the next day. I just knew the seal kept breaking and I had to swim another two miles in the ocean with only one eye."

Grimm's broken goggle was not the only misfortune team Army faced during the race. Her teammates had struggles during the bicycle portion.

"[Maj.] Mike [Hagen] had mechanical problems with his wheels and [Maj.] Matt [Lorenz] had two flat tires," she said. "We lost some time, but it's all part of the mental game; and going in you have to tell yourself that something is going to happen to everyone. It's all in how you handle it and soldier on."

Despite their challenges, Grimm attributes team Army's win to teamwork.

"We have a close-knit group with lots of energy and positive reinforcement," she said. "I have a great deal of respect for the guys on my team — both as Army officers and as my fellow teammates. The fact that we finished first with all of our individual issues is a true testament to the caliber and experience of the athletes on our team."

Even though the 2006 Ironman World Championship may be over, Grimm hasn't stopped training. As a member of the Army World Class Athlete Program, she is currently training for the Olympic trials and hopes to compete in the 2008 summer Olympics.

Army announces temporary ACU boot policy

Army News Service

The Army announced Nov. 14 that in certain geographic areas for the next six months the black Intermediate Cold Wet Boot will be authorized for wear with the Army Combat Uniform in lieu of the tan ICWB, which is currently in short supply.

"The temporary policy affects Soldiers in cold regions of the continental United States, Korea, Europe and Alaska," said Sgt. Maj. Katrina Easley, branch chief for Uniform Policy at Army G-1.

The first version of the ICWB, a black boot fielded in the early 1990s, filled the void between the standard-issue leather combat boots and the extreme cold weather "Mickey Mouse" boots.

Sgt. Maj. of the Army Kenneth O. Preston said that suppliers are working to get the new tan ICWB fielded as soon as possible.

The temporary exception to policy is expected to last through April 2007, and allows Soldiers in the designated areas to wear the black ICWB with the ACU immediately.

Slick deals for Soldiers on AKO

A new page, Slick Deals for Soldiers, is available on AKO. The page is a one-stop source for special offers for products and services available just for military personnel and their families.

Deals include free cell phones, calling cards, computer discounts, theme park discounts, vehicle purchase and rental discounts, military coupons and free services for deployed personnel.

Log into AKO often and click on the slick deals link to learn about special offers for products and services available to save money.

Fort Riley Soldier saves two civilians, earns Soldier's Medal

Story and photo by Mike Heronemus, Fort Riley Post

Spc. Ronnie Wheat wears a Combat Action Badge, proof he survived a life-threatening encounter while deployed in Iraq.

Now he wears a Soldier's Medal, proof the 70th Engineer Battalion Soldier helped save two civilians from a life-threatening accident on a highway.

Col. Norbert Jocz, 3rd Brigade commander, presented the medal Nov. 17 in front of a battalion formation at Fort Riley, Kan.

"It's pretty neat," the Oklahoma native said about getting the medal. "I never expected to get anything like this."

The Army awarded Wheat the medal because he and a fellow Soldier rescued two people trapped in a burning pickup that had been involved in an accident in April 2004. A third person in another vehicle died at the scene.

Driving back to Fort Benning, Ga., after visiting a friend at Fort Leonard Wood, Mo., Wheat and his buddy came upon an accident involving the pickup pulling a 16-foot flatbed trailer and a car. The pickup rolled down a hill and caught on fire, Wheat recalled.

Wheat turned his car around and went back to assist, he said. "Two guys were in the (truck) screaming, and we kicked the windshield out and pulled them out" before the truck exploded in flames, he said.

Wheat

"I just reacted without thinking," Wheat said, thinking about whether any Army training had helped him save the two men.

The accident happened shortly after Wheat completed basic and advanced individual training, "so I was a little bit more on the ball," he said.

Their quick response made a difference, Wheat said. "The two guys were OK. I got a note from their family; they wrote me a letter."

General credits training, PPE with saving his life

By Kelly Widener, U.S. Army Combat Readiness Center

Funny things go through a person's mind while sliding down an asphalt road.

While sliding 30 meters at about 35 mph, Brig. Gen. Doyle D. "Don" Broome Jr. said the thought that flashed through his mind as he fell off his motorcycle was, "Boy I wish I had invested in those leather chaps."

The unfortunate result of Broome's accident isn't that he wasn't wearing chaps, but that he became part of an increasing Army statistic by no fault of his own. Statistics show that about 60 percent of motorcycle accidents in the Army involve Soldiers who are 26 and older and are E-5s and above.

The accident of the deputy commanding general of U.S. Army Cadet Command was one of many recorded motorcycle accidents during fiscal year 2006 — a year in which the Army experienced a 20 percent increase in motorcycle accident fatalities. About 15 percent of Army motorcycle fatalities in fiscal year 2006 were not the fault of the rider.

The Army mandates wear of personal protective equipment and attendance of a motorcycle safety rider education and training course, said Lt. Col. Laura Loftus, U.S. Army Combat Readiness Center.

Broome survived his accident because he managed and controlled every aspect of personal safety he could. Investigators said his preparedness saved his life.

"Fortunately, I was wearing all my (personal protective equipment)," Broome said in reference to the full-face helmet, leather gloves, long-sleeved shirt, leather jacket, ballistic eye protection, heavy jeans and steel-toed riding boots he was wearing the day a car passed him and then cut him off to make a right turn.

" He snapped right over in front of me, and the only thing I could do was grab the front handbrake," Bromme said. "It was either that or run into the back of his car because he made an immediate turn right in front of me."

As soon as he stopped sliding, the general said he was up and moving out of traffic to ensure he didn't get hit by following traffic. The asphalt and friction burned through the knuckles of his leather gloves and the left forearm of his long-sleeved shirt and leather jacket. He suffered second- and third-degree burns on the arm as well as a softball-size area on his left knee. Something had also cut through the leather down to the steel cap of the toe on his left boot.

Though he started riding motorcycles when he was 14 years old, he has taken the Motorcycle Safety Foundation Course twice.

"Even though I wound up laying it down, the training is invaluable. Situational awareness is critical, and I am even more aware now of cars driving around me than I was before," Broome said. "I ride now with the belief that drivers aren't going to see me or they are going to do something stupid to put me in a position I don't want to be in. It is a high-threat environment, and you have got to have your head on a swivel and be constantly aware."

Looking to help those under his command, the general is now the senior mentor for Cadet Command cadre as well as cadets in Army ROTC programs.

The Army is advocating its new Motorcycle Mentorship Program, which engages leaders to help establish programs where experienced riders can mentor inexperienced riders. The effort came following the loss of 40 Soldiers to motorcycle accidents during fiscal year 2005, up from the 22 Soldiers lost in fiscal year 2004. The loss of 48 Soldiers to motorcycle accidents during fiscal year 2006 places an even greater emphasis on the MMP, Loftus said.

Gold Badges

NOVEMBER 2006

BALTIMORE
SFC Lee Dowiat
SFC Jessica LaPointe
SFC Joshua Stevens
SSG Run Cai
SSG John Gilley
SSG Phelan Holmes
SSG Jonah Jancewicz
SSG Kevin Janey
SSG Steven Tirsell
SSG Trenise Welch
SSG Justin Wurster
SGT Jermaine Jackson
SGT Nakia Riddick
SGT Steven King

CHICAGO
SFC Tyrone Richmond
SSG Michael Erlandson
SSG Gilberto Flores
SSG Robert Hogue
SSG Salina Sandoval
SSG James Spitzley
SSG Justin Stellmacher
SGT Daniel Barton
SGT Marlin Davis
SGT Calvin Lee
SGT Russell Severin
CPL Caleb Bell

CLEVELAND
SFC Larry Smith
SFC Steven Sweeden
SSG Donnie Fann
SSG Sharlene Lynch
SGT Jonathan Bushnell
SGT Matthew Mahoney
SGT Summer Ranaldson
SGT Daniel Skywatcher

DALLAS
SFC Salvador Carrasco
SFC Atrion Drake
SFC Gualberto Mier
SSG Kevin Brown
SSG Jeffrey Elder
SSG Robert Henry
SSG Charles Moten
SSG Charles Sills
SGT Randy Gibson
SGT Telly Grier
SGT Nicholas Loy
SGT Steve Nabors
SGT Carol Santiago
SGT Brian Stephens
SGT Christopher White
CPL Edward White

DENVER
SFC Christine Howland
SFC Thomas Mitchelle
SFC Bethann Richards
SFC Ryan Ricter
SSG Jamy Angel
SSG Andrew Cormier
SSG Jerome Davis
SSG Kevin Hoffman
SGT Travis Mower

DES MOINES
SFC Lance Dodd
SSG Michael Cole
SSG Jacob Duncalf
SSG James Klink
SSG Jeffrey Nohner
SGT Shawn Stone
SGT Jimmy Tallent

INDIANAPOLIS
SSG Michael Miihlbach
SSG Rita Praul
SSG Steven Sandefur
SGT Gary Rice
SGT Ryan Mayfield
SGT Jonathan Pass
SGT Michael Serbentas
SGT Braxton Smallwood

LOS ANGELES
SSG Omar Barrett

MID ATLANTIC
SSG Oliver Charleston
SSG Frederick Gibbs
SSG Lawrence Jackson
SSG Brian Roldan
CPL Ceasal Clyburn

MINNEAPOLIS
SFC Richard Sale
SFC Robert Schmelz
SSG Ronnie Ambriz
SSG Jason Labatte
SSG Amanda Pederson
SSG Jason Voss
SGT Kenneth Helms
SGT Christopher Kent
SGT Jon Moreno

MILWAUKEE
SFC Keven Gianunzio
SSG Roy Boatner
SSG Joshua Bonneau
SSG Gabriel Candelaria
SSG Faron Matthews
SSG Shaun Smith
SGT Daniel Barnhart
SGT Jason Kivela
SGT Angela Pacheco
SGT Cody Richards
SGT Christopher Riley
SGT Joshua Ross

MONTGOMERY
SFC John Guice
SSG Erik Andrews
SSG Carlandro Dudley
SSG Travis Fite
SSG Trent Hill
SSG Juan Merchan
SSG Leonard Peters
SSG Tommy Stewart
SSG Shannon Vaughn
SSG Byron Williamson
SSG James Workman
SGT Brent Bentley
SGT Tommy Miller
CPL Derrick Lawson

NEW ENGLAND
SSG James Gilbert
SSG Torin Hammond
SSG John Hodek
SSG Mark Wood
SGT Derek Dickie
SGT Ryan O'Neill
SGT Adam Royds
CPL Jeffrey Roy

NEW ORLEANS
SFC Michael McAbee
SSG Johnny Bonyfield
SSG Ronald Boyd
SSG Brain Johnson
SSG Benjamin McGuire
SGT Wilmer Davis III
SGT Kenneth Rogers
CPL Scott Mears

NEW YORK CITY
SFC Jorge Escalante
SFC Lewis Williams
SSG Jimmy Clayton
SSG Melvin Cuadrado
SSG Zachary Quick
SGT Jacques Blemur
SGT Christopher Shannon
SGT Germaine Williams
SPC Monique Page

OKLAHOMA CITY
SFC Timothy Wilhite
SSG Tariq Miller
SSG Eric Pinkett

PITTSBURGH
SFC James Jackson
SSG Matthew Buck
SSG Matthew Powell
SSG John Robinson

SACRAMENTO
SFC Michael Bingham
SFC Thane Dawson
SFC Michael Harper
SFC Steve Hovey
SFC Gregory Mathis
SFC Michael Rhodes
SFC Patrick Sullivan
SSG Richard Baydo
SSG Monte Chambers
SSG Robert Edwa
SSG Jose Garza
SSG Jose Gomez
SSG Melanie Jayo
SSG Omar Laboy
SSG Binh Ly
SSG Steve Lowe
SSG Robert Marin
SSG Michael Mason
SSG John McBean
SSG John Miller
SSG Sherri Roundtree
SSG Kent Smith
SSG Garrith Walker
SSG Garry Ward
SSG Gideon Wilkinson
SGT Ronald Acree
SGT Steve Bostic
SGT Josean Cabrera
SGT Richard Caralos
SGT Carla Huber
SGT Sheldon Ko
SGT Duncan Kolwa
SGT Kevin Long
SGT Greg Lunceford
SGT Lyman Moak
SGT Julio Moran

SGT David Morgan
SGT Antonio Negron
SGT Rommel Penaflor
SGT Richard Rodriguez
SGT Darrell Smith
SGT Richard Steele
SGT Samuel Tuttle
SGT Tiffany Yates

SAN ANTONIO

SSG Roberto Graciano
SSG John Hernandez
SSG Salvador Somoza
SSG Victor Thomas
SSG Jorge Vazquez
SGT Samuel Lopez
SGT Rita Luera
SGT Marc Pysarenko

SEATTLE

SFC Roger Bly
SFC James Veach
SSG Philip Dunning
SSG Ryan Watson
SSG Michael Welker
SSG Ian Willett

SYRACUSE

SFC Darryl White
SSG Ryan Bingaman
SSG Robert Heintzelman
SSG Matthew Rose
SSG Joseph Taylor
SGT David Gedamoske

TAMPA

SFC Juliana Hippolyte
SFC Esteban Ortiz
SSG Felicia Hudson
SSG Carlos Clemente-Pizzaro
SSG Matthew Gumbiner
SSG Jason Jacot
SSG David Tirado
SGT Alejandra Correa
SGT Lyle Allen
SGT Olayinka Aremu
SGT Cameron Cortez
SGT Donald Mertz
SGT William Hunter

Recruiter Rings

NOVEMBER 2006

ATLANTA

SFC Christopher Douglass
SFC Angelina Morring
SFC Maria Kincaid
SFC Arthur Staton

BALTIMORE

SFC Michael Malinoski

CHICAGO

SSG Nathan Moore
SSG Leonard Murrell

COLUMBUS

SFC Jeffrey Shoemaker
SFC Christian Watrous
SSG Junior Hazelwood
SSG Justin Humphrey
SSG Steven Mereand
SSG Andre Mosley

DALLAS

SFC Jon Aspegren
SFC John Burton
SFC Kenneth Frazier
SFC Carmelo Mora
SSG Khristopher Carr
SSG Antonio Hulbin
SSG Jacob Paddon
SSG Justin Philips
SSG Jacob Rapier
SSG Mark Winters
SGT Michael Dean
SGT Shaun Holman
SGT Frank Sowell

DES MOINES

SFC Robert Fielder
SFC William Paul
SSG India Harris
SSG Michael Tucker

GREAT LAKES

SFC Mark Doran
SSG Raymond Ditmyer
SSG Brad Duby
SSG Paul Leighton
SSG Bryan Menhouse
SSG Leonardo Olan

HARRISBURG

SFC Douglas Lloyd
SFC Marcus Pinkney
SFC Stephanie Pinkney
SFC Trevor Sellers
SSG John Adams
SSG Kenneth Smith

INDIANAPOLIS

SFC Shellie Mudd
SSG Frederick Duke

JACKSON

SFC Christopher Burton
SFC Anthony Cummings
SSG Freddie Johnson

LOS ANGELES

SFC Timothy Marshall

MIAMI

SFC Felix Barrios
SFC Vivian Fraim
SSG Larry Beckham
SSG Eduardo Libed
SGT Charles Carman

MID-ATLANTIC

SFC Shawn Clark

MILWAUKEE

SFC Steven Blevins
SFC Kurt Lemke
SFC Sherry Peterson
SFC Ryan Phillips
SSG David Chorney
SSG Anthony Poynter
SSG Tony Rosado

MONTGOMERY

SFC Billy Jones
SFC Sharon Mayo
SFC Pete Medieta
SSG Spencer Foster
SSG Nicola Powell
SGT Larry King

NEW ENGLAND

SFC Bobby Pelletier
SSG Scott Marquis

NEW ORLEANS

SFC Jermaine McElveen
SFC Karen Urban
SSG Typana Bruton
SSG Jerrid Monceaux
SSG Charles Steed
SGT Tramaine Rozier

NEW YORK CITY

SFC Everton Johnson

OKLAHOMA CITY

SFC Christopher Jobe
SFC Gregory Meadow
SFC Clinton Russell
SSG Luis Berrios Rodriguez
SSG Matthew Friedman
SSG James Grant
SSG James Hunter
SSG Douglas Lively
SSG Michael McDonald
SSG Sean McKenzie

PITTSBURGH

SSG Jason Machen

RALEIGH

SFC Harriet Allen
SSG Russell Shook

SACRAMENTO

SFC Robert Campos
SFC Jose Delao
SFC Glen Jackson
SFC Eric Kolesar
SSG Mark Catlett
SSG Daniel Fahey
SSG Lucas Gonzales
SSG Ronald Schultz
SSG Jeremie Wickman
SGT Veronica Acevedo
SGT Ronald Dekker

SAN ANTONIO

SFC Deborah Ramirez
SFC Dina Sharp
SFC Bruce Stevenson
SSG Albert Amataga
SSG Anel Baird
SSG Antonio Herrera
SSG Dante Langston
SSG Jeremy McLain
SSG Rene Gonzales
SSG Ruben Valles Jr.

SGT Stephen Gonzales
SGT Daniel Schell
SGT Philip Sedlar
SGT Isaac Vazquez

SEATTLE

SGT Terry Taylor

SPECIAL OPERATIONS

SFC Steve Pumphrey

SYRACUSE

SFC Timothy Fleming
SFC Joseph Longo
SFC Charles Riddervold
SSG Jeremy Acosta
SSG Scott Hollenbeck
SSG John Kuhn
SSG Timothy Quattrone
SSG Kenneth Skender
SSG Mark Zajonczkoski

TAMPA

SFC Estevan Lara
SFC Brian Rousseau
SSG Jose Diaz
SSG James Freeland Jr.
SSG Bryan Jackson
SSG Morgan Merrill
SSG Amayris Olivencia
SGT Robert Barfield

Morrell Awards

NOVEMBER 2006

ATLANTA

SFC Bondre Carter
SFC Brian Krietzer
SFC Steven Pullins
SSG Eddie Howard III

BALTIMORE

1SG Jeremy Burton
MSG Paul Dobson Jr.
SFC Teddy Wakeman

BECKLEY

MSG Girod Barnum

COLUMBUS

SFC Richard Goode
SFC Andrew Kunert
SFC Claude Weese
SSG Jeffrey Anthony
SSG Shannon Watson

DALLAS

SFC Karen Alexander
SFC Ron Evans
SSG Timothy Bell
SSG Christopher George
SSG Randall Palmer

DES MOINES

SFC Scott Pint
SSG Anthony Vanbroekhuizen

GREAT LAKES

SFC James Brandt
SSG Phillip Fitch

HARRISBURG

SFC Edwin Bills

INDIANAPOLIS

1SG Jerry Rasberry
SSG Stephen Gardner

JACKSON

SFC Michael Burton

LOS ANGELES

SFC Jerry Clardy

MIAMI

SFC Rodney Sainz

MILWAUKEE

SFC John Nyman
SFC Jason Provens
SFC Jeffery Strong
SSG Clayton Broesch III
SSG Scott Simmons
SSG Eugene Washington

MINNEAPOLIS

SFC Lonnie Garrett
SFC Derise Miller

NEW ORLEANS

SFC Andrew Dozier
SFC Duine Proffitt
SFC James Smith

NEW YORK CITY

SFC Juan Amador

OKLAHOMA CITY

SFC Robert Asch
SFC Michael Bush
SFC Richard Hodges Jr.
SSG Matthew Marr

RALEIGH

SFC Michael Harris
SFC Jeffrey Robinson

SACRAMENTO

SFC Elmer Foster
SFC Ronnie McGee
SFC Bolivar Toro

SAN ANTONIO

SFC Dennis Clark
SFC Marcos Lora
SFC Michael Phillips
SSG Rene Garcia
SSG Derik RiveraOrtiz
SSG Christopher Schwope
SSG Howard Scott IV

SPECIAL OPERATIONS

SFC Brian Friedman

SYRACUSE

SFC Justin Blumenthal
SFC James Davenport
SFC Timothy Gabbard
SFC Michael McGregor
SFC Franklyn Riggs
SFC Timothy Roth
SFC Randolph Tiikkala
SSG Raymond Kerr

TAMPA

SFC Dennis Anderson
SFC Joseph Allen
SFC Malachey Sumpter
SFC J.W. Weathersby

79R Conversions

NOVEMBER 2006

1ST MEDICAL RECRUITING BATTALION

Staff Sgt. Christopher Moore
Staff Sgt. Juvenal Villalobosolivera

ALBANY

Staff Sgt. William Canniff

BALTIMORE

Staff Sgt. Carl Harris

COLUMBUS

Sgt. 1st Class Michael Kyle

DALLAS

Sgt. Robert Wilhite
Sgt. 1st Class Clint Moosman

GREAT LAKES

Staff Sgt. Patrick Thompson
Staff Sgt. Mubota Watson

LOS ANGELES

Sgt. Alvarado Ruiz
Sgt. 1st Class Larry Lopez

MIAMI

Sgt. 1st Class Carlos Lind
Staff Sgt. Enrius CollazoGerena

MINNEAPOLIS

Staff Sgt. Mark More

NASHVILLE

Staff Sgt. Douglas Schmidt
Staff Sgt. Robert Turner

NEW ORLEANS

Staff Sgt. Terrence Taylor

NEW YORK CITY

Staff Sgt. Gigi Theocharides

PHOENIX

Sgt. Jaime Cancelsoto

SALT LAKE CITY

Staff Sgt. Laszlo Lukacs

1. Which element of the RSS is considered the intelligence-gathering arm of USAREC?
a. G7
b. G4
c. G2
d. G3

2. What is a unique quality of a community college?
a. It serves a defined geographical area.
b. It offers courses to serve the area's economic base.
c. It offers academic programs for students planning to transfer to a college.
d. All of the above.

3. The _____ will help recruiters generate target market leads that have a propensity to enlist or commission in the Army.
a. ASB
b. CSS
c. AO
d. None of the above.

4. What is the clearest form of communication but one of the least understood and most abused?
a. Interpersonal
b. Verbal
c. Nonverbal
d. None of the above

5. When preparing to conduct an Army Interview, during what measure would you review all the blueprint information on the prospect?
a. Create a good appearance
b. Get organized
c. Write it all down
d. Plan your counseling session

6. What three avenues of approach to counseling does FM 22-100 address?
a. Interpersonal, personal and transformational
b. Personal, directive and interpreting
c. Prospective, indirect and directive
d. Directive, nondirective and combined

7. To start the Army Interview, the recruiter states the _____ of the meeting and establishes the role of the _____ during the interview.
a. Purpose, prospect
b. Purpose, Army
c. Location, parents
d. Timeline, prospect

8. When the prospect makes a commitment to join the Army, the leadership and counseling process comes to an end.
a. True
b. False

9. The gathering of information on a prospect from outside sources, friends, parents, school officials and Future Soldier Training Program members is called what?
a. Prospecting
b. Counseling
c. Discovering
d. Blueprinting

10. It is vital to their mission that recruiters base their counsel and career guidance on _____ and not make assumptions.
a. Circumstances
b. Rumors
c. Facts
d. None of the above

11. When telling the Army story consistently and appropriately, what is the Army's most effective advertising tool?
a. Internet
b. Television ads
c. Recruiters
d. Posters

12. Which one of the following is the most effective lead generation activities available to the recruiters?
a. P1
b. P2
c. P3
d. P4

13. The _____ involves nationwide, long-range issues in response to national, DOD and DA recruiting issues and objectives.
a. Operational level
b. Tactical level
c. Strategic level
d. All of the above

14. What does the Army consider a reasonable distance for a Soldier to travel to get to a TPU?
a. 75 miles
b. 25 miles
c. 50 miles
d. 100 miles

The answers to this month's test can be found on the next page.

Mission Box

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

1st Brigade | 2d Brigade | 3d Brigade | 5th Brigade | 6th Brigade

RCM November Fiscal Year 2007

Top Regular Army Recruiter

SGT Michael Fink **Pittsburgh**	**SGT Derrell Greene** **Raleigh**	**SFC Jeremee Brown** **Indianapolis**	**CPL Matthew Bowman** **Houston**	**CPL Matthew Mitchell** **Los Angeles**

Top Army Reserve Recruiter

SSG Jose Yglesias **New York City**	**SFC Rory Barr** **Columbia**	**SFC Lloyd Cossey** **Chicago**	**SFC William Paul** **Des Moines**	**SGT Ian Fritz** **Los Angeles**

Top Large Station Commander

SSG Mary Skelton **Poughkeepsie** **Albany**	**SFC Fabin Bird** **Roswell** **Atlanta**	**SFC Roger White** **Clybourn** **Chicago**	**SFC Marc Thomas** **Weatherford** **Dallas**	**SFC Richard Porter** **Aiea Perlridge** **Portland**

Top Small Station Commander

SSG Tyrell Osborne **Meadville** **Pittsburgh**	**SSG John Mitchell** **Somerset** **Nashville**	**SFC Charles Sturgill** **Cambridge** **Columbus**	**SFC Frank Mays** **Broken Arrow** **Oklahoma City**	**SFC Ronnie Sarmiento** **Hemet** **Southern California**

Top Company

Catskill	**Jacksonville**	**Columbus**	**Frisco**	**Ontario**

Top Battalion

Syracuse	**Tampa**	**Columbus**	**Oklahoma City**

Top AMEDD

Northwest	**Raleigh**	**Minneapolis**	**San Antonio**	**Rocky Mountain**

Answers to the Test

1. UM 3-0, page 5-4 para. 5-14
2. UM 3-0, page 11-5 para. 11-24
3. UM 3-0, page 2-3 para. 2-8
4. UM 3-0, page 6-3 para. 6-7
5. UM 3-01-1, page 9 para. 31
6. UM 3-01-1, page 10 para. 33
7. UM 3-01-1, page 11 para. 39
8. UM 3-01-1, page 17 para. 60
9. UM 3-01-1, page 8 para. 27
10. UM 3-01-1, page 13 para. 47
11. UM 3-01-1, page 2 para. 5
12. UM 3-0, page 4-7 para. 4-24
13. UM 3-0, page 7-4 para. 7-19
14. UM 3-0, page 9-4 para. 9-13

2007 U.S. Army All-American Bowl EAST VS WEST

The U.S. Army All-American Bowl will be played January 6 at the Alamodome in San Antonio. The game will air on NBC. Check local listings.

U.S.ARMY

ARMY STRONG.