

*"Forging
America's Strength"*

Recruiter

Journal

U.S. Army Recruiting Command • January-February 2013

RECRUITERS SCORE WINNING TOUCHDOWN

PAGE 20

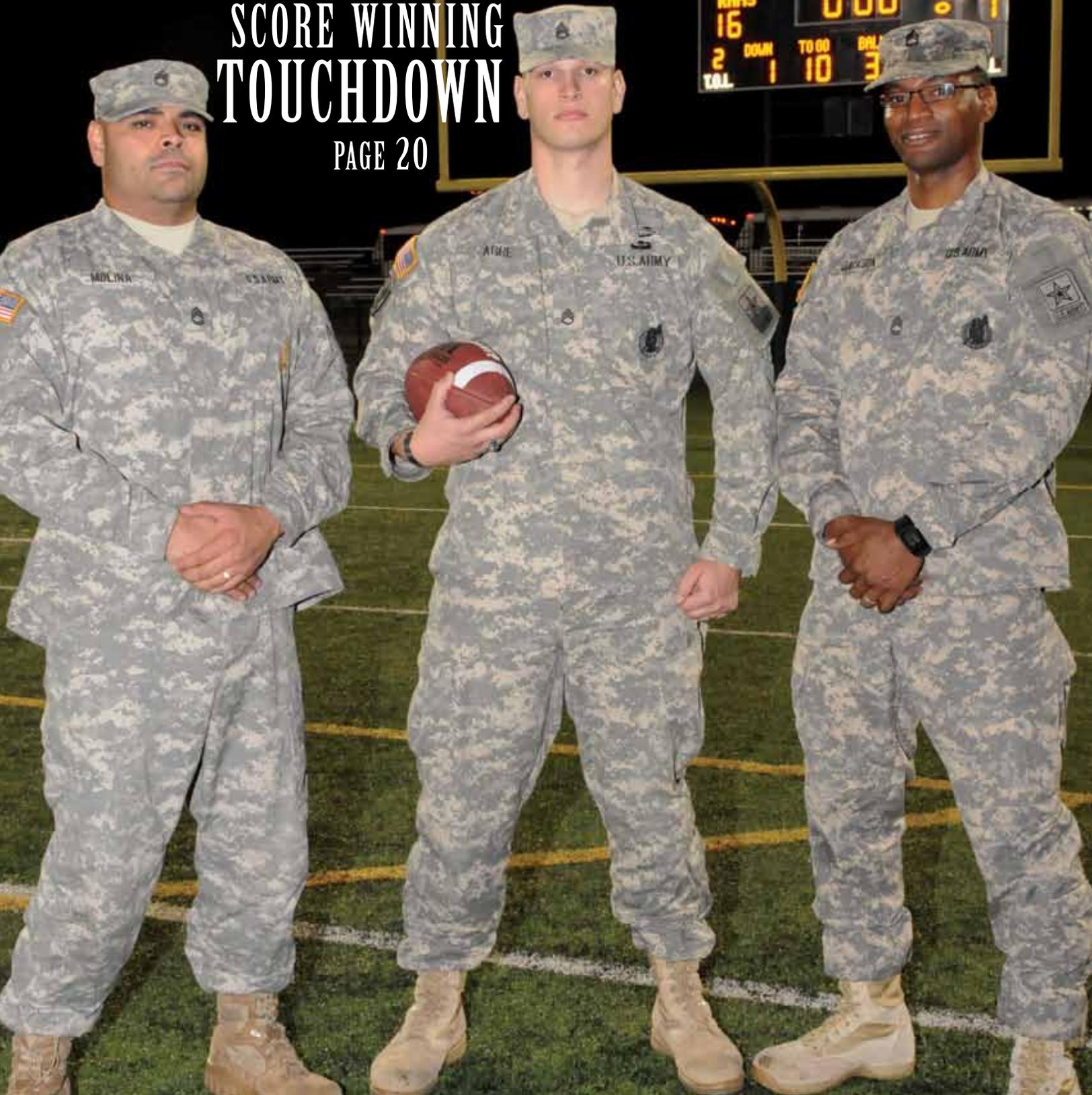


PHOTO CREDITS CLOCKWISE FROM LEFT: CARMEN FULTON, ALBANY BN; FONDA BOCK; FONDA BOCK



January-February 2013 Volume 65, Issue 1

Contents

DEPARTMENTS

- 4 Recruiting News
- 5 Command Sergeant Major
- 6 Chaplain *"Building Mental Fitness"*
- 7 Family *"Spouse Hiring Program Growing"*
- 7 USAREC Civilians of the Year
- 7 USAREC NCOs of the Year *"NCO Essays"*
- 27 Pro-Talk *"Future Soldier PT — the Right Way"*
- 33 Field File
- 42 The Test

ON THE COVER: Portland Battalion's Sgt. 1st Class Chris Molina, Staff Sgt. Benjamin Agre and Sgt. 1st Class Jamaal Jackson stand on the field at Hillsboro Stadium after a high school football game in Oregon. The NCOs volunteer with a local high school football team. Photo by Fonda Bock



FEATURES

Attracting Influencers With CMEs 18

MRB hosts first-ever outreach event providing participants continuing medical education credits.

Extreme Conditioning Programs 24

Take precautions, use common sense when participating in high-intensity exercise programs to supplement PRT.

New PRT Doctrine 26

The new Army FM 7-22, released in October, provides Soldiers guidance for conducting physical training.

Credentialing Programs Expanding 28

Soldiers benefit from Army efforts to develop more credentialing programs for MOS training.

Billboard Gives Soldier Direction 29

Chaplain recruiting billboard leads high school senior to enlist as chaplain's assistant.

Wanted: Traveling Exhibit NCOs 30

Mission Support Battalion seeking NCOs for assignment.

Shedding Pounds, Improving Health 32

SORB civilian employee and spouse challenge each other to lose weight, get healthy.

Recruiter Becomes Ranger 34

Houston NCO one of some 600 staff sergeants across Army qualified to wear the Ranger Tab.

Sergeant Writes Children's Book 37

Inspired to write stories for his family, Oklahoma recruiter publishes first children's book.



U.S. Army Recruiting Command

Commanding General
Maj. Gen. David L. Mann

Public Affairs Officer

Kathleen Welker

Editor

Julia Bobick

Associate Editor

Fonda Bock

The Recruiter Journal (ISSN 0747-573X) is authorized by AR 360-1 for members of the U.S. Army Recruiting Command. 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.

Recruiter Journal is published bimonthly by the USAREC Public Affairs Office.

Feedback: We want to hear from you. Send magazine submissions, comments, ideas and story suggestions to the editor. Email: julia.bobick@usarec.army.mil
Editor, Recruiter Journal
ATTN: RCMEO-PA
Building 1307, Third Avenue
Fort Knox, KY 40121.
Phone: (502) 626-0172, DSN 536
www.facebook.com/usarec
www.army.mil/usarec

Printed circulation: 8,800.
Periodicals postage paid at Fort Knox, Ky., and at additional mailing office.
POSTMASTER - Send address changes to:
Cdr, U.S. Army Recruiting Command
ATTN: RCMEO-PA (Recruiter Journal)
1307 Third Avenue
Fort Knox, KY 40121-2725

Take the Recruiter Journal with you:



Invigorating Our Prospecting Skills

I hope everyone was able to enjoy a much deserved holiday season with friends and families. As we begin a new calendar year it's important to invigorate our prospecting skills. As we know, prospecting is the foundation of the recruiting process and given the increase in the Regular Army and Army Reserve mission for this fiscal year, it's more important than ever before to ensure we are conducting effective prospecting efforts across the command. It can be accomplished face-to-face, via the telephone, using e-mails and social media, and through lead-generation activities.

Bottom line: when done effectively, prospecting leads to success (Chapter 4, USAREC Manual 3-01, The Recruiter Handbook). It's also important to remember that with Small Unit Recruiting (SUR) everyone in the recruiting center — not just the engagement team — has a prospecting responsibility. Future Soldier leaders and recruiting support teams must also have a prospecting plan that's incorporated into the MAP.

Prospecting is more than simply following the steps; it involves intelligence gathering, planning, preparation, rehearsing and synchronized execution of the plan. As technology improves, so does the importance of analyzing data at every level...basically, the art of translating information and human intelligence into an effective prospecting plan.

Secondly, we must develop plans based on sound blueprinting that not only segments and identifies highly propensed targets, but also simultaneously incorporates all assets. Additionally, plans must include every type of prospecting activity, as well as shaping operations to engage those within the community who are critical to our success.

Third, preparation is about remembering who you are, who you represent, and how others perceive you. It is about inspiring others to want to be like you: a professional Soldier, leader and mentor. Confidence stems from knowing who you are and knowing your profession. It is a critical trait found in our most capable leaders that sends a powerful, contagious message to prospective applicants.

Fourth, our efforts must be rehearsed and executed using a combined arms mentality. Each of you is an integral member of the team. We must all know how, when and where to employ our teams and when to assign individual tasks.

Final point, while we have transformed to Small Unit Recruiting, the basic fundamentals have not changed. As leaders, we must continuously train and master the fundamentals to facilitate professional development and ability to incorporate the art and science of all facets of recruiting operations. Jacksonville Battalion, for example, has developed training plans that focus not only on the basic fundamentals of prospecting, but also on team development, as well as developing Soldiers who are adaptable, innovative, competent and capable cross-trained operators.

Bottom line: we must continue to build upon the momentum we're beginning to see while remaining focused on executing the mission in the most effective and efficient manner possible. Again, thanks for all you do in support of this strategically important mission for our Army and the Nation!

Army Strong!



Maj. Gen. David L. Mann

Army Story Stories Site Optimized For Mobile Devices

By Jerrod Resweber
Army Marketing Research Group

The Army Marketing and Research Group launched mobile-optimized site enhancements, topic pages and iOS app capabilities as part of its Army Strong Stories blogging and storytelling platform (www.armystrongstories.com).

The site includes hundreds of stories from Soldiers of various ranks representing more than 145 career fields. Family members and other Army supporters may also share their stories. Site updates include:

- Seamlessly viewing from any desktop, mobile or tablet device.

- 15 topic pages, including basic combat training and educational opportunities.

- An iOS app that allows site visitors and bloggers the ability to easily access and contribute to the conversation by using iPhones and iPads. Access the universal iOS app at <http://bit.ly/armystrongapp>.

In addition to Army Strong Stories enhancements, goamy.com has significantly grown its social communities in the last year. Specifically, Facebook fans have increased more than 117 percent, Twitter followers have increased more than 1,533 percent and YouTube channel views have increased more than 4,725 percent since February 2011.

Army Mobile Training Applications Marketplace

The Army Software Marketplace prototype delivers mobile training applications for Soldiers to use on personal phones or tablets. The publicly-facing apps were developed by Army training schools in the Connecting Soldiers to Digital Apps (CSDA) initiative. The apps, approved for Armywide use, are available online via www.marketplace.army.mil.

Available apps include the Soldiers Blue Book (initial entry training guide), Army Values, Army Social Media Handbook, Army New Recruit App, Future Soldier Training and the New Soldier Handbook.

Military OneSource Connects Troops, Families

By Amaani Lyle
American Forces Press Service

As the Information Age continues to shape modern communication, the Defense Department has revitalized and consolidated the Military OneSource website to better serve military members and their families, a Pentagon official said in a recent interview.

Zona Lewis, military community outreach online and resource operations manager, told the Pentagon Channel and American Forces Press Service that the Military OneSource overhaul incorporates new functionalities, enhanced social media platforms and multiple access methods. The revamping also consolidates MilitaryHomefront content into the Military OneSource website.

"We took this opportunity to look at industry best practices, to look at social media capabilities and to investigate making a mobile platform," Lewis said. "People are accessing information on their phones and iPads today. They're not

waiting until they get home or back to the office to get that information on a computer."

"We wanted the content to be easy to find, [with] the website easy to use," Lewis said, adding that user-driven content enables more customizable information.

"You can see what other people are looking for and see if they're [seeking] the same thing," Lewis said, adding the social media aspect of the site enables users to "retweet," "like" and share mobile- and tablet-friendly information through personal networks.

Military OneSource also provides round-the-clock consultants available worldwide to assist with family life topics ranging from moving to nonmedical counseling referral, including anger management and communication skills.

"Military OneSource offers 12 nonmedical counseling sessions per issue per person in your family at no cost," Lewis said. "[This] is your quality of life program so call, click and connect. We're there for you."

Safeguard Applicants' Personal Information

USAREC personnel will not send any information concerning an applicant/Soldier through electronic communication that is not protected. This includes scanning images of the applicant's/Soldier's SSN card, birth certificate, marriage license, physical documents or other personal documents and attaching them to forward electronically.

All electronic communication that requires any type of personal information must be encrypted.

Reference USAREC Msg 13-035.

Directing Tattoo Removal for Enlistment Purposes

Directing the removal of a tattoo or brand for enlistment purposes is strictly prohibited.

Recruiting personnel will not participate in any activity to assist the applicant or Future Soldier to remove or cover a tattoo or brand. No government resources will be used to assist an applicant to meet enlistment standards (remove or cover a tattoo).

Enlistment eligibility concerning extremist organizations, gangs, tattoos, brands, body mutilation is updated in USAREC Msg 13-033.

Self-Development Requirement for NCOES

USAREC noncommissioned officers must complete their respective level of pre-requisite Army Structured Self-Development (SSD) for eligibility to attend NCO Education System courses.

To begin SSD, log in to AKO (<https://akologin.us.army.mil>) and click on the "Self-Service" tab and then "My Education." Next click on ALMS and choose "Current Enrollments." Find the course titled Structured Self Development and click "Launch."

Reference USAREC Msg 13-024.

Market Share: Part 2

Part 2 of the USAREC G-2 Market Share series of articles will be in the March-April Recruiter Journal issue.

Make a Commitment to Improving Fitness, Well-Being of Unit, Community

As we start a new year and make resolutions to improve our own lives, I ask everyone to also think about how you can improve the well-being and fitness levels of your entire team, as well as build awareness in your local communities and schools of the importance of maintaining a healthy, fit lifestyle.

Minneapolis Battalion, in concert with their Iowa Army Community Advisory Board, took on that challenge in 2012 with a series of health and fitness expos in Iowa and Minnesota high schools.

This program was a tremendous success for the recruiters, enhancing rapport with the schools and communities and helping students learn about whole mind and body fitness, resiliency and nutrition from certified Army and community professionals. A nationally recognized professional bodybuilder from the local area added extra energy, enthusiasm and appeal to the event, in addition to generating media publicity.

Both the Iowa and Minnesota governors proclaimed a “Strong Healthy Students Week” in conjunction with the expos, as did the Dubuque mayor. As a result of these events, the battalion staff has been asked to work with another local school district that wants to deliver a similar program in its schools. Iowa City Company is already beginning coordination for more expos in new schools this spring.

I encourage more units to follow their lead this year; the expos are a great tool recruiters across the country can use to earn trust and develop mutually beneficial relationships with their schools (see the July-August issue of the Recruiter Journal for details on the Minneapolis Battalion expos).

In addition to motivating students and community members, the health and fitness expos are a superb motivator for our noncommissioned officers to improve their own fitness levels to set the example.

It does require a daily time commitment to sustain a high level of fitness, but it’s not an option for Soldiers — it’s required. The CG’s Physical Readiness Training Policy 50-13 — in accordance with Army Regulation 350-1 — establishes the daily PRT requirement. While it is something we must do every day, the goal of Army PRT is not to create marathon runners; it is to improve the total health and wellness of the force and maintain a high level of readiness.

Every single one of us wearing this uniform is responsible to maintain required fitness levels — not just to pass the Army Physical Fitness Test (APFT), but to maintain our health, well-being and readiness. The Army is also making it a



Command Sgt. Maj. Todd Moore

requirement to progress in our profession.

As of November 2012, Soldiers enrolled in professional military education (PME) schools and courses will no longer continue institutional training or remain in their course if they cannot meet physical fitness and/or height and weight requirements. Army Directive 2012-20 revised Army policy to require Soldiers attending PME to pass the APFT and height/weight screening as a mandatory requirement for graduation.

Passing an APFT test should not even be a part of the equation when Soldiers are attending a school; with a few exceptions, Soldiers should be at the appropriate level of fitness to pass the APFT on any given day year-round. I expect all Soldiers to know the standards, and all leaders to enforce the standards. By now all Soldiers should be aware of this directive and be familiar with the new field manual for Army physical readiness training (FM 7-22).

We should not have to send Soldiers to a school to certify their level of fitness, and we certainly should not have any Soldiers sent back to our formations from any institutional training for failing to meet physical fitness and/or height and weight requirements.

On a final note, I want to emphasize the importance of units using Digital Training Management System (DTMS) to accurately capture APFT results, as well as all our required Army training. It’s a great tool to track training at all levels and we are not using it to its full advantage.

Building Mental Fitness

Through

Faith

“**R**ecruiting is the toughest job in the Army.” I’ve heard this so often. But why do Soldiers find recruiting so tough? One of the main reasons, I believe, is because recruiters encounter challenges in recruiting unlike any they have previously encountered in the Army.

Their mission — building the all-volunteer force — depends upon civilians’ willingness to join, not always an easy task when three-fourths of prospects aren’t qualified and when those who are qualified have other viable career options. Add to it, Soldiers’ ingrained belief in never accepting defeat, often inflicts additional stress when the mission isn’t met.

How recruiters handle these challenges matters, because their responses will shape the conditions for recruiting success or recruiting frustrations.

Achieving success in a tough job like recruiting requires mental fitness — a certain measure of faith. Faith is the right choice when failure is not acceptable. It helps recruiters see beyond the obstacles they face and to maintain a positive attitude and can-do perspective when the situation becomes challenging.

There are three different ways to express healthy faith: faith in one’s self, faith in others, and faith in divine intervention. All empower recruiters to keep going when the going gets tough.

Faith in one’s ability to accomplish a desired goal is sometimes called self-efficacy. Recruiters need to believe in their abilities and training. By doing so, they project themselves as competent ambassadors for the Army.

Faith in others is just as important, because the mission is greater than any single recruiter can accomplish. Therefore, recruiters must work together as a team in a small unit. They must learn to believe in their teammates, holding their battle-buddies accountable in making mission. By taking these steps, recruiters help shape the conditions for success in small unit recruiting.

Recruiters also have the right to express their religious faith. It is acceptable to pray for the success of the recruiting mission. I do and encourage you to do so, too. By expressing religious faith in a non-offensive manner, recruiters invite divine intervention while maintaining a good standing with the rest of their teammates.

Faith is a healthy choice recruiters can make when the going gets tough and the mission remains difficult. It is necessary for recruiter fitness.

Sometimes, however, it’s not the job but the recruiter’s marriage and family life that are challenging. Again, faith in one’s self, faith in others, and faith in divine intervention all empower recruiters with multiple options when there are struggles at home.

Please understand struggles are common in all meaningful relationships, and it is necessary for couples and/or family members to work out their differences in a healthy manner. Expect occasional struggles in significant relationships, but confront them with faith.

Believe in yourself to make a positive difference by doing the right things in the right place at the right time. Many times this will be enough to bring about a positive change in a relationship. When marital and family hardships require the help of professionals for a short period of time, follow your faith when seeking professional assistance.

Believe also in divine intervention, learn to expect it in common circumstances and through other people. Divine blessings often come from people close to us and on rare occasions from total strangers. God likes to work through other people. So start believing in yourself, in others, and in divine intervention. Faith can move mountains.

Employment Partnership

By Terri Moon Cronk
American Forces Press Service

Expands to Help Military Spouses

More than 30 companies and organizations joined the Military Spouse Employment Partnership (MSEP) in November as part of the Joining Forces effort to help unemployed spouses find jobs.

The newly inducted businesses include fitness centers, banks, a hotel chain and a major soft-drink company. There are now 159 partnership members, which include small and large, local, national and international businesses, officials said.

“We appreciate your patriotism and your understanding that investing in military spouses makes military families, servicemembers and national defense strong,” Charles E. Milam, acting deputy assistant secretary of defense for military community and family policy, told the new partnership members during their inductee ceremony.

“Statistics will show that you’ll be reaching into a rich talent pool,” said Milam. “Military spouses are well educated; many have degrees in fields such as science, math and information technology, which create innovation in today’s global economy.”

He added that the members’ commitment is a key component to military families’ improved quality of life.

The partnership seeks to mitigate the challenges of military life by helping spouses find and maintain rewarding careers despite frequent relocations, said Frederick E. Vollrath, who is performing the duties of the assistant secretary of defense for readiness and force management.

Vollrath reminded the new inductees of the “core tenets” they have agreed to abide by in the partnership:

- Increasing job opportunities while maintaining employment status for spouses who relocate to new duty stations;
- Providing career promotion opportunities for those who help their employer meet its goals and objectives;
- Supporting spouses’ pay equity on par with their training, work experience and credentials; and
- Telling their corporate counterparts about their support and commitment to military spouses.

“We count on you to spread the word,” said Vollrath.



The partnership and its business members are vital to the military community because of spouses’ high unemployment rates and historically low wages, he said.

Despite their hard-to-find skills and high levels of education and training, military spouses “face a 26-percent unemployment rate and a 25-percent wage gap compared to their civilian counterparts,” according to Vollrath.

And while 77 percent of military spouses — which he pointed out, include men, not just women — want or need to work, frequent relocation is often a barrier to establishing or continuing a career. That inability to find and retain jobs because of relocation issues “compromises the

quality of life of military families and the readiness of the military force,” he said.

The military spouse is tech-savvy, adaptable and resilient; a strong leader, skilled multitasker and a team player who is mature and effective under pressure.

And only recently, the partnership’s business members have become a large part of a national solution to the challenges of military spouse employment, Vollrath added.

He listed examples such as the Presidential Study Directive-9 report, “Strengthening Our Military Families: Meeting America’s Commitment,” which was published in January 2011 and highlighted the need for the federal government to help develop spouse career and education opportunities.

“But the government can’t do this in a vacuum,” Vollrath said. So a goal was set to increase those opportunities through public-sector jobs.

The Department of Defense looked at programs that were working well and leveraged the successful partnerships created under the Army Spouse Employment Partnership.

In June 2011, the program was expanded to add Navy, Marine Corps and Air Force spouses.

In less than a year and a half, the partnership’s hiring figures have been “phenomenal,” said Vollrath, noting that more than 54,000 jobs were posted in October alone, and nearly 816,000 vacancies have been posted since June 29, 2011. Partner members have hired more than 32,000 military spouses during that time.

The MSEP Career portal is online at <https://mseppjobs.militaryonesource.mil/> and at [Facebook.com/mseponline](https://www.facebook.com/mseponline).

SAMC

USAREC Inducts Newest Members

G-3 Plans and Programs Division

24 NCOs were formally inducted into the USAREC Chapter of the Sergeant Audie Murphy Club (SAMC) during the annual awards program in October at Fort Knox, Ky. The noncommissioned officers below, selected by their battalions and then brigades to appear before a commandwide board in April, were tested on their leadership and knowledge of Sgt. Audie Leon Murphy, Army Regulations, Field Manuals, USAREC history and other areas.

Sergeant Audie Murphy Club inductees are expected to live up to the four tenets of the Sergeant Audie Murphy Club: loyalty, discipline, professionalism and caring.

1st Brigade

Staff Sgt. Michael Mastrangelo, Harrisburg Battalion
Staff Sgt. Anthony Tricarico, Albany Battalion
Sgt. Sandra Cook, Syracuse Battalion

2nd Brigade

Staff Sgt. Jonathan Currea, Tampa Battalion
Staff Sgt. Branden Nethken, Columbia Battalion
Staff Sgt. Desire Orta-Sanchez, Jacksonville Battalion

3rd Brigade

Sgt. 1st Class Erik Andresen, Nashville Battalion
Sgt. 1st Class Aaron Diediker, Minneapolis Battalion
Sgt. 1st Class Dennis Robinson, Cleveland Battalion
Staff Sgt. Fineses Agrait, Chicago Battalion
Staff Sgt. Carmelo Angel-Neri, Columbus Battalion
Staff Sgt. James Zumhingst, Indianapolis Battalion
Sgt. Gary Ripka, Indianapolis Battalion

5th Brigade

Staff Sgt. Mellissa Ward, Houston Battalion
Sgt. Katie Boesch, Kansas City Battalion

6th Brigade

Sgt. 1st Class Raymond Jones, Sacramento Battalion
Staff Sgt. Kandy Flores, Portland Battalion
Staff Sgt. Pedro Mckinnie, Los Angeles Battalion
Sgt. Gary Piontek, Seattle Battalion

Medical Recruiting Brigade

Sgt. 1st Class Miah Saunders, 2nd Medical Recruiting Battalion
Sgt. 1st Class Christopher Voldarski, Special Operations Recruiting Battalion



2012 ADMINISTRATIVE EMPLOYEE OF THE YEAR

Attention to Detail Ensures Objectives Met

By Carmen Fulton
Albany Battalion

“Being nominated and then selected for this award is a distinct privilege that means the world to me,” said Recruiting Command’s 2012 Administrative Support Employee of the Year, Karen Neumann. “I am extremely honored and proud that my command thinks so highly of me. At times, it has even been a little overwhelming!”

Not only was she recognized as the commandwide administrative employee of the year, but she was also awarded the Department of Army Medal for Civilian Service.

“Both awards represent the pinnacle of my government service and my administrative career, I appreciate the recognition and I am truly grateful for this double blessing.”

As the commander’s executive assistant since 2006, Neumann is the behind-the-scenes support for Albany Battalion. She believes it is about taking the initiative to coordinate required actions with team members, battalion command staff, Soldiers and peers. “It’s about ensuring all objectives are successfully achieved, and when that happens it is extremely rewarding.”

Neumann said her work philosophy is to always be “dependable and reliable; to be proactive through anticipation and not reactive, to always go over and above the required standards.” The 39-year federal employee has been described as very meticulous and detailed-oriented, with a can-do work ethic.

“It is truly an honor to have Karen Neumann recognized,” said Lt. Col. Janice Gravely, Albany Battalion commander. “Her ability to perform as an executive assistant has reaped benefits throughout the battalion. She constantly receives praise from general officers, key legislative officials and laymen. They all comment on her professionalism, attention to detail, and the fact that it is rare to find someone these days who is so meticulous and truly seems to enjoy what she does. The Eagle Battalion is lucky to have her as a critical support element to the command team and staff.”

Karen also annually serves as the battalion’s Combined Federal Campaign program point of contact and volunteers a great deal of time to organizing and supporting headquarters staff morale and team building events and family readiness group activities. She said her “loving and supportive” husband of 32 years, James, along with her extended family, have always been supportive her.

“My family is very supportive of my responsibilities, providing me patience, flexibility and adaptability to changing circumstances.”

As a family, Karen and James are involved with the National Arthritis Foundation and the Lyme Disease Association of New York.

“We believe it is our turn to give to the community and we advocate for those who cannot advocate for themselves.”



“This award is a distinct privilege that means the world to me. I am extremely honored and proud that my command thinks so highly of me. At times, it has even been a little overwhelming!”

— Karen Neumann

2012 PROGRAM SUPPORT EMPLOYEE OF THE YEAR

By Julia Bobick
Editor

Personnel Specialist Enjoys Helping People



Helping people is the most rewarding aspect of Denise Clark's job, and the reason she said she has remained in the civilian personnel career field for the past 20 years. The 2012 Outstanding Program Support Employee of the Year, Clark started federal service in 1983 at the Fort Knox, Ky., commissary. It was when a follow-on position as a military personnel clerk at Ireland Army Community Hospital was abolished that she transitioned to the civilian personnel field.

"Over the years it's been a big reward helping people," Clark said. "The work I do has to be done to get people where they are — to get them hired, get them promoted, get their awards. I just really enjoy it. It's such an honor to be selected for this award; it's nice to have someone finally notice what I do and show me that they know and value my work."

Clark, who has worked in the Civilian Personnel Management Division (CPMD) of the USAREC G-1 since 2009, was an instrumental part of the effort to place Accessions Command employees into appropriate vacancies, creating referral lists for each vacancy, consolidating and tracking resumes and developing a reporting mechanism to provide vacancy status throughout the entire process.

"She really deserved this award," said Peggy Clinton, CPMD chief, who nominated Clark. "She has stepped up to the plate every time we've needed her to; she is a dedicated, loyal and meticulous employee who contributes to making the team and our processes better by suggesting changes to gain efficiencies."

Clinton said Clark has grown a great deal during the past year as she's taken on more responsibility during personnel transitions and through a 120-day promotion into a vacant position in her office.

"I pushed her out of her comfort zone because I saw some untapped ability and I think it was important to challenge her to broaden her experience and develop new skill sets, and she has come out of her shell and has excelled. I'm so proud of her," Clinton said, adding that she has received countless positive comments from the brigade and battalion staff and leaders about Clark's attitude, dedication and job performance. In June 2012 then 3rd Brigade Commander Col. Hauser awarded Clark the Achievement Medal for Civilian Service for her support to his brigade.

As a human capital specialist, she supports USAREC battalions with all their civilian personnel actions, to include requesting awards, recruiting and filling vacancies and providing guidance and advice in any civilian personnel areas they need help with.

In addition to her work on Fort Knox, the native of Kentucky is also volunteers throughout the year with the local Flaherty Volunteer Fire Department where her husband, Donald, and son, David, are volunteer firefighters. The family supports monthly blood drives for the Red Cross, annual fundraising events and the fall children's safety event.

"It's a family thing," she said, adding that daughter, Danielle, also volunteers with the department. "That's what all of us do together. It's our family time."

"Over the years it's been a big reward helping people. ... I just really enjoy it."

— Denise Clark

2012 PROFESSIONAL EMPLOYEE OF THE YEAR

Education Specialist Known as Silent Warrior

By Kathleen Abeel
Albany Battalion

It was no surprise to Eagle Battalion leaders and co-workers when Joe Newfrock was named USAREC's 2012 Outstanding Professional Employee of the Year.

"A consummate professional, Mr. Newfrock is the silent warrior who goes the extra mile to ensure that Soldiers' needs are met," said Lt. Col. Janice Gravely, Albany Battalion commander. "His dedication to duty will ensure that he continues to be recognized as a valuable asset in support of the Eagle Battalion mission.

"Joe is conscientious and focused when it comes to the education and quality of future recruits." Gravely said he has consistently led from the front and ensures every recruiter has the tools to educate and inform his/her surrounding community of the Army opportunities, standards and qualifications.

The education services specialist said the most rewarding aspect of his job is the opportunity to interact with educators, administrators and community leaders and tell the Army Story.

"Being selected for this award personally affirms that I am doing a decent job, and professionally, I am able to represent the hard work all education services specialists in the command perform on a daily basis," said Newfrock, also an Army retiree.

His work/leadership philosophy is simple, "Do what needs to be done to support the mission, the recruiters and the leadership."

Newfrock has consistently been recognized for his can-do attitude and sincerity in helping anyone who needs it. He often lets it be known that the recruiter's job is hard enough to do and when they look at him as the subject matter expert, he is expected to give them a timely and accurate answer or provide any assistance they may need. It is this attitude that propels him in his daily duties and why it's so important to him not to turn Soldiers away when they come to him for help.

As a testimony to the meaning of education, Newfrock is in the final phases of earning his doctoral degree in education administration and is an integral member of the student services and career services programs at the State University of Albany. He volunteers his limited time to mentor college students on career choices and opportunities.

Newfrock and his wife of 17 years, Lisa, have seven children: Yvonne, Michael, Emily, William, Kristina, Ryan and Zachary. He is heavily involved in his children's lives and community activities.

"I support my kids, their activities, and their school and our community. This attitude or concept of support directly carries over to my work and relationships with my peers, leaders and the recruiters I work for."



"Being selected for this award personally affirms that I am doing a decent job, and professionally, I am able to represent the hard work all education services specialists in the command perform on a daily basis."

— Joe Newfrock

2012 PROGRAM SPECIALIST EMPLOYEE OF THE YEAR

By Donald Herth
Columbus Battalion

Passionate About Helping the Army

Columbus Battalion public affairs specialist D. Charone Monday has proven herself to be a woman of many talents and tireless dedication. This past year her efforts earned her the honor of being named USAREC's Outstanding Program Specialist Employee of the year.

Since the day she came to work for Columbus Battalion in March 2008 she's never stopped amazing us with the quantity and quality of work she can produce.

Monday is a supervisor's dream; she makes every minute of her time count and is continuously focused on supporting Soldiers. Her efficiency and ability to multitask give the battalion a high level of production, as she performs the duties of media coordinator, print journalist, SharePoint administrator, Internet webmaster, graphic artist, still photographer, Partnership for Youth Success and Civilian Aide to the Secretary of the Army coordinator, newsletter editor, and video/TV production technician.

Though she is accomplished in most areas of public affairs, she truly excels in video and TV production.

Two of her best productions were Dr. Martin Luther King's "Dreams Fulfilled" and one titled "American Veterans." The King documentary showed the powerful connection between the civil rights activist's dream and the opportunities available to African-Americans in today's Army.

The veterans video highlighted war veterans featuring a World War II POW, an African-American World War II veteran, and a Korean War Medal of Honor recipient. The film also discussed the sacrifices made by Vietnam veterans and the modern-day brotherhood that exists in the Army.

In a time of tight budgets, these productions provided countless hours of free TV air time over 10 public-access TV stations throughout the battalion footprint.

Monday's experience with the Army began when she enlisted into the Woman's Army Corps in 1972. At the time, it was the only way a woman could serve in the military, and she admits the Army then was very different than it is today. She spent 11 years on active duty as a drill sergeant, recruiter, instructor and journalist.

Her jobs on the civilian side include that of public relations director for Goodwill Industries and senior editor for Arizona's state wildlife magazine, Arizona Wildlife Views. She also founded her own website development company.

Monday volunteers her time and talents on an international level by serving as an advisory board member, developing DVDs, websites, brochures, and logos for non-profits that help widows and orphans in India and Haiti.

Locally, she helps a non-profits that aids parents of terminally ill children. In the past, she founded a youth orchestra consisting of music students ranging from 9-16 years old who performed in nursing homes and churches in order to teach the youths to share their time and talents with others.

When asked how she felt about being the employee of the year, Monday replied, "I know there are many quality civilian employees in USAREC and I consider it a true honor to be recognized this way. This is more than a job for me. It's more like a passion, and I'm glad I can use my skills to help the Army I truly love."



"I know there are many quality civilian employees in USAREC and I consider it a true honor to be recognized this way. This is more than a job for me. It's more like a passion, and I'm glad I can use my skills to help the Army I truly love."

— Charone Monday

2012 SUPERVISORY EMPLOYEE OF THE YEAR

Building Cohesive Team Key to Success

By Julia Bobick
Editor

The 2012 USAREC Supervisory Employee of the Year believes strongly in the power of a cohesive and well-trained team, and is committed to quality customer service. Vennice W. Furlow, who has been in USAREC since 2001, has built an excellent customer service reputation across the command, according to Charles Price, interim deputy director, Recruiting and Retention School-Forward.

To provide a daily reminder of their mission, Furlow's team developed a division purpose statement posted at each of their desks: "We have a character to establish by building a foundation with credibility, exploiting system capabilities and delivering quality products to support the recruiter with impressionable results."

As the division chief of the distributed learning for the Recruiting and Retention School (RRS) - Forward, Furlow manages the entire command's distributed learning (dL) program, which includes design and development of RRS pre-resident training courses, as well as organizational and staff training or recruiter sustainment training. She and her staff of six also manage the Learning Management System and Virtual Classroom System programs, providing user support to more than 15,000 employees.

Furlow, who's been working in the training development field since 1981, has also established credibility throughout the Army Training and Doctrine Command (TRADOC) for her technical expertise as an instructional systems specialist and dL expert, earning an invitation to serve as a voting member of the TRADOC Capability Manager's Change Control Board. She designed the way ahead to align USAREC's dL with the Army Learning Model (ALM) 2015 and presented a session on "Transforming to Learner-Centric Training using ALM 2015" at the 2012 Armywide dL Conference.

A member of the Fort Knox Leadership Association, Furlow is also highly regarded by her staff of both Soldiers and civilian employees.

"What I like most about Ms. Furlow is her ability to handle difficult situations gracefully," said Master Sgt. Tasha Hernandez. "I have seen her handle very complicated situations and circumstances with a type of grace that is unusual, especially in a recruiting environment. This is truly a character trait that I would like, too, and am working on emulating."

One of Furlow's best qualities is that she understands her individual strengths and weaknesses, and seeks assistance in the areas where she needs to improve her performance as a supervisor, Price said. "She also constantly looks for opportunities to improve her section and subordinates through training opportunities."

Teamwork is important to Furlow, who strives to create a cohesive team that works well together. She makes time for team-building events away from the office and also social activities to show her appreciation for their efforts.

"It's always about 'our' projects and what 'we' have developed as a team," said Furlow. "When we work on a project, we are all a part of that product ... to make it a learning experience for the entire team and ensure it's the best possible training tool."

Her team is in the initial phases of completely redesigning the chaplain recruiter course, which is entirely dL, under the ALM 2015 model. She said seeing a training product through from inception to completion and delivering it to Soldiers is an incredibly rewarding aspect of her job.

"This course is really going to be different than any course we've developed before; we are using a lot of different techniques and training methods. It's exciting."

The career civilian who began her federal service as an intern more than 30 years ago said she is ecstatic to receive the award. "It's a very high honor to be selected in the supervisory category. I take it as a challenge to do more and better for the command."



"It's a very high honor to be selected in the supervisory category. I take it as a challenge to do more and better for the command."

— Vennice W. Furlow

Preserving Freedom Through Leadership

By 1st Sergeant Jonathan Jackson
Gainesville Company, Jacksonville Battalion

For over 200 years, the United States Army has been a mainstay of consistency and longevity by executing paragon leadership model. The Army has had great leaders, and made great leaders. Part of the Army's success can be attributed to their members having the ability to prepare their Soldiers for greater responsibility. Today, we will discuss the importance of preparing Soldiers for greater responsibility for their future assignments in the Army, preparing Soldiers within USAREC, and how the Gainesville Recruiting Company prepares their Soldiers for greater responsibility within the unit.

The U.S. Army leader is the sentinel of all we hold true. The Army leader is a malleable, fervent, credence oriented person who puts the problems of the nation before himself/herself. Anyone who comes into this organization has to learn what makes it thrive, the importance of the work it does, and their individual part they will play in making it better. During a young Soldier's career, he will be taught, mentored, and coached on what he needs to be or become for the preservation of the organization and the nation. Today's discussion will reveal why it important for Army leaders to prepare their Soldiers for greater responsibility and future assignments within USAREC as well as Soldiers individual career fields within the Army.

As a first sergeant, it is my solemn duty to prepare the nation's next generation of leaders. USAREC has the most important mission (next to the Soldiers who are actually on the ground fighting) that must incessantly be fought and won. Leaders are here today and gone tomorrow. The rucksack of responsibility will be handed down to each generation to keep the nation safe from all of its foes. Without competent, confident, adaptive leaders in USAREC, the nation is at grave risk. The senior leaders of today must embrace leadership preparedness. In fact, preparing Soldiers for greater responsibility is the most indelible mark a senior

leader can repay to his ancestral Army brethren and the nation for all that it has given us.

Soldiers who are not in USAREC and recruiters are no different. They too must learn, grow and improve. The maturity that USAREC brings a Soldier is magnified through newly found problem-solving skills. Noncommissioned officers are able to incongruently function within their career field upon their departure from USAREC. Soldiers' new-found abilities will better prepare them for greater responsibility and preserving our way of life.



The Gainesville Company prepares each of its Soldiers through leadership and leadership validation. The company requires leaders to develop through mandatory counseling. Each Soldier is counseled individually (whenever necessary). Before the Soldier sees the counseling, it is viewed and sent back for corrections from the first sergeant. The counseling is discussed (through two-way

communication) by the center commander and the first sergeant for improvements, errors, and center commander development. Gainesville Company is also a proponent and practitioner of operating one level up (to include center commanders being trained to be the first sergeant), and cross-leveling (all Soldiers learning to be center commanders and each Soldier knowing each other's duties). This approach gives each NCO a sense of greater responsibility and molds them into what they must be for the Army.

In closing, preparing Soldiers (whether they remain in USAREC or return to their career field) is the most indelible mark we can leave for the people we swear to protect and serve and the Army. The Army's senior leaders of today must embrace leadership preparedness. USAREC's senior leaders must prepare USAREC leaders, as well as Soldiers returning to their career fields. Counseling is the right of every NCO, and a duty for each senior leader to impart his wisdom to the future leaders of this nation.

Maintaining a Positive Connection with America

By Sgt. 1st Class Jeremy Barbaresi
Lynchburg Recruiting Center, Beckley Battalion

There is a phrase contained within the Soldier's Creed that says, "I am a guardian of freedom, and the American way of life." No other single statement so clearly articulates how vital a role America's Army holds for its citizens, its prosperity, and its future. As ambassadors for the Army, there can be no question about what a significant responsibility Army Recruiters share in preserving a solid connection between the Army and the local communities in which we operate. It is crucial that we sustain a positive connection with the nation in order to reinforce our commitment we all made to serve them, help quell rumors and stereotypes that are often associated with Soldiers, and foster continued support during an extended period of war.

When Soldiers take the oath of enlistment, they swear to serve and protect the nation and in doing so protect its citizens. Through outreach engagements and other community activities, recruiters have the ability to reinforce those commitments they make to serve the people; in more than one capacity. Soldiers volunteer to do the fighting around the globe for those who cannot, yet ask for nothing in return. There was never a more benevolent military in all of world history. That sacrifice and dedication is also apparent within the communities when we volunteer our time to help others. Last year the Soldiers in my recruiting center were recognized for outstanding volunteerism through the work they contributed at a local soup kitchen. They helped feed and provide companionship for several hundreds of locals who were down on their luck. It was just a very small example of selfless service and devotion to those we protect.

There are also a plethora of stereotypes and preconceived notions pertaining to combat veterans. As Soldiers who operate on the very front lines of public relations and represent the Army, we have the opportunity to quell many of these rumors and misnomers. There can be no doubt in the minds of our citizens that the Army is a mentally and physically fit fighting force that is able to achieve any mission requested of its country.

No recruiter enlisted into the Army to be a recruiter, yet through the continued success of the recruiting mission we demonstrate just how disciplined, trainable, and adaptable Soldiers truly are. Our everyday actions project the true image and values possessed by an American Soldier. My recruiting center helps display these qualities by participating in physically grueling local fitness events, such as marathons, 10-milers, and Tough Mudder races, always proudly wearing the Army physical fitness uniform, drawing gratitude and appreciation from those around us.



Many people fail to realize this is the very first time in our nation's history we have been amidst continued combat while simultaneously maintaining an all volunteer military. Without a dedicated and effective recruiting force this will not be a possibility going forward, portraying a positive image of the Army makes the job of recruiters that much easier. It also propagates continued support for our troops during this time when we need it most. Recently, several of my Soldiers helped save a local wounded warrior

from eviction by fixing up his yard and house during an extended hospital stay. We were only helping a fellow Soldier, but the neighbors were so inspired we were willing to do that amount of work for a complete stranger they came over to help us, brought us lunch, and called the local news agencies to cover the story. It may have had a small impact on only a few individuals, but this is just another example of how we demonstrate the Army Story through our actions and not our words.

The responsibilities of a Soldier in USAREC are just as important as those fighting on the front lines across the world. If we fail to sustain a positive connection with the nation through outreach engagements and community activities, we will fail at our mission and subsequently fail our fellow Soldiers who are in need of relief from combat, fail our fellow Americans who are looking to us for future prosperity and protection, and ultimately fail our country and violate that powerful passage from the Soldier's Creed. We must continue to safeguard the American way of life, and we must continue to provide the strength — the nation is counting on us.

Building Effective, Trusting Relationships

By Sgt. 1st Class Krystal Jarrett
Indianapolis Center, 3rd Medical Recruiting Battalion

Strength in a relationship builds gradually in stages as the individuals involved take the risk of placing their trust in each other. In the world of USAREC, it all starts with the recruiter's personal integrity, which is an ability they have to trust in themselves. If this falls short, we cannot initiate building trust with others. It is important not only to believe in the information you are sharing, but also use it to help others reach their goals. Once you build upon this foundation of trust, then you can assist them in obtaining their goals and in return ask for help when needed. Whether it is referrals or references, you can count on the people with whom you have a strong relationship to give you positive feedback. Since you have invested time in developing your relationship, they're more likely to advocate for you and expound upon your strengths as a recruiter.

Our team has built many effective relationships within our community. An example is the great relationship we have with Indiana University School of Medicine. Our relationship with the financial aid adviser, Shannon Bunn, allows us to travel to the different schools and be a part of her financial brief to the students. As a student attending this brief, seeing the Army paired with the medical school's financial aid adviser portrays the great working relationship between the school and the U.S. Army. This helps reinforce students' confidence in the credibility of the recruiters and the Army. This relationship not only allows us to reach our mission, but allows students the opportunity to achieve their goals of helping others in need by becoming a physician. These students are truly dedicated to making a difference in people's lives and this dedication influences all others they come in contact with.

The relationship with Indiana University can be beneficial to



the Army and USAREC's mission. It all starts with the relationship of trust and understanding that we have established. As recruiters, we are where the rubber meets the road, in the sense that we are the face of the Army to the civilian population. We want to project a positive front, in both attitude and appearance. With us being the face of the Army, we are able to use our relationship to foster referrals, references, and assistance in getting the message of the Army out to our target market.

Being the face of the Army at Indiana University School of Medicine ensures that correct program information is given to all incoming students. The Army and USAREC benefit from this relationship mainly because Indiana University ranks No. 24 out of 86 medical schools in the nation and has the third largest student body. These facts ensure we receive only the best physicians into our branches.

Because of our outstanding rapport with Bunn, we are given preferential access over other military branches to the medical student's information allowing us to be the first to contact them. By maintaining this relationship we are able to continue to put the highest quality physicians into the Army. Last but not least, recruiting relationships with the school, direct work force, and local community not only affect the USAREC mission, but the Army mission as a whole.

We, as recruiters, are a direct reflection of the Army, and in some communities we are the only contact a community will have with the Army. If we do not live up to the Army Values and act as true professionals, it could taint the community's view of the Army. Parents do not want their child to be a part of an organization with a poor reputation. We are forged as senior NCOs to make sure the community embraces the Army!

Community Relationships Create Unity

By Sgt. 1st Class Mariela Richardson
Thornton Recruiting Center, Denver Battalion

The best part about being a recruiter is the relationships that we build throughout the community. A Soldier is as accustomed to the Army community as civilians are to theirs. Interacting with each other teaches and benefits us all. It is an honor to be able to work with the community and offer our services in every way possible. Teaching each other about our cultures creates a positive influence and respect towards each other. Before you know it we, as a whole, are counting on each other for referrals, events, presentations, and situations that benefit one another. My point of view is: A helping hand is what matters most. The ability to help out our country overseas is an honor, but nothing beats helping our very own in this great country.

The Soldiers of Thornton Recruiting Center, known as the “Marauders,” have built strong relationships throughout the community. It has impacted us personally and professionally. Mrs. Gosh, who is the senior counselor at the Academy High School, has reached out to us to influence and motivate the students currently attending to not just pass, but to excel. Our relationship with her has grown throughout the past two years. She supports us in the effort to recruit the highest quality students and acknowledges us throughout the school. There is nothing better than when a counselor at a high school recognizes that the Army is a favorable choice and presents that during a high school graduation.

The relationship built between our team and the mayor of Thornton City has been one of the greatest relationships made and has impacted us both in the community and the Army. Inviting the mayor to our Future Soldier events creates unity between the Army and local leaders. It brings upon a greater understanding of the importance and honor of serving in today’s Army. This allows our Future Soldiers and their referrals to hear “Thank you,” not only from the Recruiting Command, but from a role model in their own community.

The local fire and police department have also been a strong influence in our recruiting efforts. They have placed us on a pedestal for others in the community to emulate us. A recruiter must be himself to be able to gain that trust from others in the community. This is exactly what we have built in the Thornton Recruiting Center with both these departments. They have sent us many referrals and at the same time we support them during their educational programs.

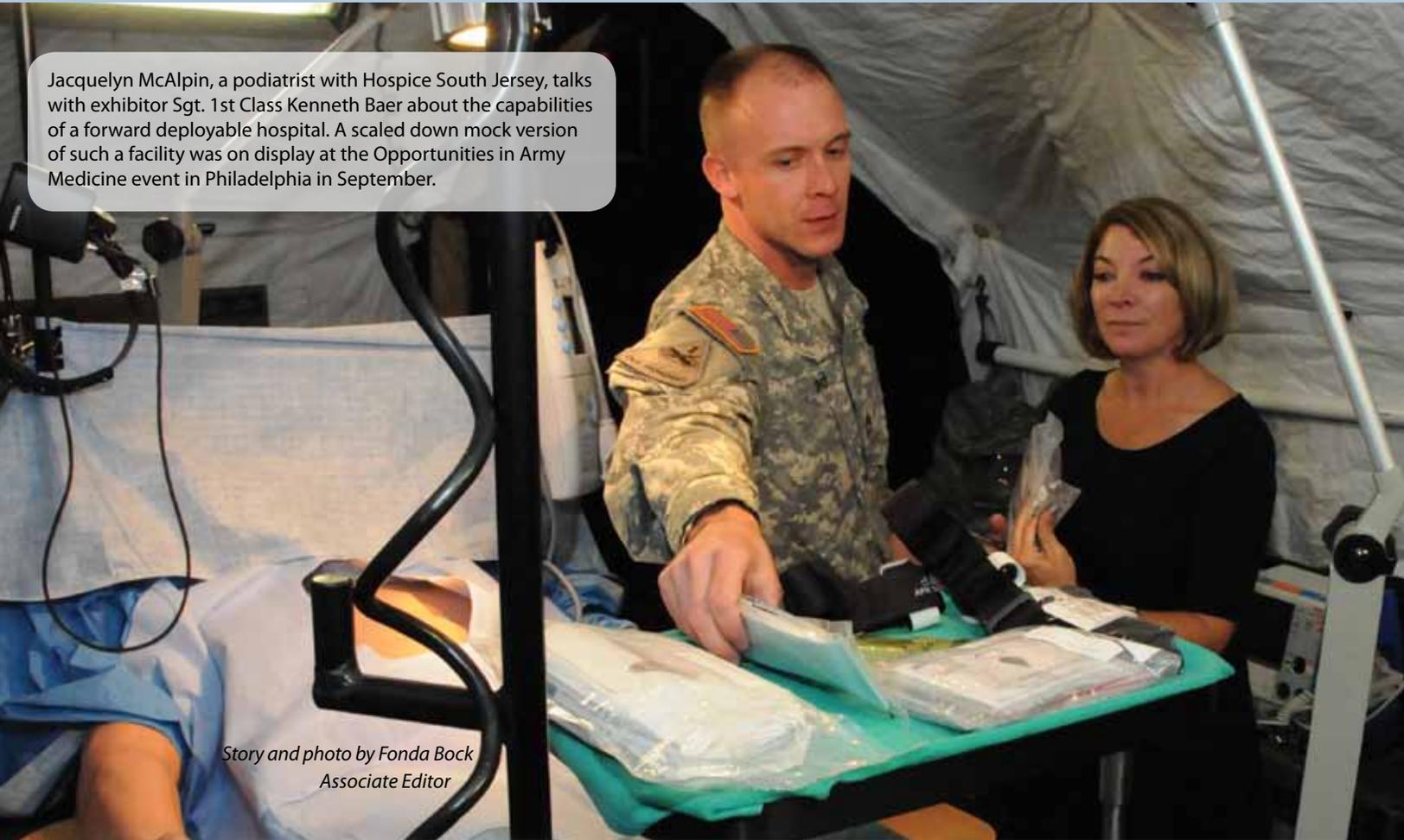
These are a few of our ongoing relationships that have placed us at the top of the Denver Battalion. We have appreciated every step into the community that we have been able to take and continue to put effort into it on a daily basis. Being a model citizen, learning and knowing what the community values and requires, allows us to do our jobs as recruiters and to provide mentorship to those in need. If we are not connected to our community then we cannot accomplish our mission. Relationships are the cornerstone to every operation we do on a daily basis.



Creative Incentive

Draws **Enthusiastic** Prospects, COIs to **Groundbreaking** Outreach Event

Jacquelyn McAlpin, a podiatrist with Hospice South Jersey, talks with exhibitor Sgt. 1st Class Kenneth Baer about the capabilities of a forward deployable hospital. A scaled down mock version of such a facility was on display at the Opportunities in Army Medicine event in Philadelphia in September.



Story and photo by Fonda Bock
Associate Editor

A first of its kind, groundbreaking outreach event for the Medical Recruiting Brigade offered medical professionals in the Philadelphia area a free continuing medical education (CME) course on traumatic brain injury (TBI), burn trauma and research and Posttraumatic Stress Disorder (PTSD) taught by Army doctors.

Dubbed “Opportunities in Army Medicine,” this daylong event at the prestigious Union League of Philadelphia, drew more than 70 healthcare practitioners, including doctors, nurses, social workers and pharmacists, as well as medical students.

Attendees not only gained knowledge about cutting edge procedures and opportunities in Army Medicine but also earned 3.75 CME credits at no cost.

The low-cost event resulted from brainstorming by 1st MRBn Commander Lt. Col. Gerald Dallmann, recruiters from Cherry Hill, N.J., and Philadelphia influencer Ken Wong. As a member of the Union League, Wong arranged for donated use of the club and meals and refreshments at a reduced cost. It took six months for the battalion to arrange for qualified physicians to speak, gather their credentials, bios and lectures and to execute the event. The course was approved by the Office of the Surgeon General (OTSG), which has the authority to award CME credits.

The challenge for 1st MRBn, in an era of shrinking outreach dollars, was in providing an incentive to entice busy

medical professionals to attend. The answer: Provide a free CME class taught by some of the best doctors in the country. Required of medical professionals in many states in order to maintain their licenses, CME courses often require travel and cost more than a thousand dollars to attend.

“This is one of the rare moments when people in Philadelphia are going to be able to listen to active duty physicians talk about PTSD, TBI and burn trauma and share the knowledge they’ve gained working with these injuries. They are the experts, the best people to be giving these CMEs,” said Capt. Nicholas Triche, officer in charge of the Cherry Hill Center.

Joanne Giannndrea, vice president of military affairs of Lourdes Health System in Willingboro, N.J., and 15 members of her staff attended. The hospital was scheduled to open a new 21 patient unit to treat behavioral health issues for active duty females in December. She and her staff were particularly interested to learn how the Army treats PTSD. They found it very convenient to be able attend such a course close to home.

“The return we are receiving from COIs has been significant. This event allowed them to get a great look at what the Army has to offer and allowed them to help advocate for us.

*— Lt. Col. Gerald Dallmann
1st MRBn commander*

“This is awesome, we can’t get this information anywhere else. Not only [do we get] to learn what happens in the military world so we’ll be able to connect with our patients and help them recover, but in order to send all [our] people to some kind of conference would be logistically difficult for us. CMEs are required every so often and it’s usually an out of pocket cost for our personnel or the hospital. So having the opportunity to attend a CME without having that expense and [without having to travel] is a direct advantage to our organization.”

The goal of the event was to take the information straight to prospects and influencers, according to Wong.

“Here we’re speaking directly to about 70 prospects [and COIs] delivering our message directly to people we want to [engage] who came here specifically to hear about Army Medicine. We put the forum together in such a fashion that it can be replicated in battalions and stations in other cities around the country. So if we get 80 [health professionals] to attend in 10 cities, that’s 800 prospects who deliberately came to the event to hear about Army Medicine. That’s a good return on investment.”

The forum began with Brig. Gen. Brian Lein, deputy commanding general of the U.S. Army Medical Command, giving a brief overview of his personal Army story, which included his graduations from West Point and Temple University School of Medicine and assignments as a general surgeon in several Army hospitals around the country and Europe.

The hour-long presentations on PTSD, TBI and burn trauma and research were followed by a briefing on opportunities in Army Medicine and a panel discussion about the Health Professions Scholarship Program. During breaks attendees had the opportunity to walk through a scaled down version of one section of a mock forward deployable hospital and ask questions. Referred to as the DRASH, the Deployable Rapid Assembly

Shelter, offered a glimpse into the Army’s modern emergency military medicine that allows life-saving procedures to be performed right on the battlefield.

The presentation on TBI was particularly beneficial to Jacquelyn McAlpin, a podiatrist with Hospice South Jersey, the majority of whose patients are veterans.

“I want to make sure I say the right things, that I don’t cross the lines by asking them about events that maybe they don’t want to recall, and that I say the right things that let them open up. [And] that I can initiate a conversation and let them go in whatever direction they want or tell me whatever stories they’d like to tell.”

Like McAlpin, gaining the knowledge that enables her to better connect with her patients is something Carla Daufenbach also acquired from the event. The clinical social worker with Homefront LLC in Wilmington, Del., works with many Soldiers’ families out of Dover Air Force Base, several of whom are dealing with the effects of PTSD.

“We do a lot of bio feedback and psycho therapy to help them get through what they’ve experienced and these types of trainings just make it more real for me, to help me understand exactly what they’re talking about because that’s one of their biggest concerns. One of the first questions they ask me when they come in is, ‘Do you know anything about the military.’ And if I say, ‘Yes, I know about the military,’ they come in at a much more comfortable level.” She said training like this is an enormous help.

Several attendees pledged their support to help with recruiting and coordinating another CME next year. Four individuals expressed an interest in joining the Army, said Dallmann.

“The return we are receiving from COIs has been significant. This event allowed them to get a great look at what the Army has to offer and allowed them to help advocate for us. This will pay off down the road just by our raising their awareness, and we have already had a few referrals from attendees.”

MRB Commander Col. Karrie Fristoe considers this inaugural event a huge success.

“The battalion was able to showcase military medicine and let community civilians and medical leaders see the opportunities that exist overall,” she said. “We did get some great leads for highly qualified medical professionals to join our team.”

The way ahead is for other medical recruiting battalions and centers to replicate this event in their areas. Units would need to appoint a CME planner to work with the OTSG in acquiring course approval. The OTSG must review the course outline, lectures and credentials of the presenters to determine how many CME credits can be awarded.

In addition, the videotaping of the entire Philadelphia presentation is being produced into a CME video. Once approved by OTSG, recruiters can offer the video version to medical professionals and universities for CME credits for one year.



T



CLOCKWISE FROM TOP:
Sergeant 1st Class Jamaal Jackson leads football players through a cool down after practice at Central Catholic High School in Portland, Ore.

Staff Sgt. Benjamin Agre motivates players during practice.

Central Catholic sophomore Cameron Scarlett runs the football.

Central Catholic cheerleaders wear Army Strong T-shirts as part of their uniform during a game Sept. 21.

Central Catholic junior Blake Gratton, a linebacker, hugs Sgt. 1st Class Jamaal Jackson after the win against their main rival for the first time in six years. Blake thanked Jackson for helping the team with strength and conditioning during the summer.

Recruiters Score Winning

Touchdown



With Oregon Schools, Community

Story and photos by Fonda Bock
Associate Editor

The other guys were bigger and they were supposed to be better. So it was a given that Portland's Jesuit High School Crusaders, the No. 1 ranked football team in Oregon and ranked in the top 100 teams nationally, would beat the Central Catholic High School Rams — again — Sept. 21.

After all, in the half-a-century-long, friendly but serious rivalry between the two Catholic schools, dubbed the “Holy War,” Jesuit had won the last six games — sometimes by embarrassing margins. But not this time, not this year.

After Jesuit scored a touchdown in the first quarter, the Rams ramped up the defense putting up a wall the Crusaders couldn't penetrate. Interrupted by a series of interceptions and tackles the Crusaders never crossed the end zone again that night, while the Rams went on to score two touchdowns, one of two conversions and a field goal. The final score — Central Catholic, 16, Jesuit, 7.

“Our defense played great,” said Central Catholic coach Steve Pyne. “[Jesuit] had the ball 34 minutes, we had it for 13. It was a lot of teamwork, everybody doing their job, that was a big piece of it — teamwork and dedication.”

Pumped by their hard fought victory, the players rushed the field and the stands, held their helmets high and ran to the sidelines to shake the hand of Sgts. 1st Class Jamaal Jackson and Christopher Molina and Staff Sgt. Benjamin Agre, embracing the Rose Center recruiters in hugs of gratitude.

“They were saying ‘Thank you, I appreciate the summer workout, you don't know how much [those workouts] really inspired us to play, not just for today but for the whole season, we're going to take this all the way to the state championship,’” said Jackson. “We had the opportunity to inspire these guys, teach them leadership, accountability and how to work as a team. And when they came up and started hugging us, it was like taking your Soldiers to that next level.”

This past summer the three recruiters volunteered as strength and conditioning coaches for the team, introducing the players to an Army type of workout and Army discipline.

“I feel ecstatic,” said Agre. “That they could come out here take on their No. 1 rival, the No. 1 team in the state, and just dominate them through the hard work and dedication they applied all summer. Makes me feel

real proud they were able to pull that off and to feel like I had any sense of ownership in that is just a great feeling.”

“It was like watching my kids,” said Molina. “They were outsized, out strengthened, but they weren’t intimidated — the hard work they’d put in, that’s what carried them over the edge. To hear the kids screaming, ‘Hooah,’ that means a lot to me, because they remember that about us. We weren’t nice to them, but they responded well to the discipline and being pushed hard.”

After having three of his former players play in the All-American Bowl, and being moved by the sacrifices military personnel make to their country, Pyne invited the recruiters to help out with the team and organize military pageantry for the school’s rival game against Jesuit.

“It was definitely a shock,” 18-year-old Lawrence Wilson, said referring to the first workout. “We knew the Army guys were coming, but didn’t know what we were getting into. It was tough, really hard. The next day it was hard to get out of bed.”

Modeled after training they’d endured under former drill sergeants, the recruiters developed what they defined as a challenging routine focused primarily on agility and endurance, designed not just to



in a manner that creates and develops new young leaders, making them accountable for their teammates. We placed a high emphasis on leaving no teammate behind. That success can only be achieved as a team that works together as one.”

It wasn’t just about strength and conditioning, said Jackson.

“We focused on bonding the team. In the Army we have this thing, ‘we succeed

each other better and it just strengthens the team as one. I’m really happy they came.”

“It’s definitely improved my leadership skills,” said 17-year-old Beau Duronslet, a senior. “Being a leader, bringing the team together so we can work as one to become the best we can be. And it’s a lesson for life — the same skills I use in football, really are used in life.”

“To have them in that moment run over and hug a recruiter, you can’t talk about breaking down barriers any better than that.”

*— Capt. Richard Ingleby
Vancouver Company Commander*

build strength, but endurance, leadership and teamwork.

Lined up in formation the players did pushups, situps and jumping jacks, while NCOs mingled through the players motivating them to push themselves and their teammates.

“We generally pushed them far beyond their expectations of what they can handle, creating a stressful environment that required them to look to one another for support,” said Molina. “We did exercises

as a team, we fail as a team,’ so when one person does pushups, everyone does pushups,” said Jackson. “We knew we were getting to these guys when they started correcting their teammates and holding each other accountable.”

Xavier Griggs, a senior at Central Catholic, said the workouts helped make him physically and mentally stronger.

“It taught me not to just give up. They made us lead and never leave anyone behind, so now everyone is trying to make

The military pageantry at the game — a massive effort coordinated by the recruiters — was a smaller version of what’s conducted at the All-American Bowl. A footprint outside the stadium included a Humvee and football toss. Just prior to kickoff local recruiters paired up with seniors from the football team, presented the players with unit patch decals from various Army divisions, which the players placed on their helmets. In exchange, the recruiters received decals from Central



“We had the opportunity to inspire these guys, teach them leadership, accountability and how to work as a team.”
 — Sgt. 1st Class Jamaal Jackson

Staff Sgt. Benjamin Agre and Sgts. 1st Class Chris Molina and Jamaal Jackson pose with the Central Catholic High School football team following the team’s Sept. 21 win against their main rival.

Catholic, then the Soldiers and players lined up in the field.

Vancouver, Wash., Company Commander Capt. Richard Ingleby then spoke about the Pacific Northwest Gold Star Children Scholarship, which he co-founded this summer with local golf professional Chris Acosta to raise scholarship money for the children of local fallen Soldiers.

So far \$15,000 dollars has been raised, including the \$3,400 dollars collected that night during halftime. The goal is to give each Gold Star child a \$15,000 scholarship.

A color guard then presented colors, followed by the playing of the National Anthem and game kickoff.

The cheerleaders were outfitted in Army Strong T-shirts and the coaches in Army windbreakers. About 3,000 teenagers and their parents attended the game.

The victory was a win-win situation for the players and the recruiters, said Ingleby.

“It’s a big positive that we’re here to share it. It’s all about the kids, they feel like stars tonight and so to have them in that moment run over and hug a recruiter, you can’t talk about breaking down barriers any better than that. It’s phenomenal,” said Ingleby.

The recruiters’ work with the Central Catholic has also helped open doors in Portland public schools, where the school board had — until this year — limited all military recruiters to just one visit a year in each school, according to Maureen Meisner, Portland Battalion education services specialist. She said recruiters were restricted to a tiny room away from students, who were required to sign up and see a career counselor before talking to the recruiter.

“It’s so bad,” said Agre, “that during one table day we’d ordered 20 pizzas and it was an effort to get rid of them because of where we were placed. I mean, what high school student doesn’t want pizza?”

The climate is a tad better now, according to Meisner. After the repeal of Don’t Ask Don’t Tell, recruiters were recently granted three visits a year, although the environment is still not always friendly.

As a result of the recruiters’ contribution at Central Catholic, however, word of mouth is spreading among the city’s high school football coaches, and Agre, Jackson and Molina have been invited by the coaches of three public high schools to help work with the strength and conditioning of their teams.

“It has shown other coaches that we are more than just recruiters,” said Molina. “That our leadership experience can be a valuable asset to their school’s sports programs.”

For the recruiters, being volunteer coaches is about creating an environment where they can become members of the community and work toward a common goal of mentoring youth.

“Not once at practice did we talk about the Army,” said Agre. “It wasn’t about the Army, it was about how can we integrate ourselves into the community in a way the community will accept us and not feel like we’re a threat.”

“As NCOs we take care of our Soldiers and that’s what was different about this event,” said Jackson. “It wasn’t about going out to sell the Army, it was about, ‘I get to go back out and be an NCO again and mentor Soldiers. Whether it’s a person in the Army or a young man on a football team, it was about that training and mentoring, which made us a lot more motivated in doing it.’”

In the process, the recruiters have noticed more students and parents are inviting them to participate in community events, are thanking them for their service and are at least willing to consider the possibility of their son or daughter joining.

Extreme Co

Know the Risks



Two to three days a week, headquarters USAREC bands and special boards division NCOIC Master Sgt. Mike Alden and operations NCO Sgt. 1st Class Kenyon Roberts engage in a workout routine composed of exercises from a variety of extreme conditioning programs.

*Story and photo by Fonda Bock
Associate Editor*

Lose weight, burn fat, rev up your metabolism, and sculpt, tone and tighten your body in just 10 to 20 minutes a day. Those are the claims of many extreme conditioning programs (ECPs) promising total body transformations in 60 to 90 days while working out at fitness clubs or even in the comfort of your own home with little investment in equipment.

ECPs are workout regimens that focus on high-intensity, high volume exercises with short rest periods between sets. Popular examples of ECPs include CrossFit®, P90X®, Insanity® and PT Pyramid.* While Soldiers are required to follow the Army's approved Physical Readiness Training (PRT) program (FM 7-22, Army Physical Readiness Training released Oct. 26, 2012),

Conditioning

designed specifically to limit injury and help Soldiers build the strength, stamina, agility, resiliency and coordination needed for safety and victory on the battlefield, many choose to supplement their PRT regimen with ECPs.

Just exactly how many Soldiers are participating in these programs is not known, but recent surveys of two infantry brigades from 4th Infantry Division at Fort Carson, Colo., by the Office of the Surgeon General and Public Health Command found that up to 20 percent of the Soldiers use an ECP as part of their individual workout, according to Lt. Col. Timothy Pendergrass, a physical therapist in the Allied Health Staff Office of the Army Surgeon General's office. Soldiers and civilians across Recruiting Command are also known to participate in ECPs as individuals and groups.

Pendergrass said he understands why this type of exercise would be popular among Soldiers.

"The pace and intensity are exciting, motivating and appealing," Pendergrass said. "These programs tend to burn a lot of calories in a short period of time, they offer consistent anaerobic exercise often lacking in traditional fitness programs and allow for training cardiovascular and muscular fitness in one workout. In addition, the social fitness aspect and competitive nature of these programs, which can foster teamwork and contribute to camaraderie, make them quite popular within the military."

But extreme conditioning also carries risks.

"Many ECPs violate the tenets of good physical fitness like proper progression and proper body mechanics, and the lack of adequate rest and recovery periods for many ECP workouts prompt early fatigue and greater potential for overuse, over-reaching and over-training, as well as the risk of outpacing an individual's abilities," said Pendergrass.

This, he said, sets up the potential for increased muscle strains and sprains, stress injuries, back injuries, and even exertional rhabdomyolysis (a dangerous breakdown of muscle tissue following bouts of heavy physical activity).

Complex movements with little training and the lifting of heavy weights overhead or in an explosive manner may place participants at greater risk for injury. Another concern is with the population of Soldiers recovering from injury. Without adequate reconditioning and proper transitioning, Pendergrass said they could be prone to re-injury.

These programs also tend to lack specificity — a core principle in exercise, said Pendergrass, so they may not build muscular strength or cardiovascular fitness as well as programs designed specifically for those components of fitness.

The one-size-fits-all nature of many ECPs results in workouts that are too easy for some participants and too difficult for others,

he said. Often these programs do not have subject matter experts or properly trained individuals providing oversight.

And finally, ECPs can be quite competitive as Soldiers of various fitness levels attempt to keep up with one another. Although this can be thought of as a positive due to the camaraderie and unit cohesion it can build, it is important to consider that this competitiveness can also lead to increased risk of musculoskeletal injury and may result in lost duty time and decreased unit readiness.

Despite the risks, he said he understands the temptation to embrace ECPs when trying to squeeze exercise into a busy day, but warns, "As with most other things in life, shortcuts do not always lead to the best results. Soldiers who do not exercise regularly or are trying to squeeze a quick workout in are probably not the ones who should be using ECPs. Remember that these programs require some baseline skill and movement proficiency. Soldiers and commanders need to balance the injury risk with the potential benefits of these programs."

Pendergrass recommends using common sense and the following precautions when participating in or considering starting an ECP:

- Look for fitness trainers with the proper certification. Examples include the Army's Master Fitness Trainer Course, the American College of Sports Medicine (ACSM), or the National Strength and Conditioning Association (NSCA).
- Inspect designated exercise areas to ensure proper safety procedures are followed and proper equipment is used.
- Introduce ECPs gradually into your workout routine.
- Monitor your physical condition for any signs of injury.
- Tailor ECPs to your individual fitness level, training goals and mission requirements.
- Increase duration of rest periods between exercise sets and schedule adequate rest days to optimize recovery.
- Be very cautious of explosive and overhead lifting.

ECPs are not a replacement for Army physical readiness training. Leaders should ensure unit physical training programs align with the Army's physical training doctrine (FM 7-22). Future Soldier physical training programs will adhere to the guidance in FM 7-22 and RPI 237, the Army Pocket Physical Training Guide (see page 27).

The fitness programs mentioned are provided as examples and do not constitute an endorsement by the Department of Defense, U.S. Army, or U.S. Army Recruiting Command of any particular commercial ECP. The views stated by Lt. Col. Pendergrass do not represent an official view or policy by the DOD, the Army, or USAREC on the use of ECPs. ECPs are not to be used on Future Soldiers or in the Future Soldier Training System. CrossFit® is a registered trademark of Crossfit® Inc.; P90X® and Insanity® are registered trademarks of Product Partners, LLC.

New Army PRT Doctrine

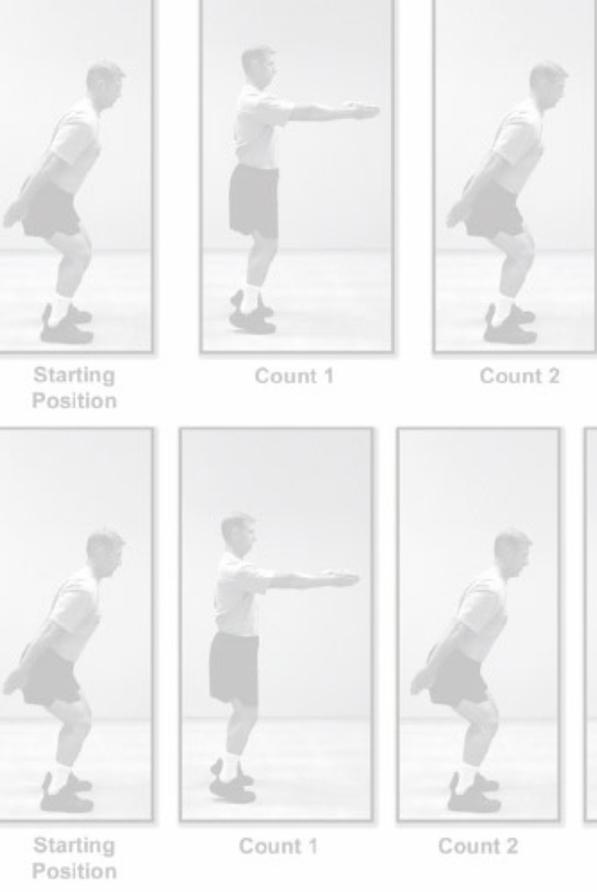


Figure 6-61. Modified high jumper (remaining)

To strengthen Armywide emphasis on implementing physical readiness training doctrine, the Army Training and Doctrine Command released in October the **new Field Manual 7-22, Army Physical Readiness Training, which supersedes TC 3-22.20**, Army Physical Readiness Training and the Army Physical Fitness Test (APFT).

Physical readiness training doctrine applies Armywide and includes all Soldiers, functional branches, units and operating agencies. The purpose of Army PRT is not merely to make Soldiers appear fit, but to actually make them physically ready for the conduct of full spectrum operations.

Physical readiness training provides a foundation for combat readiness and must be an integral part of every Soldier's life. Unit readiness begins with the physical fitness of Soldiers and the NCOs and officers who lead

them. Physical readiness training must be conducted according to the Army Physical Fitness Training Program, as prescribed in AR 350-1, and conform to the Army doctrine prescribed in FM 7-22 (1-19).

The USAREC **Commanding General's Physical Readiness Training Policy (CG Policy 50-13) reinforces the requirement to conduct PRT five days a week** in accordance with AR 350-1. Soldiers are to conduct PRT as a group at each unit level for 60 to 90 minutes; individual PRT should be the exception and not the rule. PRT sessions will consist of the elements of preparation, activities and recovery described in Chapter 5, FM 7-22.

An ideal unit PRT program strives to give Soldiers the knowledge they need to conduct their own quality exercise program between unit PRT sessions and set the example for Future Soldiers.



Figure 6-40. Straight-arm lat pull-down

Physical Training Resources

The Physical Readiness Division (PRD) at Fort Jackson, S.C., is the Army's proponent for Army physical readiness training and testing, as well as FM 7-22, Army Physical Readiness Training. The division also operates the Army's Master Fitness Trainer Course, which awards the 6P (officer) and P5 (NCO) Army Skill Identifier. The G-3 Training Division will release a plan to train MFTs in USAREC as soon as course schedules and allocations are received from TRADOC.

The PRD provides a variety of resources to assist Soldiers in properly performing and conducting physical readiness training.

PRD website: <http://www.jackson.army.mil/sites/tssd/pages/284>

PRD YouTube page: www.youtube.com/user/ArmyPhysicalFitness

PRD on Facebook: <http://www.facebook.com/PhysicalReadinessDivision>

For physical training guides, lesson plans and other training aids, visit the PRD site on the **Army Training Network: <https://atn.army.mil/>** (CAC login required). The site contains an eReader version of FM 7-22 with videos, as well as links to the PRT app for iPhones and iPads. (A commercial app for Android devices is available for purchase in the Google Play store).

The Army Pocket Physical Training Guide, RPI 237 (October 2012), designed for new recruits, is available in both a PDF and an interactive format at www.goarmy.com/downloads/physical-training-guide.html.



Future Soldier Physical Training:

Follow Regulatory Guidance to a T

By Ray Kuklinski & Ken Kispert

Recruiting and Retention School Forward & G-3 Plans and Programs

We all understand that the purpose of the Future Soldier Training Program is to expose Future Soldiers to Army culture and prepare them mentally and physically for the rigors of basic combat training. However, there are necessary and important limitations that must be adhered to regarding the physical exercise aspect of the program.

Field Manual 7-22, Army Physical Readiness Training, date October 2012 states in paragraph 2-3: “The purpose of the initial conditioning phase is to establish a safe starting point for people considering entering the Army. This includes those individuals enrolled in the Army’s Future Soldier Program and in the Reserve Officer Training Corps.”

The Recruiting Publicity Item (RPI) 237, Pocket Physical Training Guide, describes the appropriate placement of individuals into a physical training program designed to accommodate their physical fitness abilities. The exercises and activities in this guide prepare the individual for the rigors of initial military training (IMT).

The key to preparing the Future Soldier is the 1-1-1 Physical Fitness Assessment or PFA. This assessment is one minute of push-ups, one minute of sit-ups, and a one-mile run, designed to determine an individual’s fitness level. From there, the Future Soldier will begin a program tailored to the Future Soldier’s ability group based on the results of the Physical Fitness Assessment (1-1-1). For example, the RPI 237 says that a Future Soldier with a one-mile run time greater than 10:30 may need to begin their exercise program (schedule 2) with a walk-run progression, slowly building their strength and endurance. If this Soldier were to immediately begin running, an injury is almost inevitable. The key point is to follow the instructions in the RPI 237 carefully; this includes proper warm-up, cool-down, and intensity control. The Physical Training Guide is carefully designed to gradually bring a Future Soldier’s fitness up to the level that is required for entrance into initial military training (IMT).

Prior to conducting physical training, recruiting personnel are required to complete a risk assessment. Environmental conditions change constantly throughout the year and a risk assessment is designed to identify, assess, and control risks associated with

physical training. There are times when the risk of injury is just too great to conduct physical training. To assist in identifying dangerous situations, recruiters must review the USAREC Form 1251, Medical Safety Card, and have the Future Soldier sign a USAREC Form 992, U.S. Army Future Training Program Physical Training Program Statement. All of these requirements are designed to make the recruiter and Future Soldier aware of safety considerations, possible unsafe conditions, and measures to be taken to ensure that physical fitness is performed in the safest environment possible.

Safety must always be the primary concern. It is critical that recruiters not encourage Future Soldiers to participate in any extreme conditioning programs for any reason, including weight loss. The best policy for recruiting personnel is “to follow regulatory guidance to a T,” said Jim Weise, an attorney in the USAREC Staff Judge Advocate office. He went on to offer sound advice for recruiting personnel regarding applicants and Future Soldiers. “If an applicant who is considered overweight asks for assistance in making Army standards, the only acceptable response is for the recruiter to suggest the applicant consult his or her family physician before beginning any exercise program.

Keep in mind that there is no such thing as instant gratification when it comes to weight loss. The Army has set guidelines for weight loss in Army Regulation 600-9 for Soldiers but this does not apply to Future Soldiers until they ship to initial military training (IMT). Any weight loss plans must be in line with the Future Soldier’s private physician guidance.

Possible consequences for recruiting personnel who try to counsel Future Soldiers on weight loss or physical fitness programs not identified in current USAREC guidance could range from counseling to UCMJ action. As an Army representative, recruiters should never place themselves, the command or their Future Soldiers in harm’s way. Should you have any questions regarding the legality of actions concerning this serious topic of Future Soldier and applicant well-being, notify your chain of command and contact your brigade judge advocate.

Credentialing Program Helps Soldiers Excel

By Keith Desbois

Combined Arms Support Command Public Affairs

The Combined Arms Support Command is responsible for training more than 180,000 students annually through 541 courses taught by the Ordnance, Quartermaster and Transportation schools, Soldier Support Institute and Army Logistics University.

The command is helping to increase opportunities for sustainment Soldiers by developing credentialing programs for 27 of its 57 military occupational specialties. One of the ways the Combined Arms Support Command is supporting professional credentialing of its service members is through the U.S. Army Ordnance School's Allied Trade Specialist (91E) course.

The 19-week 91E course provides training in machining and welding, two highly sought after trades in the civilian manufacturing industry, according to Master Sgt. Alvin V. Beehler, Allied Trades chief instructor.

While learning the skills required for performing their military jobs, students can also advance their professional trade credentials.

The training received during the course is equal to a two-year technical school degree, Beehler said.

The machining portion of the course is based on the National Institute of Metal-working Skills (also known as NIMS) curriculum, which is recognized nationwide as the standard used in the manufacturing industry.

At the start of the course, students are enrolled in the NIMS database. By entering into the database, they begin the credentialing program and by the end of the first week are eligible to receive a national certification in safety. There are a total of five credentials servicemembers can earn by the end of the course.

After passing each section of the course, students have the opportunity to take the NIMS written test online. The one and a half-hour test is provided before the start of the duty day so as not to interfere with the 91E course schedule.

"Everything we teach is applied towards credentialing, but in the end it all depends on how the student performs as to whether or not they receive the NIMS credit," Beehler said.

Benefits of the credentialing program include increasing the level of professionalism in the force, promotion points and that it

could one day help secure a civilian career. The more credentials a servicemember achieves, the better their chances of advancing in their military career, Beehler added. But whether they remain in service or not, credentialing and technical certifications are important to have.

"I enjoy what I do and I plan to make the Army a career," said Pfc. Jeremiah Johnson, 91E Advanced Individual Training student. "This program will help me to advance through the ranks faster."

Johnson has already achieved two certifications and is waiting to test for two more.

Students are not the only ones to benefit from the program, as the instructors are also encouraged to earn credentials. To date,

95 percent of the instructors are enrolled, with 70 percent having received multiple certifications.

The 91E course trains 500 students annually from the Army, Army National Guard, Army Reserve and U.S. Marine Corps. Since the credentialing program began in July, 156 have registered, 106 have passed at least one certification and 25 achieved multiple certifications. Thirty-five more students are getting ready to take the test for additional certificates.

The credentialing initiative is part of a life-long learning program.

"Once the servicemembers arrive at their duty stations, they

can continue the credentialing process," said Jack Peters, Metal Working and Services Division chief. "There are a total of 12 credentials to be earned, which would provide the service member with a NIMS Certified Machinist certificate."

A future initiative is to certify the welding portion of the training. Due to the many materials, techniques and types of welding, it is a more complicated process.

"We are working to offer service members in all levels of training, opportunities to earn American Welding Society, or AWS, Level 1 Welder qualifications," Peters said. "Additionally, the Ordnance School is seeking to become an AWS Accredited Test Facility to help them earn welder certification."

The credentialing initiative is in support of a Presidential Task Force on veteran employment opportunities. The task force's focus is on promoting civilian credentialing for servicemembers to enhance their post-military employment possibilities.



SSG GREGORY DUNBAR, ARMY ORDNANCE SCHOOL

Students attending the Allied Trades Specialist (91E) course at the Army Ordnance School learn to machine parts on manual lathes as part of their training. The course work they complete can be used towards obtaining National Institute of Metal-working Skills credentials, which is recognized nationwide as the standard used in the manufacturing industry.

Following The Call

Billboard Leads Soldier to Serve in Chaplain Corps

Story and photo by Sgt. 1st Class Abram J. Pinnington
101st Airborne Division (Air Assault)

Some people search their entire lives for signs telling them what to do. For Erika Espeseth, it was a billboard for military chaplaincy that pointed her the direction for which she had been seeking.

So in January 2010, half-way through her senior year in high school, she agreed to enlist as a chaplain's assistant.

Now a specialist, Espeseth is deployed in Afghanistan working as a chaplain's assistant with the 3rd Special Troops Battalion, 3rd Brigade Combat Team "Rakkasans," 101st Airborne Division (Air Assault).

Prior to spotting the billboard Espeseth had never considered military service.

"I always put [it] on a pedestal. I always thought Soldiers were amazing and I could never do what they do. I always thought: I'm little, I'm a female and I'm girly."

After nearly acing her military entrance exam with a score of 93, carrying a 3.95 GPA and an ACT of 31, Espeseth caught the attention of personnel at the military entry processing stations who tried to convince her to go into intelligence, said Espeseth.

"I was told I could do something better. [But] I told them, 'there is nothing better than being able to help Soldiers in the way that I can in ministry,'" said Espeseth, who before her own decision to enlist, had volunteered for a program in high school called Soldier's Angels. It was a way for her to say thanks to those who serve.

"I would be given a name of a Soldier and I would write to them asking what they were in need of. Then I'd send them gum, jerky, baby wipes and even homemade crocheted hats. It was a great way to get to know Soldiers and help them out," said Espeseth.

"I wanted to do something for people

who did so much for me. I thought about the people who needed me. I felt Soldiers do so much for our nation, they defend us, I didn't want them to feel forgotten."

Initially, Espeseth had hoped to become a chaplain in the Army, but after talking to her recruiter found that due to her lack of a master's in divinity she didn't have the credentials to be a chaplain. She was, however, qualified to be a chaplain's assistant.

"We looked into it and I immediately fell in love with it," said Espeseth, who proudly carries her patriotism combining it with her passion for God.

"I believe there are two types of people who have given their life for me," said Espeseth. "That is Jesus Christ and the American Soldier."

Recently, Espeseth earned high praise and honors by becoming the top chaplain's assistant of more than 75 Soldiers within Regional Command - East, Afghanistan. She's also been recommended for promotion to sergeant.

As part of a battalion with Soldiers in more than 50 military occupational specialties, there is no shortage of Soldiers to see, places to go or things to experience.

"I get to do battlefield circulations and go out to see the Soldiers and provide them with ministry, assistance, or just a good laugh. They look forward to seeing us and get excited when the chaplain and I come around. Soldiers really need the morale boost. Their faces really light up. I truly love it."

Espeseth is also working on a special project in Afghanistan.

On June 1, 2012, Forward Operating Base Salerno was attacked by a vehicle-borne improvised explosive device. During



Madison, Wis., native Spec. Erika Espeseth is a chaplain's assistant with the 3rd Special Troops Battalion, 3rd Brigade Combat Team "Rakkasans," 101st Airborne Division (Air Assault). She provides ministry support as a member of a religious support team at Forward Operating Base Salerno, Afghanistan.

the attack, the chapel was damaged on its eastern side. All the stained plexiglass was completely blown out and replaced with plywood. Her brigade's ministry team is repairing all the windows with new stained plexiglass designed by Espeseth.

"I did art metal and glass in high school, so I will get to actually make the stained plexiglass windows for the chapel. I'm well versed in it. I get to use the skills I got in high school in an art class that most people would think is just fun and you never get to use them."

Espeseth will be leaving the Army after she returns to Fort Campbell, Ky., in the spring. At that time she plans to go back to college to earn a degree in American Sign Language and a master's in divinity. She still wants to become an Army chaplain.

"The experience I've gotten, to know what a chaplain does, to see how much of an effect it has on a group of people has really helped me solidify what I want to do. I really love the military, I love our servicemembers and what they do for our country. I love the Army and I'll definitely try to come back."

W a i n

79Rs to Travel Country,

By Sgt. 1st Class Gregory Koskey
Mission Support Battalion Headquarters Company

In 1936, the Secretary of the Army tasked a small group of Soldiers to develop and man an Army exhibit at the World's Fair in New York City. Since that time, Army exhibiting has evolved into a truly strategic combat multiplier for the Army recruiting mission.

Today, the Mission Support Battalion (MSBn) serves as that combat multiplier and needs experienced 79R noncommissioned officers to carry on the tradition and the mission of support for the recruiting effort.

"The events we support are highly visible at the national level; that is why we need only the best noncommissioned officers who are motivated and eager to represent the Army at these national events," said Mission Support Battalion Command Sgt. Maj. Brian Pierce. "This assignment provides valuable experience in marketing and event planning, and it's a great operational assignment."

The MSBn conducts professional mobile and fixed exhibits, and also develops and produces marketing and incentive products including plaques and other presentation items to generate quality leads and support the Army's recruiting effort. The unit, located at Fort Knox, Ky., consists of the Mobile Exhibit Company (MEC) and the National Conventions Division (NCD).

"We provide unique national level assets to support a wide range of events, from high visibility marketing events to high school visits," said MSBn Commander Lt. Col. James Perry. "All of our assets are interactive, fun, and a great way to connect with prospects and share your Army story. We try to create multiple options for each asset that allows the ground commander to customize the message



PHOTOS BY FONDA BOCK

Sergeant 1st Class Dane Benroth, an MEC platoon sergeant, helps Fort Knox high school senior Trent Sloan strap into the harness of a parachute simulator, one of eight exhibits on the AS2, which showcases specialties in Special Operations.



Sergeant 1st Class David Decriscio, MEC Exhibit Team Chief, gives Fort Knox High School junior Moses Bell directions on how to operate the helicopter simulator on the AS2 Special Operations semi.

ted

Work National Events

toward their event's recruiting goal."

The MEC conducts mobile exhibits in all of the lower 48 states, driving more than 614,000 miles and collecting around 70,000 leads annually. The company supports USAREC and U.S. Army Cadet Command by providing professional mobile exhibits at high schools, colleges, and special community events nationwide. The MEC also provides command and control of the National Science Center semi-trailer exhibits based out of Belvoir, Va. These exhibit vehicles provide scientific demonstrations to elementary and middle school students nationwide.

The MEC includes 11 semitrailer trucks, five light trucks and trailers, and two Hummer H2 vehicles. The vehicles have several different configurations ranging from interactive weapons and equipment simulators, to classroom style presentation theaters with multimedia capabilities.

A full listing of vehicles, capabilities, characteristics, requirements and best practices can be found in the Mission Support Battalion Asset User Guide found on the MSB website: www.usarec.army.mil/msbn.

Units using MEC national assets in their area should thoroughly research their assigned asset on the MSB's website. The planning phase and an open dialog between the exhibitors and the recruiters using the asset, are essential to conducting a successful national asset recruiting event.

The NCD conducts 91 exhibits per year at convention centers across the U.S. while collecting more than 28,000 leads per year. This division supports USAREC and Cadet Command by providing exhibits tailored to their target audiences at trade shows and conventions nationwide. Key venues are Army Medical Department events, educator events and minority outreach events. Exhibitors from NCD can be seen at a variety of minority conventions and represent the Army at conventions such as the U.S. Army All-American Bowl, the Chicago Auto Show and the Future Farmers of America national convention. The NCD conducts professional exhibits in spaces as small as a 10' x 20' convention booth to as large as a 100' x 120' convention booth.

MSB started as a good idea for a one-time event back in 1936. Seven decades later, the battalion continues to connect America's people with America's Army and provide quality leads to recruiters. This mission provides experienced 79Rs the opportunity to promote Army leadership values and mentorship to local recruiters during conventions, school events and community events.

Battalion assignments as exhibit NCO, exhibit team chief or a platoon sergeant are recognized in the 79R career progression chart, and will serve to make 79R NCOs more rounded in their field of experience.

"This assignment provides experienced 79Rs the opportunity to coach and mentor recruiters and station commanders in the field, as they perform decisive and shaping operations using assets not available in any other unit" said Sgt. 1st Class Bernice Feagins, MEC exhibit team chief. "The opportunity to travel all over the United States is another great part of this assignment!"



Sergeant 1st Class Kennon Weaver, MEC exhibit team chief, shows Fort Knox High School sophomore Jonathan Utroska how to operate the machine gun in back of a Humvee.

Qualifications

To qualify for this assignment NCOs must have at least 24 months of station commander time supervising five or more Soldiers, be willing to travel frequently (up to 250 days per year), meet the height and weight standards IAW AR 600-9, be PCS eligible (no cost moves in the last 24 months), no financial issues, no bars to reenlistment, be a Center Commander Course graduate, pass the APFT, and have no medical issues that would prevent the issuance of a commercial driver's license (CDL).

For a complete listing of physical requirements to attain and maintain a CDL, see AR 600-55, appendix D.

This is a three-year assignment, so NCOs must have a minimum of three years remaining on their service obligation from report date.

For more information you can visit the website, <http://www.usarec.army.mil/msbn/> or contact your G-1 career manager to volunteer for this assignment.

Helps Civilian **Shed Pounds**



Mark Brown at 270 pounds, and below at 206 pounds after implementing healthier habits.



COURTESY PHOTOS

By Maj. Marcus Franzen
Special Operations Recruiting Battalion

Civilian employees are a vital part of the formula for success in the Special Operations Recruiting Battalion as well as USAREC, and they are encouraged to maintain their health and fitness just as the Soldiers do.

In fact, in the SORB, all of the civilian employees are either retired military members or spent many years on active duty before transitioning to federal civilian service. That includes Mark Brown, the advertising and public affairs chief, who retired from the Army in 2002.

Brown, who saw his weight balloon to over 270 pounds at his heaviest, has recently trimmed his weight back to 206 pounds, five pounds less than he weighed when he retired. He credits hard work, self-discipline, and a proven program for his success.

Both he and his wife wanted to lose weight, so they joined a national weight management program this past spring.

“We changed what we ate, tracked our portion size and followed the plan. Together, we have lost nearly 120 pounds, and we both feel great.”

In addition to working at the SORB, Mark, who turned 51 in December, is a volunteer firefighter in his community. He said that when he was so heavy, he would go through a 30-minute bottle of compressed air in about 10 minutes. Now he can make a bottle last almost 22 minutes. That is a big difference, and it’s one that his fellow firefighters appreciate.

“Fighting fire can be a tough business and one that requires a high level of physical fitness,” said Brown. “The number one cause of firefighter death in the United States is from heart attack due to overexertion. I knew that if I wanted to stay on an active firefighting crew, I needed to lose the excess weight. So that’s what I did.”

Since March 2012, Mark has participated in numerous cycling and running events including the Fort Bragg Army Birthday 10-Mile Race in June and a 100K bicycle ride in September.

He said a physically active lifestyle comes with the territory in the SORB.

“Everyone in the SORB is very active and most of our civilians like to try to keep up with them. Our leaders are very supportive because they know if we are physically fit, it means we are able to do our jobs better.”

U.S. Army Public Health Command

The Army Civilian Wellness/Fitness Program is a Department of the Army program intended to encourage civilian employees to improve their health and fitness through exercise and other positive health benefits. Guidance on civilian fitness programs may be found in Army Regulation 600-63, Army Health Promotion

Basic elements and requirements of the program

- Civilians are authorized up to three hours per week excused absence to participate in a command-sponsored formal physical exercise training program.
- Duration of program is up to six months.
- Pre- and post-program participant evaluations are required.

- Participants are monitored continuously during the program.
 - Program must include exercise and nutritional education.
 - Program is offered one time only per person.
 - Participation requires commander’s/supervisor’s approval.
- Supervisors may adjust work schedules to permit training and exercise where possible and when it is consistent with the workload and mission.

Participation is not dependent upon having a medical or weight control issue. However, a medical screening is highly recommended to ensure anyone having an existing medical condition that would put them at risk has a physician approval before participating.

More information is available in AR 600-63, para 5-2c., online at www.apd.army.mil/pdffiles/r600_63.pdf.

Working Hard Pays Off for Recruit

By David Watson
New England Battalion

Brandon Elliott, 25, of Bellingham, Mass., first stepped into a recruiting center in July 2010, weighing 298 pounds. One year and 83 pounds later, he signed his enlistment contract for military occupational specialty (MOS) 19D, Calvary Scout. When he left for Basic Combat Training (BCT) he had lost 10 pants sizes and 102 pounds.

When Elliott declared to Staff Sgt. Angelo Avanzato during his initial interview that he wanted to become a Calvary Scout, the recruiter never hesitated, according to Staff Sgt. Dustin Thayer, the Woonsocket, R.I., center commander. He conducted the interview and afterward was honest in his assessment of Elliott's chances, telling him just what he had to do to get his desired MOS.

When Elliott left the station after his initial visit, he seemed determined to reach his goal. The recruiters were not so sure, but when he began to achieve results, Sgt. Matthew Thornton, the center's Future Soldier leader, became the mentor and coach Elliott needed to help focus his efforts.

When first acquainted with Elliott, Thornton asked him why he had selected such a tough MOS. Elliott's response was that he was looking for a job that would challenge him to get to where he needed to be to attain his desire to become a Soldier.

Elliott had to lose about 80 pounds before he could sign an enlistment contract. Since he could not yet join the physical training (PT) held weekly for the station's Future Soldiers, Thornton said Elliott began his own fitness routine at his family's farm. Elliott began a routine of working out seven days a week, taking three- to five-mile hikes and going for long runs. This was in addition to his daily job of working as an environmental technician slogging through wetlands carrying equipment while wearing a Hazmat suit for 12 hours a day.

"Elliott is a rare breed of person," said Thayer. "He is someone who would not accept the fact that he couldn't do something."

Once Elliott began attending the station's weekly Future Soldier Training Program meetings after enlistment, Thornton started him on upper body strength training, pushups with his waist on the ground, and situps. As he progressed, Elliott switched to what he called "Thornton's TV-PT." This consisted of doing a different exercise every time a commercial came on while he was watching television, such as pushups, situps and lunges, finishing only when the show ended. He also followed the exercises in the Army's Pocket Physical Training Guide (RPI 237) to further prepare for BCT.

Elliott so impressed the recruiters that he was made the station's unofficial Future Soldier sergeant major. As such, he assisted Thornton by keeping the center's other recruits informed of issues and schedule changes via the station's Facebook page, email and telephone.

Elliott's example of dedicated effort and his unflinching determination has provided a legacy for other candidates to emulate.

"He is the type of Soldier who joined the Army to be a Soldier, not simply for the college money or job security," said Thayer. "He wanted the title of U.S. Army Soldier."



SSG DUSTIN THAYER, WOONSOCKET RECRUITING STATION

Rhode Island Company Commander Capt. Torran Goings meets with Pvt. Brandon Elliott at the Woonsocket Recruiting Center prior to his shipping out to Fort Benning, Ga. Elliott lost 102 pounds to join the Army and became an inspiration to the recruiters who worked with him to achieve his dramatic results.

Experience Enhances Recruiter's Role

Story and photo by John L. Thompson III
Houston Battalion

One Texas NCO has earned the right to be called a U.S. Army Ranger, as well as an Army recruiter.

Staff Sgt. Kenneth Garner, an accomplished recruiter at Houston Battalion's Cypress Center, said he feels fortunate and honored for the opportunity to endure the rigors of Army Ranger School.

Through a stroke of fate, infantryman Garner discovered a policy change and gained permission from his chain of command to attend the school. He is now one of some 600 active-duty Army qualified staff sergeants who wear the Ranger Tab.

In 2007, Garner deployed to Iraq with the 82nd Airborne Division. Before the 15-month deployment, Garner's duties ran the gamut of rifleman, squad automatic weapon gunner and fire team leader. He began his tour of duty as his platoon's radio-telephone man. Ultimately, he would manage \$2 million worth of the company's communications gear, computers and electronics.

From this vantage point, he learned a great deal about unit operations. He learned how combat missions are planned, and how operations orders are created and executed. These skills gave him an edge when it came to the rigors of conducting Ranger operations, while earning the title Army Ranger.

Since first becoming a Soldier, Garner had always wanted to become a Ranger. What he did not realize was wearing the Ranger Tab would give him a unique edge when talking with high school students, as well as Future Soldiers.

"People understand Rangers are a part of special operations," said Garner. "They look me up and down and think while I may not look special; there must be something different about me.

"Kids ask, 'So you are an Army Ranger?' And say, 'Being a Ranger is pretty cool.' So I tell them I like it and smile."

"When our recruiters share their personal stories of what being a Soldier means to them, they provide young people a true understanding of what it means to serve our nation," said 5th Brigade Command Sgt. Maj. Maurice A. Thorpe. "Recruiting is a demanding business that takes strong leaders and high-performance execution of the mission. [His] example is a great story to share with young Americans everywhere."

Garner said his uniform and earned adornments open a dialog with parents. He tells parents they can talk with him at any time if they have questions. He said when parents understand and support their children's decision, the Future Soldier is happy and motivated to serve.

In the Cypress Center pool of Future Soldiers, Garner's enlistees are mainly infantry Soldiers like him. From the beginning, Garner forges a professional Soldier-to-Soldier relationship with them.

"When you become a Future Soldier, to me, you are a Soldier already. You are a part of my team. I am going to take care of you like a leader should. Whatever you need, I am there for you."

"You are only as good as your team," he said. "The better you take care of them, the harder they will work for you. Even when things look pretty bleak — which, in Ranger school, is kind of the name of the game — your guys will summon the strength



and then some. One of the best things I pulled away from Ranger school is your guys ... get you across the finish line. Nothing in the Army is about you; it's about everyone else."

When he met the Ranger during a battalion visit, 5th Brigade Commander Col. L. Wayne Magee Jr. said Garner "exemplifies what is best in Army Soldiers. His ability to better himself by completing Ranger school is not only impressive; it also serves as an inspiration for all young men and women considering a career in the Army.

"There is one thing that is crystal clear; he has displayed the inner strength that Soldiers must have to be Army Strong. We are very proud to have him on the recruiting team and expect we will see him do many more great things in the future."

Garner's goal is to become a member of the 75th Ranger Regiment based out of Georgia.



Command Sgt. Maj. Lindsey Streeter with his mother, Rosetta Streeter, and 1st Sgt. James Edwards of Huntsville, Ala., Company.



COURTESY PHOTOS

Command Sgt. Maj. James Watson is pictured with Dean Niccole Buckley, Grantham University's Mark Skousen School of Business.

Continuing Education, Setting Example Important to USAREC Senior NCOs

By Johanna Altland

Grantham University Communications Office

Before Army Strong, recruits were encouraged to Be All You Can Be. This is a mission that USAREC Command Sgts. Maj. Lindsey Streeter and James Watson took to heart when it came to pursuing their college education. On a sunny Saturday in August both Streeter and Watson were able to declare, "Mission Accomplished." That day they traded in their uniforms for caps and gowns to participate in Grantham University's 2012 commencement ceremony. Streeter completed a master's degree in performance improvement and Watson a master's degree in business intelligence, both with a 4.0 GPA, earning the honor of graduating with distinction.

With their hectic schedules, both chose a 100 percent online learning environment to accomplish their educational goals.

"I chose online learning mainly for its convenience," said Streeter, of Nashville Battalion. "The online learning model allows busy professionals to realize their educational goals."

Watson agreed, saying, "It gave me the best opportunity to complete my education."

When asked why they decided to go after their degrees, both had similar answers: They did it for their Soldiers.

"I wanted to serve as an example for them to emulate," said Watson, from Oklahoma City Battalion. "It's one thing to preach to the Soldiers to get an education; it's another to go out and get an education as an example of what you can do if you work hard and manage your time."

Streeter had issued the challenge for his NCOs to enroll in college classes, and felt that he needed to lead by example.

Both command sergeants major have advice for Soldiers who are considering pursuing their education goals.

"Every Soldier needs to attend college and complete a degree," said Watson. "Completing your college education should be a goal for all Soldiers, not just a few. Once you have an education, it is an asset that never goes away and keeps on giving."

Streeter said to stop making excuses and finish school.

"It is never too late to realize your dreams and to fulfill promises that many of us made to our loved ones upon enlisting."

Recruits Take Enlistment Oath in MEPS Room Named in Family Member's Honor

By Jennifer Villame
Baton Rouge Battalion

Retired Chief Warrant Officer James Prince brought two young men into a recruiting center for information on enlistment this summer: his son Wade Prince and his grandson Nick Fasulo. Born only one day apart, Wade Prince is also Fasulo's uncle.

"Now and then I hear a story within recruiting that must be re-told," said Sgt. 1st Class Brian Hall of the Hattiesburg, Ms., Recruiting Center. "This story gives a whole new sense of pride in our young adults who are deciding to enlist into the Army."

"Once we had completed pre-qualification and started the Army interview, I started these two new prospects on the CAST," said Hall. "While they worked, my conversation with the father continued as I explained the enlistment process. When I got to the swear-in portion he stopped me."

"You know the swear-in room at Jackson MEPS is named after my other grandson, Sgt. 1st Class Christopher Robinson," Prince said.

Robinson was killed in action in Afghanistan in 2006 and was posthumously awarded the Bronze Star for valor, the Purple Heart and the Meritorious Service Medal for his actions in combat. The Jackson Military Entrance Processing Station swear-in room is named in his honor.

"[James] Prince retired from the Army, lost a grandson in Afghanistan and still believes in our country to lead his son and other grandson towards enlistment," said Hall. "I have a lot of pride in my own family's Army service but my family story doesn't hold a candle to what I was hearing from this fine gentleman."

Prince said he joined the Army "to carry on a great family tradition of patriotism and to start a great career. I have never felt more proud than when I was swearing into the Army, in front of my family, in the room named after my nephew."

"The reason I joined is so I could better myself and be all I can be using the tools and life skills the Army provides," said Fasulo.

Future Soldiers Prince and Fasulo were sworn in as an ammunition specialist and health care specialist, respectfully, in the room named for their uncle and cousin. They both ship in January 2013.

Raleigh Introduces Future Soldiers to Teamwork Through Hands-On Training

By Capt. Tasha Thomas
Raleigh Company

Army Field Manual 6-22, Army Leadership, states "Everyone in the Army is part of a team, and all team members have responsibilities inherent in belonging to that team." The Bulldawg Battalion takes this to heart and ensures that even their Future Soldiers understand what it means to be a part of the Army team. This is accomplished via exciting and motivating training where noncommissioned officers lead small teams to come together and train. More than 100 Future Soldiers and Soldiers from throughout the battalion occupied Camp Butner, N.C., Nov. 16 to conduct land navigation and casualty evaluation and evacuation training.

The mighty Raleigh Dawgpound took the lead on land navigation instruction with Staff Sgt. Robert Niemeier acting as the NCOIC. Future Soldiers were able to get a pace count, learn to plot points, use a compass and navigate a historic site as their first hands-on land navigation course. They navigated the course in five-person teams with an NCO to lead them through the basics within a two-hour time limit. For some Future Soldiers, that time limit was too short and during the after-action review they requested that they be allowed to spend all day in the woods training.

During lunch, the Future Soldiers were eager to experience a Meal Ready to Eat (MRE). They laughed and bonded as they experimented warming up their meals with the heaters. At the end of lunch the Future Soldiers, who were split into two groups, rotated to the other training event.

The Fayetteville Company Irondawgs executed as the lead for casualty instruction. The Future Soldiers split into teams and rotated through training to evaluate a casualty, apply a splint, apply a field dressing and a pressure dressing, apply a tourniquet, and casualty movement techniques. During this block of instruction, the Future Soldiers were excited to receive hands-on application via the round-robin training that supported their online Future Soldier Training Program.

At the end of the training, the Raleigh Bulldawgs reformed in a mass formation with purpose and motivation. The NCOs stood behind them with rejuvenated looks from getting back to the basics and leading from the front with the Be-Know-Do attitude. When called to attention, they sounded off with a thunderous "Bulldawgs." Any onlooker would have seen a team instead of the 100 plus individuals who arrived earlier that morning.



Raleigh Battalion Future Soldiers learn about Army teamwork through land navigation training Nov. 16 at Camp Butner, N.C.

NCO Publishes Books for Children

Story and photo by Daniel Gilbert
Oklahoma City Battalion

Armed with his marshmallow shooter and a big bag of fluffy white ammunition, Beau transforms his mom's flower bed into a fort and prepares to do battle with an evil squirrel captain. Beau will stop at nothing to keep the squirrels from taking all the walnuts in this backyard escapade to secure walnuts for his mother's perfect walnut pie.

Thus sets the stage for "The Great Walnut War," the first children's book by Tulsa, Okla., recruiter Steve C. Bellew, who took up writing and blogging in 2005 as a creative hobby.

Now as a husband and father of three, he is most inspired to write stories for his family.

The story of "The Great Walnut War" stars Bellew's 5-year-old son, Beau. Bellew said he didn't plan to publish the book until he saw his son's response.

"I just wanted to write a story for my son," said Bellew. "I read it to him a few times and his reaction made me want to publish it. He absolutely loves it."

In addition to Beau's excitement, Bellew's wife and personal editor, Casey, gave him an extra push. Bellew credits Casey for constant encouragement to pursue his writing.

"She is very supportive and always tells me to keep going," he said, followed by a chuckle. "She jokes with me and says she hopes this isn't my best book."

Bellew has already begun works for his other two children. For 10-year-old daughter, Tobie, a five-book adventure series about a paranormal agency, based somewhere along the lines of Nancy Drew meets Scooby Doo. He is aiming to publish the first of the sequence in a little over a year.

His next release, however, is for 8-year-old Abigail. "Abbi's Haunted Pancakes" is designed to help children count backwards and will be Bellew's first to also illustrate.

Bellew is scheduled to separate from the Army in 2014 when he plans to spend more time with family as well as open his own business. He intends to continue his writing with goals focused on promoting family amusement.

"I want kids and parents to have fun with the stories. That's what it's about," he said.

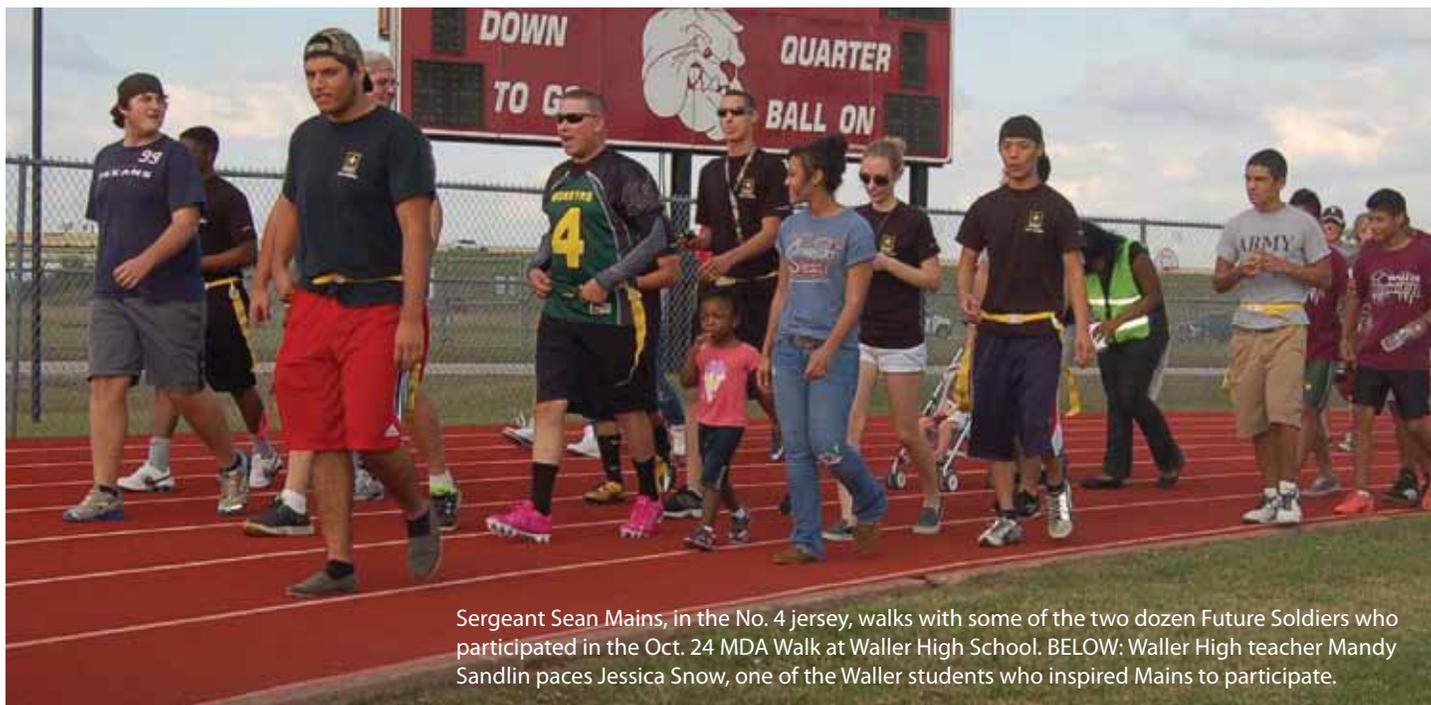
While Bellew is seeking distribution options for the book, it is now only available through a print-on-demand website: www.publishamerica.net/product48400.html.



CASEY BELLEW

Oklahoma recruiter Sgt. Steve Bellew reads 'The Great Walnut War' to his son, Beau.





Sergeant Sean Mains, in the No. 4 jersey, walks with some of the two dozen Future Soldiers who participated in the Oct. 24 MDA Walk at Waller High School. BELOW: Waller High teacher Mandy Sandlin paces Jessica Snow, one of the Waller students who inspired Mains to participate.

Students Inspire Recruiter to Get Involved

Story and photos by John L. Thompson III
Houston Battalion

Like most recruiters, Sgt. Sean Mains has developed relationships with countless school administrators and students, and he often mentors and inspires students who are not qualified for Army service. It is two such Waller High School students who have neuromuscular diseases — Jessica Snow and David Gonzales — who inspire Mains and motivated him to not only take part in the school's Muscular Dystrophy Association Walk, but also get Future Soldiers involved.

Inspired by those two teens, Mains wanted to do what he could to make the annual event more successful last year and again this year.

Mandy Sandlin, who chairs the school social studies department, teaches history and helps organize the MDA Walk, said she was nervous about the event when Mains first approached her to help.

"I was wondering if the walk was going to work and was near the tipping point. And then he walks through my door and says to me, 'What if I do this, this and this. What do you think?' I replied that what he wanted to do would be awesome," said Sandlin whose students were her inspiration for the MDA Walk. Last year and this year, when she and other organizers were working to get the walk going, Mains came to her with pledges of help from Future Soldiers, more than 100 students and a number of area businesses.

"Last year, most who were involved were from the high school, and "Team Army" did a wonderful job getting other people involved and getting them to commit to this," Sandlin remarked.

Sandlin said the work by Mains and his Future Soldiers really helped make the first year a success. This year, Mains added a flag football competition between the Future Soldiers and high school students. He also encouraged a number of businesses to match the amount raised by the Future Soldiers and Waller High School students.

Sandlin said they provided a significant impact in their community by being involved with the MDA Walk.

"It is a great feeling knowing that people can see us as Soldiers in a different light," Mains said. "It gives one a good feeling, and this is the type of thing I like to do, helping out. I know the Future Soldiers are happy to be helping, as well."

Knowing he will be moving on before next year's MDA Walk, Mains said he is proud he and his Future Soldiers were part of the effort to raise awareness and funds to support neuromuscular disease research.





SFC EMIL BAKER, TUCSON COMPANY

Students take on the Army fitness challenge at the Tucson Community Center Sept. 29.

Tucson Recruiters Challenge Students, Future Soldiers

By Mark DeFrances
Phoenix Battalion

When Tucson recruiters challenged area high school juniors and seniors to a special fitness event, 164 young men and women answered the call. Along with Tucson Future Soldiers, students from 10 schools formed a total of 20 six-person teams to test their strength and endurance on a sunny September Saturday morning, cheered on by parents, friends and Tucson Unified School District officials.

The Army Grad Challenge was held at the Fred Archer Community Center in Tucson, bolstered by a local FM station and a special appearance by the 62nd Army Rock Band from Fort Huachuca, Ariz.

Almost 40 Tucson recruiters registered the students, judged the events and handed out prizes and trophies to the winning teams. The events consisted of swimming, a 1.5-mile run; pushup, situp and pullup competitions; a tire flip and water-can-carrying event. Prizes, made available through the radio advertising buy, included iPods and iTunes gift cards.

According to Tucson Company commander Capt. Mathew Cain, school district officials are now considering repeating the event annually. Participating high schools included Cholla High Magnet, Flowing Wells, Rio Rico, Maricopa, Bisbee, Rincon, Sunnyside and Sahuaro.

“Our students were really enthused to be able to cross-train with Army personnel,” said Mike Hensley, La Cholla High School wrestling coach. “There were parents involved and some of them even joined in the competition. We’d love to participate in a community event like this again. It worked out really well.”

The Tucson recruiters made the event “awesome,” according to Sgt. 1st Class Emil Baker, Tucson Company master trainer.

“They got the school district officials involved, got the students to attend and then inspired them do their very best. The Army rock band from Fort Huachuca took this over the top as they played a variety of music. We had a lot of time to plan this event and got the whole community involved.”

Dallas Bn Recognizes Future Soldiers Who Excel

Story and photo by Yalonda Wright
Dallas Battalion

One of the greatest honors in the Army is for a Soldier to win a quarterly board. For many Soldiers this opportunity doesn't come until the rank of sergeant. In the Dallas Battalion, however, Future Soldiers are given the chance to show what they learned about being a Soldier at the Future Soldier of the Quarter Board.

The battalion's Future Soldier of the Quarter Board is a way to measure Future Soldiers' progress on the pre-BCT task list. While waiting to ship to basic combat training (BCT), Future Soldiers are required to practice tasks and learn the skills to prepare them for their initial military training.

The boards are used to measure Soldier progress in three areas of development: institutional, operational and self development. The self-development portion is important because it is what helps Future Soldiers prepare for BCT and their Army career.

The process starts at the center level with those Future Soldiers who exhibit leadership potential and excel in skills development. Those Future Soldiers are chosen to compete at company level and from there the best of the best compete at the battalion level. Ideally, there will be seven Future Soldiers — one from each of the companies.

The board is made up of three first sergeants from different companies within the battalion, with the battalion command sergeant major as president. The Future Soldier who wins the board receives the battalion commander's coin, a certificate of achievement and the honor of sharing this experience with his or her peers.

"The Future Soldier of the Quarter Board brings recognition to those Future Soldiers who want to go above and beyond," said Lt. Col. Russell Elizando, Dallas Battalion commander. "Winning inspires them to be the best of the best; not just at this level, but as a career choice."

The battalion's 2012 third quarter Future Soldier of the Quarter was Pfc. William Beimler of Waxahachie, Texas. Beimler said he prepared for the board for 30 to 45 days by studying the rank structure, the Army birthday, the Soldier's Creed and other tasks found on the Future Soldier dashboard. He said he was most afraid of reciting the Soldier's Creed wrong.

"The first aid question got me," he said. "I didn't study that."



Dallas Battalion Future Soldiers Jerrod Ainsworth and William Beimler, the two finalists from the Future Soldier of the Quarter board, with Dallas Battalion Commander Lt. Col. Russell Elizando and Future Soldier leaders Staff Sgt. Logan McKenzie from Denton Station and Staff Sgt. Robert Nixon from Waxahachie.

Beimler advises Future Soldiers to not put off the task list when preparing for BCT, do a lot of physical training, and know the Soldier's Creed.

"Pfc. Beimler's motivation and dedication are what today's Army needs for the future success of America and leaders," said Staff Sgt. Robert Nixon, the Future Soldier leader for the Waxahachie Station.

"I am here because I want to prove that I am the best Future Soldier in the Dallas Recruiting Battalion," Beimler said.

Beimler said he knew he wanted to go into the military since he was 10 years old; however, it took eight years to decide whether it would be the Army or Marines. Beimler was influenced greatly by his grandfather, who was a Marine, and his uncle, who was an Army Green Beret.

"I always wanted to be the hero," Beimler said. "To stand up for others, but law enforcement didn't seem like enough, it had to be on a bigger, broader level."

Beimler joined the Army Reserve and is assigned to the 354th Medical Company in Seagoville, Texas.

"After you sign up, the hype wears down after a while," he said. "But winning the board, I am like, 'This is real, I'm about to be a Soldier.'"

Recruiter First Responder to Passenger Train Accident

By Ron Toland
Raleigh Battalion

“I was the first responder on scene,” said Sgt. Matthew Pyle, who was at the right place at the right time Sept. 9 to provide assistance at the scene of an accident involving a passenger train and tractor trailer in Jamestown, N.C.

“While others started calling 911, I started performing an assessment of the accident,” said Pyle, a recruiter with Winston-Salem Recruiting Company, N.C.

He first talked to the truck driver to make sure he was fine. The driver said he was okay and told Pyle the load on the truck was neither lethal nor chemical.

Once it was determined there was no harm to the public, Pyle continued to assess the rest of the scene. When the firefighters showed up, he walked to the front of the train to further evaluate damages.

“I noticed that the window to the engineer’s room had been destroyed,” said Pyle, who then checked a front door to the train to try and gain access, but it was locked.

Pyle then went to the back of the engine car to see if he could check on the engineer’s status. This door was unlocked, allowing Pyle and one of the firefighters to enter the train.

“The engineer was no longer in the cabin, so I proceeded to the main cabin and found him there complaining of neck, face and back injuries,” said Pyle. “The firefighter and I performed a medical assessment of the engineer and when he was secured, I then proceeded to check on the rest of the passengers.”

He identified two more patients who would need to be transferred to the hospital for minor treatment of injuries.

As more fire and Emergency Medical Services personnel

arrived, Pyle directed them on what had already been accomplished and what else needed to be done. With the train’s power shut off, the inside of the train was getting hot, posing a risk to the other passengers, who had nowhere to go for shelter. Pyle again went into action.

“I proceeded to the local library to secure a location for 60 of the remaining passengers in a cool place with access to water,” he said. “I informed the police officer in charge of how we would be able to remove passengers and where to move them so they were safe and secure.”

Pyle and the EMS team then began to relocate passengers from the train to the library by a bus provided by the Guilford County EMS, where they waited for transportation to their destination.

He credited his experience — both civilian and Army — for helping him during the rescue.

“My training stems from being a firefighter and a certified level III medic in the state of New York,” he said, adding that training throughout his tenure in the Army has made him ready to stand strong against any situation in which he may find himself.

Reflecting on the event, Pyle said his presence was happenstance.

“Our values [as Soldiers] teach us to stand in the face of danger, no matter what the outcome,” he said. “I believe that being put in unpreventable situations, in which life might be at risk, brings out the best in any Soldier.”

“I just stood where I believe anyone else in my situation would have put themselves faced with the trials placed in front of them. Putting myself in the situation that I did goes to show that Soldiers are selfless when it comes to putting themselves in harm’s way,” he said.



SGT MARCUS BURKE

NYC Recruiters Assist Community Hurricane Cleanup Efforts

Sergeant Keegan J. Waldrop, along with fellow recruiters from New York City Battalion’s Queens Company, assists with clean-up efforts of Brooklyn’s Prospect Park in the wake of Hurricane Sandy. City officials cut the fallen timber into smaller pieces while Soldiers like Keegan piled the wood at a safer location off the pedestrian paths. Recovery crews came by later to dispose of the wood.

1. Military leaders have always recognized that the effectiveness of Soldiers depends largely on what condition?

- a. Mental
- b. Physical
- c. Spiritual
- d. Moral

2. The conduct of Army Physical Readiness Training (PRT) follows the principles of precision, progression and integration. These principles ensure that Soldiers perform all PRT sessions, activities, drills, and exercises correctly, within the appropriate intensity and duration for optimal conditioning and _____ control.

- a. quality
- b. physiological
- c. psychological
- d. injury

3. Integration uses multiple training activities to achieve balance and appropriate _____ between activities in the PRT program.

- a. recovery
- b. diversity
- c. regeneration
- d. endurance

4. Soldiers are encouraged to achieve Department of Defense body fat goals: 18% for men and what percentage for women?

- a. 20%
- b. 28%
- c. 26%
- d. 30%

5. At a minimum, Soldiers will be weighed when they take the APFT or at least every six months. When may Soldiers be weighed?

- a. 24 hours before APFT
- b. Immediately before the APFT
- c. Immediately after APFT
- d. Immediately before or after APFT

6. Which of the following is NOT a component of training in the PRT System?

- a. Resilience
- b. Strength
- c. Mobility
- d. Endurance

7. The PRT System incorporates three types of training. Which of the following is NOT one of the three PRT types of training?

- a. Combatives
- b. On-ground
- c. Off-ground
- d. In-ground

8. What does the use of multiple training activities in the PRT program enhance?

- a. diversity
- b. regeneration
- c. recovery
- d. endurance

9. Performing movements with correct posture and precision improves physical readiness while controlling injuries. Which of the following is not a qualitative performance factor?

- a. Agility
- b. Coordination
- c. Flexibility
- d. Stamina

10. PRT should be conducted four to five days per week according to AR 350-1. How long should PRT sessions last?

- a. 60 to 90 minutes
- b. 120 minutes
- c. 30 to 60 minutes
- d. As determined by the leader

Want the Answers? The answer key is on Recruiting ProNet (you must be a member). Look for the Recruiter Journal Test Answer link in the left column. Start from the Recruiting ProNet home page: <https://forums.army.mil/secure/communitybrowser.aspx?id=51486>.

Do you know how to post in Recruiting ProNet? Check out the tutorial, "Recruiting ProNet How-to Guide;" it's available in the Recruiting and Retention School-Forward SharePoint site. To get there, type SPAN in your browser's address bar and hit enter. Look in the lower right corner under USAREC Staff and click on "RRS-Forward." On the RRS-FWD home page, click "Document Center" and look for the title in the "Relevant Documents" pane.

Partnership for PaYS Success[®]

New Partners

452 - City of Coronado - Southern California Bn - The City of Coronado is an affluent city located in San Diego County, Calif., with a population of 24,697. The city has several job opportunities for PaYS Soldiers ranging from engineering technicians, 911 telecommunication operators, IT and computer specialists, human resource, seasonal employees and law enforcement.

453 - Thompson Metal Fab Inc. - Portland Bn - Thompson Metal Fab, Inc. is a veteran owned company and COI for Portland Battalion. Their facility features 374,000 square feet of indoor fabrication space and 12 acres of assembly and fit-up yard outdoor space. They specialize in medium to heavy structural steel and plate fabrication — covering most modern steel alloys. Positions include administrative, shop, paint and maintenance positions.

454 - P. I. & I. Motor Express - Cleveland Bn - P. I. & I. Motor Express is the nation's largest family owned and operated flatbed carrier east of the Rocky Mountains with over 900 tractors. They provide a training program for 88M veterans and will help them obtain a CDL. They have terminals in Pennsylvania, Indiana, Michigan, Illinois, Ohio, Oklahoma, Texas and West Virginia.

455 - Monarch Beverage Company - Indianapolis Bn - Monarch Beverage Company successfully transports 6,400 cases of beer and wine from their Indianapolis distribution center throughout Indiana. They will offer positions in sales, recruiter, truck driver, manager, delivery driver, accountant and warehouse work.

456 - Dee Zee Inc. - Minneapolis Bn - Dee Zee, Inc. has been a staple brand in the truck accessory market since 1977. They are trusted to support the biggest names in the auto industry as their Original Equipment Manufacturer on a variety of products. Products include accent bars, bed mats, floor mats, front bed caps, grill guards, hood shields, mud flaps, rider trailers, running boards, side bed caps, side moldings, side rails, and tailgate protectors.

457 - Corpus Christi Police Department - San Antonio Bn - Corpus Christi Police Department is a sophisticated police force with extensive career options in the uniform patrol division comprised of traffic, gang and four patrol districts. They seek veterans for entry level positions in all divisions.

458 - Cliff's Natural Resources Inc. - Cleveland Bn - Cliffs Natural Resources Inc. is an international mining and natural resources company and ranks No. 477 on the Fortune 500 list. The company is a major global iron ore producer and a significant producer of high-and low volatile metallurgical coal. They have career opportunities in automotive & diesel mechanics, business analyst, electrical engineer, electrician, maintenance technician, geologist, and human resource business representatives.

459 - Groendyke Transport Inc. - Oklahoma City Bn - Groendyke Transport, Inc. hauls bulk cargo throughout North America with a fleet of 1,050 tractor trailers. The company operates from a network of more than 30 terminals, primarily in the southwestern and mid-western US. They offer quality employment opportunities for mechanics, truck drivers, logistics, dispatchers and administration.

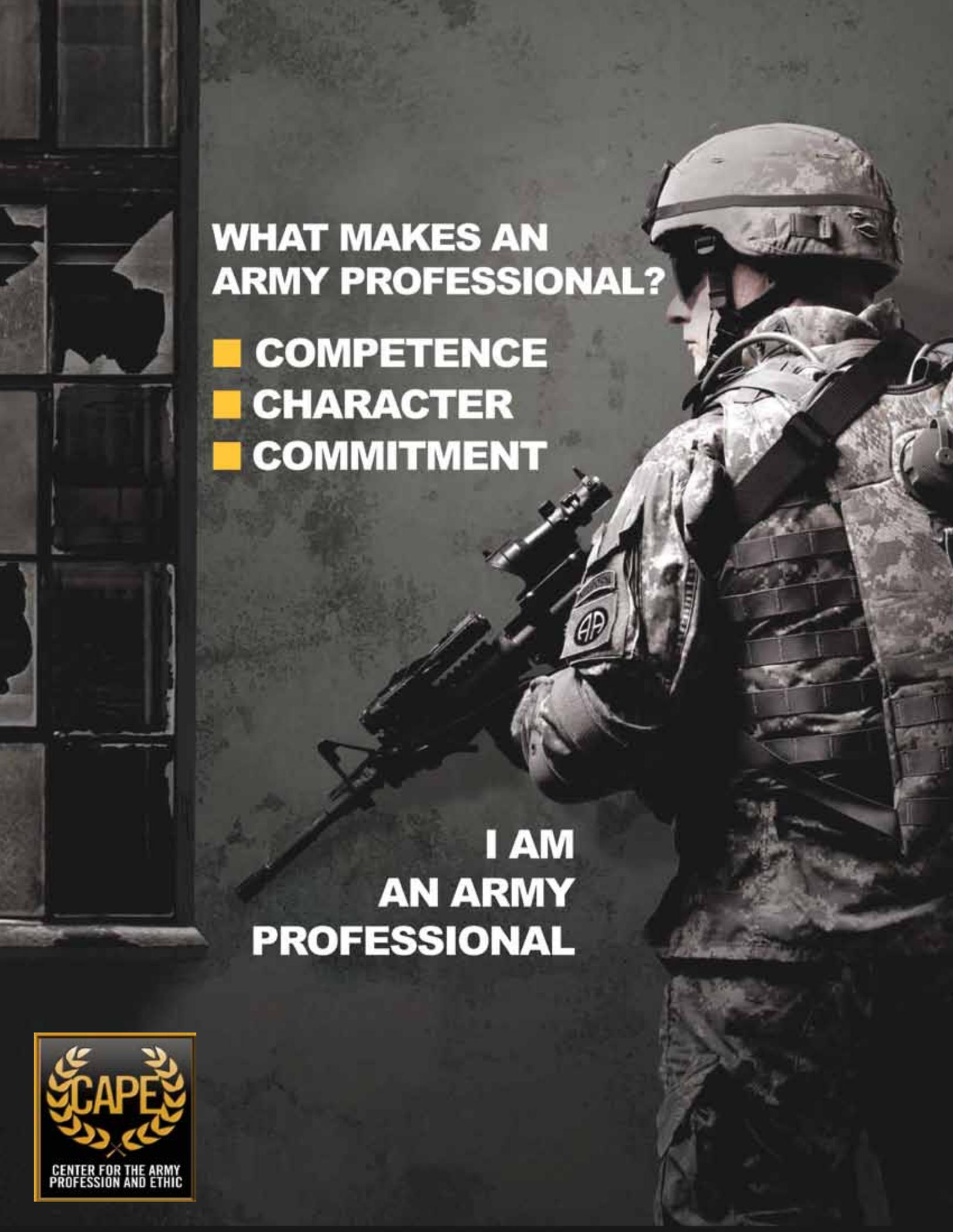
460 - GE Healthcare - Milwaukee Bn - GE Healthcare provides transformational medical technologies and services that are shaping a new age of patient care. Their broad expertise in medical imaging and information technologies, medical diagnostics, patient monitoring systems, drug discovery, biopharmaceutical manufacturing technologies, performance improvement and performance solutions services help their customers around the world. They offer career opportunities for RA/AR enlisted Soldiers and ROTC cadets with a medical background.

461 - EAN Holdings - Portland Bn - EAN Holdings, LLC does business as Enterprise-Rent-A-Car. It maintains a fleet of about 714,000 vehicles from more than 7,000 locations. More than 90 percent of its car rental business comes from customers in their home cities, as opposed to travelers. In addition to its primary car rental operations, Enterprise leases vehicles and manages fleets for other companies, rents trucks from more than 90 locations, and sells used cars. There will be numerous nationwide opportunities.

462 - Summit County Sheriff's Office - Cleveland Bn - Summit County Sheriff's Office is an urban county located in Akron, Ohio. The 439 sheriff's officers ensure the safety of the county, population of 541,781. The Sheriff is an Army veteran who wants to hire veterans as deputies for three divisions; administration, operations and corrections.

463 - Northeast Ohio Health Science & Innovation Coalition - Cleveland Bn - NOHSIC is a 501(c) (3) non-profit comprised of hospitals and healthcare systems in Ohio that support the development a healthcare workforce pipeline. Founded in 2006 by Cleveland Clinic, Louis Stokes Cleveland VA Medical Center, The MetroHealth System, Southwest General Health Center, EMH Healthcare, Summa Health System and University Hospitals. The combined systems represent 55 percent of all healthcare workers in the region with 75,000 employees out of the estimated 137,000 healthcare workers.

www.armypays.com/
www.facebook.com/armypays



**WHAT MAKES AN
ARMY PROFESSIONAL?**

- **COMPETENCE**
- **CHARACTER**
- **COMMITMENT**

**I AM
AN ARMY
PROFESSIONAL**



**CENTER FOR THE ARMY
PROFESSION AND ETHIC**