RECRUITER Journal

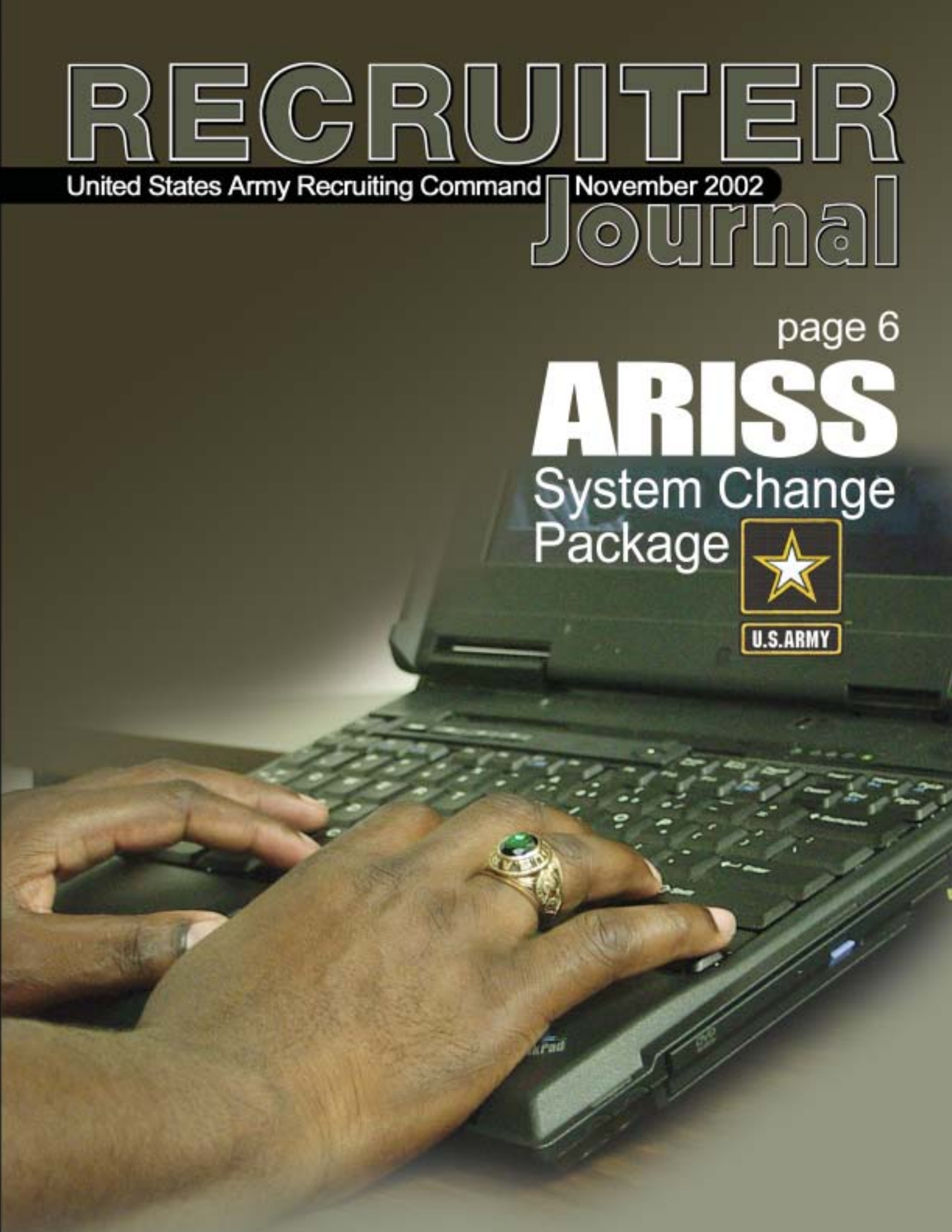
United States Army Recruiting Command November 2002

page 6

ARISS

System Change Package

U.S.ARMY



Recruiter

November 2002, Volume 54, Issue 11

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or the U.S. Army Recruiting Command. It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCAPA-PA, Building 1307, Third Avenue, Fort Knox, KY 40121-2726; telephone DSN 536-0167, commercial (502) 626-0167, fax (502) 626-0924. E-mail address: **RJournal@usarec.army.mil**.
Printed circulation: 14,000.

Commanding General - MG Michael D. Rochelle
Public Affairs Officer - S. Douglas Smith
Editor - Pearl Ingram
Associate Editor - Beverly Harrison
Associate Editor - Walt Kloeppel
Cover Design - Joyce Knight

Deadline for submission of material is the first of the month prior to publication.

Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.
POSTMASTER - Send address changes to:
Cdr, U.S. Army Recruiting Command
ATTN: RCAPA-PA (Recruiter Journal)
1307 Third Avenue
Fort Knox, KY 40121-2726

Features

5 Golden Knights Compete in the 11th World Cup of Champions

Two soldiers from the U.S. Army Parachute Team, "Golden Knights" participated in the 11th World Cup of Champions held in Lucenec, Slovakia. Sixteen countries participated in the championships.

6 ARISS — Major New Release Scheduled

In November a major new release for the Recruiter Work Station will be fielded. This System Change Package 5 provides a number of enhancements and changes to the RWS and the Top of System.

10 Working with Colleges

The Postsecondary Schools Recruiting Program was established to increase visibility of the U.S. Army at colleges across the nation. MAJ Joseph Miller, Houston Battalion, shows how his battalion took the program to peak effectiveness.

Journal

Departments

2 Commanding General

3 CSM

4 Chaplain

8 Pro-Talk

13 The Way I See It

22 Field File

26 News Briefs

30 Salutes

32 The Test

12 World War II Veteran Finally Gets Medals

Although Charles A. Cook, 82, was discharged from the Army as a second lieutenant on the last day of 1945, he was just awarded seven medals for service to his country in World War II.

15 The Origins of Veterans Day

Memorials to the unknown soldiers of WW I took place on November 11, giving universal recognition to the celebrated ending of WW I fighting at 11 a.m., Nov. 11, 1918 (the 11th hour of the 11th day of the 11th month). The day became known as "Armistice Day."

16 The Greens

The Greens, SFC Elizabeth Green and SFC James Green are a unique sister/brother guidance counselor team. They joined the Army together. Both left the Active Army for the Army Reserve. Both are assigned to the MEPS at the Los Angeles Battalion.

18 Who in HQs USAREC Conducts Unannounced Inspections? What are They Looking For?

The Enlistment Standards Division is responsible for checking the enlistment process to ensure applicants joining the Army and Army Reserve are qualified morally, mentally, and physically. They are the eyes and ears of the command.

20 The power of PaYS

PaYS started out with only a few corporations. However, within the past year PaYS has grown to 30 partners, expanding the number of locations across America as well as increasing the variety of specialties.

Front cover depicts a recruiter using ARISS.

WHAT A YEAR!

MG Michael D. Rochelle

Wow! What a year! As we reflect back on the recruiting year just completed, we cannot help but feel a huge sense of satisfaction for the individual and team accomplishments that the year has brought. It is one for the record books, and every member of the command enjoys a share of the credit.

USAREC families also deserve our thanks for enabling the achievements of recruiters, stations, companies, and battalions. Thanks to strong USAREC families, the family readiness groups that sustain and nurture them, and every member of the team who was able to devote the time, energy, and attention necessary to provide the Army's strength. We can never thank our USAREC families sufficiently.

As we reflect on the past three years of recruiting success, we cannot help but conclude our gaze with a glance toward the future. The healthy entry DEP (healthiest since 1996) affords us flexibility and predictability such as many on recruiting duty today have never known.

As many have heard me say, to me, a 35 percent entry DEP spells quality of life for Army recruiters, while it means a metered, steady flow of manpower for our Army. That's a win-win situation by any measure. Yet, we must not be naïve regarding the implications of such a large entry DEP, nor the possible impact world events might have. My experiences as a recruiting battalion commander during Desert Shield and Desert Storm lead me to be very optimistic. However, as former Chief of Staff General Gordon Sullivan would often say, "Hope is not a method." Neither is optimism.

While we posture ourselves for another great year of recruiting, we are laying in a series of new tools that will assist recruiting leaders to sustain the great young men and women in our '03 DEP. Key among those is Army Knowledge Online (AKO) access for soldiers in DEP. In mid-November, we expect to begin issuing AKO user accounts to soldiers already in DEP as well as new contracts.

Along with the DEP AKO account, we will inaugurate a new Web page devoted exclusively to new soldier information and training. New soldier (DEP) AKO accounts are not intended to take the place of face-to-face interaction with recruiters and station commanders. Instead, its purpose is to make those face-to-face interactions more meaningful and purposeful. Face-to-face time can now be spent reinforcing and building upon those tasks introduced via the Web, and for critical basic training and other skills not provided through that medium.

Most know that the large entry DEP also means the average time in DEP during FY 03 will be double that for FY 02. While this factor alone should give us pause, it is not the most troubling of variables potentially impacting FY 03 retention rates. The most troubling is the lack of consistent DEP leadership and follow-up that we see at station level. More than anything else, poorly planned DEP functions, inconsistent follow-up, failure to involve key influencers (parents, spouse and others) represent our greatest vulnerability. Enough said.

Again, congratulations to all for a magnificently successful year, and best wishes for good recruiting throughout fiscal year 03!

"As we reflect on the past three years of recruiting success, we cannot help but conclude our gaze with a glance toward the future."

CSM Roger Leturno

Success in Fiscal Year 2002 was a team effort

The Recruiter Journal staff always asks me to have my column turned in by the first of each month. I knew I would miss this month's suspense since there was only one subject I wanted to focus on, which meant first closing out September and FY 02. Well, the year is over and my notes are complete.

What a finish! Yesterday alone, the last day of the FY, we wrote 1,188 RA and 320 Army Reserve contracts. For RSM September, USAREC achieved 102 percent of its gross RA mission and 129 percent Army Reserve.

USAREC had an extraordinary year in 02. We closed out the fiscal year RA accession mission at 79,585 — plus 85. Our quality marks should balance out at 91 percent HSDG, 8.9 percent NSDG, 68 percent I-IIIA and less than 1.4 percent test Category IV.

We exceeded entry DEP expectations and start FY 03 with 42.3 percent. First quarter is already full and January will be soon. Our challenge this year is DEP retention as we continue to extend the length of the delayed entry period.

The Army Reserve Accession Mission

The USAR accession mission closed at 31,315 (plus 2,490). The Chief of Army Reserve will appreciate this. Our Army Reserve quality was exceptional — 94.7 percent HSDG, 5.2 percent NHSG, 69 percent I-IIIA and less than .6 percent test Category IV. We made the FY OCS and most of the other special missions.

Our health care recruiting force also did well in FY 02. We achieved or exceeded most mission categories. There is still much to be done in FY 03 on Reserve and Active Duty dentists and Active Duty nurses.

I've used the word *we* several times with good reason. Success in FY 02 was a team effort. It was the combined efforts of every recruiter, leader, staff (military and civilian), contractor, and family member. But it's the recruiter, the noncommissioned officer at the pointy end of the spear who the Army relies on to provide the strength. That's exactly what they've done.

The number of stations, companies, and even battalions achieving mission box were too numerous for this article. *All* of you deserve recognition. Believe me when I say you have the CG's and my deepest appreciation and thanks. The tough part lies ahead as battalions, brigades, and USAREC select FY 02's best of the best.

Army's First Annual Board Held

Speaking of which, the Army held its first annual NCO and Soldier of the Year board in September. There were 22 NCOs and soldiers representing MACOMs around the Army. This year's winners were SFC Jeffrey Stitzel of the Old Guard and SPC Justin Brown of the 95th Maintenance Company, Baumholder, Germany.

The board was all about standards. There weren't any twists or angles. Every soldier had to meet and exceed Army standards — APFT, marksmanship, land navigation, CTT, and basic military knowledge. They faced a road march, NBC tasks, a demanding board, and a lot of stress. SFC Jerry Paris, FY 01 USAREC Soldier of the Year was runner up this year at TRADOC. I expect this year's winner to win Accessions Command, TRADOC, and Army. No pressure.

On Sept. 26, a USAREC board of sergeant majors considered eight AGR master sergeants for five first sergeant positions. Although I was disappointed in the number of master sergeants who volunteered for this tremendous opportunity to wear the diamond, I was not disappointed in the quality of the candidates who did. The top five selections represent each of the five brigades.

They will attend the Army Reserve first sergeant course at Fort McCoy, Wis., and the USAREC Phase at Fort Jackson, S.C. Our five newest first sergeants are MSG Debra Liles, MSG Joseph Malcolm, MSG Brian Little, MSG Anthony Miller, and MSG Jerry Schmaljohann. I am confident they will perform admirably.

The New Year is Here

The New Year is here and that's where our focus lies. Still, we must take the time to recognize all those who contributed so much to USAREC's success. The annual training conferences will be that vehicle. Bring your families, enjoy the camaraderie, and be safe.

Thanks again for a great year, look forward to a better one, good recruiting.

We Build Too Many Walls and Too Few Bridges

Chaplain (LTC) Jim Stephen

It could be said that we are all in the construction business. In our human relationships, we have opportunities to build bridges of trust and friendship each day, just as we have occasion to construct walls of enmity and fear.

Sometimes it's easier to construct walls of denial than to face faults and work at better relations with others.

Perhaps that's why the great scientist Sir Isaac Newton noted, "[We] build too many walls and not enough bridges."

The courage required to build bridges is the essence of maturity. When we genuinely extend ourselves, not knowing whether our kindnesses will be received or our weaknesses accepted, we begin to build relationships of trust.

Yes, it's easy — and rewarding – to reach out to those who are generous, pleasant, and friendly. Thoughtful deeds are appreciated and almost immediately reciprocated; even small gestures give way to lasting bonds of friendship.

But the bridge building that tests our mettle and challenges our approach to life is the kind that is performed amid the troubled waters of insecurity and selfishness.

When our efforts to love are not appreciated or even acknowledged, when the affection we do receive is conditional upon our performance, bridge building takes on a whole new dimension.

To patiently continue giving to those who are blind to the gift takes courage, inner strength, and of course, a healthy measure of wisdom.

Bridges are built of sincere efforts to responsibly reach out. And there is something inside each of us that loves a bridge or a bond with another person, that is mutually enriching. Let us consider the kind of construction we are about. Are we building walls or bridges?

The national holiday of Thanksgiving offers most of us the opportunity to spend some quality time with friends and family. Now would be a great time to consider building new or repairing old bridges.

> Before I built a wall I'd ask to know
> What I was walling in or walling out,
> And to whom I was like to give offense.
> Something there is that doesn't love a wall,
> That wants it down.
>
> — Robert Frost

So, as we celebrate the national month of the military family, let us show the rest of the country and the world the resilience and determination necessary to tear down walls, build bridges, and all the while accomplish the mission. Please send your comments to James.Stephen@usarec.army.mil.

Golden Knights Compete in the 11th World Cup of Champions

By SGT Mellissa M. Novakovich, U.S. Army Parachute Team, Media Relations

Two soldiers from the U.S. Army Parachute Team, "Golden Knights" participated in the 11th World Cup of Champions held in Lucenec, Slovakia, July 28-Aug. 3.

Sixteen countries participated in the championships. Only those who have been proven as best in their nation are invited to attend the competition.

"There aren't as many competitors as you would find at a typical meet," said Mark Jones, Golden Knights Style and Accuracy team coach. "Only one male and one female from each country is invited to attend, supposedly the best of the best."

Shawn Callahan and Elisa Feldt, who were 2001's U.S. National Champions in style and accuracy, traveled to Slovakia to represent the United States in the elite skydiving meet.

Callahan placed second in accuracy and fourth in the style competition, earning him fourth place in the meet overall. Callahan missed the bronze medal in style by only six one hundredths of a second.

"I'm happy with the results of the competition," Callahan said, "for me, because of the Basic Noncommissioned Officer's Course, it was the first meet of the year."

Feldt brought home the bronze medal in the accuracy event and placed fifth in the style competition allowing her to take third place overall. "The hardest part for me was getting over my own lack of confidence, being there against all the best people in the world and realizing I belonged there," she said.

The World Cup of Champions offers stiff competition to competitive skydivers. "This meet is a very good indicator of what could happen at the World Skydiving Competition."

In the style competition the parachutist wears a specially designed suit, similar to that of a downhill skier, to streamline airflow around the body. A parachutist competing in the style event also uses a smaller parachute container so that he is more flexible and has less drag.

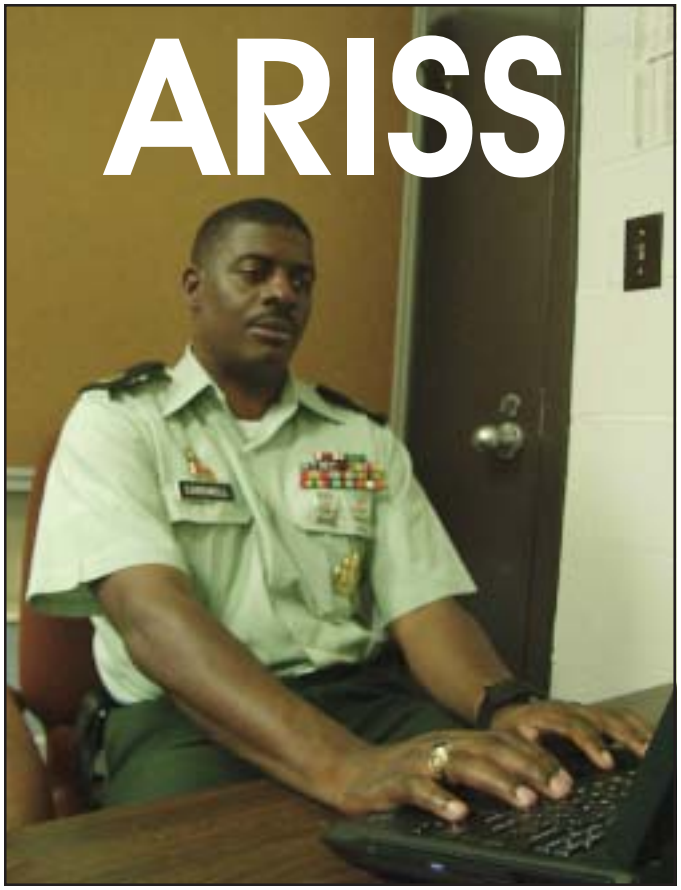
Judges use a telemeter camera to film parachutists in the air while they perform six different maneuvers against the clock. Judges give the jumpers the sequence of turns. Each competitor had 16 seconds to complete two 360-degree turns, a back-loop and two more 360-degree turns followed by another loop. The timer starts as soon as the jumper begins movement. The jumper who executes the moves the quickest is the winner.

Time is added to a competitor's score for finishing a turn off heading or for under-rotating or over-rotating on the loops. For accuracy events, jumpers must land on an electronic scoring pad.

In order to achieve a perfect score, the jumper must place his heel in the center of the pad on a three-centimeter circle, a target about the size of a quarter.

Shawn Callahan, U.S. Army Parachute Team, uses an accuracy trainer in preparation for the World Cup of Champions in Lucenec, Slovakia. Callahan earned fourth place in the meet overall. *(Photo by Mark Jones)*

ARISS - Major New



MSG Steven E. Cardwell is a USAREC Functional Representative. (*Photo by Joyce Knight, HQs USAREC)*

By MSG Gary A. Kimbrough, USAREC Functional Representative

This month, a major new release for the Recruiter Work Station will be fielded. This release, commonly referred to as System Change Package 5, provides a number of enhancements and changes to the RWS and the Top of System. The changes and enhancements scheduled for SCP 5 are broken down into three basic categories, RWS, TOS, and interface.

There are several new functionalities or enhancements made to the RWS. The list below is not all inclusive, but represents those major changes that will increase the recruiter's ability to successfully use ARISS. These changes were based on feedback from the field force, as well as your functional representatives at HQs USAREC.

Recruiter Work Station

One of the most exciting changes to the RWS are the changes to the create list functionality. There are five new "search for" choices: e-mail address, results code, unopened or new records, and updated records. Once the list is created we also added several new columns to the display screen. The last action date, source name, disposition code, and e-mail address will be displayed on all lists created by the user.

In addition, we added the ability to create a list of possible duplicates and then from that list, tag the records that are duplicate. This will eliminate the recruiter having to open each record to select duplicate as the disposition.

There are three main changes to the current "Find Screen." First, we added the component code to the header row. This should help the recruiter and station commander in managing both RA and Army Reserve records. We also created a DPR process "radial button" that will allow the station commander to DPR without having to go to any additional screens. The station commander will be able to approve/disapprove and give guidance, all from the same screen, which will save valuable time. The last change was to simply not close the Find Screen when a record is opened. The Find Screen will remain open (just like the create list) until the user decides to close it. Again, this will save time.

There are three changes to the "Contact History Screen." We automated the status code (lead, prospect, and applicant). The change was necessary to help certain reports populate correctly. The status code will automatically change from lead to prospect when the recruiter selects one of the following next actions: Initial Appointment, House Call, Office Visit, or DEP/DTP Function. The status code will change from lead or prospect to applicant when the recruiter selects one of the following as the next action: Test, Physical, Med Read, Conditional Release, or Test/Phy. We also added an action required block. This change will allow the station commander to tag a record that needs some kind of action. This will allow the recruiter to easily distinguish records that need action. We also added three disposition codes, which will help in managing "split shippers" attending Phase I, completed Phase I, and pending Phase II.

Finding a school should be much easier with the new school filter box that will allow the user to find a specific school based on city, state, or ZIP code. No more searching through the entire database.

On the lead information screen we added seven new lead source drop down values which will allow the recruiter to give proper credit to the Recruiting Support Battalion. The values are: Rockwall, Mobile Exhibit Vehicle, Cinema Van, Adventure Van, Army Marksmanship Unit, Golden Knights, and RSB Conventions (AMEDD only).

Since a recruiter must project all applicants, we have added two projection values, walk-in and same day processor walk-in. This will help the recruiter project an applicant even if it was a late projection.

There were necessary changes made to the Drug and Moral Screens, which will prevent the double population of UR Form 1104 and the EPSQ.

We added two updated forms. The Medical Prescreening form (DD Form 2807-2) and the Police Record Check (DD Form 369).

w Release Scheduled

Top of System Reports

There are seven new or enhanced TOS reports. The new "Current RWS Status" Report will give all leaders a quick snapshot of a subordinate unit's database. The report will show the total number of records, total number of records with a final disposition (not yet approved by the station commander), total leads, prospects, applicants, DEP/DTP, COI/VIP, and other. This report will give the visibility necessary to ensure all recruiters have an equitable number of leads to make mission.

The "Tested Non-Enlisted (TNE) Report" is not new to USAREC; however, it is new to ARISS. The TNE report will allow the user to view all applicants who have tested but have not yet enlisted. It will show all basic applicant information, test version, AFQT, line scores, last disposition and a remark section.

The new "Final Disposition White Pages" was modeled after the current Joint Recruiting Advertising Program, White Pages, and the old terminated file. This will allow the recruiters and station commander to view and regenerate a final disposition record, which will prevent the loss of time duplicating a record that already exists in the system. It will also give back the possibility to find that quick contract when you need it most (terminated file).

The enhanced "MEPs Processing List" was designed to replace the widely used GC Web processing list, which will go away when GCR is fielded in January 2003. This report will show all basic information concerning processing.

The new "Mission Accomplishment Plan" (MAP) is a fully automated report, which will allow leaders to build, analyze, and plan their attack on accomplishing the mission. The MAP may not be new to USAREC; however, it is new to the ARISS System and should prove to be a valuable tool in mission planning.

The new "Milestone Tracking Report" was built to allow leaders the ability to manage the contact milestones in UR Reg 350-6. This report will show basic school information, total number of leads available, total number of contacts, milestone standards and current status in the Lead-Reports application.

The enhanced "Delayed Entry/Training Tracking Log" will replace the current DEP/DTP Tracking Log in ARISS. The new report added several new columns, which should help in better managing the DEP/DTP.

Interfaces

There are three changes to the Interfaces. The Rapid Lead Assignment Program (RLAP) will replace the "Hot Leads" currently received from the Total Army Personnel Database — Active Enlisted (TAPDB-AE). These leads will be processed through the Army Recruiting Information Support System and filtered to the Army Reserve recruiter associated with the leads ZIP code.

The interface to Ad Hoc Bulk Leads application has also been changed to allow the user to select one ZIP code that all imported leads will be distributed to. This should prevent recruiters receiving leads wholive in their area but go to a different recruiter's high school.

The last interface will hold all underage leads at the TOS and then every 30 days check them for qualification. Once the lead reaches 16 years 9 months, the lead will be sent to the recruiter.

For the most up-to-date information, including UR Pam 601-32, logon to Recruiting Central and click on the ARISS link @ http://apps.usarec.army.mil/im/ariss/ariss/.

Why Is It Important to Replicate?

Replication is the process that transfers information from the recruiters' and station commanders' laptop (LEADS Report application) to the different databases supporting ARISS. Besides your laptop database (better known as an extract) there are three other databases that must be updated and in sync with each other. Replication is the process that performs this function. Every time a recruiter or station commander replicates they are updating the other databases with the changes they recorded in LEADS Report. At the same time their LEADS Report database is being updated with new information or changes sent down by the other databases.

Dos and Don'ts on performing replication

- Do replicate daily. Recommend at least twice a day. If you are receiving a large amount of data, replicate continually until it is all received.
- Do monitor the TOS Replication Detail Report to ensure you are replicating successfully.
- Don't open any record that is pending reassignment.
- Don't try to update any record that has a final disposition and is station commander pending approval.

The Art and Craft of Establishing Rapport

By SFC James Bibbs Sr., HQ USAREC Training

The average recruiter spends most of his or her time prospecting. Face-to-face encounters, telephone calls, and other types of lead generation are worked each day in pursuit of prospects.

Your prospecting achievements are not only important in achieving the mission, they are also the basis for your personal confidence. Establishing personal confidence in your abilities is essential, if your intent is to accomplish the mission.

Given the fact that we realize our own confidence is important, where does that leave the confidence the prospect has in us? That question requires little consideration to the experienced recruiter. The confidence (faith, trust, and credibility) that the prospect has makes the difference between getting the enlistment or not. A lack of trust in your abilities, candor, or truthfulness perceived by the prospect will lessen any positive action you attempt to take.

The Rapport Phase

The rapport phase is probably the most critical part of the sale. The prospect's first impression of you normally determines how the interview or telephone call will progress. You must do everything in your power to ensure the prospect feels comfortable and relaxed.

We understand that telephone calls are often an interruption to the prospect and his or her family members. They may be in the middle of dinner, doing homework, spending quality time with family or just relaxing in a quiet place. The key to establishing rapport on the telephone is to come across as positive and upbeat.

While talking to the prospect, you should be alert to how he or she responds to you about the Army. In some cases, you may have some information about the prospect. If so, try to tie it into your opening remarks. For example you might say, "Congratulations on making it to your senior year!"

Keep in your mind that if you use such remarks, you should have no doubt that the information is accurate and you have enough information to carry on a brief conversation about them.

It would not be good for your rapport building process if you called and congratulated someone on making it to his or her senior year, when in fact they were scheduled to repeat their junior year. This approach could also be devastating if the prospect thinks that you are telling him what he or she wants to hear instead of being truthful. If you do not know anything in particular about the prospect continue to be positive and upbeat and make a smooth transition into establishing needs and interests.

Do not rush yourself or the prospect, because there is no specified amount of time to spend on each phase of the telephone call. It is important to remember that every prospect is different. For instance, some prospects are outgoing and enjoy engaging conversation, while others are to the point or may not have time for idle talk. Whatever the situation, you must listen carefully, and take your lead from the prospect.

You want the prospect to be at ease in the conversation and you want them to like you. People rarely buy from someone that they do not like. The more the prospect likes you and the more at ease you and the prospect become, the easier it will be to get the information you need to get while probing TEAMS.

It would be a mistake to try to probe a prospect without establishing rapport — sure some prospects will make it harder than others — but when you really think about it, just being nice is an important part of establishing rapport.

Remember, people who are nice in character simply make more friends than those who are not. We like to be around and talk to people with a pleasant disposition.

Rapport that has been established carries over until you speak with the prospect again, so in actuality the rapport that

you established over the telephone should carry over into the sales interview. A good way to measure the rapport that you established prior to the interview is to just try a recall — what you remember about the conversation. If you can remember pertinent details, you probably did a good job of establishing rapport.

It becomes your responsibility to build on the initial rapport that was established on the telephone when conducting the sales presentation. The best way to assure that you have put yourself in a position to do this is to document the results of the telephone call in ARISS.

It becomes your responsibility to build on the initial rapport that was established on the telephone when conducting the sales presentation. ***(Photo by Walt Kloeppel, Associate Editor, RJ)***

This will enable you to accurately recall information that was given to you in the telephone call, thus building on the rapport by showing the prospect that you were listening to what he or she was telling you on the telephone.

When the prospect arrives for the appointment, do not become alarmed if he or she seems to be apprehensive; that is a natural reaction for the prospect. It does not mean that you did not do a good job of establishing rapport on the phone.

The prospect is apprehensive because he or she has a fear of the unknown. This can be overcome by reestablishing and maintaining the rapport that you built earlier.

The First Impression

If the prospect is coming to the recruiting station, the appearance of the recruiting station should be a clean, professional appearing workplace. It is critical that your uniform is immaculate and professional in appearance. The way you look in the uniform and the appearance of the recruiting station is important in the rapport building process. How many times have you heard seasoned professionals say, “First impressions last a long time?” By making a good first impression you are making a good start of selling yourself and the Army.

Giving the Handshake

The way you shake hands with the prospect is another spoke in the wheel of establishing and maintaining rapport. Never underestimate the bonding qualities of a firm handshake. It sends a strong message to the prospect that you are confident and someone they can trust.

Do not overdo the handshake by squeezing the prospect’s hand; on many occasions that can be viewed as a challenge, therefore losing the rapport previously built. Nor should the handshake be limp or lazy; this sends a message to the prospect that you are not confident about what you are doing. A good rule of thumb for the handshake is shake the prospect’s hand the way you would the hand of a friend you had not seen in a while.

Making Eye Contact

Making and establishing eye contact with the prospect is another part of establishing rapport. Growing up we were taught that it was common courtesy to look a person in the eye when addressing them. This gives the prospect the sense that you are sincere about doing business.

Be careful that in establishing eye contact that you do not develop a stare. A stare can have the opposite effect, causing the prospect to feel uncomfortable or challenged.

Your overall demeanor and attitude is what is going to gain or lose rapport with the prospect. Nobody wants to buy from someone they do not like.

If you present yourself as a friendly person who is considerate of others, half the battle of establishing and maintaining rapport has already been won. Building and maintaining rapport is an ongoing process that will always make good things happen for recruiters.

A recruiter who has established rapport in his or her community is more than likely to get referrals from others in the community.

Audrey Hernandez of Katy Texas receives enlistment information from SSG Christopher Perez of the Tomball recruiting station, Houston Battalion at the Tomball Community College. ***Photo by William Grimes***

Working with Colleges

Interview by Walt Kloeppel, Associate Editor, Recruiter Journal

The Postsecondary Schools Recruiting Program, PSSRP, was established to increase visibility of the Army at colleges across the nation. The following interview with Education Support Specialist, MAJ Joseph Miller of the Houston Recruiting Battalion, shows how his battalion took the program to peak effectiveness.

The results were evident in the battalion's writing 645 college contracts as of August FY 02, an 82 percent increase from the previous fiscal year. This was one of the largest increases within USAREC in college production for FY 02.

RJ: Why is Houston's college penetration program successful and how is it unique?

MAJ Miller: It creates a mutually beneficial relationship that produces contracts for us.

When you read USAREC Reg 601-104, it states the PSSRP is a sales campaign and that the AD ESS leads the effort. Many units conduct their COI functions in a nonproductive way. They spend money on a big lunch, go over the education programs the Army offers their students and then leave with good will abounding. This is a waste of time and money.

What we do is tell the college staff and faculty how we can help them, what the Army offers their student, not just education programs, and what they can do to help us.

RJ: How is this implemented?

MAJ Miller: We conduct our college penetration in a deliberate attack that is well planned out. First, we talk and listen to the experts in the business. The USAREC Education Division staff of Bill Kunisch, Terry Backstrom, and Brian Labashosky; the Concurrent Admissions Program Project Manager, Ben Buckley; and the 5th Brigade Education Services Specialist, Larry Haefling, all have years of experience and wisdom from which to draw. Second, you must know your customer, find out their needs and understand how you can fill those needs. This means you must know how many non-returning students they

have and how much money the Army is spending in their college. You also need to know the major courses of studies they offer. Then we conduct our attack in four phases.

Phase I: The AD ESS and the primary recruiter for the college meet with a dean, counselor, or vice-president in admission, student services, or financial aid. We sell that person on our program and have them agree to a follow-up meeting with the rest of the faculty and staff.

Phase II: The company commander, with the recruiters present, conducts the briefing. They sell them on our program and go immediately into Phase III.

Phase III: Build the partnership by giving them things no one else is giving them. Provide them a weekend-scheduled drill. Coordinate a 'College Day' for them. The college can conduct a 30-minute presentation to the Reserve soldiers on what they offer. Over 70 percent of the E-1 to E-4 reservists in the 90th RSC are college students. This is a very good market for the colleges. Assist the college in contacting the IRR soldiers in the area. There are hundreds of veterans who have money for education. This is another fertile market for the college.

Offer them the Concurrent Admissions Program. No one else offers them a program that takes their young students who are not yet ready for college and recycles them as mature and focused veterans.

And last, provide them the means to join the colleges who support the eArmyU Program. These colleges can receive tuition from thousands of soldiers across the world, who are taking distant learning courses.

Phase IV: Prospect. This is when the recruiters conduct P3 from late September to early December and late January to early May. The recruiters have seen the BLT and CLT open the doors on the college campus. They also have seen the college faculty and staff view them not as a threat to steal students but as partners to aid the college in increasing their graduation rate, decreasing their student drop-out rate and providing their college more money.

The recruiters feel welcome and are comfortable when they conduct P3 and P1 prospecting. They understand they have a great product to offer the school and the students.

At the same time the recruiters are prospecting and conducting their weekly campus milk runs, we are supporting him or her with the above items plus volunteering as guest speakers to student organizations and giving them flyers and books to distribute.

RJ: What else is involved in Houston's college penetration program?

MAJ Miller: There are two key factors to successfully carrying out this plan. Number one is good, hard working people. Our recruiters, station commanders, CLTs, BLT, and brigade staff and leadership are all working together to make this happen.

The second factor is documentation. If a higher ranking NCO or officer visits a station and asks to be briefed on the station commander's penetration plan, then the station commander can say, "Here is my plan and this is how my recruiters are carrying it out." The school folders tell a story of involvement through the monthly notes, 1199s, 1200s, and 1201s. They show what the recruiter did in the previous, present, and future quarters. School catalogs and semester schedules are also present along with a color-coded map that depicts where the COIs are located and what areas are good for prospecting. Documentation provides validation and continuity between the outgoing and incoming recruiters.

RJ: Does the high school penetration program fit into the college penetration program?

MAJ Miller: Yes it does, without a solid high school program we're behind the power curve. First to contact, first to contract remains true. It's imperative to conduct P1 or call one hundred percent of the juniors and then repeat that with the seniors. We also visit the priority high schools once a week. That way if the young person goes to college and finds out college isn't for them, they will remember their recruiter because they are familiar with their recruiter and will contact him.

RJ: Where can other battalions obtain a copy of your presentations, scripts and other materials for their use?

MAJ Miller: They can contact Larry Haefling, the 5th Brigade ESS. He and Diana Acosta will be more than happy to share everything we have. It's my intent this information may help others achieve their mission.

> "Assist the college in contacting the IRR soldiers in the area. There are hundreds of veterans who have money for education. This is another fertile market for the college."
>
> – MAJ Joseph Miller

World War II Veteran Finally Gets Medals

Story and photos by Garry G. Luke, Syracuse Battalion

Although Charles A. Cook, 82, was discharged from the Army as a second lieutenant on the last day of 1945, he was just awarded seven medals for service to his country duringWorld War II.

Cook was quite humbled at the attention he received during the ceremony at the Veterans Memorial at the New York State Fairgrounds proclaiming that he and a million others did the same thing so that our country could be where it is today. He said, "I am glad that I served our country, and I did what I had to do."

LTC Tim P. Kiely, Syracuse Recruiting Battalion commander, made the presentation, with the help of retired LTC Charles F. "Pappy" Patchin, Onondaga County Veterans Services director. Nate Collier, legislative aide to State Rep. Hal Brown, also took part in the ceremony.

LTC Tim P. Kiely, Syracuse Battalion Commander, presents Charles A. Cook with a shadowbox of medals he earned while participating in the two theaters of World War II.

His daughter, Marjorie McCullagh, Fargo, N.D., initiated the search after she started doing some genealogy work. When she got into her father's military history for his decorations, she saw all he had done and asked if he got the medals he earned. He said, "No, I didn't." Those words started the ball rolling on what turned out to be a yearlong mission for her father's recognition of his service to America.

She wanted to ensure her father got recognized for his service that included 42 months overseas in Africa, Italy, then after the Germans surrendered, the Pacific Theater, which was based in Manila.

Cook was awarded the European-African-Middle Eastern Theater Medal with five stars; Asiatic Pacific Campaign Medal; Distinguished Unit Badge; World War II Victory Medal; American Defense Service Medal; Good Conduct Medal; New York State Conspicuous Service Star, and the New York State Medal for Merit.

In November 1940, Charles Cook enlisted into the New York National Guard, the 209th Coast Artillery (Anti-Aircraft) Regiment. In 1941, his unit was federalized and he transferred to the U.S. Army. He subsequently went to Camp Stewart, Ga., (now Fort Stewart) for basic, motor transportation, wire communication, and Bailey bridge construction training.

The well-rounded soldier was promoted to staff sergeant and served as a communications NCO. In May 1942, he left the U.S. for Northern Ireland, via the Queen Mary, then traveled to London, where he took a ship to North Africa, which arrived in January 1943. Three months later, he was promoted to first sergeant with the 335th Searchlight Battalion.

By November 1943, his unit arrived in Italy then he transferred to the 337th Engineering Combat Battalion with administrative and operational duties. There he remained until he was discharged as an enlisted man. He then received a field promotion to second lieutenant, where he was a combat engineering unit field commander.

Three months later, he became an officer of platoon in supply. His next assignment was Manila. He arrived there shortly after Japan surrendered — ending the war. LT Cook arrived stateside in late November and was released from active-duty Dec. 31, 1945.

LTC Tim P. Kiely, Syracuse Battalion Commander, left, and Charles A. Cook, center, listen to retired LTC Charles F. "Pappy" Patchin describing the many responsibilities Cook had while serving in the Army during World War II.

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

Teamwork: Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the U.S. Army Recruiting Command. All forms are mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

HQ USAREC Fm 1825, Rev 1 May 98 (Previous editions are obsolete)

Fold here second and secure with tape

DEPARTMENT OF THE ARMY
HEADQUARTERS
U.S. ARMY RECRUITING COMMAND
FORT KNOX, KY 40121-2726

OFFICIAL BUSINESS

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 600 FORT KNOX KY

POSTAGE WILL BE PAID BY ADDRESSEE

ATTN RCCS CHIEF OF STAFF
COMMANDER
US ARMY RECRUITING COMMAND
1307 3RD AVE
FORT KNOX KY 40121-9972

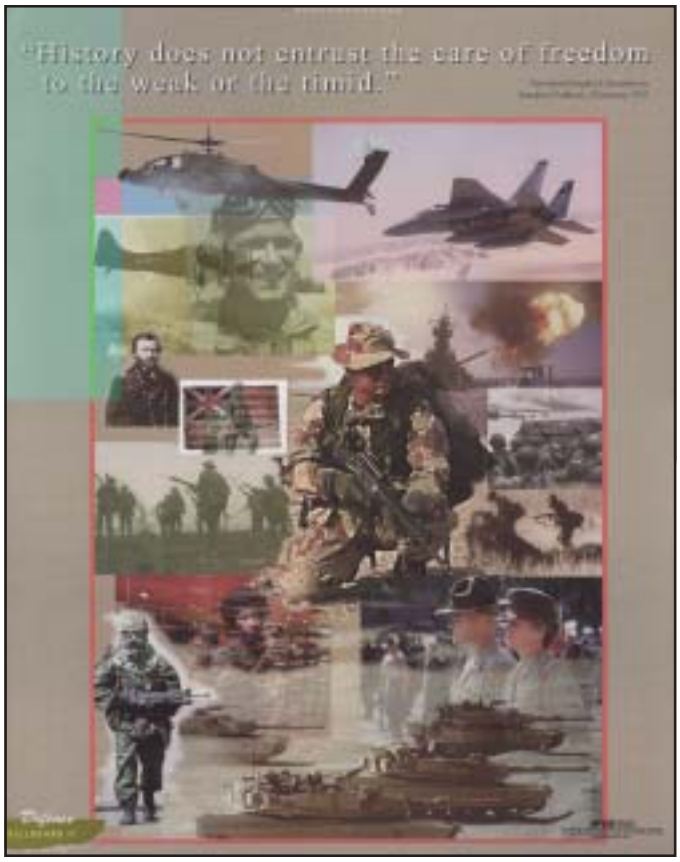
Fold here first

The Origins of Veterans Day

In 1921, an unknown World War I American soldier was buried in Arlington National Cemetery. This site, on a hillside overlooking the Potomac River and the city of Washington, became the focal point of reverence for America's veterans.

Similar ceremonies occurred earlier in England and France, where an unknown soldier was buried in each nation's highest place of honor (in England, Westminster Abbey; in France, the Arc de Triomphe). These memorial gestures all took place on Nov. 11, giving universal recognition to the ending of World War I fighting at 11 a.m., Nov. 11, 1918 (the 11th hour of the 11th day of the 11th month). The day became known as "Armistice Day."

Armistice Day officially received its name in America in 1926 through a Congressional resolution. It became a national holiday 12 years later by similar Congressional action. If the idealistic hope had been realized that World War I was “the War to end all wars,” Nov. 11 might still be called Armistice Day. But only a few years after the holiday was proclaimed, war broke out in Europe. Sixteen and one-half million Americans took part. Four hundred, seven thousand of them died in service, more than 292,000 in battle.



Armistic Day Changed to Honor All Veterans

An answer to the question of how to pay tribute to those who had served in this latest, great war came in a proposal made by Rep. Edwin K. Rees of Kansas: Change Armistice Day to Veterans Day, and make it an occasion to honor those who have served America in all wars. In 1954 President Eisenhower signed a bill proclaiming Nov. 11 as Veterans Day.

On Memorial Day 1958, two more unidentified American war dead were brought from overseas and interred in the plaza beside the unknown soldier of World War I. One was killed in World War II, the other in the Korean War. To honor these men, symbolic of all Americans who gave their lives in all wars, an Army honor guard, The 3d U.S. Infantry (The Old Guard), keeps day and night vigil.

A law passed in 1968 changed the national commemoration of Veterans Day to the fourth Monday in October. It soon became apparent, however, that Nov. 11 was a date of historic significance to many Americans. Therefore, in 1978 Congress returned the observance to its traditional date.

National Ceremonies Held at Arlington

The focal point for official, national ceremonies for Veterans Day continues to be the memorial amphitheater built around the Tomb of the Unknowns. At 11 a.m. on Nov. 11, a combined color guard representing all military services executes Present Arms at the tomb. The nation's tribute to its war dead is symbolized by the laying of a presidential wreath. The bugler plays taps. The rest of the ceremony takes place in the amphitheater.

Veterans Day ceremonies at Arlington and elsewhere are coordinated by the President's Veterans Day National Committee. Chaired by the Secretary of Veterans Affairs, the committee represents national veterans organizations.

Governors of states and U.S. territories appoint Veterans Day chairpersons who, in cooperation with the National Committee and the Department of Defense, arrange and

Veterans Day 2001 at Arlington NationalCemetery.

Green Team

Story by Walt Kloeppel, Associate Editor, Recruiter Journal

First impressions by many who first meet SFC Elizabeth Green and SFC James Green of the LA Battalion together, might be the wrong one. They are not married.

"I tell them, look at the nose!" jokes Elizabeth, older sister of James. There is a striking family resemblance of this unique sister/brother USAREC guidance counselor team.

Elizabeth and James joined the Army together in 1987. James was a senior in high school and Elizabeth had graduated. It was a decision that made their mother quite apprehensive about what the future held in store for her children.

"He (James) talked me into joining, that's the beginning to my life," said Elizabeth.

"When I joined, I was really excited and it wasn't hard for me because I left with him (James)."

Elizabeth and James are first generation Mexican-Americans. More or less it was expected for them to get a job in their small high desert town of Ridgecrest, Calif., in order to keep the family close together.

SFC James Green, MG Michael Rochelle, and SFC Elizabeth Green at the CG's All Stars Conference, August 27, in Skokie, Ill. *(Photo by Walt Kloeppel, Associate Editor, RJ)*

"It was very hard for my mother to let go," said James. Hard enough to let go of a son, let alone, a daughter. But sister and brother made the decision to have a rock steady career, and they did it together. In fact and in irony, many steps of their military journey resulted in this dynamic duo remaining together. They were stationed together in Germany during their first two years. After traveling around the world on different duty assignments, they're both back together again in the LA battalion at the MEPS. They also both came down on the same E-7 list together.

Their sibling love for one another is evident.

"Big sister, she watches out for me" said James with a smile.

They finally went separate ways when Elizabeth got PCS orders for stateside. It was several years before the two were assigned together again. She went to Fort Devens, Mass., for two years as a unit supply specialist and then PCS'd to Fort Carson, Colo. She then came down on orders for Somalia in 1993, arriving there shortly after the 18 U.S. Rangers were killed during an all night gun battle with Somalia militia. Her mission at the International Airport in Somalia was supporting the logistics to clean everything up in order for U.S. troops to pull out.

The assignment left Elizabeth with lasting impressions.

"What I could take from all that was the sadness, the poverty, the people … that makes me appreciate this country," said Elizabeth.

"I've always been patriotic but I think I've changed a lot [after Somalia]."

James's career took him to Mannheim, Germany, in 1987. From there, he went to Fort Ord, Calif. until the post closed and then back to Germany. Kuwait was his next duty assignment and from there, James deployed to Bosnia, to a small village in the mountains just outside Sarejevo, known as the Wolf's Den. He was in transportation and their main mission was to haul U.N. meal vans from there to Tuzla. What stuck most in James' mind was "all the little kids, anywhere from 7 to 12 years old, all over the place."

"My main thing was to give them something to eat everyday," said James, "A lot of those little kids were in charge of their families, because their dad was dead, so they were the man of the family now." Many a case of MREs was given daily for these children to take back to their families. The kids always insisted on bartering for the food, sometimes offering soldiers Bosnian bayonets for MREs … they didn't have much else to offer.

There was one little kid named Bosashelski who James 'adopted' as his friend.

"Everyday he'd say 'hey, I want your sunglasses' every day, every day," said James.

James told him he would give him his sunglasses when he left Bosnia. Meanwhile, he continued to give Bosashelski MREs. He was one of the smaller children but would scrap with others much bigger in his group in order to establish his position in the hierarchy of this fatherless group. He was well respected.

When James' time to PCS came, he saw Bosashelski one more time. James told him, "You know what? I'm going home now."

"Does that mean I get your sunglasses?" asked Bosashelski.

"You sure do," said an emotional James. He gave his sunglasses, a couple MREs, and a hug, wishing him good luck and to take care of himself. It was the last he saw of him before returning to stateside.

Elizabeth ETS'd after eight years and joined the Army Reserve. After less than two years in the Army Reserve, she decided to come back full time as an Army Reserve recruiter. James ETS'd at 10 years and joined her in the Los Angeles Recruiting Battalion, where he recruited in Van Nuys and she recruited in Santa Monica.

"Throughout the past five years I have been in recruiting, I still have tons of these soldiers coming back to visit me — young ladies, seniors, that I put in. Most came from the inner city of Los Angeles, Hispanic, black, white, that needed the money for college. They reminded me a lot of me. They were growing up in families where they weren't going to be allowed to do anything other than get a job after high school. They were pretty independent, pretty strong, but they said they wanted to do something different. I would tell them you have to get something underneath your belt that's going to make you successful and competitive against everybody else. That's been the best for me, them coming back and letting me know. They've made me part of their family."

James also finds his job as a recruiting NCO rewarding.

"For me [the best] was to be able to share some of the knowledge I had as a recruiter to some of the new recruiters coming in. For them to call me in the afternoon and say 'Sergeant Green, I have a question"… hey, that's a good feeling. You're still mentoring these people as a non-commissioned officer."

Elizabeth was 1999 Army Reserve Recruiter of the Year and both of them were among the CG's All Stars this past August. They attribute their success to attitude, a character quality influenced by their mother.

"My mother was very hard on us, she didn't believe in mediocrity … do it right the first time," said James.

What one thing would they change about recruiting today?

"We were fortunate enough to sit at the table during the All Star Banquet with General Rochelle. He had a tie clip that said 'attitude.' Attitude makes things happen. The United States Army is asking you to go recruit for three years to help the Army out, so go do it! And have a good attitude about it," said James.

SFC Elizabeth Green preparing to fly into Mogadishu for supplies. ***(Photo courtesy of SFC Elizabeth Green)***

Elizabeth added, "My big thing is training. If these new recruiters aren't trained, they're not going to be able to do the job. I remember coming out as a new recruiter; I didn't have anybody to train me. So I'm going to train those people, I don't care if I have to take a Saturday out of my month to do it. "[Attitude] … it is infectious. You meet someone that is at the top, you want to be like them, you want to be successful. Being successful fosters it to the rest of your stations, companies, and battalions."

At the CG's All Star conference, MG Michael Rochelle was impressed with the Greens and their positive impact on fellow recruiters. He raised the bar that evening, asking all recruiters to be committed to being contagious, spreading their zeal for recruiter excellence.

> "Attitude makes things happen. The United States Army is asking you to go recruit for three years to help the Army out, so go do it!"
>
> **— SFC James Green**

Who in USAREC Conducts Unannounced Inspections?

By MSG Sindy Barnette, Enlistment Standards Division

Enlistment Standards Division, Recruiting Operations Directorate, is responsible for checking the enlistment process to ensure applicants joining the Army and Army Reserve are qualified morally, mentally, and physically. In addition, because they are the eyes and ears of the command, they generally look at other issues, such as College First and ARISS.

ESD wants to know if the battalion is enforcing standards. In June 2001, BG Robert Gaylord directed that ESD stand up and conduct unannounced inspections of all 41 battalions as time permits. Inspections are unannounced in order to see actual recruiting practices. The inspectors review battalion residuals, DEP IN enlistment packets, and shipper packets to get a flavor for the quality of the packets that the field recruiter is sending to the guidance counselors. In addition, reviewing the packets helps determine if packet quality control is being done to standard.

Inspections generally last no more than five days. The first day is oriented toward the battalion and recruiting stations, day two is concentrated on the MEPS, days three and four are review of packets, and day five is the AAR and outbrief to the BLT and other staff members.

On the first day of the inspection, the ESD team chief and NCOIC inbrief the BLT on who they are, why they are there, and give an overview of the inspection. Following the inbrief, the team chief will conduct his/her inspection of the battalion executive officer and support staff, focusing on enlistment standards and in particular, the VOL II report. The VOL II report captures both positive and negative trends within the battalion and is available on the Business Intelligence Portal, BRIO. USAREC produces this document monthly, and it is up to the BLT to analyze and disseminate the findings. Simultaneously, the team NCOIC conducts his/her inspection of battalion operations. The inspection consists of a thorough review of waiver procedures, DEP separations, quality control of residual packets, ENTNAC procedures, police agency listing, approved Tier 1 battalion school directory, erroneous enlistment reports, and exceptions and renegotiations.

A list of enlistment packets is given to battalion operations and the senior guidance counselor, so there is time for the ESD team to conduct a thorough sampling of the battalion's quality control process. The number of packets pulled can range anywhere from 150-300, depending on guidance from the Director of Recruiting Operations.

In addition to the inspections listed above, we inspect six recruiting stations for compliance in recruiting improprieties, regulations, DEP management, testing procedures, and school directory compliance. Things specifically looked for include forged or pre-signed documents in either paper or on the computers, applicant source documents, unauthorized ASVAB study materials, current regulations, and Tier 1 school lists.

On day two, we conduct a thorough inspection of the MEPS/GC shop. A review of the quality control procedures, ENTNAC, EERs, Recruiter Change of Credit, RI/SI reporting, and REQUEST requirements is conducted. Additionally, we review 20 DEP IN packets at the MEPS for trends and select 100 plus packets to review at a later time.

Finally, on day five, a formal outbrief is presented to the BLT, selected operations personnel, and the senior guidance counselor that addresses the overall results of the inspection, identifying both positive and negative trends. Also, based on our packet review and the inspections, we will turn over any recruiting and suspected improprieties to the battalion for investigation. We also provide the battalion our administrative error matrix to assist in training and error correction. For every packet we review, we identify administrative errors and provide that list to the battalion so they can develop the training it takes to better the packet QC process. A draft AAR is left with the BLT and the battalion has 60 days to reply by endorsement on identified shortcomings.

There have been several e-mails to the field that discussed the trends identified since October 2001. Here are a few of the highlights.

Battalion Staff trends

- Maintaining, analyzing, distributing VOL II data (UR 600-35, appendix B)
- Maintain ESP files in one location (UR 600-35, paragraph 3-3)
- New recruiter ESP training (UR 600-35, paragraph 1-4)

Battalion Operations trends

- Incomplete QC by the Ops NCOs (UR 601-96, appendix C, paragraph C-3)
- Many 72-hour positive match interviews not being completed (UR 601-96, appendix J)
- Lack of tracking matches, which get through the system (UR 601-96, appendix J)
- Orders for separations not being completed in a timely manner (UR 601-96, appendix L)
- DAT losses being held over to next RSM — reservation must be cancelled the same day they become positive DAT. (UR 601-96, appendix M, M-5)
- DEP losses missing proper support documentation (UR 601-96, appendix L)
- UF 986 not being signed by the DEP (UR 601-56, ch 3-1, c and e)
- Police Agency Listing outdated (UR 601-9, para. 5n)
- Battalion ESS not ensuring that recruiting stations, MEPS and operations have the current battalion approved Tier 1 school listing (UR 600-101)

Guidance Counselor Shop/MEPS trends

- DEPs being promoted without proper documentation (AR 601-210, ch 2, para 2-20, USAREC message 00-003
- SLRP missing proper documentation (UF 1232) (UR 621-1), message 02-097
- Improper recruiter credit changes (UR 600-22, paragraph 5a(1)(c)
- Packets missing copies of QUALS, ZHM 1 and 3 for proper tracking of ENTNAC procedures (UR 601-96, appendix J, USAREC message 01-056
- 7-30 days before ship QC not being completed until ship date (UR 601-96, appendix C, c-3, q
- Pre-signed DD Form 1966/3, being signed before date of school letter (UR 601-45)
- Recruiters taking shortcuts and falsifying DD Form 372, Request for Birth Verification (UR 601-45)
- Guidance counselors sending only copies of soldiers' documents, i.e., birth certificates, dependents' birth certificates, and marriage licenses. Soldiers cannot enroll dependents in DEERS or be authorized BAH when he/she arrives at training base without original dependent birth certificate and marriage license (UR 601-96, appendix J, j3 d)
- UF 1227, UF 1228 not being completed on all MOSs that require secret clearance (UR 601-96, appendix J, j-5 para. j)
- Special tests not being completed within 10 days of DEP IN (USAREC message 02-050)
- EERs not being tracked or trained (UR 601-96, paragraph C, c-7(d) and (e)

Trends in the recruiting stations

- Pre-signed USMEPCOM 714Ae's (UR 601-45)
- ASVAB study materials found (UR 601-45)
- Lack of knowledge of available resources on the Intranet and how to access
- Outdated regulations
- No current Tier school list on hand (UR 601-101)
- UF 986 still indicating apathy for request (USAREC message 02-009)

Special Emphasis Items

In addition to inspecting the battalion in ESP, we also cover areas that are of interest to the command like College First, SLRP, ENTNAC, citizenship, and LEADS/ARISS.

Special emphasis items in USAREC at this time include battalion adherence to current ENTNAC procedures of UM 02-084 and UM 02-105. Also, UM 02-046 states that all MOSs requiring a confidential, secret, or higher security clearance require the guidance counselors to complete UF 1227 and 1228. This will prevent the soldier from having his/her contract renegotiated at the training base due to not qualifying for an MOS that requires a clearance.

All pilot programs, i.e., College First, GED Plus, PaYS, Special Forces, etc., are closely monitored with HQDA to ensure that these test programs are within enlistment standards.

Citizenship is also a concern throughout the command, particularly since Sept. 11, 2001. Guidance counselors must ensure that guidelines are being met on aliens enlisting in the Army IAW AR 601-210, Chap 2.

MSG Sindy Barnett and MSG Garry Cole, Recruiting Operations Directorate, discuss items that need to be inspected. (*Photo by Sara Keller, Milwaukee Battalion)*

UF 1232 covers everything that a soldier should understand about the loan repayment program. Many soldiers arrive at the training bases without proper documentation. USAREC messages must be pulled off the guidance counselor Web page daily for battalions to be current on the rules and regulations that effect our recruiting process.

We have found that most battalions are not paying close attention to USAREC messages that are available on the USAREC Intranet. Several items that have been in place for some time, such as apathy being used as the reason for a DEP loss, continue to appear. It is clear in USAREC message 02-009, that using "apathy" as a narrative reason for a DEP loss is not authorized, yet we still see it. Additionally, USAREC message 02-001 dated Sept. 27, 2001, states the following in paragraph 12, "The Operations Section, S-3, will perform a 20 percent random packet check on all enlistments and 20 percent verification of shippers each RSM. The operations officer conducting these checks will initial in the upper right hand corner and date packets checked. A list of packets checked and verified will also be filed with the USMEPCOM 727 for that RSM. However, we have found that battalion operations are not completing this to standard.

These are just a few examples. USAREC operates in a rapidly changing environment so it's essential to have a mechanism that provides information to the field. USAREC messages posted on the Intranet is one such way of informing the field of policies and procedures. Additionally, all USAREC messages will be posted. USAREC messages are posted in REQUEST and to the GC Web page as they occur. Guidance counselors can access messages for the past three years on the guidance counselor Web page. The Web page address is http://gcweb. All guidance counselor and operations NCOs are required to read USAREC messages posted. SGC and Senior Ops NCOs are required to include current USAREC messages as sustainment training when time permits.

Bottom line: We are responsible and accountable for ensuring we are recruiting with integrity, bringing in only those fully qualified applicants into our Army. Furthermore, if the standards aren't being met, it is also our mission to train those areas that are deficient. We are pleased to report the trends show we are putting only the most fully qualified soldiers in the right positions across our command, but we must continue to work on the small percentage of short comings in our enlistment process. ESD exists to help units and soldiers elevate those efforts.

You may call MSG Sindy Barnette, (502) 626-0739 or e-mail Sindy.Barnette@USAREC.army.mil if you have questions.

The *Power* of PaYS

By Shae Warzocha, PaYS Marketing Team

It's career night at your biggest high school. Your Class As are sparkling and your booth has just the right location to get the widest visibility. Now, imagine you are sharing the booth flanked by Fortune 500 companies that only want to talk to candidates with Army experience.

Alternate universe you may be thinking? No, it's the Army's Partnership for Youth Success.

Let's say you're in the home of a high school senior, and mom and dad aren't crazy about their pride and joy shipping off to the Army and points unknown. You jump in and explain how an Army enlistment today could phase into a career with corporate America tomorrow. And if you're lucky enough to have a PaYS partnership company in your recruiting area, you can offer the possibility that their offspring could return home to work after the Army.

The memorandum of agreement that all Partnership Companies sign provides priority consideration to PaYS soldiers. *(Photo by Julia Bobick, Public Information Specialist)*

Companies that were not taking applications or granting interviews have opened the doors to their human resource departments for PaYS soldiers. This expedited system puts a PaYS soldier's resume ahead of literally thousands of other applications, guaranteeing an interview three to six months before the soldier's ETS. That's the power of PaYS.

Initially held to 94 military occupational specialties (MOS), PaYS is now open to all initial entry MOSs. Providing an increased opportunity to enlisting soldiers, this expansion also brings different industries to the partnership. PaYS started out with only a few corporations, predominantly in the East and South. At that time, many soldiers entering for technical specialties sought positions closer to their Army training and passed on the PaYS option. However, within the past year PaYS has grown to 30 partners, expanding the number of locations across America as well as increasing the variety of specialties.

PaYS and the Retention Argument

If you are a detailed recruiter or an officer who recently joined the Recruiting Command, you have probably heard comments that PaYS hurts Army retention. Here are some facts that refute that claim. Currently, PaYS is capped at 10 percent of the accession mission or 7,950 enlistments. We know that approximately one third of first-term soldiers will not re-enlist. It's simple math — the 10 percent cap on PaYS is well under the percent of soldiers we know will not re-enlist and cannot, therefore, impact retention numbers.

Where PaYS can positively impact the command is in DEP retention. Let's go back to mom and dad in the living room. With support from her parents, your DEP soldier has just informed you that she has changed her mind about shipping off to basic training. You begin the probe to find the real reason for her apprehension. If she has the PaYS program, you have additional leverage.

The partnership company has already sent your DEP soldier a letter of intent, stating that they only want the young woman as a future employee if she has the Army training, experience, and maturity an honorable discharge provides. Losing the opportunity with the Army means losing the opportunity with the PaYS partnership company. What was once a career path to the future is now at risk. The impact of losing a promising civilian career as well as all the benefits associated with an Army enlistment will give the recruiter another tool as the DEP soldier is re-sold.

The Benefits PaYS Offers to Prospects

Getting an interview with many of our partnership companies is a benefit that cannot be bought, traded for, or pleaded. However, a PaYS soldier is *guaranteed* an interview with their PaYS partnership company.

All PaYS partnership companies are educated on DD 214s and possible RE Codes. Any training failure, bad conduct discharge, or general discharge codes will be identified and the PaYS interview terminated. Each PaYS partnership company receives a report every two weeks. Each PaYS soldier's status is updated each reporting cycle. If a PaYS soldier doesn't graduate from high school and is removed from the active DEP, that DEP soldier's name will automatically show up on the corporate partner's loss report.

All of our PaYS partners recognize the quality and value of a successful Army enlistment, so much so that many partners reduce or eliminate stringent hiring tests and requirements.

"I thought our filtering process at Deere was detailed until I saw the Army's screening," offered Steve Wohlwend, former Senior Vice President of Wage Employees with John Deere and Company.

Here's How It Works for Recruiting

Each Partnership Company sends a welcome package with various coupons, hats and company information to their soldiers. From then on, all the partners have different methods to stay in contact with their soldiers. Generally, partner companies will maintain a yearly contact with their soldiers.

We provide current address using ITAB-DB, DEERS, and the Worldwide Locator, and we give our Corporate Partners an Army Knowledge Online (AKO) account to help keep in contact with soldiers.

"We want to establish a relationship with our PaYS soldiers immediately. We want them to know Pepsi Bottling Group is a high-energy, great place to work," said Sherry Nolan, Human Resource manager at PBG headquartered in New York.

Note: It is the soldier's responsibility to set up the interview with the corporate partner, by contacting the person or office their partnership company designates, usually someone in Human Resources. For the Regular Army, this should be done three to six months prior to ETS. Terminal leave will be granted for this interview. Army Reserve soldiers will interview after completion of AIDT.

The memorandum of agreement (MOA) that all partnership companies sign provides *priority consideration* to PaYS soldiers; it does not guarantee a job. Variables such as plant closings, company downsizing, and recession require flexibility a job contract could not provide.

The MOA also protects the soldiers' options, allowing them to re-enlist, continue education, or work for another corporation.

"Lockheed Martin is delighted to support the U.S. Army's recruitment objectives while also gaining access to a pool of talented people whose skills are among those fundamental to our success, and to that of our customers," said Vance D. Coffman, Lockheed Martin chairman and chief executive officer.

We Doubled the Number of Partners

There have been amazing leaps forward for PaYS in this, its second year. Doubling the number of corporate partners has meant an increase in variety of job skills and a wider selection of locations.

Perhaps the most significant improvement for the partnership was integrating the PaYS job database directly into REQUEST. Guidance counselors no longer have to toggle back and forth from the PaYS Web site to REQUEST and back again. This connectivity reduces the time it used to take to pull a reservation with PaYS from 20 minutes to less than five minutes.

Counselors can easily scroll through the various corporate partners associated with each MOS the applicant is interested in. The default battalion will be the battalion receiving contract credit.

If the guidance counselor wants to search another battalion area, a dropdown menu will display all battalions with matching PaYS jobs providing the applicant the option of returning home or selecting another location. This leap in technology is directly responsible for PaYS contracts increasing daily by 75 percent.

Reserve PaYS Now Offered

Starting FY 03 the Army Reserve PaYS program will be launched. More than 11,000 positions have been loaded for enlisting Army Reserve soldiers. Currently, six of our PaYS partners have loaded both Regular Army and Army Reserve positions. Several other current PaYS Partnership Companies are considering expansion to include Army Reserve soldiers. The Army Reserve needs about 26,000 recruits to make its 2003 recruiting goal. PaYS is uniquely positioned to assist in this mission by offering prospective soldiers an inside track to the civilian jobs of their choice when they enlist.

Building on the success of the Regular Army PaYS program, Army Reserve PaYS is expected to provide an important new tool for Army Reserve recruiters. Army Reserve PaYS, unlike its Regular Army counterpart, will not have a cap on the number of recruits who can enlist for this program. Ideally, all Army Reserve recruits will participate in PaYS. PaYS is expanding its job coverage to many regional and local partners with job locations close to Army Reserve Troop Program Units (TPU).

The Army Reserve REQUEST system searches a 50-mile radius from the applicant's home of record. PaYS partnership companies are also linked to the same 50-mile radius. All too often Reservists, unable to find a full-time job in the unit area, will move to larger cities to find full-time work. This means the TPU must replace the soldier and incur the cost of training again. It is expected that a PaYS Reservist with a PaYS job in the same location as the TPU will be more inclined to stay with that unit for the entire contract obligation.

Originally, only very large companies or Fortune 500 companies were invited to partner with PaYS because we have found that smaller companies can offer only one or two positions per location. With safety in numbers, larger companies are better equipped to forecast hiring needs four to six years out, as well as having overall larger number of positions. But smaller companies become ideally suited to fill the Army Reserve TPUs specific, smaller, and localized needs.

Resources for the PaYS Program

Training packages and tutorials are located on the USAREC Intranet page (http://hq.usarec.army.mil/payshelp/PaYS_1.asp). Recruiters can view a PowerPoint presentation that covers basic PaYS eligibility. Battalions can download PaYS presentations designed for potential PaYS partners. Frequently asked questions are addressed in the Getting Started and Welcome Packet sections. You will also find PaYS RPIs, the text of the USAREC PaYS message, and a link to the Web site for Human Resource Magazine, which published an article about PaYS.

Recruiters are encouraged to connect with local PaYS partnership companies for joint recruiting events, community events, or center of influence events. Contact your leadership team and we will provide point of contacts to you. Please do not directly contact PaYS partnership companies. Often our PaYS contacts are with the headquarters personnel and they will contact local representatives.

In March 2003, the first PaYS soldier becomes a PaYS veteran, ready to interview with his PaYS partnership company. PaYS is now a success story, a foundation for establishing regional partnerships to expand market opportunities. Rewriting recruiting's future that's the power of PaYS.

Milwaukee Battalion recruiters catch robbers in the act

By Sara E. Keller. Milwaukee Battalion

Three recruiters made it their mission to foil the robbery of a Milwaukee restaurant Sunday evening, Aug. 25. Armed with only a cell phone, the three soldiers called 911 and followed the two suspects through downtown Milwaukee until police arrived and made the arrests.

While stopped at a traffic light, SFC John Arvan, SSG Christopher Voldarski, and SSG Joel Olson observed several employees of Edwardo's Natural Pizza exiting the building through a side entrance. The employees were calling for help. In response, the three soldiers contacted 911 while pulling up to the front of the restaurant to see what was taking place inside.

"It was like something from a movie. The two suspects were dressed in black and wore white masks with black hoods," explained Arvan. But once the suspects fled the restaurant, they removed their masks and left the scene on foot. "We wanted to take action to prevent their escape but were told by the employees that the men were carrying guns," said Olson who was driving the car. "We decided to follow them and continued to relay our location to the 911 dispatcher."

All three soldiers are assigned to the U.S. Army Recruiting Battalion in Milwaukee and are stationed with Iron Mountain Company in the upper peninsula of Michigan. The three soldiers serve the communities of Escanaba, Ironwood, and Marquette.

Company commander, CPT David Patton, expressed his satisfaction with how the soldiers handled the situation but, at the same time, could not contain his surprise. "My initial reaction was one of disbelief," remarked Patton. "I'm just surprised they waited for the police. It would be more their style to wrestle the suspects to the ground and hold them until the police arrived." His reaction was qualified with some background on the soldiers. Prior to accepting his current recruiting assignment, Arvan was an Army Ranger. Voldarski has applied for Army Special Forces, and Patton is sure he will succeed in this goal. "They definitely have unique training and are capable of handling such a situation. But, they put safety first and kept a cool head. That is to be commended."

U.S. Army, Charlotte-Mecklenburg Police partner in recruiting program

By Diane Phillips, Raleigh Battalion

Representatives for the U.S. Army Recruiting Command and Charlotte-Mecklenburg Police Department have agreed to a partnership that will provide priority hiring status to qualified soldiers participating in the Partnership for Youth Success (PaYS) program.

USAREC Deputy Commanding General (East), BG Leslie L. Fuller and Charlotte-Mecklenburg Police Chief, Darrel Stephens, officially signed the Memorandum of Agreement on Aug. 29 at the XVIII Airborne Corps Headquarters at Fort Bragg, N.C.

"The U.S. Army is excited about the partnership with the CMPD," said Fuller. "We are proud of the partnerships like this, that enable our recruiters to offer young men and women quality employment opportunities during and after their Army service."

The PaYS program gives applicants the opportunity to work for the CMPD when they return home following their Army enlistment.

"This important partnership between the department and the U.S. Army allows us to identify potential future employees and begin to build a relationship with them," said Stephens.

PaYS is a strategic partnership between the Army and a cross-section of U.S. industries and public sector agencies, such as the CMPD. Charlotte-Mecklenburg is the second police department to enter into this partnership. PaYS was developed to help the Army attract, train and deploy talented young people who want to serve their country, but also want to help secure their future success once their Army service is complete.

BG Leslie L. Fuller, USAREC DCG (East), and Police Chief Darrel Stephens, Charlotte-Mecklenburg Police Department, sign the Memorandum of Agreement on Aug. 29 at Fort Bragg, N.C.

Under the terms of the agreement between USAREC and CMPD, enlistees interested in gaining law enforcement job training and qualifications will receive that training while in the U.S. Army. As part of the enlistment process, recruits sign a letter of intent to work for CMPD upon completion of their term of service. As they near the end of their enlistments, the soldiers will have the opportunity to interview with CMPD for a specific job.

"Each year thousands of young men and women develop valuable skills and gain experience in a broad spectrum of Army jobs. They are motivated, have professional work habits and high standards of conduct. This partnership is one way we can help ensure our soldiers continue to achieve success after leaving the Army, and that American industry benefits by gaining quality employees," Fuller said.

Oath of enlistment has special meaning as father enlists son

Story and photo by SFC Paul S.Hoffine, Seattle Battalion

"… so help me God." The final words of the oath of enlistment had special meaning on July 12 for one new DEP soldier and his family. Darryl Blood, a senior at West Valley High School in Spokane, Wash., spoke these words as he faced his father who was administering the oath of enlistment.

Bruce F. Blood, a retired Air Force major, had the honor of enlisting his youngest son into the U.S. Army as his wife, Carla, and daughter, Katie, looked on. Also present at Darryl's swearing in was his paternal grandfather, Fred Blood, who served in the U.S. Army during the World War II. Also, it was Darryl's 18th birthday. Darryl was the first young man from his graduating class to join the Army, according to his recruiter, SGT Tammy Striedl, Opportunity Recruiting Station.

As he administered the oath, Bruce Blood, a Washington State patrol officer, looked at his son and said, "While this comes as a surprise, we, your family, are very proud of you and admire your decision." The surprise was Darryl's resolve to join the Army. His mother, Carla, said that Darryl had spoken to all the branches of the Armed Forces and when he reached his decision, it was very quick and he would not be swayed.

"We gave him every option, even telling him it was OK to change his mind, but he stuck to his guns," said Carla Blood.

Both of Darryl's grandfathers were overjoyed that Darryl chose to serve his country. Both men served during World War II and were proud that Darryl wanted to follow in their footsteps. Grandfather Blood was especially proud of his grandson and flattered as well. Wanting to be just like Grandfather Blood was Darryl's primary reason for joining the Army. "He means a lot to me, and I want to make him proud," Darryl told his family.

Darryl enlisted as a Food Service Specialist and will be leaving for Basic Training at Fort Jackson, S.C., on June 25, 2003. For a graduation present, Darryl's family will be taking him to Disneyland before he leaves.

Larry Hengy, (left) maternal grandfather, was in the Navy and Army Air Corps during World War II, Bruce F. Blood (center), is a retired Air Force Major and Fred Blood (right), paternal grandfather, was in the Army during World War II. Seated is Darryl Blood.

He could have been anything, he chose to be 18X

Story and photo by Judy Poland, Albany Battalion

Ayman Taha is a young man with a world of choices. Upon earning his masters degree in economics, he has no college debt. He has no law violations. At 28, he is articulate and physically fit. He looked into the Army by going to goarmy.com, found the nearest recruiting station, walked in to the Greenfield, Mass., recruiting station, and told SFC Gerald Girard that he wanted to join the Army.

A recruiter's dream, right? Well, there was one challenge. At that time Taha was not a citizen. Girard told him to come back when he had obtained his citizenship.

Taha, born in Sudan, came to America when he was 2 years old. His father, Abdel-Rahman, works for the Royal Bank and was transferred here. After time in England, where he graduated from high school, Taha returned to the U.S. to attend college at the University of Massachusetts at Amherst. "America is home to me," he says.

When he was 8 years old, he saw John Wayne in "The Green Berets." He says now, "That was it. That's what I wanted to be. As I got older, I put it on the back burner, but I never forgot it." He wanted to join the Army anyway, but then the 18X enlistment option became available. His time had come.

Ayman Taha "hangs" with the cutouts of two Special Forces soldiers he may have the opportunity to meet in person. He is now at basic training. Taha received a $20,000 enlistment bonus for his 5-year enlistment.

He applied and obtained American citizenship and looked up Girard again, who had been re-assigned as the battalion's first on-campus recruiter to the Amherst campus.

Taha's paperwork came through April 10; he was at the MEPS processing on April 26. He departed for his extensive 18X training Aug. 5. "Mom was surprised when I joined the Army. She figured me for an academic type. But she and my father support my decision," he says.

Taha is Albany Battalion's first 18X enlistee since the inception of our "Operation Green Beret" initiative. Our challenge is to keep the high standard he sets.

Food, Glorious Food!

By Rae Nola Smith, Salt Lake City Recruiting Battalion

Why was everyone gathering at the U.S. Army Recruiting booth at the Montana State Fair? It wasn't Emeril LeGasse, but if it had been, he couldn't have attracted more attention.

Participation at the fair is an annual occurrence for the Great Falls recruiters, but this year SSG Jerry Powell and his wife, Jessica, wanted it to be different. They wanted to show the people of Montana that there is more to the Army than guns and tanks.

His wife helped contact the health department, plan a menu, and a demonstration schedule. He arranged to get a Mobile Kitchen Trailer (MKT) from the 889th Quarter Master Battalion and used a five-ton truck to maneuver the kitchen in place. The public would have an opportunity to see a mobile kitchen and taste some great food.

Keeping the MKT clean was a must for SSG Jerry Powell.

Crowds ranged from veterans to children of all ages. A local TV news team did a live interview, followed by increased interest the following day. Each demonstration was remarkable, people didn't know the Army ate like this, or that a soldier could cook like this.

At the end of the seven-day fair, he had completed 14 demonstrations and served more than 2,100 people. Dishes varied from blueberry pancakes with sausage, to honey teriyaki pork with spring onions, or salmon fettuccine with cabbage. When he wasn't cooking, visitors were invited into the kitchen to ask questions.

SSG Jerry Powell, a Great Falls recruiter, stirs up one of his winning recipes for the crowd at the Montana State Fair.

This booth was unique and a lot of hard work, but worth the time and effort. People still recognize the recruiters from the fair. Their estimate is that between 2,500 to 3,000 people stopped to talk, visit or snack.

Powell is quick to give recognition to those who supported the booth. He especially gives credit to his wife, Jessica, and son, JR, for their help. Everyone, including the recruiters, fair staff, board of health, and community helped contribute to the booth success.

The real "icing on the cake" is that Powell got two contracts from the fair and is working on a third.

The American Spirit Concert for Patriot Day, Sept. 11, 2002

The Honorable Mayor Lee P. Brown, City of Houston, (center) waves a flag provided by U.S. Army Recruiting Command during the American Spirit Concert for Patriot Day, Sept. 11. Grammy Award winning gospel singer, Yolanda Adams, sings "God Bless America" during the concert held in the Miller Outdoor Theatre, Houston, Texas. (*Photo by Linda Thatcher*)

"Tribute by the Sea" in Lavelette, N.J.

Photos by Lenny Gatto, Mid-Atlantic Battalion

Students from different grades at the Lavalette Elementary School, created an American flag of red, white and blue seashells on a mound of beach sand.

More than 200 people attended "Tribute by the Sea" in Lavalette, N.J., honoring six local WTC victims. Army recruiters provided the Color Guard.

Despite strong winds, Mid-Atlantic Battalion recruiters SSG Luis Santiago, SSG Michael Gautier, and SGT Michael Wilson provide a dignified Color Guard during a 9/11 Memorial Service in Lavalette, N.J.. The mayors, councilmen, clergy and residents of the surrounding towns of Seaside Heights, Seaside Park, and Lavalette honored the families of six World Trade Center victims, who frequently vacationed at these famous Jersey Shore communities. The Army recruiters all work at the Toms River, N.J., recruiting station.

Meeting with governor PaYS

By Andrew G. Entwistle, Battalion Executive Officer, Albany Battalion

Albany, N.Y., Battalion Commander LTC Christopher P. Costa recently met with Connecticut Gov. John G. Rowland to thank him for his support of the Army's recruiting effort.

The Governor, who is a strong supporter of the military, sends a personal letter to each Connecticut applicant who joins the Delayed Entry Program. Gov. Rowland has also been instrumental in increasing recruiters' access to schools in his state.

The meeting was facilitated by the Connecticut Civilian Aide to the Secretary of the Army (CASA), Nicholas Fanelli, who has been a steadfast supporter of recruiters in the state.

Costa was accompanied by CSM Donald Schmidt and the two company commanders, CPT Timothy Duffy and CPT Charles Bolles, who divide the state's area between them, as Governor Rowland expressed his desire to see Connecticut's young men and women returning to the state after military service. He wants his state to benefit from the skills, maturity, and work ethic that the military instills in young citizens.

Albany, N.Y. battalion commander meets with Connecticut Governor. (left to right) Civilian Aide to the Secretary of the Army Nicholas Fanelli, Hartford, Conn.; Company Commander CPT Timothy Duffy; Albany Battalion Commander LTC Christopher Costa; Connecticut Gov. John G. Rowland; Albany Battalion CSM Donald Schmidt; and New Haven, Conn., Company Commander CPT Charles Bolles.

This goal meshes neatly with the objectives of the PaYS program and the Albany Battalion plans to address this issue with the Governor and the Connecticut business community in the future.

The Army Game and Army Recruiting Go Hand in Hand

By Martin Reimer, Army Game Contact

By now you should have received the Army Game training CDs. The purpose of this CD is to inform and educate you on its use as a recruiting tool. Nearly 400,000 were shipped to brigades, battalions, companies and to the interested public. Each recruiter received about 50 copies of the Army Game CD and every CD must account for a lead – no freebies here.

To stay up-to-date on the latest Army Game news, go to Recruiting Central. Also, be sure to check out www.americasarmy.com for the latest developments, news, patches, and game information.

Facts to Know

- Every Army Game CD must account for a lead
- Use the CD as a tool to educate the public about the Army
- The game is a way for young Americans to explore the Army's virtual soldier
- America's Army introduces young people to different Army schools, Army training, and Army life
- Game tournaments started at the end of October. The tournaments will be held at 60 locations across the U.S. with lots of prizes and goodies. Recruiters will be contacted if there is a tournament in their location.

Detailed Recruiter Assignment Preference Program –– DRAPP

PERSCOM has implemented a change to the Assignment Satisfaction Key, or ASK, that will affect detailed recruiters. When detailed recruiters access the ASK screen, a DRAPP screen will appear which gives detailed recruiters the opportunity to volunteer for three follow-on assignments.

To participate in the DRAPP, detailed recruiters must update their assignment volunteer locations by using ASK, which is available through PERSCOM online at https://www.perscom.army.mil. Since this is a secure site, Microsoft Explorer must be used to obtain access. An Army Knowledge Online, AKO, user ID and password are required for access.

Three volunteer locations in any combination of CONUS or OCONUS must be selected. If volunteer locations are not selected, then assignment preferences will be considered. If no preferences are selected, an assignment will be made based on the needs of the Army.

Volunteer locations and assignment preferences can be updated at any time during a detailed recruiter's 36-month tour. PERSCOM can make assignments for detailed recruiters as early as 12 months from completion of a recruiting tour. Do not miss this opportunity to influence your next assignment.

Policy Change Increases Tuition Assistance Rates

by Michelle Bard, Army News Service

Soldiers now have more money to pay for their education because of changes to the Department of Defense's tuition-assistance policy.

Beginning Oct. 1, the Army's Tuition Assistance program will pay up to the new cap of $250 per semester hour of credit and an annual ceiling of $4,500 to soldiers enrolled in a post-secondary school. The policy also covers textbooks if they are included in the school's tuition rates.

Under the old policy, the tuition-assistance grant was up to 75 percent of tuition, capped at $187.50 per semester hour and $3,500 a year.

"This policy offers greater opportunities for those who want to continue their education," said Janice Yoo, Tuition Assistance program manager, Total Army Personnel Command, Alexandria, Va.

The increase was in response to changes made in law, 10 USC 2007, two years ago. A revision to Army Regulation 621-5 is currently being staffed officials said.

Yoo said the policy could not be implemented immediately when it was enacted.

"We couldn't snap our fingers and change it," Yoo said. "Additional funds had to be programmed to support the change."

There is a misconception that the new tuition assistance will always cover 100 percent of tuition, Yoo said. However, the Army will pay 100 percent only if the institution's fees are $250 per semester hour or less.

If the fees exceed $250, the Army will not pay more to cover the difference, she said.

"If you are really strapped for cash, federal grants are available. You can still apply for Pell grants," Yoo said.

Enrolled soldiers may also draw funds from their Montgomery GI Bill.

Active-duty soldiers can receive up to $32,400 for 36 months or more of service effective Oct. 1.

Soldiers enrolled in the MGIB and who have also been on active duty for at least two years, can elect to use part of their MGIB entitlement to cover tuition costs which exceed the Tuition Assistance cap. This add-on benefit is called "Top-Up."

The Tuition Assistance Program was introduced in 1947 to showcase the Army's commitment to educating its soldiers, officials said.

Survey Shows Soldiers' Job Satisfaction on Rise

Army News Service

Soldiers' satisfaction with job security, retirement benefits, and basic pay is increasing, according to the Army's latest poll.

The U.S. Army Research Institute for the Behavioral and Social Sciences, known as ARI, conducts the "Sample Survey of Military Personnel" each spring and fall to provide Army leaders with information to assess soldier and family well-being.

From Spring 2001 to Spring 2002, soldiers' satisfaction with their jobs and quality of life has improved significantly for about half of the 58 satisfaction items measured.

"It's important for soldiers to know that Army leadership listens to soldiers' concerns", said Dr. Zita Simutis, the acting director of ARI. "Although these SSMP findings are encouraging for the Army, SSMP results are also used to identify issues that the Army needed to address."

When asked, "Based on your Army experience, how satisfied or dissatisfied are you with" job security, retirement benefits and amount of basic pay, soldiers participating in the survey answered using a four-point scale, ranging from very satisfied to very dissatisfied. The percentages of soldiers who were satisfied or very satisfied are shown below for three years over a 10-year period.

Job Security

	1993	1998	2002
Enlisted	56%	67%	84%
Officers	46%	64%	87%

Retirement Benefits

	1993	1998	2002
Enlisted	44%	29%	56%
Officers	55%	36%	65%

Basic Pay

	1993	1998	2002
Enlisted	35%	29%	38%
Officer	61%	58%	64%

Personal morale and perceptions of unit morale also improved significantly among enlisted soldiers, and are on a slight upward slope for officers.

Congress has responded to the Army by providing significantly larger pay raises than those in the mid-1990s. The change in the retirement system enacted in 1999 also helped to reverse the trend of growing dissatisfaction, personnel officials said. They said changes in TRICARE and the privatization of housing have also made a difference in quality of life for soldiers.

The Army is doing a lot to improve the quality of life for soldiers and their families, officials said. Although it is still in the developmental stages, the Army's well-being initiative will track quality of life issues and identify when and where changes need to be made. The Army staff has developed 50 functions to organize services and programs that contribute to well-being and readiness.

Approximately 8,600 soldiers completed the most recent SSMP. Armywide samples of 10 percent of officers and 2-3 percent of enlisted personnel who are permanent party and available for duty are selected for the survey, using the final digits of soldiers' social security numbers.

Although the survey booklets are serially numbered, the responses cannot be tracked back to individuals. Only group statistics are reported, ARI officials said.

"The Army began polling soldiers in 1943 with the Personnel Survey of the Army," according to Dr. Morris Peterson, chief of the Army Personnel Survey Office at ARI. The survey was renamed the Sample Survey of Military Personnel in 1958.

"By getting results twice a year on the 58 quality of life and job satisfaction measures, we can help top Army leaders keep a 'finger on the pulse' of the active-duty Army," Peterson said. "When attitudes change, we tell Army leaders about the changes as soon as we can."

(Editor's note: Information provided by PERSCOM Public Affairs.)

CSM Michele S. Jones

9th Command Sergeant Major of Army Reserve Selected

By LTC Randy Pullen, Chief, Army Reserve, Staff Group Office of the Chief, Army Reserve

The selection of the next Command Sergeant Major of the Army Reserve was announced August 28.

CSM Michele S. Jones has been selected to become the ninth Command Sergeant Major of the Army Reserve. She is currently serving as the Command Sergeant Major of the 78th Division (Training Support), Edison, N.J. She is the first woman in the Army's history to serve as a Division Command Sergeant Major Jones is the first woman to be selected as the top noncommissioned officer in the Army Reserve, as well as the first woman to be chosen as the senior NCO in any of the Army's components. She will succeed Command Sgt. Maj. Alex Ray Lackey, who has been the Command Sergeant Major of the Army Reserve since October 1999. He will retire in October 2002, ending a 32-year active Army and Army Reserve career.

As the Command Sergeant Major of the Army Reserve, Jones will serve as the principal enlisted advisor to the Chief, Army Reserve. She will take office effective October 28, 2002.

Jones was born in Baltimore, Md., and entered the Army in 1982. She attended Basic Training at Fort Jackson, S.C., Advanced Individual Training at Fort Benjamin Harrison, Ind.

Jones has held every key NCO position, to include squad leader, platoon sergeant, first sergeant and command sergeant major. She was the first woman to serve as class president at the United States Sergeants Major Academy (Class 48).

Additionally, she was selected by the Chief, Army Reserve, to serve as the U.S. Army Reserve representative for the Chief of Staff of the Army, Army Development System XXI Task Force and was subsequently chosen as the Core Team Leader for the Enlisted Personnel Management System section of the task force.

Her recent previous assignments include Command Sergeant Major, 3d Battalion, 78th Regiment, Baltimore, Md., and instructor, Sergeants Major Academy, Fort Bliss, Texas.

She has an Associate of Arts Degree in General Studies and a Bachelor of Science Degree in Business Administration from Fayetteville State University. She is currently completing her Master of Arts in Management and International Relations.

Her awards and decorations include the Meritorious Service Medal, Army Commendation Medal (with 3d Oak Leaf Cluster), Army Achievement Medal (with 3d Oak Lead Cluster), Good Conduct Medal, and National Defense Service Medal.

Sharpshooters Can Try Out for Army Pistol Team

U.S. Army Marksmanship Unit Public Affairs Office

The U.S. Army Marksmanship Unit is looking for a few good shooters.

The highly competitive unit is putting out its annual call for soldiers who are interested in competing in pistol competitions in the summer of 2003.

Soldiers in the rank of staff sergeant and below with fewer than 15 years of service who obtain approval from their commanders can travel to Fort Benning in April at the expense of the Marksmanship Unit to participate in the initial training. The soldiers are trained in advanced marksmanship skills and will participate in the Interservice Championships in June and the National Matches in July. After the three-month tour, soldiers return to their units with invaluable marksmanship training that can be harvested by unit trainers to improve the marksmanship skills of their soldiers.

Interested soldiers can contact SFC Charles Gibbs, noncommissioned officer-in-charge of the USAMU Service Pistol Team, at (706) 545-7022 or 545-3893 or DSN 835-7022 or e-mail: Charles.Gibbs@usarec.army.mil.

VEAP Converts to Montgomery GI Bill May Lose Benefits

by Tesia Williams, Army News Service

Soldiers who converted from the Veterans Educational Assistance Program to the Montgomery GI Bill are at risk of forfeiting their contributions and losing their benefits, officials said, if they don't make their payments. Soldiers have 18 months from the time they signed the Montgomery GI Bill, Department of Defense Form 2366, to pay the mandatory contribution of $2,700, personnel officials said.

Many of the 5,000 soldiers who signed up for the program may have already missed their deadline, according to officials at the U.S. Total Army Personnel Command

"Program participants need to contact their finance office and make sure the contribution will be paid within the 18-month deadline," said John Rizkallah, chief of the Education Incentives and Counseling Branch at PERSCOM.

If soldiers are not able to pay the $2,700 in time by using monthly allotments, they have the option of combining the allotment with a lump sum or they can make a single lump sum payment, Rizkallah said.

"The law states that if participants don't pay the contribution in full within the deadline, they forfeit anything they contributed to VEAP and will not be eligible for any education benefits through the Veterans Administration," Rizkallah said.

It is imperative that soldiers look at the date they signed their DD Form 2366 and ensure that they have the contribution paid in full within 18 months of that date, Rizkallah added.

"To date, the VA has not made any exceptions to the deadline," he said.

VEAP was first enacted by Congress for post Vietnam-era soldiers. It was designed to attract high quality men and women to the all-volunteer Armed Forces.

Congress signed the VEAP conversion law on Oct. 30, 2000, making it the second conversion opportunity since October 1996.

(Editor's note: Tesia Williams is a member of the PERSCOM Public Affairs Office.)

Native American Heritage is observed during November

Partnership for Youth Success Expanding to the Army Reserve

By Julia Bobick, USAREC Public Affairs

The Partnership for Youth Success (PaYS), the U.S. Army's successful recruiting program that provides youths the opportunity to serve their country while preparing for their future career success, expanded to the Army Reserve Oct. 1.

Soldiers learn technical skills required by industry, along with work ethics, teamwork, communication and leadership during an enlistment in the U.S. Army. Once they complete their service obligation, they receive hiring preference at the company they select during their enlistment process.

The program, available to all eligible Reserve applicants in addition to other enlistment incentives such as the Montgomery GI Bill and loan repayment program, is expected to provide an important new tool for Reserve recruiters.

"The Reserve PaYS program is uniquely positioned to assist in this mission by offering prospective soldiers an inside track for civilian jobs of their choice when they enlist," said LTG James R. Helmly, Chief of the Army Reserve.

The Army Reserve must recruit about 26,000 young men and women in 2003 to meet its end-strength requirements.

"Each year thousands of young men and women enlist in the Army Reserve to develop valuable skills and gain experience while serving their country part-time," Helmly said. "This partnership is one way we can help ensure our Reservists achieve success in their chosen civilian careers as well as in the Reserve. American industry gains quality employees who are motivated, have professional work habits and high standards of conduct."

Retention is also expected to improve due to the stability of PaYS soldiers with jobs in the local area. Additionally, preliminary data indicate improvement in Delayed Entry Program losses for the Regular Army and this should hold true for Army Reserve Delayed Training Program as well.

More than 12,000 Reserve PaYS jobs with many current PaYS partners became available to qualified Army Reserve

recruits Oct. 1. The U.S. Army Recruiting Command PaYS team is already working to expand the program to more partners.

Building on the success of the Army's two-year-old PaYS program, Army Reserve PaYS will work much the same as the active program, which has more than 7,000 soldiers participating.

Army Reserve PaYS, however, has no limit on the number of recruits who can enlist under this program and is fully integrated into the Army's automated personnel recruitment system. All eligible Army Reserve recruits can participate in PaYS.

Since most Army Reserve soldiers, unlike their active Army counterparts, stay in or near their hometown during their term of service, Reserve PaYS jobs are generally located within a 50-mile radius of a Reservist's home of record. PaYS job coverage is expanding to many regional and local partners with job locations close to Reserve TPUs.

After an enlistee qualifies for PaYS, the Army guidance counselor matches his or her MOS with a partner's job listing. The recruit's PaYS job selection is reported to the partner company by the PaYS team. The statement of understanding between the soldier and the partner becomes a permanent document in the soldier's personnel record.

Within 30 days of completing initial entry training, the Reservist interviews with the PaYS partner company or agency selected during the recruiting process.

Reservists gain more than just a military job when they enlist in the PaYS program. They have the opportunity to gain the job skills for a career for life.

Check out Army PaYS and the new Army Reserve PaYS at www.armypays.com.

The Army's PaYS partners include Southwest Airlines, EDS, Sears Logistics Services Inc., Halliburton, HCA, The Pepsi Bottling Group, Charlotte-Mecklenburg Police Department, DynCorp, Caterpillar, Johns Hopkins Health Systems, Rush Enterprises, Schneider National, BellSouth, John Deere, Lockheed Martin, RUAN Transportation Management Systems, General Dynamics, NTB, Goodyear, Blue Dot and State Farm Insurance.

Attention Recruiters Who Have Served in the Times Square Recruiting Station

If you served at the Times Square New York recruiting station and desire to talk with a Fort Monmouth, N.J., writer about your experience, you may contact LTC Renita Foster at (732) 532-1510. Her e-mail address is Renita.Menyhert@us.army.mil. Foster is writing a history of the Times Square Station for the Fort Monmouth newspaper.

Program Offers Long-Term Health Insurance Program

Army News Service

Service members and federal employees who might need lengthy or even lifelong assistance with daily living due to illness, injury or severe cognitive impairment now have insurance to help pay for it.

Congress authorized the Federal Long-Term Care Insurance Program in the Fiscal Year 2001 National Defense Authorization Act. Coverage begins for those who sign up in October.

As the program's executive agent, the Office of Personnel Management launched the insurance plan in March for federal employees, as well members of the uniformed services.

Eligible individuals can enroll through Dec. 31.

Those eligible include active-duty members, retirees, reservists, federal civilian employees, their spouses, parents, step-parents, parents-in-law, and adult children.

The insurance is offered by John Hancock and MetLife and is administered by Long Term Care Partners, a joint venture between the two companies.

"I think it may be a very good deal," said Ann Pratcher, program manager at the Community Service Financial Readiness Program in Fort Benning, Ga. Pratcher added people should remember that Medicare and Tricare only cover limited amounts of long-term care costs.

For more information, call (800) LTC-FEDS or visit www.LTCFEDS.com

Increases in the Montgomery GI Bill and Army College Fund

By Willian Kunisch, USAREC Education Division

The second incremental increase authorized under the Veterans' Benefits Improvement Act of 2001 took effect on Oct. 1. The third increase will take effect in October 2003.

The new MGIB, Chapter 30, figures for the active Army are as follows.

Enlist	Individual Contributes	Government Contributes	MGIB Total	Monthly Payment
2-yrs	$1,200	$25,152	$26,352	$732
3-yrs	$1,200	$31,200	$32,400	$900
4-yrs	$1,200	$31,200	$32,400	$900

The total amounts of the Army College Fund enlistment incentive are as follows.

Enlist	MGIB	ACF	MGIB/ACF Total	Monthly Payment
2-yrs	$26,352	$148	$26,500	$736.11
3-yrs	$32,400	$600	$33,000	$916.66
4-yrs	$32,400	$7,600	$40,000	$1,111.11
4-yrs	$32,400	$17,600	$50,000	$1,388.88

The Selected Reserve MGIB, Chapter 1606, increase is based on the Consumer Price Index. Effective Oct. 1, MGIB-SR increased to $9,936. This means a full-time student will receive $276 a month for 36 months; a student going three-quarter time will receive $207 a month for 48 months; and a half-time student will receive $138 a month for 72 months.

The Selected Reserve MGIB Kicker provides a total of $22,536 (Selected Reserve MGIB + Kicker) for reservists assigned to critical skill positions or critical units. The monthly payment for a full-time student is $626.

Gold Badges

RSM SEPTEMBER 2002

ALBANY
SSG Andrew Marshall
SSG Freddie Blackman
SGT Michael Therrien
SGT Douglas Robbins
SGT Christopher Klett
CPL Adam Carbery

ATLANTA
SSG William West
SGT Perry Woodbury

BECKLEY
SFC Jordan Miller
SSG Kenneth Burgett
SSG James Grady
SSG Matthew Bentley
SSG Jason Barrier
SGT Brent Owens
SGT Kevin Scarberry
CPL Dalton Smith

CHICAGO
SFC Lloyd Cossey
SSG Keith Hemenway
SSG Keith Tunstall
SSG Eric Vann
SGT Eddie Lakes

COLUMBIA
SFC Dannie Cheeseboro
SFC Calvin Cole
SSG Jerome Chestnut
SSG Osler Childress Jr.
SSG Tony Conyers
SSG Tally Long Jr.
SSG Melvin Sanford
SSG Fitimalo Siaosigarrick
SSG Donald Thomas
SSG Carneilius Wooden
SGT Timothy Bare

COLUMBUS
SSG Jeffrey Scheib
SGT Clayton Callahan
SGT Christopher Kelley
SGT James Minda
SGT Jared Wrench

GREAT LAKES
SSG John Barber
SSG Michael Grabenbauer
SSG Richard Henry
SSG Michael Schmidt

DENVER
SSG William Graham

HARRISBURG
SFC Barton Maddox

HOUSTON
SFC Timothy Dubois
SFC James Smalley
SSG Raymond Gonzalez
SSG Jonathan Miller
SSG Cesar Soto
SSG Jorge Tamez
SSG Ramon Valadez
SGT Michael Evans
SGT Curtis Jones
SGT Christopher Papandrea

JACKSON
SSG Stephon Johnson
SSG Christopher Mills
SSG Terry Peterson
SSG Thomas Reed
SGT Roy Stumpe
SGT Melvin Tackno

JACKSONVILLE
SFC Richard Williams
SSG Miranda Gutierrez
SSG Arnold James
SSG Daniel Martinez
SGT Henry Ayala
SGT Bejeta Driver
SGT Mark Lee
SGT Jean Timothy

KANSAS CITY
SSG Paul Burk
SSG Robert Gaskins
SSG Darrell Lowe
SSG Donnell Mizzel
SSG Daniel Nuhn
SGT Eric Bowman

LOS ANGELES
SSG James Cole
SSG Ezequiel Platasantos
SSG Claude Sturm
SGT Jose Acuna
SGT Dane Benroth
SGT Michael Dennis
SGT Sang Pae

MIAMI
SFC Bernadette Wright
SSG Elke Arrufat
SSG Jose Diaz
SSG Calixto Montes
SSG Claudio Ramirez
SGT Maria Estremera

MID-ATLANTIC
SFC Robert Hymes
SSG Robert Metzger
SSG Mark Teal
SSG Edward Vazquezzapata
SGT Calvin Oneal

MILWAUKEE
SSG Eric Brouse
SSG Christopher Collier
SSG Michael Cook
SSG Roger Cross
SSG Wayne Denny
SSG Richard Gorman Jr.
SSG Todd Hughes
SSG Michael Lahaye
SGT Brian Demerath
SGT Weston Irwin
SGT Jeffrey Lofquist
SGT Karen Piette
SGT Douglas Smith
SGT Robert Strozewski
SGT Robert Wallace

MINNEAPOLIS
SGT Andrew Schmidt
SGT Danny Smith

MONTGOMERY
SFC Antonio Arrington
SSG Alfredrick Cambrick
SSG Dexter Daniely
SSG John Goforth
SSG Leon Hood
SSG Raph Tranreno
SSG Galen Waddell
SGT Laquan Jenkins
SGT Charles Whitetree

NASHVILLE
SSG Eric Powell

NEW ENGLAND
SSG James Couto
SSG Marc Grandia
SSG Gregory Grayson
SSG Victor Haven
SSG Glenn Josephides
SSG Jason Luhrs
SSG Timothy Roth
SSG Vincent Smith
SSG Richard Trevisone
SSG Francis Whitworth Jr.
SGT Troy Bartlett
SGT Friedrich Blanke
SGT Clarence Harada
SGT Peter Shelton

NEW ORLEANS
SSG Charles McGoogan
SSG Charlie Williams
SGT Jonathan Everette
SGT Troy Hill

OKLAHOMA
SFC Michael Strand
SSG Marshall Cowell
SSG Able Manrique
SSG Gary Norris
SSG Darrell Richards
SGT James Gregory

PHOENIX
SSG Michael Colonmateo
SSG Ray Jimenez
SSG Terrance Ming
SGT Hugoberto Barrera
SGT Jeffrey Johnson
SGT Gerald Valle
CPL Brian Shumway

PITTSBURGH
SSG Ricky Bassette
SGT Michael Eichelberger
SGT Jason Frommelt

PORTLAND
SFC Mark Foss
SSG Arthur Frazier
SSG Todd Manes
SGT Jason Lopez

RALEIGH
SFC Linda Perry
SSG Deirdre Bell
SSG Kenneth Diaz
SSG Sonny Evans
SSG Jimmy Leazer
SSG Donald Littlejohn
SSG Steven Kelly
SSG Denise Robinson
SSG Daniel Wimmer
SSG Clifton Woods
SGT Charles Wilson

SACRAMENTO
SFC Yaro Lola
SSG Trevor Bacio
SSG Pongsuk Feronti
SSG Michael Hosemann
SSG Jack McCarthy
SSG Ronald Quock
SSG Michael Singleton
SGT Danny Chong
SGT Nicholas Estrada
SGT Seth Thomas

ST. LOUIS
SFC Kenneth Schoelhamer
SSG Troy Bleyaert
SSG Matthew Dennis
SSG Steven Kidd
SSG Douglas Ledbetter
SGT Thomas Bryson

SALT LAKE CITY
SFC Jeffrey Lyon
SFC Gary Victorson
SSG Edward Kester
SSG Scott Kuhn
SSG Kenyon Schmieder
SGT Marcus Laird

SAN ANTONIO
SFC James Chambers
SSG Michael Jackson
SSG William Laurido Jr.
SSG Christopher Solis
SGT Benito Lopez-Fondeur
SGT Jeffery Nash

SOUTHERN CALIFORNIA
SFC Ricardo Buddle
SSG Anthony Eriquez
SSG Kim Ferguson

TAMPA
SFC Erwin Jamieson
SSG Brian Beardsley
SSG Michael Chambless
SSG Ricardo Ibanez
SSG Edgardo Ortiz-Cruz
SSG Jose Pardo
SSG Naji Shaheed
SSG Allen Silva
SGT Angelo Henderson
SGT Darius Ramos

HQS USAREC AIRBORNE RCTG
SFC Michael Tracey

USAAC SUPPORT BRIGADE
SFC Carl Colvin
SFC Terry Peveyhouse
SFC William Towery

Morrell Awards

RSM SEPTEMBER 2002

ATLANTA
SFC Steven Crager
DENVER
SSG Brent Jagger
CHICAGO
SFC Clayton Schmidt
SFC Gilberto Goyco
SSG Albert Lampkins
HOUSTON
SFC Perry Baumann
KANSAS CITY
SFC Christopher Boily
SFC Benjamin Wiley
SSG Ricky Paige
INDIANAPOLIS
SFC Jeffery Peconge
LOS ANGELES
1SG Raul Llorente
SSG Michael Rector
NEW ENGLAND
SFC Todd Hendricks
PITTSBURGH
SFC David Gunn
PHOENIX
SFC Todd Blanton
SFC Christine Nelson
SFC Mark Themer
RALEIGH
SFC Calvin Boyce
SALT LAKE CITY
SFC Clifford Cook
SOUTHERN CALIFORNIA
1SG William Mercado
SFC Charles Atwell
SFC Adam Gonzales
TAMPA
SFC William Rivera
2D AMEDD DET
SFC Thomas Daily
SSG Nelson Holcombe
SSG Marta Ruiz

Recruiter Rings

RSM SEPTEMBER 2002

ATLANTA
SFC Rhuel Pringle
BALTIMORE
SFC Jon Trice
SFC Shane Ross
SSG Steven Jones
SSG Kevin Myers
SGT Keith Saunders
CHICAGO
SFC Jeremy Burton
SFC Shirley Dukes
SFC Thomas Janis
SFC Eureal Lowe
CLEVELAND
SFC Jason Powell
SFC Byron Robertson
COLUMBIA
SFC Timothy Turner
SSG George Carter
SSG Dondra Cue
SSG Russell Hopkins
SSG Frank Mays
SSG Lawrence Miller
SSG Tyrone Smith
DALLAS
SFC Lila Wilder-Brantley
SSG Don Grigsby
SSG Gary Mcknight
DENVER
SFC Jerome Lister Jr
SFC Mark Sireno
SFC Hector Montalvo
SSG James Doster
GREAT LAKES
SFC Mark Bivins
SSG Steven Anderson
SSG John Delk III
SSG Lawrence Roberts
SSG Shealon Berry-Simpson
SSG William Watts
JACKSON
SFC Randall Gentry
SFC Patrick Murphy
INDIANAPOLIS
SSG Scott Ford
SSG Joseph Guilfoyle
KANSAS CITY
SFC John Burke
SFC Fred Hermstein II
SFC Henrey Lasker
SFC John Orginales
SFC Darrell Thompson
SSG Kurt Hopson
SSG Richard Loss
LOS ANGELES
SFC William Costello
SFC Michael Grijalva
SSG William Mendoza
SSG Todd Pooler
SSG Juanita Willis
MIAMI
SFC Michael Davis
SFC Jose Garcia
SFC Edward Sanchez
SSG Gilberto Cuberopinzon
SSG Wigberto Diaz
SSG Irving Domenech
SSG James Guerra
SSG Heriberto Marrero
SSG Juan Medina
SSG Michael Ross
SGT Edwin Perez-Lopez
SGT Daniel Rodriguez
MILWAUKEE
SFC Wayne Manion
SFC Gregory Witte
SSG Lane Goldfarb
SSG Brian Kern
SGT Michael Wichgers
MINNEAPOLIS
SFC Mark Schoeppner
MONTGOMERY
SFC Bennett Ballard
SFC Donnell Green
SFC Max Mclaughlin
SFC Travis Tate
SFC Terrance Whitfield
SSG John Byars
SSG Donna Smyre
SSG Michael Tappin
OKLAHOMA CITY
SFC Lawrence Nelson
SFC Gregory Walker
SSG Justin Maloney
PHOENIX
SFC David Chatfield
SFC Shannon Rice
SSG Tod Corrigan
PITTSBURGH
SFC Willie Richardson
SFC George Hocker
SFC Joseph Albrecht III
PORTLAND
SFC Natanael Lebron
SFC Dennis Lien
SSG Loren Larkins
ST. LOUIS
1SG Keith McWilliams
SFC Eloy Martinez
SSG Christopher Figura
SSG Kenneth Swank
SALT LAKE CITY
SFC Matthew Hoerner
SFC Douglas Romero
SSG Kelly Jones
SEATTLE
SSG Darren Longmore
SSG Dillard Remines
SGT Roberto Flores
SGT Jeffery Borden
SOUTHERN CALIFORNIA
SFC James Banks
SFC Daniel Gingles
SFC Rennea Myree
SSG Elmo Polite
TAMPA
SSG Tina Trotman-Shaw
HQ USAREC
SFC Todd Floersheim
SFC Aubrey Hawkins

The Test

1. Which of the following cannot be an HRAP participant?
a. A HSDG
b. A GED holder with 15 clock hours
c. A GED holder with 15 semester hours
d. A GED holder with 23 quarter hours

2. Veteran recruiters in a new recruiting zone will not use conversion data brought with them from another recruiting zone.
a. True
b. False

3. When an applicant has been terminated place a "T" in the Code Box of the UF 539.
a. True
b. False

4. Leads listed on paper-based LRL scheduled for appointment should be coded _____.
a. 200
b. APPT
c. ARISS
d. RWS

5. A DEP loss of a courtesy shipper is subtracted from whose production?
a. Original station
b. Original recruiter
c. Courtesy ship station
d. Courtesy ship recruiter

6. Who is authorized to do high school verification telephonically for DEP in?
a. Battalion operations NCO
b. Guidance counselor
c. Commissioned officer
d. All of the above

7. Applicants with associate degrees and only 46 semester hours will be enlisted as an E-2.
a. True
b. False

8. An applicant with a four- year college degree who can pass voice audition may be enlisted as a 46R ACASP.
a. True
b. False

9. When completing packets, DD Form 369 is required for_____.
a. Admitted offenses that a fine was paid
b. All admitted offenses regardless of disposition
c. Only offenses that are current
d. Only offenses that require a waiver

10. A prior service Navy applicant who is a 30- year old sergeant and has been in the Army Reserve for five years is required to go to basic training upon entering active duty Army.
a. True
b. False

11. On a 1:50,000 scale map, the distance on the ground is usually 50,000 inches and the compared distance on the map is equal to _____.
a. 1 meter
b. 1 mile
c. 1 inch
d. 1 yard

12. Which is not an M16 rifle firing position?
a. Prone
b. Foxhole
c. Kneeling supported
d. Standing supported

13. Which is not one of the six basic colors on a military map?
a. Black
b. Green
c. Yellow
d. Red-brown

14. On a 25-meter range, given an M16A2 rifle and 18 rounds of 5.56mm ammunition, which zero target is used?
a. 150 meters
b. 250 meters
c. 300 meters
d. 400 meters

15. How many minutes does a person have to achieve MOPP Level 4?
a. eight minutes
b. nine minutes
c. six minutes
d. seven minutes

The answers to this month's test can be found on the inside back cover.

Mission Box

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

1ST Brigade	2D Brigade	3D Brigade	5TH Brigade	6TH Brigade

RSM September 2002

Top Regular Army Recruiter

SSG Daniel White New England	SFC Joe Lee Tampa	SSG Kenneth Fauska Indianapolis	SSG David Curtin Dallas	SSG Steven Forcum Salt Lake City

Top Army Reserve Recruiter

SFC Robert Gomes Baltimore	SSG Fitimalo Siaosigarrick Columbia	SGT Brian Demerath Milwaukee	SSG Calvin Lamont Dallas	SSG Lisa Osgood Los Angeles

Top Limited-Production Station

Flatbush New York City SFC Alfonso Boyd	Lexington East Montgomery SFC Leland Smith	Pigua Columbus SFC Scott Brandenburg	Gladstone Kansas City SFC Dale James	South Salt Lake Salt Lake City SFC Mark West

Top On-Production Station

Big Stone Beckley SFC Donald Laurence	Monroe Columbia SGT Michael Card	West Bend Milwaukee SFC William Ida	Batesville Oklahoma City SFC James Norris	Bountiful Salt Lake City SFC Charles Perry

Top Company

Harrisburg Harrisburg	Lexington Nashville	Marion Columbus	Overland Park Kansas City	Salt Lake Salt Lake City

Top Battalion

New England	Tampa	Milwaukee	Oklahoma City	Salt Lake City

Top Army Medical Department Detachment

Southeast	Carolina	Chicago	San Antonio	Rocky Mountain

Answers to the Test

1. b. UR 350-6, App M, para M-3a(2)
2. a. UR 350-6, App J, para J-3h
3. b. UR 350-6, App E, Table E-1
4. c. UR 350-6, Para 3-15c
5. b. UR 350-6, Para 5-2c
6. d. AR 601-210, 2-7,a(1) changes
7. b. AR 601-210, 2-20,f. changes
8. b. AR 601-210, Table 7-1 changes
9. b. AR 601-210, 210-(5) changes
10. a. AR 601-210, 5-20b (1) (a)
11. c. STP 21-1-SMCT, Task 071-329-1008, page 53
12. d. STP 21-1-SMCT, Task 071-311-2007, page 78, Table 11
13. c. STP 21-1-SMCT, Task 071-329-1000, page 24, Table 6
14. b. STP 21-1-SMCT, Task 071-311-2030, page 121
15. a. STP 21-1-SMCT, Task 031-503-1015, page 376

U.S.ARMY

AN ARMY OF ONE