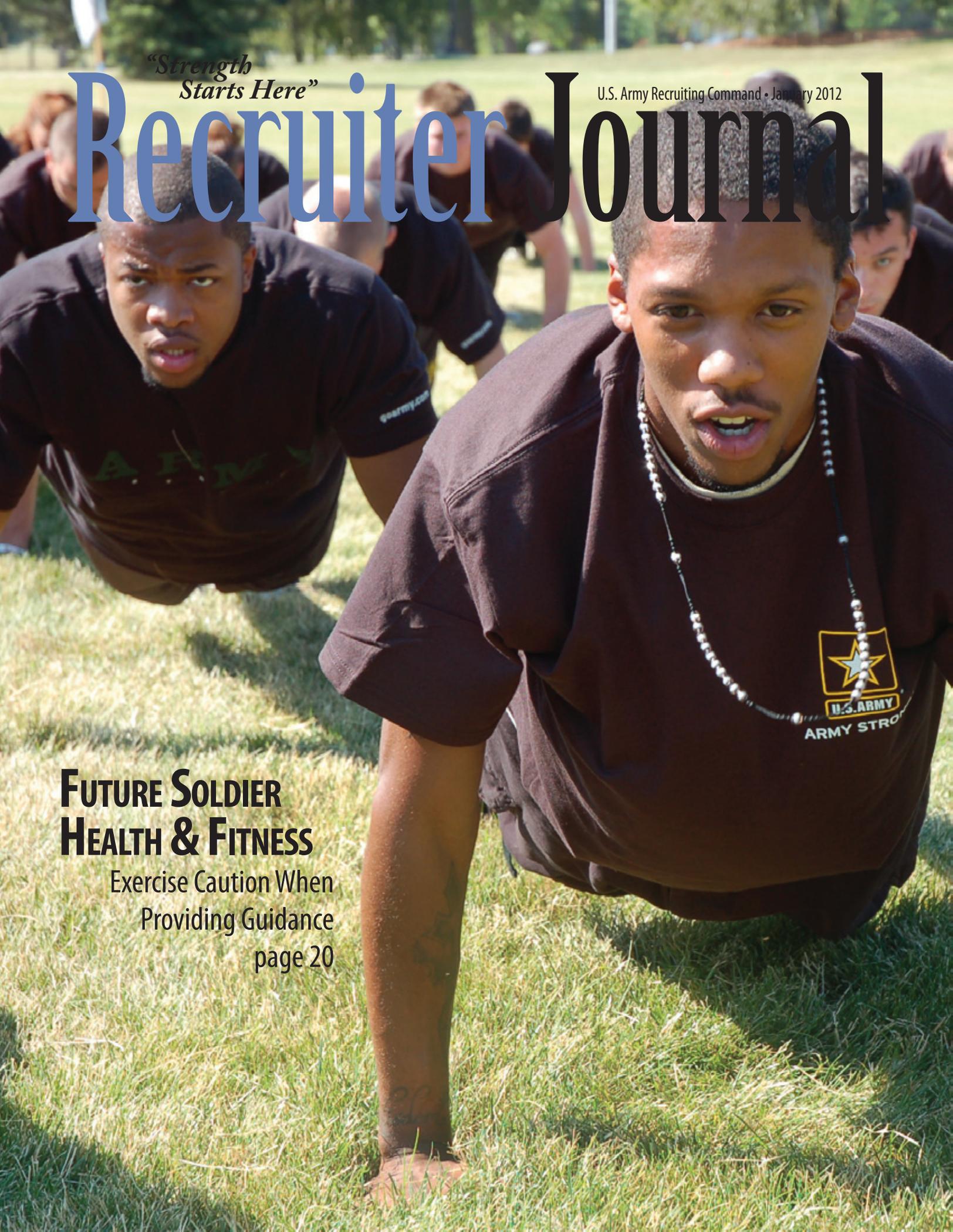


*"Strength  
Starts Here"*

U.S. Army Recruiting Command • January 2012

# Recruiter Journal



## **FUTURE SOLDIER HEALTH & FITNESS**

Exercise Caution When  
Providing Guidance  
page 20

PHOTO CREDITS CLOCKWISE FROM LEFT: FONDA BOCK, ASSOCIATE EDITOR; BILL IRWIN, HARRISBURG BN; THOMAS ROSSITER, PORTLAND BN



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**ON THE COVER:** Future Infantryman Pvt. Dasean Mitchell and fellow Detroit Metro Future Soldiers conduct physical fitness training. Photo by Kenneth Jacobs, Great Lakes Bn. **BACK COVER:** Drill Sergeant Sgt. 1st Class Tim King and DS candidate Sgt. Michael Storeman, from C Company, 1st Bn, 417th Bde, demonstrate proper exercise technique Dec. 10 during Harrisburg Company's Mega Future Soldier Event. Photo by Christine June.

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# Recruiting the Highest Quality Applicants

**H**appy New Year to the entire USAREC Team! I trust everyone had a great holiday season, enjoyed a well-deserved break and took advantage of every opportunity to spend time with families and friends. I also hope everyone in the USAREC Family appreciates how blessed we are as a Nation. Despite the various challenges we may have, we still enjoy tremendous freedoms in this country. We must never take them for granted, and we should never forget that protecting those freedoms and our way of life is the foundation of our service.

The unwavering belief in our values as an Army and a nation and the sincere desire to make a difference are qualities we seek in the men and women we recruit today. We must only attract the very best to wear this uniform. As we know, we serve in a critically important profession — the Profession of Arms. Soldiers routinely engage in challenging tasks and must react to uncertainty; on some occasions placing their lives in peril. The service they provide and the sacrifices they make — risking life and well-being for the greater good — are truly extraordinary. It is critically important that those who join the team possess the necessary qualifications and a genuine desire to serve their Nation. We need extraordinary men and women — and extraordinary Families willing to accept the sacrifices inherent in serving one's Nation.

No doubt every Soldier we recruit is fully qualified to serve. But today we recruit in an environment conducive to recruiting. Economic conditions and reduced missions make it extremely competitive to become a Soldier, and we must ensure we are identifying and selecting only those who possess the necessary skills and attributes. Simply put, we will recruit the best ... IF we continue to establish, expand, and sustain productive relationships with centers of influence and the American public.

I am extremely proud of this command's accomplishments over the past couple of years toward that goal. In Fiscal Year 2011, we recruited the highest number of individuals with high school diplomas since 1992, we accepted the lowest number of waivers since the 2006 Defense Department policy change, and achieved unprecedented precision in medical recruiting by closing a record number of specialties. But we can't lose the momentum.

Next month I'll continue the discussion of my FY 12 focus areas by talking about expanding our presence and maintaining mutually beneficial relationships in high schools. All 10 focus areas will be interwoven throughout our Annual Leaders Training Conference next month, as well your upcoming annual battalion training events, with special emphasis on Small Unit Recruiting.

While we had to delay our annual training events due to recent changes in the approval process, we are now able to move forward with our plans. However, I'd like to reiterate that we must execute all our events as productively and efficiently as possible; attendees must clearly understand their objectives and properly prepare for each conference and event. We must not squander these very valuable training opportunities. In addition, it is highly recommended that as a command we look ahead through the rest of the year to identify those training conferences and events that require TRADOC or higher-level approval and begin developing request packages as soon as possible in order to execute on time. Bottom line: We must be good stewards of the nation's resources in every aspect of our operation. Again, thank you and your Families for ALL that you do in support of a great Army and our country!

Army Strong!



Maj. Gen. David L. Mann

## Meritorious Promotions Not Tied to Master Recruiter Badge

The USAREC Command Sergeant Major is hosting the Fiscal Year 2012 Meritorious Promotion Board this month to select Regular Army and Army Reserve (AGR) Soldiers for meritorious promotion to staff sergeant and sergeant first class.

With the USAREC incentive award program change, meritorious promotions are no longer tied to earning any individual awards (Gold Recruiter Badge, Recruiter Ring, Morrell Award or the Master Recruiter Badge). The board will select individuals for promotion based on the whole-Soldier concept.

The command may promote up to 10 NCOs in each category (1. RA 79R staff sergeant to sergeant first class 2. RA Detailed Recruiter sergeant to staff sergeant 3. AGR 79R to either staff sergeant or sergeant first class) — one per brigade and the remaining four to the best qualified NCOs. Selected nominees will be promoted after the FY 11 promotion list has been exhausted.

## Commanding General's Reading Lists

### CG's Required Reading List

1. Who Moved My Cheese, by Spencer Johnson
2. Future Soldiers and The Quality Imperative: The Army 2010 Conference, Chapter 2, by Dr. Curt Gillroy and Chapter 15, by Robert Phillips & Maxwell Thurman
3. The Resilience Factor, by Karen Reivich & Andrew Shatte'
4. The Tipping Point, by Malcolm Gladwell
5. Sources of Power, by Gary Klein
6. FM 5-0: The Operations Process
7. Crucial Confrontations, by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler

### CG's Recommended Reading List

1. Small Unit Leadership: A Commonsense Approach, by Col. Dandridge Malone
2. Blink: The Power of Thinking without Thinking, by Malcolm Gladwell
3. Jack: Straight from the Gut, by Jack Welch w/ John A. Byrne
4. The 21 Irrefutable Laws of Leadership, by John C. Maxwell
5. Winners Never Cheat: Everyday Values We Learned as Children (But May Have Forgotten), by Jon M. Huntsman
6. Leadership Lessons of Ulysses S. Grant, by Bill Holton
7. Virtual Leadership: Secrets from the Round Table, by Jaclyn Kostner
8. Winning Every Day: Game Plan for Success, by Lou Holtz
9. First, Break All the Rules, by Marcus Buckingham & Curt Hoffman
10. The Fall of Advertising and the Rise of PR, by Al & Laura Ries
11. Good to Great, by Jim Collins
12. 101 Strategies for Recruiting Success, by Christopher W. Pritchard
13. Outliers, by Malcolm Gladwell

## Do You Have an Idea to Share With the Command?

Recruiting Command's Excellence in Innovation program continues to capture ideas, best practices and innovation from across the command. Your ideas will refine and improve specific areas in recruiting and be shared with the entire command as well as possibly effect change in doctrine and policy. Every month a new theme will be the topic for recruiters and station commanders to submit their thoughts and best practices

The December idea of the month (teamwork) is from Staff Sgt. Olga Correa-Seda of Tampa Battalion's Clermont Recruiting Station. To view the innovation of the month or submit your own, visit <https://forums.army.mil/SECURE/CommunityBrowser.aspx?id=1611543&lang=en-US>.

## Future Soldier Training System (FSTS) Redesign Beginning This Year

The Future Soldier Training System (FSTS) is being redesigned this year. Feedback from Future Soldiers and recruiting personnel identified a need to update the system. Because of the age and technology involved in the original FSTS, a complete redesign has been initiated.

The current FSTS will continue to be maintained and updated as problems arise, so Future Soldiers should continue to use the FSTS as directed.

The new system will be fielded in stages through Fiscal Year 2013. The multi-stage deployment process will allow Future Soldiers to have continued use of the FSTS while the new FSTS is being developed.

Users should experience no interruption of service or loss of data during the system deployment.

The new FSTS will include a section for mandatory training in addition to the training cycle training currently available.

The FSTS will also automatically populate data onto the UF 1137, Future Soldier Pre-Execution Checklist.

Recruiters should inform Future Soldiers of the ongoing FSTS modifications and inform them to remain in communication with the Future Soldier Center (FSC) for updates.

Reference USAREC Msg 12-049.

## Work Hour Policy

Although commanders have the ability to adjust work hours based on mission requirements associated with the local market and personnel availability, the standard duty day will end at 5 p.m. Monday through Friday. The battalion commander must approve Soldiers working after 8 p.m.

For the complete policy, reference CG Command Policy 54-11.

## Pocket Recruiter Guide

There is an October 2011 update to the 2011-12 Pocket Recruiter Guide online at <http://issuu.com/jbobick/docs/usarecpocketguide11-12update>. There will be no printed update until 2013.

# Take Pride in USAREC

Happy New Year, Team! Over the past few months I've talked about the importance of keeping the best and brightest noncommissioned officers in this command to guide us into full Pinnacle implementation in the years to come. I have also discussed the need for leaders to teach, mentor and coach all their Soldiers to both ensure they are successful and identify talent and leadership potential in the command.

What I did not talk about, however, is the pride every one of us should have in our command, in the work we do every day telling the Army story across the nation and for the role we play in providing the strength of the Army. USAREC has such a critical mission for our Army — I hope every one of you understands that. Do not confuse your proximity to danger with your importance to our Army and the nation.

The success of today's Army — and its future success — can be directly attributed to the members of this command. Our motto is "Provide the Strength of the Army," because that's what we do. The Army is people, and those people start the process of becoming professional Soldiers here with us. Whether they walk into a station, listen to a briefing, call you on the phone, stop by a booth, participate in an event or meet you during a school visit, they start the accession process with a member of our team.

So many things have changed since this command was formed in 1964 and we began recruiting an All-Volunteer Force in 1973. Many of those changes have been in tangible "things" — the cars we drive (I was happy to see the departure of those lime green GOVs), the massive filing cabinets full of paper packets, cumbersome JOIN (Joint Optical Information Network) systems, Wang computers with a whopping 10MB hard disk, and rotary phones. The Recruiter Ring — first awarded in 1978 — has come and gone, as have individual production-based awards. We've physically moved the command headquarters twice and restructured subordinate units countless times.

We've also changed our theory, doctrine and processes — think platoon sergeants and Recruiter 2000 to fusion cells, and team recruiting concepts. We've revised the way we approach the Army Interview, moving away from a sales conversation toward developmental counseling.

We continue transforming the way we operate today, as we



Command Sgt. Maj. Todd Moore

**“ Do not confuse your proximity to danger with your importance to our Army and the nation. ”**

implement Small Unit Recruiting. It's a continuous evolution to ensure USAREC remains relevant in whatever environment the future brings.

But what hasn't changed during all those years is the Soldiers on the front lines of America telling the Army story to students, parents, educators, influencers and the public to motivate and inspire others to wear this uniform. The need for us to tell that story hasn't changed, either; we must continue to educate America on what it means to be a Soldier and serve the nation in our Profession of Arms. I cannot emphasize enough how important that is for our Army. Our Army is only as strong as it is because of the people who serve (families included), the people we bring onto the team, and the people at home who understand what we do and support us. Take pride every day in what you do and who you represent.

Strength Starts Here!

## U.S. Army Recruiting Command

### Mission:

Provide the Strength of the Army.

### Values:

The U.S. Army's trusted ambassador to the American People — exemplifying Army Values and demonstrating the Warrior Ethos: always placing the mission first, never accepting defeat, never quitting, and never leaving a fallen comrade.

### Vision:

America's Army starts here: A carefully selected team of dedicated professionals sustaining an All-Volunteer Army ... with Soldiers and Civilians who truly embrace the Army's values and Warrior Ethos, and who understand the strategic importance of our mission. Enabled by leading edge technologies and premier recruiting practices ... we establish and maintain enduring relationships with Centers of Influence, Future Soldiers, Families and the American Public.



# Prioritizing Your Life Put Spouse First

*By Chaplain (Lt. Col.) Thomas W. Cox*

**T**his is my final article in the Recruiter Journal; I'm PCSing to a new assignment this month. Your new command chaplain is Chaplain (Lt. Col.) Scott Sherretz. It's been an honor to serve with you who have such an important mission in keeping our Army strong.

I hope the stories I've shared with you have blessed you in some small way. Thus, let me share with you the story of Thomas Carlyle who lived from 1795 until 1881. He was a Scottish writer, an essayist and a historian. In his lifetime he became one of the world's greatest writers. Carlyle married his secretary Jane Welsh. She was an intelligent and attractive daughter of a rich doctor.

After several good years of marriage, Jane was diagnosed with a slow progressing cancer. By his nature Carlyle was a hard worker, and he threw himself into his writings. Jane became bedridden. Although Carlyle loved her dearly, he very seldom found time to stay with her long. He kept busy with his work.

Jane was buried on a rainy and dismal day. Following the funeral Carlyle went back to his home and sat down in the chair next to her bed. He noticed her diary on a table; on one page, she had written a single line. "Yesterday he spent an hour with me and it was like heaven; I love him so." Suddenly it dawned on him. He knew she cared but he never realized the depth of her love. He had been too busy to notice how much he meant to her.

On another page Carlyle read some words that broke his heart.

"I have listened all day to hear his steps in the hall, but now it is late and I guess he won't come today."

He ran out of the house. His friends found him at the grave, his face buried in the mud. He kept repeating over and over again, "If I had only known, if I had only known." Historians say he lived another 15 years, never wrote again and lived a weary, sad life as a recluse.

The Apostle Paul tells us to love our wives as we love ourselves (Ephesians 5:28). We will have a lot fewer regrets that way.

Remember: Be encouraged, God is in control.

# Teens represent USAREC in Army Youth Forum for 1st Time

By Lisa Mathews  
5th Medical Recruiting Battalion

This past summer Aimee Rodriguez and Hannah Horner, whose fathers were assigned to the 5th Medical Recruiting Battalion, paved the way for USAREC teens to participate in the Army's Youth Leadership Forum (YLF), which gives teens the opportunity to raise, discuss and prioritize issues of concern to them.

Formed under the Installation Management Command Child, Youth and School Services, the primary purpose of the YLF is to foster the growth of the Army Teen Chain of Communication and Teen Information Forum (TIF) process.

Similar to the Army Family Action Plan — a yearly conference held at each post to address issues and concerns involving the installation community — the TIF process ultimately feeds teens' issues of concern to teen panels held at various levels of command. Eventually, these issues are briefed to senior Army leadership and may result in changes for Army teens around the world.

An additional function of the YLF is to afford youth participants various opportunities to develop leadership abilities, learn about and benefit from service opportunities, and engage in challenging collaborative experiences. The program enables youth to develop skills that foster their success as contributing members of their communities.

Previously the program was only open to garrison teens selected from installation youth programs. When it was opened this year to teens in Accessions Command, Rodriguez and Horner seized the opportunity to participate.

Rodriguez, 14, attended this year's West YLF in Rock Springs, Kan., July 18-23, where she enjoyed participating in outdoor activities including horseback riding, archery, skeet shooting and swimming.



Sergeant 1st Class Jose Reyes and daughter Aimee Rodriguez

She said she really benefitted from getting to know other Army teens. Before she attended, she said she was somewhat shy when it came to meeting new people; however, because the other Army teens were all so welcoming, she now feels better prepared to step out of her comfort zone and approach people more easily.

Her father, Sgt. 1st Class Jose Reyes, formerly of the Dallas Medical Recruiting Station, attended the forum with her. He said it was a great experience to share with his daughter. He believes she benefitted from being exposed to the resiliency often found in military children, and believes it will help her better adjust with meeting new people now that they've moved to Hawaii.

Seventeen-year-old Horner attended the East Region YLF in St. Simons Island, Ga., Aug. 1-5.

In addition to kayaking, swimming and participating in the ropes challenge, Horner had a positive experience at the Magnolia Manor Elderly Home where she interacted with elderly residents.

While she said the TIF process could

have focused more on teen issues within Accessions Command, she really liked the fact that the entire event was led by the teens — Junior Advisors who were selected to plan and lead the event.

According to Horner, this type of forum really made the event youth centered, providing a more enhanced leadership development opportunity for the teens. After the forums, both young women briefed 5th Medical Recruiting Battalion Commander, Lt. Col. Carlene Blanding. They both highlighted their respective YLF experiences and discussed their individual TIF issues submitted to the forum prior to attendance.

Rodriguez presented her idea to have a social media forum for teens, and Horner suggested implementing youth support groups in public schools to facilitate information sharing and to support military teens during transition to new communities.

Horner also volunteered to spearhead the development of a 5th MRBn Titan Teen Program — currently underway — where teens can use email and other social media to share information and ideas.



Lisa Mathews, 5th Medical Recruiting Battalion, and Hannah Horner

# Virtual Recruiting

USAREC G3 Social Media Division

With 98 percent of online 18- to 24-year-olds using social media as a communication medium,\* it is essential to be active on social media networks in order to most effectively reach the target market, as well as Future Soldiers and their families.

Recruiting Command's Virtual Recruiting and Social Media Center (VRC) provides support for and expands the reach of recruiters nationwide through phone calls, emails, online chat rooms and, most recently, social media.

The Future Soldier Center and Future Soldier Family Facebook pages were created as the center's primary social networking presences. Maintaining connection and communication are critical to strengthening commitment and preparing Future Soldiers and their family members for Army life.

Out of 27,396 Future Soldiers surveyed by the VRC, 81.8 percent use Facebook. The target audience not only uses Facebook, but digitalbuzzblog.com reports 48 percent of 18- to 34-year-olds check Facebook when they wake up, with 28 percent checking it before they even get out of bed. Since the target audience is on

Facebook, VRC staff members are on the site 8 a.m. to midnight six days a week.

Started in March 2011, the Future Soldier Family Facebook page has more than 7,000 fans. More than 9,000 fans interact with the page in a month. Family members of Soldiers have become very active on the Future Soldier Family Facebook page, conducting their own discussions and talking to each other to share experiences and provide support. Page comments number more than 20,000 a month.

The VRC's social media efforts also include monitoring several Army Facebook pages — including the U.S. Army, Go Army, USAREC Headquarters and U.S. Army Reserve pages — and responding to any enlistment or recruiting-related posts/questions. With prior service members, former recruiters and family members working as social media representatives, the VRC team provides accurate responses based on their wealth of shared knowledge and experience.

In addition to more effectively reaching the target audience, the use of social media has created unique communication opportunities.

During the devastating storms in Joplin, Mo., for example, the VRC was able to transmit messages to Future Soldiers from the battalion commander and ensure contact between Future Soldiers and their recruiters was not lost during that time.

A pilot project with TRADOC's deputy commanding general for initial military training enables the use of real-time pictures and updates from basic combat training Soldiers. Using a cell phone, drill sergeants and Soldiers in training take pictures during BCT and instantly post them to the Future Soldier Center page. Soldiers post messages like, "Future Soldiers, what do you think may present a challenge for you on a foot march?" These messages lead to discussions among Future



Soldiers and allow for interaction with Soldiers in training. Family members have also been excited about the project, looking for their Soldiers in the posted photos.

Senior leaders have also become actively involved in the pilot. Training battalion commander Lt. Col. John Allen's posts — focused on BCT preparation, physical training and leave information — are extremely popular with Future Soldiers and their family members. A comment on one of his posts about holiday leave shows how much of an impact the posts have: "Thank you, sir. ... I find myself looking for your updates here!"

Live, firsthand updates of BCT could not be shared with thousands of Future Soldiers and family members, and the public, in such a way without social media. (See sidebar article for additional information about the pilot.)

The VRC maintains multiple social media presences to reach recruiting audiences in different ways. Video demonstrations of topics like "how to pack for BCT" on

John R. Allen

For those Warriors shipping to Basic Training between November and December are you aware that Basic Training and the Training & Doctrine Command (TRADOC) stop training on or about 15 December 2011 through 3 January 2012 in order to provide drill sergeants, cadre members and Soldiers in Training (SITs) an opportunity to take leave over the Holidays? Are you aware that you may receive a \$700.00 advance pay so that you can purchase airline, rail or bus tickets home? If not...watch this site for Fort Jackson updates and or contact your recruiter for more details. I'll be pushing information for those shipping to Fort Jackson. R, LTC Allen

Like · Comment · 16 hours ago

Stephanie Pham and 3 others like this.

**Brian Wright** Thank you for letting us know LTC Allen! Much appreciated!  
17 hours ago · Like

**Zachary Robinson** Thank you Sir. I will leaving for Ft. Jackson in a little less than 2 weeks. I find myself looking for your updates here. Again, Thank you  
17 hours ago · Like

**Roger Trujillo** That's extremely helpful. I was worried i wouldnt start receiving my pay until exodus passed, and wouldnt be able to go home..  
11 hours ago · Like

**Roger Trujillo** I have a question if we only take a few days off for exodus and then come back, then we will only be in the hole for those few days we were gone? or do you have to go for the entire to weeks or not go at all?  
11 hours ago · Like

# Warrior Chat:

## BCT Soldiers Connect With Recruits

By Cursha Pierce-Lunderman  
Fort Jackson Leader



Photos like the one above, as well as of Soldiers engaging in various training events, are posted throughout BCT training cycles. In addition, the Future Soldier Center page posts videos of Soldiers in training and on topics like “how to pack for BCT.”

the Future Soldier YouTube channel give Recruiting Command a more personal and helpful way to send information to Future Soldiers.

While return-on-investment is difficult to measure in social media, USAREC efforts have been successful in generating exposure and communicating with the target audience. Online chat and email have touched more than 4 million people over an 11-year existence, while messages posted to the Future Soldier Center Facebook page were viewed a total of 4 million times in the month of September alone. While this statistic does not show the actual number of people who read VRC messages on Facebook, it does reveal the huge expansion potential of recruiting messages through the use of social media.

\* Source: Oct. 9 consumer research report conducted by Experian Simmons

Civilians get a peek into the mysterious life of a Fort Jackson Basic Combat Training (BCT) Soldier, thanks to a USAREC partnership with a Fort Jackson, S.C., training unit. As part of the Future Soldier Training Program, five graduating Soldiers from the 3rd Battalion, 60th Infantry, took to a chat room Nov. 17 to field questions from 100 recruits scheduled to attend BCT at Fort Jackson.

The experience is an extension of the Recruiting Command’s current Future Soldier Chat Room, which allows recruits to participate in an online chat. The Nov. 17 chat allowed recruits to type in questions from their locations throughout the country.

BCT Soldiers then answered those questions via live video feed from the 193rd Brigade headquarters. Recruits asked a full range of questions from, “What kind of clothes should I bring?” to, “Are the drill sergeants mean all of the time?”

In addition to the live video chat, those same Soldiers have also been using social media to reach out to recruits throughout the training cycle.

“First Sgt. Scott Giese is a recruiter, and he asked us to be a part of this pilot program with USAREC to give recruits a look at what training will be like for them,” said 3rd Bn, 60th Inf, Command Sgt. Maj. Ron Newman. “Five Soldiers were able to tweet and post Facebook statuses as part of the program to say what they were up to. We are hoping to expand it and allow drill sergeants and other cadre to send updates to give a full picture of the training environment.”

Colonel Drew Meyerowich, brigade commander, was able to screen questions before they appeared on the Soldiers’ screens to prevent repetition and ensure variety.

“This was a good time,” Meyerowich

said afterward, though he said some of the questions were unexpected. “They asked a lot of questions about dealing with racism and discrimination, and we don’t even deal with that here.”

Private Andrew Regnier, one of the BCT Soldiers who participated in the chat, took the opportunity to explain the feeling of solidarity in training with recruits who worried about racism in training.

“Everyone here is a Soldier and if you discriminate, then this isn’t the place for you,” Regnier told recruits. “Don’t come here thinking that you’re better than anyone else, because we’re all a team and we work together here.”

Soldiers encouraged the future warriors to come ready to have fun and understand that drill sergeants are there to help Soldiers succeed and graduate.

“Train as much as you can at home and know your Soldier’s Creed, because it’s more than just words, it is who you are,” advised participant Pvt. Lisa Sims. “Know that you will get yelled at no matter what you do on that first day, because they expect you to do your best always and just be ready to embrace the suck.”

The battalion’s staff members said they selected their best to represent Fort Jackson during the chat. BCT participants agreed the video chat was a valuable experience and something they wished they had as recruits.

“This would have been great to see when I was a recruit,” said Pfc. Stephanie Rodriguez. “Just to hear the experience of someone who didn’t go to basic training 15 years ago and learn what to expect from people who just did it would have been encouraging.”

Other Soldiers recognized the importance of their selection as a reward for outstanding performance during BCT.

“I just wanted to let people know to give 110 percent in everything they do here,” said Pvt. Arshud Shiggs. “When I came, I was really nervous but knew I had to give it my best, and now that I have, I’m glad my command chose me. It was truly an honor to do this.”

# What's All the Talk About

# STEM?

Science • Technology • Engineering • Mathematics

By Mark Mazarella

Harrisburg Battalion Education Services Specialist

Just when you thought you had all the acronyms nailed down, here comes another one: STEM! Over the past few years, STEM — which stands for Science, Technology, Engineering and Math — has become a household word in the education community.

As you might have noticed, STEM has recently found its way into the military vocabulary, as well. In July 2009 the Department of Defense established the STEM Development Office at the Pentagon. The organization, headed by the deputy director for Defense Research and Engineering, includes a board of directors comprising more than 90 military and civilian leaders from across DoD “who are committed to creating world-class STEM capabilities for DoD and the Nation.” This “STEM think tank” recently published the DoD STEM Education and Outreach Strategic Plan 2010-2014. The plan establishes DoD’s vision to “develop a diverse, world-class STEM talent pool for DoD that will also benefit the nation.” According to the strategic plan, DoD’s investments will focus on “building STEM skills and abilities, improving high school graduation rates, and increasing the percentage of STEM college graduates by 2020.”

So why do we care about STEM and what are the implications for USAREC?

Placing emphasis on STEM is important for two reasons. First and foremost, due to a combination of factors that includes staggering high school dropout rates, the decline of the intact family unit, an underfunded public education system struggling to attract and retain quality teachers, and fewer college-bound students pursuing science and engineering, as a nation we are at risk of losing the technological edge that has defined the United States for decades. Simply put, other nations are producing more scientists and engineers than we are. This not only has obvious economic implications, but also presents a risk to our national security and military superiority.

The second reason is to dispel the myth that the Army is a “low-tech” organization.

As a recruiter, what role do you play in DoD’s STEM strategy? It has been said the Army’s “Strength Starts Here” with USAREC. As a professional Soldier and recruiter, you not only play an important role in inspiring young men and women of

promise to step up and serve our nation, but you are also a role model. You possess the ability to inspire young people to stay in school, graduate, and give themselves options to realize their potential as productive citizens — whether they choose a path of military service or not. You also have the ability to increase awareness of and inspire interest in STEM-related careers among the student population with whom you interact.

How can you help? Bring your STEM experiences into the classroom. The fact is, every Soldier is a STEM resource. Regardless of MOS, every Soldier has been exposed to state-of-the-art technologies and as a result received STEM-related training to some degree. Whether combat arms, combat support or service support, every job in today’s modern Army involves cutting-edge technologies made possible by scientists and engineers.

Combat engineers, for example, are taught to read blueprints and use geometric concepts in drafting techniques; wheeled-vehicle mechanics employ computerized engine diagnostics to troubleshoot malfunctions; artillery and air defense Soldiers use sophisticated equipment and concepts to detect and engage targets; supply technicians employ automated logistics systems to inventory, requisition and track replacement parts worldwide; MPs employ computer assisted accident reconstruction techniques; combat medics utilize 3-D imaging equipment; communications specialists use satellite communications systems to link globally; and air assault or pathfinder-trained Soldiers must understand how to prepare a landing zone, rig loads for aerial transport and calculate weight and balance computations. Science and technology is involved in all of the above.

Simply put, every Soldier has a STEM story to tell. In addition to MOS-specific STEM applications, nearly all Soldiers are exposed to technologies that include satellite-based navigation systems and infrared and laser technologies. Even the MREs Soldiers consume are the result of significant STEM-related research and development — such as caloric design, shelf life, special packaging and the self-contained, chemically-activated heater — none of which would exist without leveraging science and technology.

As a Soldier, chances are you already possess STEM experience you can bring to life in the classroom in order to help expose students to military applications of science and technology. In addition to your own story, local Reserve units can help by

# STEM Asset Ready for Recruiting

By Dan Lafontaine

U.S. Army Research, Development and Engineering Command

After several months of engineering and production work, the U.S. Army has completed its first vehicle designed for recruiting civilian scientists. The Army unveiled the Science, Technology, Engineering and Mathematics (STEM) Asset Vehicle during All-American Bowl Week this month in San Antonio. The Army demonstrated its latest technological advancements in the Army Technology Zone before the annual game.

Before the vehicle's official launch, students from seven Maryland schools had the opportunity for a hands-on look at the vehicle — a modified tractor-trailer equipped with high-definition TVs and touch-screen computers. Students explore a futuristic scenario by designing new Army technology to protect lives from civil unrest. The asset is designed to publicize STEM careers and demonstrate how civilian scientists and engineers help ensure America's national security, right along with uniformed Soldiers, said Louie Lopez, STEM outreach coordinator for the U.S. Army Research, Development and Engineering Command.

After the vehicle's unveiling, Sgt. 1st Class Matthew Oliver and Sgt. 1st Class Daniel Adam, from the U.S. Army Accessions Support Brigade's Mobile Exhibit Company at Fort Knox, Ky., will drive the vehicle across the country to STEM education outreach events.



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providing Soldiers and hands-on resources to conduct or enhance your classroom presentations. The Army's education website, [www.ArmyEdspace.com](http://www.ArmyEdspace.com), also highlights Army-sponsored STEM initiatives schools can use to raise interest and awareness, such as eCYBERMISSION and the West Point Virtual Bridge Design Contest.

In addition, DoD has 44 research labs across 22 states that provide the potential for USAREC units to further illustrate for educators and other COIs that the military is a leader in the fields of science and technology. Together these facilities employ more than 38,000 military and civilian scientists, providing the added

benefit of highlighting the many civilian career fields DoD and the Army have to offer. For information on the STEM Education Program as well as a list and description of all 44 DoD research labs, visit [www.acq.osd.mil/chieftechologist/resources.html](http://www.acq.osd.mil/chieftechologist/resources.html)

By promoting STEM-related opportunities in schools, Soldiers can illustrate the many high-tech aspects of the Army, and inspire students to pursue STEM-related postsecondary experiences — in the military, civil service, or civilian sector — to help DoD and our nation build the diverse, world-class STEM talent pool necessary to safeguard our Nation's security and ensure America remains competitive in the global marketplace.

# Army Brat, Veteran Feels Responsibility to Give Back to Army, Community

By Julia Bobick  
Editor

**A**n Army brat and veteran, the Fiscal Year 2011 Administrative Support Employee of the Year said although she has a small role in the big Army, what she does every single day to support Soldiers and Families is incredibly important and rewarding.

“If I can make life easier for just one Soldier a day, and take care of something so the Soldier doesn’t have to worry about it, I can go home at night knowing I helped someone,” said Jody Peeler, 6th Brigade secretary.

Being nominated and selected for this award is really special to Peeler. It’s about the great team of leaders, Soldiers and civilians she said she is lucky to work for and with.



Jody Peeler

“It gives me a renewed sense of accomplishment and reminds me that when you work hard, people do notice. If I could thank every single person I come into contact with every day, I would, because they are the reason I was selected for this award,” she said. “Plus, my daughter thinks it’s really cool, and she hasn’t thought I was cool for a couple of years now.”

Peeler said it’s because of the appreciation and understanding of her 11-year-old daughter, Kayle, that she is able to put forth the effort she does every day for the Army.

“She rocks!” Peeler said.

The brigade secretary since 2002, Peeler is considered a reliable, highly respected and trustworthy team player and has a reputation for accurate and timely answers, no matter the question.

The focal point for all command actions, she exhibits “leadership, dedication, attention to detail and diplomacy” daily and “possesses adept interpersonal skills which are invaluable in the fast-paced environment of the recruiting brigade, enabling her to maintain a positive outlook even when on deadline with difficult situations,” according to her leadership recommendation.

“The Army has always been a part of my life and it’s important for me to give back to an organization that has given so much to me and so many others,” Peeler said. “The most rewarding part of my job is knowing I am a part of an awesome team, who is much like my family, and we join together to take care of the Soldier.”

In addition to her job duties at the brigade, Peeler also volunteers with the family readiness group and coordinates monthly observances and morale-building events. She participates in her daughter’s soccer and school activities, as well as her church.

Peeler has also been recognized for her community support efforts with the North Valley Fellowship, receiving volunteer appreciation awards in 2010 and 2011 for feeding the homeless at the holidays and spearheading a mentorship program, “Time With Teenagers,” pairing adults with foster high school students, most who are homeless.

“It’s extremely important for me to give back to the community, I feel it’s a civic duty that I need to make a priority in my Family,” Peeler said. “Everyone needs help at some point in their lives — I know I have — whether that is a shoulder to lean on, an ear to just listen, or even just some advice. I will never forget those who were and are continually there for me. Children are our country’s future, and some of them need help; whatever I can do to help, count me in.”

Peeler also makes time for her own continued professional development, earning a bachelor’s degree in business administration in 2009 and now pursuing her executive certificate in business administration.

# Exceptional Customer Service Key for Great Lakes Employee

By Julia Bobick  
Editor

“My philosophy is simple: How would I want to be treated or my family treated if we were the ones asking for assistance? Did I provide the best customer service I am capable of providing?”

That is the way Great Lakes Battalion Human Resource Technician Timothy M. Martin approaches his job every day. It is that work ethic and dedication to Soldiers and their Families that earned him USAREC’s award as 2011 Outstanding Technical/Program Support Employee of the Year.

“Having been a Soldier myself, I can relate to the frustration they sometimes experience in getting something done for either themselves or their families. Being able to remove that frustration or at least get resolution on something for them is quite rewarding,” said Martin, who retired in January 2008 after more than 20 years in the Army and a couple of years in the Army Reserve.

Martin has consistently demonstrated “initiative, innovation, efficiency, accuracy, cooperation and dedication,” according to his battalion leadership recommendation narrative. “One of his personal core standards is found in his belief that Soldiers are never turned away, regardless of inconvenience or lack of coordination. Soldiers understand he is the subject matter expert and his ability to correct actions is among the best.”

Starting as a temporary employee in 2009, Martin worked as the battalion Soldier and Family Assistance (SFA) program manager for most of the year while the SFA was deployed. He then moved to the S1 section at the end of the year, accepted a permanent position in early 2010 and was promoted into his current position in January 2011.

Throughout most of 2011, the S1 office operated with only two of its six assigned staff. Martin was instrumental in filling the void left by the departure or recall of those staff members, acting as SFA, command secretary and as company administrative clerk for a time.

The honor of being selected for this award should be shared with everyone in the Great Lakes Battalion, according to Martin.

“It was a group effort in supporting my role within the battalion,” said Martin, also acknowledging the daily assistance from the finance and personnel support units at Fort Knox, Ky. “Without their support, I would not be able to complete my mission.”

Despite the demanding role he has taken on in the battalion, Martin is cited as being a model for balancing work and family requirements. He and his wife of 18 years, Katherine, have a daughter, Emma, born in June 2008.

“I like to say that she was my gift for retiring from the Army. She has truly been a gift to us.”

Well-known as a team player in the battalion, Martin also volunteers his time with several local community organizations, delivering food to those in need, participating in the annual “Day of Caring,” constructing sets for the local community theater group and manning a veterans information booth during the annual community fair. He also came to the aid of a neighbor incapacitated because of health issues this year, keeping up with his yard work during his recovery.

Martin said it was an honor just to be nominated for the 3rd Brigade civilian employee of the year award, but to have been selected to represent the brigade and then win at the USAREC level is beyond anything he could have expected.

“It is truly an honor, and I am humbled by the whole thing.”



Timothy M. Martin

# Albany Battalion IT Specialist Has Reputation for Going Extra Mile

By Julia Bobick  
Editor

Recruiting Command's 2011 Outstanding Program Specialist of the Year has a reputation for swiftly solving problems and doing things right — the first time.

There's no sense in incompletely "fixing" a Soldier's laptop, if he just has to come back again the next day, said Rick Dunklee, Albany Battalion Information Technology (IT) Specialist.

"Every day is a unique challenge," he said. "You never know when you receive that next phone call what interesting computer problem you will have to unravel and fix to get them working again. There is never a boring day in the IMO office!"

The battalion's IT "go-to guy" has yet to be confronted with a technical predicament he couldn't solve, according to the battalion leadership's recommendation narrative. He always goes the extra mile — quite literally hundreds of miles and several hours across the battalion area — to help recruiters in the field.

He is responsible for more than 300 computer systems at recruiting stations, the battalion headquarters and two military entrance processing stations in an area that includes covering portions of New York, western Massachusetts, Vermont, Connecticut and USAREC's recruiting elements in Europe.

But Dunklee was no stranger to the geographic challenges of the largest USAREC battalion when he was hired in 2002 — one of his assignments during his 10 years in the Army was as the battalion's supply specialist.

Dunklee said what he finds most rewarding is being able to assist the Soldiers and Civilians assigned to the battalion, all 235 of them.

"It is always nice to have your hard work and effort recognized, but I couldn't have done it without the help of the Soldiers, Civilians and leaders of my battalion," Dunklee said. "There isn't a day that goes by that I don't call upon the resources of one of the other sections in some manner!"

Time and again, Dunklee has been recognized for his "can-do" mission-focused attitude, with his personal benchmark of responding to requests for assistance

within one hour or providing immediate assistance to telephonic pleas for help.

The Soldiers "are the reason I am here. If I were to turn them away, it would negatively affect the battalion's, then the brigade's, and finally USAREC's goal of recruiting the needed personnel to meet our [Army's] needs," he said.

He likened it to the proverbial rhyme, "For Want of a Nail."

"Except in my case, I replace the nail with a laptop ... small actions and decisions I make on a daily basis can, and WILL, have larger consequences down the line."

Dunklee said he always finds a way to get things done.

"If a fix isn't obvious at first, don't just give up ... do the research necessary to find an answer. More than likely, someone somewhere has encountered a similar problem and has a solution."

Dunklee goes the extra mile in his community, too, serving on the battalion's community project team, participating in clothing drives to assist those in need before the start of the region's harsh winter. He and his wife of six years, Stephanie, strive to pass this idea of selflessness and sense of community on to their daughters — Alexis Dykes,

11, and Julee Dykes, 14 — by being very active in their church, as well.

In September, he assisted in recovery and relief efforts in a New York community devastated by flooding resulting from Hurricane Irene.

Dunklee said his time assisting with the hurricane recovery efforts "really brought home the necessity for preparedness. You often see disasters on television, but to have one happen literally in your back yard — it was an eye opener."

He now serves as his church's emergency preparedness specialist and assists people in his church and community in preparing for emergencies and natural disasters.

"I have always been of the mindset to always be ready for whatever life throws at you."



Rick Dunklee

# Minneapolis Education Specialist Two-Time USAREC-Level Winner

By Julia Bobick  
Editor

“Lead from the front, lead by example and never forget who you serve,” is the motto of two-time USAREC Outstanding Professional Employee of the Year, Minneapolis Battalion Education Services Specialist (ESS) Dr. Susan Larson.

“For me the most singular honor — and pleasure — is to serve the recruiters in the field,” said Larson, who also won the award in 2009. “Working with Soldiers to positively change the lives of our young people and communities by being — in the words of our battalion commander — a ‘giving guest’ is immensely meaningful.”

Larson said it’s a great honor to receive the award and at the same time it’s humbling, but anything that raises the awareness of the service and value the battalion ESS brings to USAREC Soldiers and the mission is near and dear to her heart.

Understanding the essential connection between Soldiers, high schools and the mission, Larson has developed innovative and meaningful ways to get schools to welcome Soldiers, including the Red Cross CPR Initiative, according to the battalion leadership recommendation narrative. Through this project, the battalion assisted the Iowa Red Cross in fulfilling its unfunded mandate to teach CPR to all high school seniors before graduation by providing trained Soldier instructors.

The first USAREC member of the Iowa Military Education Committee, she is working to incorporate military career pathways into Iowa high school career development programs. In addition, “with her strong engagement, articulate presentations and genuine belief in the mission,” she brings “a personal and resounding emphasis to the value the Army brings to students, educators and the community,” according to her leadership.

Because of her superb communication skills and passion for the Army and USAREC, she has been instrumental in cultivating influencers, bringing on Partnership for Youth Success partners and developing greater synergy among members of the two battalion community advisory boards.

Outside the battalion, Larson tutors area students, counsels low-income students on college preparation scholarship opportunities, and gives workshops on federal resume writing and job hunting.

Her expertise has been sought by Gov. Mark Dayton — she serves as vice chair of the Governor’s Residence Committee — and Minnesota Secretary of State Mark Ritchie, who asked her to help draft proposed legislation extending tuition assistance to Soldiers working on doctoral degrees. She is a strong advocate for Soldiers completing their education and getting credit for their accomplishments.

Larson, who’s been in USAREC three years, said she likes working for the Army because “no one ever says you are too focused or too aggressive in pursuing a goal.

“I value a clear mission and the trust and confidence of my leadership to accomplish that mission with integrity, alacrity and good stewardship.”

She credits her success to the entire battalion team.

“No one succeeds or fails alone in the Army,” Larson said. “Everything we have accomplished in the Eagle Battalion has been through team effort and support. I’m very grateful for the help, guidance and support that I get from my teammates, leadership and ESS colleagues throughout the battalion, brigade, and USAREC.”

She said her success is also due in large part to her husband of 15 years, Tom Lewis.

“I couldn’t do what I do without his encouragement and active support.”



Susan Larson

# G1 Civilian Personnel Chief Focused on Helping Others

By Julia Bobick  
Editor

During a year mired with manpower shortages, hiring freezes, commandwide transformation and reduction initiatives, the 2011 USAREC Outstanding Supervisor of the Year took innovative approaches and inspired her team to achieve “more with less” to accomplish the mission. Despite the many challenges, she still considers working in USAREC the greatest experience in her career.

The USAREC G-1 Civilian Personnel Management Division chief, Peggy Clinton, is as widely known for her compassionate and giving nature as she is for her strength, dedication and tenacity in taking care of the civilian workforce.

“My parents taught me about the importance of showing kindness to others, even in the workplace. Mission is important, but a leader must be willing to react if your employee has a critical, personal need. My father taught me to have a good work ethic and honor my word. He told me, ‘Breaking your word is breaking your honor.’ This guidance has been invaluable, professionally and personally.”

Clinton said she strives every day to lead by example. She has established a positive team climate in the CPMD where employees are treated respectfully, learn from one another and grow. With staff vacancies unfilled as a result of the hiring freeze, Clinton realigned the office workload and created professional development and temporary promotion opportunities as a motivational tool for her staff.

“I’m proud of the way my team accepted new challenges as I restructured CPMD over the past year,” Clinton said. “I noticed a tremendous amount of growth in my employees as they assumed new responsibilities, often taking them out of their comfort zones. The work they completed in preparing for the projected USAREC transformation directly impacted CPMD’s ability to immediately react to decisions.”

Clinton, who has been the USAREC Civilian Personnel Officer and CPMD chief since 2010, said her team’s greatest challenge of the year was working through Department of the Army and Training and

Doctrine Command hiring suspensions, which greatly influenced recruitment efforts. In addition, she said, “USAREC transformation required that vacancies be carefully evaluated to determine which could be released or needed to be held for possible placement opportunity.”

“My team and I strived to maintain the integrity of the command’s civilian personnel management program, which is extremely important to me,” said Clinton, who has been working in various civilian personnel and human resources management positions for the federal government since 1995. “I appreciated that employees

in my office have the expertise and desire to assist the civilian workforce, specifically by ensuring that impacted employees are treated fairly and consistently. I am fortunate to have employees who genuinely care about the civilians in this command.”

Because of her technical skill and expertise, Clinton was selected as the USAREC civilian human resource adviser on the Accessions Command inactivation tiger team and Workforce Management Working Group, according to G1 leadership. Her award recommendation narrative cites her as “the command’s civilian human resource expert ... highly regarded by her peers, coworkers and employees.”

“I have the privilege of working with extremely talented

USAREC professionals who provided me with invaluable advice and guidance that assisted me in the performance of my duties. Most importantly, I give credit to my team for my nomination, as they supported me each day in the accomplishment of the CPMD mission.”

Clinton’s contributions extend into the local community, where she is active in her church, the local animal shelter, and the Big Brothers-Big Sisters program.

“It’s important to appreciate our blessings and never forget how far we’ve come in life,” she said. “My faith is the foundation in my life, and I feel it is my spiritual obligation to serve others. I like making the life of the elderly a little more pleasant and easier, impacting a child’s life in a positive way, and assisting with placement of animals where I can potentially keep them from a worse fate. Giving helps me focus on others, rather than focusing on myself.”



Peggy Clinton



# Big Cost Savings

## Come in **Tiny Packages**

By Fonda Bock  
Associate Editor

Over the past year a 4-pound electronic device about the size of a child's shoebox has saved USAREC millions of dollars and thousands of recruiter man-hours. The small device enables recruiters to gather fingerprints for FBI background checks on applicants before they go to the Military Entrance Processing Station (MEPS).

Part of a Department of the Army pilot initiative now called "Project Live Scan," the devices were placed in approximately two-thirds of recruiting stations last April.

"I don't think words can explain how great it's been," said Sgt. 1st Class James Alston, the Elizabethtown, Ky., Recruiting Center commander. "It's eliminated a whole lot of unneeded travel time for recruiters."

The time savings is approximately four hours per applicant, according to Accessions Command surveys. By moving the fingerprinting step to the forefront of the recruiting process recruiters know within a few days whether or not an applicant has a criminal record. By running the scans early — when the applicant commits to enlisting — recruiters don't have to waste valuable time processing unqualified applicants, as is sometimes the case when fingerprints aren't taken until the potential Future Soldier goes to MEPS.

Generally, the mere mention of an FBI criminal background check has a way of bringing out the truth, said Ronnie Creech, chief, G3 Technical Support Branch USAREC HQ.

"Most of the time, when you have an applicant who's not being completely truthful, when you get to the point where you're ready to put their hand on the machine to get a fingerprint and you tell them you're going to send it to the FBI to retrieve any possible criminal record, chances are, if they have something, they're going to tell you at that point. And if not, we're going to find out anyway."

Alston, whose center was among the first to receive the device,

estimates Live Scan has saved his recruiters about 30 man-hours a week, time now better spent engaging prospects.

"This has allowed us more time to spend in the schools and in communities, given us more face time with the public. When you have time to do that, it generates a more positive [image] for the Army. We counsel [youth] — even those who don't want to join the Army — just to give them [some] guidance and direction. Maybe later they'll refer someone to join the Army."

The program is also saving money — millions — according to Creech.

"In 2009 USAREC saved around \$1 million in one battalion's geographical area in training seat losses. Multiply that across the entire command — 38 battalions — and you're talking about millions."

There were a few growing pains early on with the program but nothing major, according to Nick Harrison, division chief for Army Recruiting Information Support System (ARISS) G3 tech support.

"We were learning the best way to build the network, how to store and transmit data to different agencies in support of the recruiters' business practices and operational needs. We had to stay within the confines of the law and couldn't arbitrarily fingerprint civilians, they had to have the intent to process and enlist. We had to learn all the things we needed to do."

Now that the kinks have been worked out, the remaining 540 stations were scheduled to receive the devices by the end of December — a year ahead of schedule.

In addition, the Department of Army last April agreed to pay for the devices as well as the early finger-printing process of all Army applicants. In exchange, DA civilian and contractor job applicants can have their fingerprints processed at a recruiting station near their homes.

The finger-printing process does not remove the requirement for recruiters to screen applicants for moral qualification. Creech emphasizes Live Scan simply provides the tool to reveal moral disqualifications before applicants process through MEPS.



Kim Soice, 3rd MRBn advertising and public affairs specialist, follows along to an exercise video. Soice and several co-workers work out together three times a week at the end of the work day.

# Making Time to *Exercise* May Be Easier Than You Think

Story and photos by Fonda Bock  
Associate Editor

**C**an you really lose weight and get fit in just 30 minutes a day a few times a week without even going to the gym as a lot of popular workout videos claim? Yes, according to a group of 3rd Medical Recruiting Battalion employees at Fort Knox, Ky.

Taking advantage of the Army Civilian Wellness/Fitness Program, the group works out together in the conference room three times a week at the end of the day to a different exercise video each time.

According to exercise scientists at the University of Florida, changing up your routine prevents boredom, keeps you mentally stimulated and prevents the body from reaching a plateau by shocking it into further development.

"It definitely works muscles you didn't even know you had, you see a difference faster," said 3rd MRBn Command Sgt. Maj. Teresa Beauchamp, who sometimes works out with the group. "The new PT test [requires us to do] military pushups where your arms are closer together. I wasn't able to do those pushups, now I can."

"I can really see my abs now, got a six pack going on," said 3rd MRB Advertising and Public Affairs Specialist Kim Soice.

Soice who credits the program with helping her to shed 10 pounds in the past few months said exercising with a group keeps her motivated.

"It's a lot easier to get in the exercise this way than trying to do it when you get home. I have a 45-minute commute, so I get up around 5:30 a.m. and it's 5 p.m. or later when I get home, depending on if I have to go somewhere after work. By that time I'm worn out, and it's just easier to talk yourself out of it."

Application trainer and safety officer Terry Wise, who's worked out to some degree his entire life, has lost 25 pounds. For him, that's just one of many benefits. Working out together has encouraged the group to commit to changes in lifestyle and eating habits, such as bringing healthy food into the office to share instead of donuts.

# me cise

“Everybody helps keep me in check because I’m a professional eater,” said Wise. “So [now] I’m a healthier eater; more importantly my endurance has gotten better. I’m a better racquetball player now because of what we do here. I sleep better and I feel like I have more energy to get through the things I need to do.

“Instead of sitting in a chair all the time, I tend to do things like stand while talking on the phone and I’ll take a quick hike up and down the stairs, rather than just being a slug, which is easy when you have a job where you sit in front of a computer and answer the phone all the time.”

Chris Millay, the S6 IMS, who doesn’t really like to go to the gym, can also cite a laundry list of benefits he’s gained from exercising with the group. For one, it helps him stay fit for doing household chores.

“Over the past several weeks I’ve been moving, lifting boxes, going up and down steps. If I wasn’t doing some type of workout, I’d just be exhausted and aching in pain. I think it’s enhanced my immune [system] and I watch what I eat, turn away from extra [helpings] and have cut back on my carbs. When you eat more carbs your body shuts down; I call it going into a food coma. Now I bring light leftovers for lunch, no more than two handfuls of meat and some vegetables.”

Everyone has seen decreased stress levels and increased esprit de corps.

“I think any time you do anything [as a group] outside of your normal job routine, you increase teamwork,” said Beauchamp. “But when someone is struggling [with an exercise] and we’re giving them the kudos to keep going, that transforms into what we’re doing every day in our jobs. You help each other [push through on] the exercise floor, in the office and all the way around — we have a great team.”

“There’s no way that leadership cannot profit from people taking advantage of being physically fit,” said Wise. “For one thing, you’re healthier, you don’t take time off, your attitude and energy levels change, and those are all positive things.”



Chris Millay, 3rd MRBn IMS, does crunches along to an exercise video.

## Civilian Wellness/Fitness Program Information

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.

### 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 be sure that anyone having an existing medical condition that would put them at risk has physician approval before participating. If the health history and written health survey indicate no health risks are present, then the person is not required to have a physical before participating. Appropriate health care provider guidance should be obtained before beginning any fitness program.

Reference USAREC CG Policy Message 44-11, Civilian Health Promotion Program. Regulatory guidance for civilian fitness programs can be found in AR 600-63, Army Health Promotion, chapter 5-2.

# PROHIBITED: Providing Weight Loss, Nutrition, Fitness Advice

By Julia Bobick  
Editor

**R**ecruiters are reminded they should never give applicants or Future Soldiers physical training, nutrition or weight loss advice — other than that which is published in the Pocket Physical Training Guide (RPI 237) and the Guide for Future Soldiers and their Families (RPI 925).

They are also prohibited from giving or advising applicants to use any pharmaceutical products to help them meet enlistment eligibility and concealing, assisting in the concealment, or advising an applicant to conceal any relevant medical information, regardless of whether or not it would be disqualifying (UR 601-45, Recruiting Improprieties Policies and Procedures, 2-3e).

Recruiters should advise all potential applicants who need to lose weight to be eligible for enlistment to seek guidance from their health care provider before beginning any weight loss or physical exercise program.

In addition, recruiters must use USAREC Form 1251 (Medical Safety Card) for the Future Soldier physical training program and physical assessments, said Victoria Sorensen, G3 Plans and Programs Division chief. The form provides recruiter with a checklist of items that should be considered and symptoms of heat injuries that may arise during the performance of fitness activities. During a recent IG special inspection of the Future Soldier Training Program, however, several company commanders, station commanders and recruiters queried said they had never heard of USAREC Form 1251.

Leaders should also ensure Future Soldiers sign USAREC Form 992 (U.S. Army Delayed PT Program Statement) before beginning any physical training or participating in any PT events. Forms must be kept on file at the recruiting station for 30 days following the event.

These policies and regulations are not meant to hinder recruiters, but to help protect both applicants and recruiters.

“It’s just normal to want to help; recruiters are typically helpful people,” said Lt. Col. Kathy Hudson, a registered dietitian in the USAREC Health Services Directorate. “When they meet an applicant who would be a great fit for the Army, but who is over the weight standard or in poor physical condition, recruiters naturally want to help. But you don’t want to end up hurting the applicant.”

Recruiters can refer applicants and Future Soldiers to the Army’s resources on nutrition and physical activity in RPIs 237 and 925, as well as online resources at [www.futuresoldiers.com](http://www.futuresoldiers.com) and [www.hooah4health.com](http://www.hooah4health.com).

“Not being dietitians, recruiters don’t want to steer anyone the wrong way or have people ask questions you don’t feel comfortable answering. You don’t know that person’s health background, their medical history, weight loss history or psychological issues that impact how they eat.”

There are a lot of fad diets out there; losing more than one to two pounds a week through a combination of diet and exercise is

## Resources

### Websites

- Future Soldier Training Program website: [www.futuresoldiers.com](http://www.futuresoldiers.com)
- Army health promotion and wellness website: [www.hooah4health.com](http://www.hooah4health.com)

### Publications:

- Guide for Future Soldiers and Their Families, RPI 925 - Issued to Future Soldiers
- Army Pocket Physical Training Guide, RPI 237 - Issued to Future Soldiers, also available at [www.goarmy.com](http://www.goarmy.com)
- USAREC Message 11-021, New USAREC Form 1137, Future Soldier Pre-Execution Checklist (Updated), dated Oct. 25, 2010
- USAREC Message 10-162, Updated Implementation of Pre-BCT Physical Fitness Program, dated July 14, 2010
- USAREC Message 10-063, Updated Implementation of Pre-BCT Physical Fitness Program, dated Jan. 27, 2010

### Documents:

- DA Form 7566, Composite Risk Management Worksheet
- USAREC Form 1251, Medical Safety for Future Soldier Physical Training Program and Physical Fitness Assessments
- USAREC Form 992, U.S. Army Future Soldier Training Program Physical Training Program Statement
- USAREC Form 1137, Future Soldier Pre-Execution Checklist

considered excessive, according to Hudson.

“The Biggest Loser’ is not the norm; they are medically supervised at every minute.”

Physical training events are great activities for building morale, promoting esprit de corps and team cohesiveness, and motivating and conditioning Future Soldier Training Program members, according to UR 601-95, Delayed Entry and Delayed Training Program, 5-6. But recruiters should exercise caution and perform a risk assessment before every event. The Future Soldier exercise program “will not be used to replicate basic training conditions and environment, or to push members to meet Army physical fitness test standards.”

Recruiters can help keep applicants and Future Soldiers motivated not by advising them, Hudson said, but by continually checking in with them to see how they are doing with prescribed exercise and/or weight loss programs.

“Just make sure your applicants and Future Soldiers know you are interested in their success; we want to help them SAFELY achieve their weight loss and fitness goals,” Sorensen said. “But it’s incredibly important they do start PT before they report to BCT (basic combat training).”

Recent feedback from the BCT community reported a continuing downward trend of poor physical fitness in recruits, according to Sorensen. One company reported a failure rate of close to 75 percent on the recruits’ first APFT. She said recruits who arrive for training in the poorest shape have the highest propensity for injury and also a much lower graduation rate.

Future Soldier PT standards are contained in USAREC Message 10-162 (Implementation of the Pre-BCT Physical Fitness Program).

# When You Look in the Mirror Do You See a Healthy, Fit, Professional?

By Sgt. 1st Class Tasha Hernandez  
Recruiting and Retention School - Forward

What comes to mind when you see a police officer or firefighter who is obviously out of shape? The first question that comes to mind is, “Can this person physically perform their job of protecting and serving their community?” Granted, individuals in these professions are required to meet certain physical requirements to retain their jobs, but outward appearance can affect how they are perceived.

Should a person of authority who has dedicated his or her life to public service be judged solely on outward appearance? No, they should not, but you know as well as I do that outward appearance is what we see and what we judge. There is no denying that we question an individual’s ability to perform their job based on their appearance.

Soldiers are judged in the same way. It doesn’t matter how competent a Soldier may be; a personal evaluation is made the moment someone looks at you for the very first time. Even though this evaluation occurs subconsciously, in many cases it can affect how you are perceived either positively or negatively. There are many excuses for being out of shape — such as lengthy deployments, the hectic recruiting environment or injuries — but as professional Soldiers we must seek ways to overcome them.

As professional Soldiers we must conform to the technical and ethical standards of our profession; we are individuals who produce uniquely expert work that is not routine or repetitive. Doctors, lawyers, clergy and, yes, Soldiers are all considered professionals.

As members of a professional organization, we must take a long, hard look at ourselves in the mirror. We must take into consideration how we are viewed by our leaders and community members. How about our Soldiers, how do they see us? Most

importantly, how do you see yourself? As we all know, the value of a Soldier cannot be determined based solely on outward appearance; however, as stated earlier, appearance is what most people use when evaluating an individual’s capabilities.

Much is expected of Soldiers. The community we live in oftentimes does not understand what it takes to wear the Army uniform. Most Americans believe Soldiers should fit a certain persona — that of being strong, fit and capable of keeping the nation safe in times of crisis. They are not aware of the many standards Soldiers must adhere to.

So even though looking in the mirror can be terrifying at times, it is necessary for professional Soldiers. If after looking in the mirror it is determined that some physical changes are required, there are solutions. The Physical Readiness Training (PRT) Program is designed to help Soldiers at all levels of physical readiness. This program can also assist those who face extreme physical challenges. The PRT not only encompasses many exercises found in some of the more popular physical fitness programs, but it also addresses functional fitness issues that help us survive and win on the battlefield while reducing injuries.

We must also understand that leaders play an important role in the physical fitness of their Soldiers. Leadership is more than a green tab; it’s leading from the front, it is taking care of Soldiers who in many cases depend upon you, and it is making the hard calls. Even though working in a recruiting environment can be challenging, we still have an obligation to our nation, community, subordinates, families and ourselves to maintain fitness standards.

Remember, as Soldiers we police ourselves. So when others view us for the very first time they should know that we are professionals, fully capable of accomplishing the mission, whatever it may be. For more information on the PRT program see Army TC 3-22.20. Additional resources can be found at [https://ant.army.mil/dsp\\_template.aspx?dpID=127](https://ant.army.mil/dsp_template.aspx?dpID=127).





DOREEN ROY

Staff Sgt. Anthony Roy (left) and Sgt. 1st Class Ernesto Gunwales (right) from the Pearlridge Recruiting Center in Hawaii with Dr. Theresa Y. Wee (front row, second from the right) with their Wee-PT group Sept. 10.

# Motivating Families into Shape

By Thomas Rossiter  
Portland Battalion

Hawaii recruiters Sgt. 1st Class Ernesto Gonzalez and Staff Sgt. Anthony Roy reached out to a local physician to see if she could motivate students to get in shape.

“I see students in my office that don’t qualify for an Army enlistment because they do not pass the weight standards or the body fat percentage,” said Roy, of the Pearlridge Recruiting Center. “I saw this as an opportunity to help with childhood obesity.”

Roy, familiar with childhood obesity issues, heard about a program called Let’s Move, with Dr. Theresa Y. Wee, from Waipahu, Hawaii. Wee started the program in January 2011 to help adolescents with weight and obesity problems. The program shows parents exercises they can perform with their children in less than 45 minutes, held every fourth Saturday. The main audiences are students who range from ages 10 to 16 and adult family members.

The program changed its name to Wee-PT in July when Roy discussed with Wee what he could bring to the table to assist with the program, such as the Army Pocket Physical Training Guide (RPI 237) as the foundation of the exercise portion of the four-stage process, along with what Wee calls “good, old-fashioned get-in-your-face attitude from the members of the Army.”

The enthusiasm and energy that Roy and Gonzalez bring with them, along with the techniques used by the Army, really motivate the participants, according to Wee. What they do is different and so out of the norm of what everybody is used to.

“It’s like a breath of fresh air,” said Wee, adding that they make it fun for the families enrolled in the program, providing water bottles and T-shirts. “It really makes everybody feel like part of the team and not just on the team!”

When this program started it had eight families enrolled; it now has 13, with children ranging from 8 to 15 years old.

The four stages of Wee-PT are:

- Fruits and vegetables along with portion control.
- Healthy vs. non-healthy drinks and healthy alternatives.

- Physical training.
- Recap of the previous stages (almost like an after-action review).

Although she specializes in pediatrics, Wee requires the entire family to be involved in the Wee-PT program because proper eating habits and physical exercise need to be a part of everyday life, not just understanding it while at her office.

“As a doctor I feel it is my responsibility to educate those who need help, especially those with a weight problem because as you know it has become quite a big problem within the U.S., not to mention here in Hawaii. If I can help those who need help it reduces the risk of many other health issues associated with overweight and obesity.”

Wee said the change in culture with today’s technology has made people very sedentary. Between sitting at a computer for hours on end playing computer games, video games or texting and chatting with the use of social media, people are less active. There are positives with technology, but the negative has been a lack of adequate physical activity, according to Wee.

Wee said she would like to see the town of Waipahu at least know about the program and its schedule to enable them to use as a resource if needed to live a healthier life.

In addition to partnering with the Army, Wee would like to find more organizations to bring on the team to promote healthier lifestyles and help spread the word.

Partnering with the recruiters has been a great asset with the knowledge they have because they live a healthy lifestyle every day in order to stay fit and disciplined to answer the call to duty, according to Wee.

“I have had other medical organizations ask me, ‘What are you doing differently to inspire interest in this type of program?’ ... I cannot really pinpoint what I am doing differently, but what I can say is that this is coming from my heart and I am completely passionate about what I feel is my obligation as a doctor.”

Simply put, Wee’s message to today’s youth is, “Your health matters.”

Roy said he is optimistic he can help Wee with the program for the good of the children and their future.

# Blood, Sweat, Tears

## Poured into Military Competition

Story and photo by Thomas Rossiter  
Portland Battalion

“During my time in the Army I have found that there are three things that really form strong bonds between people: blood, sweat and tears, and a competition like [the Military Throwdown] has the potential for all three.”

Honolulu Recruiting Company Commander Maj. Logan Kerschner teamed up with one of his Soldiers, Sgt. 1st. Class J.R. Collins, to compete in the Nov. 19 Military Throwdown in Honolulu, hosted by Hawaii VA Loans and Crossfit Oahu.

“With fitness and teamwork being such an integral part of being a Soldier, I feel that a competition like this is a perfect fit,” said Collins, from Kapiolani Army Recruiting Center.

The competition had 40 teams of two representing all branches of service. Navy took the top male team, the Army took the top female team, and the award for the “Fittest Military Branch” (based on an average of the top four teams from each branch) went to the Army.

“The event itself was challenging, mentally and physically, especially since we didn’t know what the workouts were until a few days prior to the event,” Collins said. “In the end, it wasn’t so much about who won or lost, but it was about the camaraderie between all the branches of service.”

The three competition workouts involved a wide variety of functional movements, some of which included pushups, pull-ups, rope climbing, sandbag carry, and a fireman carry of your partner. To add to the challenge a portion of the final workout involved wearing an elevation training mask in order to simulate working out in a gas mask.

“This is the second fitness-related competition we held this year. Our intention with these competitions was never about profiting from the event, it’s really about spreading awareness within the Hawaii community that prioritizing your fitness and health is something that is very important, but often neglected and pushed aside due to the everyday responsibilities that seem to take priority,” said Gabe Amey, president of Hawaii VA Loans.

“The Army recognizes the need for this message to be spread within our community and if it weren’t for the support of the Army, this event would not have been possible,” said Amey.

The temptation to push off personal fitness because of other responsibilities can be found in recruiting, as well, according to Kerschner.

“Many times our Soldiers have responsibilities that require them, on occasion, to work early in the morning or later into the evening, such as taking applicants to MEPS. Leaders need to remember that physical fitness is a priority in our Army and if Soldiers cannot make PT, they should plan accordingly to give them time to accomplish it on their own.”



Major Logan Kerschner participates in the sandbag carry in the Military Throwdown Nov. 19.

# Repurposing the Army Community Covenant

By D. Charone Monday  
Columbus Battalion

In recruiting, repurposing isn't a concept often thought of, but recently, the Charleston Recruiting Company in West Virginia took repurposing to the next level when they morphed the Army's Community Covenant into an Army Educational Covenant.

The intent of the covenant was to get West Virginia's community colleges to use the American Council on Education (ACE) system when giving credits to veterans and Reserve Soldiers.

Spearheaded by the previous company commander, Maj. Timothy Hilton, the initiative was supported and embraced by the state's First Lady, Joanne Jaeger Tomblin. The covenant signing included West Virginia's Chancellor for Community and Technical College Education, James Skidmore, and presidents from eight of the nine community colleges located throughout West Virginia.

"Though the Educational Covenant is a symbolic gesture, it definitely has teeth behind it. It's the beginning of something, not the end. It has everyone buying into the auditing of transcripts using the ACE standard when it comes to military training," Hilton said.

Since most of West Virginia's community colleges don't have veterans benefit coordinators, the covenant calls for a VA coordinator from one college to audit all Soldiers' transcripts. This gives the colleges time get their own coordinator without losing the military student and provides the Soldier all the credits he/she deserves without having to change schools.

Though it's a lengthy process, an Education Community Covenant can be a great benefit. To develop one, the following are four things to remember.

- Develop a covenant at one school in your area that has a VA coordinator. This shows the other colleges the model that can be used. Then do a multiple covenant that includes colleges without VA coordinators.
- Approach the covenant from the top

down and the bottom up. Meet with the chancellor of the department of education in your area and your school presidents to discuss the program while at the same time approaching the VA coordinators at the colleges.

- For the community colleges that don't have a VA coordinator, get a VA coordinator from another school to agree to do the evaluations until the college can get its own coordinator. Make this part of the Educational Covenant agreement.
- Allow yourself plenty of time. It can easily take more than a year to complete all the needed discussions and presentations with the appropriate parties.

Ultimately, the Educational Covenant serves three purposes. First, it helps Future Soldiers because they don't have to choose between college and the Reserve — they can do both. Second, it gives active duty and Reserve Soldiers the college credit they deserve for their military training and experience. And third, it helps Recruiting Command by having a better relationship with the community colleges.



COURTESY PHOTO

## San Marcos Recruiting Company Future Soldiers Reaffirm Oath of Enlistment On Veterans Day

Mayor Danielle Guerrero of San Marcos, Texas, designated Nov. 11 "Army Day" at a Future Soldier swear-in ceremony on Veterans Day. He read a proclamation expressing appreciation for the young men and women who took the commemorative oath of enlistment given by Lt. Col. David A. Grant, San Antonio Battalion commander. About 40 Future Soldiers from several central Texas cities participated in the event. Pictured are Grant, the Future Soldiers, recruiters, company commander, and first sergeant of the San Marcos Company; Lonnie Hall, Center Director of Gary Job Corps; Debbie Gonzalez-Inglesbe, Hays County Commissioner; David Petersen, Hays County Constable; Daniel Guerrero, Mayor of San Marcos; Hope Henry, Gary Job Corps PCA coordinator; and Gary Panther Club Association members.

# Influencers Enjoy Veterans Day NASCAR Experience

Story and photo by Deborah Marie Smith  
Phoenix Battalion

The dark morning rain clouds did not pose a threat to the massive crowd of NASCAR fans and the 32 Army influencers who came out for the Sprint Cup Series at the Phoenix International Raceway Nov. 13.

Before the green flag dropped to start the 312-lap race, the centers of influence (COIs) received a tour of pit row and the garage. Then they gathered in the Army hospitality tent to hear about Army opportunities and eat lunch. In addition, No. 39 U.S. Army race car driver Ryan Newman made an appearance and greeted the Army COIs.

As a Veterans Day weekend tribute, the race car's paint scheme featured more than 350 photographs of veterans who served in the Vietnam conflict.

"Talk about inspiration!" Newman said. "What a cool way for us to say 'thank you' and honor the Vietnam veterans. History tells us that many who served in Southeast Asia were not properly recognized upon their return. It will be a sincere privilege and inspiration for our race team to have the Army Strong Vietnam Soldiers ride along with me in the Phoenix race."

At the day's end, the Army COIs walked away with an increased passion for NASCAR and a better understanding about



the Army and appreciation for veterans.

"I loved the NASCAR event; the race was very exciting and as the community outreach director for the Arizona Attorney General's office, I connected with other business leaders who are committed to educating and finding permanent employment for our veterans," said COI Kathleen Winn. "The event was a wonderful and fun way to learn about the opportunities and priorities of today's Army and to honor our Soldiers."



Eastman CEO Jim Rogers, PaYS Soldier hire David Sauceman, and Brig. Gen. David Smalley, deputy commanding general of professional services, 807th Medical Command Deployment Support.

## Chemical Company Welcomes First PaYS Employee With Ceremony

Story and photo by Lee Elder  
Nashville Battalion

Eastman Chemical Company welcomed its first Partnership for Youth Success (PaYS) employee to its ranks during a morning news conference Oct. 12 at the Toy F. Reid Employee Center. David Sauceman is an Army Reserve sergeant who now works with a high pressure cleaning crew at Eastman.

"We are very proud to be associated with a great company like Eastman," said Capt. Eddie Latham, Johnson City Recruiting Company commander. "Eastman is one of east Tennessee's top employers and they have a heart for our veterans and a real track record of service to the nation and the community."

Latham called the partnership with the Kingsport-based firm "a perfect match."

"Eastman has always valued our military veterans," said Jim Rogers, Eastman's chairman and CEO. "Partnering with the Army in the PaYS program is just another way to show our support while receiving the benefit of mature, disciplined and skilled individuals who add value to our team."

# Army Values

## Help Soldier

### Overcome Fear, Become Surfer

By Cathy Pauley  
Sacramento Battalion

**A** snowboarder at heart, Staff Sgt. Ryan Demuth grew up in the Reno/Lake Tahoe area where he could find plenty of snow-packed hills to hone his skills.

But when he wound up in Crescent City, Calif., on recruiting duty, he had to re-look his free-time activities — after all, Crescent City is one of the top spots in the nation for long-board surfing, not snowboarding.

“It seemed to be a natural transition from snowboarding to surfing,” Demuth said. “I picked up the sport pretty quickly.”

But there was one problem: Demuth is deathly afraid of sharks.

“Before I came to Crescent City, I had never even gone past my knees in the water for fear of being eaten,” he said. “But part of the Army Values is personal courage, so I jumped in with both feet, literally.” Demuth said he still orders shark whenever he sees it on the menu. “That is one less shark that can eat me!”

Demuth said that surfing is a very humbling sport and sometimes people forget just how small they are in the grand scheme of things.

“There’s nothing like a 10-foot wave to put you in your place,” he said. “Sitting in the water and waiting for that one perfect wave is like finding a senior alpha with no medical issues and no law issues and is ready to enlist. It just gives you that sense of excitement.”

Demuth said he believes the public tends to forget Soldiers have goals and passions just like everyone else; sometimes even Soldiers get so wrapped up in the day-to-day recruiting effort and their mission that they, too, forget to pursue personal goals and passions.

“That’s no way to live. There has to be some type of balance between work, family and fun.”

Demuth loves that he can share surfing with his family. He hits the waves three days per week before going to work, but on the weekends it’s all about family.

“I take my son, Cohen, who is 3 years old, and teach him a thing or two while my wife, Sarah, watches from the beach. Then as a family we walk the shorelines and look for agates or seashells. It has kind of turned into one of these corny after-school specials on TV, but we love it.”

The first weekend in October, Demuth hit the Crescent City waves during the 16th annual Noll Long Board Competition. He took sixth place in the Hot Shots Category out of approximately 36 contestants.

“I think for people to just see an Army guy share a passion for something ‘normal’ and tangible was really an Army story of itself,” said Demuth.



Staff Sgt. Ryan Demuth starting surfing when he was assigned to Crescent City as a Soldier on recruiting duty. When he competed Oct. 1 in the 16th annual Noll Long Board competition he met former Long Board Surfing World Champion Kim Hamrock, 60, known as DW (Danger Woman). “I’m pretty sure she could out PT most soldiers,” Demuth said.

COURTESY PHOTO



Sergeant 1st Class Bradley Burtch challenges students to keep up with his own variation of the pushup: the helicopter spin.

# Recruiters Challenge Students With Fitness Competition

By Staci Cretu and Bill Irwin  
Photo by Bill Irwin  
Harrisburg Battalion

Understanding that for many individuals weight, health and fitness challenges begin in childhood, the Harrisburg Battalion launched a 10-day, 10-school Army Strong Fitness Challenge to assist Pennsylvania schools in their war on childhood obesity.

According to the Pennsylvania Department of Health, the 18 percent of overweight youth in Pennsylvania is slightly higher than the national average of 15 percent.

A recent research study conducted by Pennsylvania State University reported “10 percent of 10- to 15-year-old children who were at a healthy weight in childhood were obese at age 25; whereas, 75 percent of those children who were at risk for overweight in childhood were obese at age 25; and 80 percent of those who were overweight as children were obese at age 25.”

Emulating the Army’s Physical Fitness Test events, students in grades 9-12 were challenged to complete two minutes of pushups, pull-ups and sit-ups. Chambersburg Recruiting Center Commander Sgt. 1st Class Bradley Burtch had his own unique pushup challenge to motivate the students at Gettysburg High School: the “Burtch pushup challenge.”

In the pre-dawn hours of Nov. 14, waiting for Gettysburg High School to

open, Burtch and Staff Sgt. Carl Jones talked with administrators about how the challenge would prepare students for the school’s upcoming participation in the President’s Physical Fitness Challenge. Burtch explained how he was going to see if he could incorporate his pushup challenge into the day’s activities. This simple plan would prove to be the singular event that would leave the students asking for more, and keeping the Army fresh in their minds.

“I challenge any student in this class to 10 pushups, all done at my pace with your fellow students doing the count,” Burtch said, adding that students were at first slow to accept this challenge. However, Burtch was able to sweeten the pot by offering a special award — a PPI of their choice — to be delivered the following day to anyone who could keep up. That offer capped the deal.

With at least six students participating in this additional pushup challenge, he explained how the Army assists Soldiers in staying physically fit and then started the competition. At the ready he would say, “No, not on your knees! That’s not how you start a pushup. Remember, if any part of your underbelly touches [the floor] your classmates will call you out!”

One, two, three, slowly, slowly he started lowering himself to the mat, until at 10 he was in the prone position, then counting 10, 9, 8 ... just as slowly pushing himself up to the rest position, “That’s one,” he said, eliciting groans from the participants,

laughter from their classmates.

Then pushup two followed similar to one, followed by three rapid ones. Then the real fun started; on push-up number six Burtch had the challengers lower and hold, shift to the left, then to the right, followed by a slow rise. “That’s six.” Next came the *coup de grace*, this time when in the prone position mere inches off the ground, Burtch spun 180 degrees to the left, then to the right at this point, no student could compete any further.

Burtch and Jones both agreed to present students who made it that far with their special award. But after the first class, word got out about the Soldier who could perform apparently super feats and out-pushup even the school’s finest athletes. Class after class came into the weight room to see and speak to the two Soldiers about how they remain in shape. Word even spread to the cafeteria where Burtch was approached and asked if he was the one who did the “helicopter spin.”

Making an indelible impression, “Maybe now, come spring, we will be invited back, just so the students can see the Soldier doing those amazing pushups,” said Jones.

“Physical fitness is an important factor in fighting childhood obesity,” said Burtch. “The fact that the Army Fitness Challenge allowed us to mentor students on proper techniques to use to stay physically fit and the importance of it is the first step the Army is taking to help in the battle against obesity.”

# Local Gym Inspires Army Boxer's Return to Ring

Story and photo by Skip Vaughn  
Redstone Rocket

Sergeant 1st Class Bobby Judge thought his boxing days were over. But everything changed when he saw something while driving his truck in Huntsville, Ala.

Judge saw three men working on what looked like a boxing ring outside a little building in downtown Huntsville.

He stopped and found out they were with the a local gym and were building a float for the Veterans Day parade to carry the Army World Class Athlete Boxing Team from Fort Carson, Colo. The team was visiting Huntsville for the second straight year.

They asked Judge if he'd be willing to use his truck to pull their float in the parade.

"I went home and told my wife I found a boxing gym," said Judge, who's been an operations NCO for 2nd Brigade at Redstone Arsenal since October 2010.

He's been working out at the that gym ever since, helping to inspire the young men that proprietor Larry Bright draws in, keeping them off the streets and into a disciplined sport. In turn, they've inspired Judge to keep boxing.

"Before I knew it, they took me in like family," he said.

Judge has been accepted to the All Army trial camp to compete for a spot on the All Army boxing team.

"I'm excited," he said. "I didn't think I was going to get selected because I've been away from boxing for so long."

He reported to the camp Dec. 28 at Fort Huachuca, Ariz.

"I've been working my tail off [in the gym]. I've been training," Judge said.

At 5-foot-11 and 199 pounds, he'll compete as a heavyweight. The super heavyweight division is for fighters over 201 pounds.

The Los Angeles native fought as a middleweight at 165 pounds in his first trip to the All Army trials in 2002. He lost in the finals by decision to Julius Fogle, who was then the nation's top-ranked 165-pounder and a member of the World Class Athlete Program. Fogle, who went on to turn pro and won a middleweight title, has since retired.



Sergeant 1st Class Bobby Judge practices at a local gym to get in shape for the All Army Boxing trial camp.

Judge, who initially entered the ring as a 12-year-old, quit boxing after that loss and was away from the sport for about seven years.

He was recruiting in Las Vegas when he returned to the sport in late 2008. Judge was planning to turn pro when he got transferred to Florence, Ala., to run a recruiting station for two years until he reported to Redstone.

Bright, a former Army boxer, works at Redstone as product team lead for calibration sets in the systems sustainment management division in AMCOM's Integrated Materiel Management Center. He's also now Judge's coach and mentor.

"He's a mature active duty Soldier so he provides a lot of leadership for the kids in the gym, provides a good example for them," Bright said. "As a boxer he's competed in the Southeast Association, done very well. He's fought at both heavy and light heavyweight."

At 32 years old, Judge is realistic about his boxing future. He hopes to become the All Army heavyweight champion and subsequently win the All Armed Forces heavyweight division in San Diego.

"Yep, that's my short-term goal right there," he said. But with 12 years in the Army, his career goal is to become a command sergeant major. "I'm a Soldier first and I know the long-term picture is the Army," Judge said.

He and his wife, Bonny, reside at Redstone with their three daughters: CJ, 11, Jayla, 10, and Toni, 5. He said he appreciates Bonny letting him spend so much time in the gym with his second family.

# Army Values Make Great Soldier, Winning Coach

By 2nd Lt. Yves-Marie Daley  
364th Public Affairs Operation Center

**L**eadership, integrity, and personal courage make for a great Soldier, but for one senior noncommissioned officer, living these Army Values also makes for a winning coach.

Sergeant 1st Class Donnell Britt, St. Paul, Minn., Recruiting Station commander, found out how modeling these values for a team of 9 and 10 year old football stars developed in them a winning attitude on and off the field.

In October, Britt led Woodbury Athletic Association's fourth-grade football team, the Royals, to win Minnesota's Amateur Athletic Union state championship in Minneapolis.

In December he led them to Houston to square off in the Amateur Athletic Union's national tournament. Even though the Royals didn't win the title, in Britt's opinion, they still won.

"They came back with more than that. They got some life experience and learned to overcome adversity. Everybody wants to win, but my main thing is to see the kids grow and get better. They learned to be teammates and trust each other on the field and they came back with honor, pride and respect."

Britt is head coach of the team, which is comprised of players from four in-house WAA teams, including his own son, 10-year-old Malcolm, and two other coaches.

Britt said he thinks the skills and discipline he has learned as a Soldier has helped him be disciplined and focused as a coach. He said the lessons he has learned throughout his military career help him instill the very values these young athletes need to be successful on and off the field.

"I believe that a lot of situations that occur on the football field will help a kid out later in life," Britt said.

To help prepare his players for the tournament, Britt said he helped them build upon their strengths through repetition and improve upon their weaknesses through step by step drills at practices, which take place three times a week.

He said he's noticed his players have greatly improved on the basic fundamentals, such as blocking and tackling. He said he aspires to help his players get better every day.

He even had the players' parents get more involved by having them hold pads and running the chains.

"Their support is huge," Britt said of the parents who helped out. Like those parents, Britt's own passion for coaching began in 2006 when he decided he wanted to spend more time with his eldest son, Malik, who was playing on Woodbury's third-grade team.

"I spent some time separated from him due to my military obligations, and I wanted to watch him grow and show him I was there for him," Britt said. "As I started out just helping the coaching staff I started to love coaching, and coaching all the kids, not just mine."

Britt has helped his players win two state titles and five league championships.



Sergeant 1st Class Donnell Britt, St. Paul, Minn., Recruiting Station commander (second coach from left) with his fourth-grade football team.

# Students Break Away to Fall In

Story and photo by Jorge Gomez  
Milwaukee Battalion

Some students at Milwaukee's Bradley Tech High School are so eager to learn more about the Army they give up their personal lunch time every Wednesday.

Staff Sgt. Paul Goodyear, a Milwaukee, Wis., recruiter, leads a military club at the school where he meets with these curious information-seekers. He aims to instill in them a sense of purpose for finishing school while educating them on the U.S. Army.

When he's not teaching them how to outdoors, he introduces basic military topics like the phonetic alphabet or rank structure.

He fields questions about the Army, deployments and training, but he also raises their awareness on the importance of education. He helps them set goals and outline plans to achieve them. Frequently, he reminds them to stay out of trouble.



Staff Sgt. Paul Goodyear, a Milwaukee Company recruiter, marches students who form a military club at Milwaukee's Bradley Tech High School. Goodyear meets with the club every Wednesday to discuss military life, set goals, or learn drill and ceremony.

"These youth need a real positive influence. They need direction," Goodyear said. "I know that I can make a difference because I've seen it happen."

At the end of the 2010-11 school year, Goodyear enlisted four Bradley Tech graduates who were members of the club. During that school year, he only met with the club twice a month. Now he's increased meetings to every week.

Club membership has grown by 75 percent from the previous year. On average he engages 25 students during the lunch hour meetings. They each come with their own set of questions about the Army or military life, and they all share a notion that being a Soldier can potentially improve their lives and futures.

Jonas Vance, a senior, is attending the club for a second year. He originally wanted to get a job in welding after high school but

now he's set on becoming an infantryman in the Army.

"I like the school benefits that come with (being in) the Army. I like the uniform and traveling the world," Vance said.

When Vance started attending the club in September 2010, he didn't know the Army requires a high school diploma for eligibility. Now his motivation to complete high school has doubled since an Army career is at stake.

In 2010, Bradley Tech reported a graduation rate of 74.8 percent, according to the Wisconsin Department of Public Instruction. That's less than the state's average of 85.7 percent. But Goodyear said he is not discouraged by the low graduation rates.

"I think that if I can give a few students reasons to finish high school, then they will change their attitude toward school and make better decisions," Goodyear said.

Antonio Ugarte, another Bradley Tech senior, has also been attending the club since 2010. He has progressed from squad leader to platoon guide. He now takes charge of a formation and marches the students during drill and ceremony instruction.

Ugarte said he's always wanted to be a police officer, but now he wants the experience that comes with being in the Army. He's just not sure when or how he intends to serve.

"There's a lot about the Army that I didn't know (before joining the club) and I'm still learning," Ugarte said.

Antoinette York, a junior, is also learning about what it means to be in the military. Her sister is serving in the military and Antoinette would like to follow that example.

"Right now I'm just exploring. I know joining the military is hard work, but it is something that can change you as a person and make you better," York said.

Goodyear said the last 14 months have shown him there are students who

want to do something meaningful with their lives but they don't know how.

"One of the things I do for them is help them focus. I try to build them up and give them hope," Goodyear said.

Goodyear makes no secret of the fact he wants to see students join the Army. But he stands in contrast to other military recruiters who pop in and out of the school building — he makes himself available to students.

Goodyear said he is the only military recruiter who offers something to students on a regular basis. Even on days when he does not have a formal block of instruction, he sits down to have lunch with the students and talk about sports. Regardless of whether or not club members join the Army, the students will know a Soldier was there encouraging them to finish school.

# Softball Lifelong Passion for Medical Recruiter

By Gini Sinclair  
Medical Recruiting Brigade

Not every community can boast that it is home to a top athlete and champion. But the Elkridge Medical Recruiting Station is home to Staff Sgt. April McGarity, member of the All Army Softball Team, and Army Female Athlete of the Year in 2010.

As a member of the All Army team McGarity played in the 2011 Armed Forces Softball Championships Sept. 18-22 at Naval Air Station Pensacola, Florida. The all-woman team competed against All Navy, All Air Force and All Marine Corps teams earning a second place trophy in the triple round robin tournament with a score of 6-2. The final Army game against the All Air Force team was rained out; the Air Force team came in first in the tournament.

McGarity moved from the All Army team to the All Interservice Team where they placed second at the Amateur Softball Association of America's National Championships Sept. 30 through Oct. 2 in Oklahoma City, Okla.

Last year McGarity received the Army Female Athlete of the Year for 2010, while stationed at Fort Sam Houston. McGarity played softball on a Family, Morale, Welfare and Recreation post team and her coach nominated her for the award.

McGarity, a nutrition care specialist from San Antonio, Texas, joined the Army 10 years ago. But that didn't stop her from playing her favorite sport.

"I'm always on a team," McGarity said. "Usually it's a civilian team, and generally it's a woman's team. I've been playing softball since I was nine years old. My dad is a [softball] coach and he still is my coach."

McGarity played on the post teams where she was stationed and for community teams when she could. Normally she plays left field, but said she can play any position on the team except pitcher. During the summer months McGarity says she plays softball every day. She is especially active when she visits her father, since he usually is coaching a team and McGarity will join that team while on leave. McGarity is the only girl in a family of six children, saying she and her brothers all learned to play ball from their father. Her brothers played baseball and seeing them play made her want to learn softball.

Now that the softball season has wound down, McGarity is focusing on raising her batting average and working on her civilian education. McGarity is working on her college degree and, once finished, plans to change career fields and become a physical therapist. However, she has no plans to leave the military. McGarity is looking at an Army program that will assist her with her career goals.

Along with continuing her military career McGarity plans to keep playing ball. Once she can clear some time from her calendar, McGarity wants to work with some of the youth softball teams in the local community.

"During the summer I play nearly every day," she said. "I love to play, and I won't quit until coach tells me that it's time and right now that coach is my dad."



Staff Sgt. April McGarity waits for the pitch while playing in a softball game at the Naval Air Station Pensacola, Fla., during the 2011 Armed Forces Softball Championship in September. The 2010 Army Female Athlete of the Year is now a recruiter in the Elkridge Medical Recruiting Station.

# The Benefits of Trudging Through Mud

Story and photos by J. Paul Bruton  
Sacramento Battalion

A team of three Soldiers and two Future Soldiers from Sacramento Battalion's San Joaquin Company recently exchanged their combat uniforms for "grubbies" so they could get down and dirty in the 3rd Annual Muddy Maul and Crawl.

The Lodi, Calif., event fielded approximately 200 contestants braving the dirt, dust and mud-filled course which featured a challenging two-mile dirt trail with nine "boot camp" type obstacles. There was also one big, sloppy and deep, 20-yard mud pit that participants almost had to swim through to get to the finish line. As if the course wasn't tough enough, in the team division, one team member had to be carried at all times.

While Soldiers and participants could be heard claiming they were having a good time schlepping around the course, the event was not held solely for fun. Some of the more serious purposes of the Muddy Maul and Crawl were to show support and appreciation for those who have served in the Armed Forces, to raise awareness of issues facing veterans, and to provide opportunities for veterans to serve their communities just as they have served their country.



Sergeant 1st Class Salvador Somoza makes his way through a long mud pit at the 3rd Annual Muddy Maul and Crawl Oct. 8 in Lodi, Calif.



ABOVE: Future Soldier Jared Ollenberger shakes off the mud as he exits the mud pit during the Muddy Maul and Crawl in Lodi, Calif. LEFT: Sergeant 1st Class Salvador Somoza starts to hoist Ollenberger up and over the wall obstacle as his teammates get in position to help him.





# Pentagon

# Chef

Story and photo by Stacie Shain  
Indianapolis Battalion

## Sparks Interest in Army

Only the U.S. Army could take a young chef from a small, Midwestern civic center and move him to an executive dining room at the world's largest office building. That's exactly what happened for Kevin Arwood, now an Army specialist working in the Pentagon's Secretary of Defense Executive Dining Room.

The Indiana native recently returned to the state as part of the Hometown Recruiter Assistance Program (HRAP). Among other activities, he made donuts for Kokomo High School's home economics classes with a recipe straight from the Army menu recipe collection.

"Specialist Arwood ran the class all day long, and he got to share his story," said Kokomo recruiter Sgt. 1st Class Jacob Gilmer. "This led to nine leads and two appointments. One of those leads will be enlisting soon."

Arwood, who had worked in the food industry for years in jobs ranging from grocery stores to restaurants to a national food company selling cereal, decided earlier this year to join the Army.

At the time, he was working as the director for the Peru Civic Center, juggling multiple tasks that included everything from renting out the center to cooking meals.

"I had thought about joining the military before, but it just never happened," Arwood said. "Then my brother joined the National Guard, and that made me start thinking about it again."

Arwood visited the Kokomo Recruiting Station and found his discussions with the recruiters to be motivational.

"If I had any doubts about joining the Army, I had none after talking to Sgt. 1st Class Gilmer," Arwood said.

One of Arwood's biggest concerns was his age.

"I felt old in basic (combat training)," the 33-year-old Arwood said. "I was concerned about being much older than the other Soldiers."

But his age and experience paid great dividends. Arwood was able to join the Army under the Army Civilian Acquired Skills Program (ACASP), which matches civilians who have certain

certifications to do the same military occupational specialty in the Army. To be a food operations specialist in the Army through ACASP, Arwood needed an associate degree in culinary arts and at least one year of work experience in that field.

Because Arwood met those requirements, he received a higher bonus, was able to get his student loans from culinary school repaid and entered as a specialist (E-4).

"He knew that he was going to take a pay cut to join the Army," Gilmer said. "That led us down the road we travel with every applicant: try to help them the best way we can. And that led to my researching the ACASP program, which Specialist Arwood fit perfectly."

Arwood attended his Advanced Individual Training (AIT) at Fort Lee, Va., where he learned to use a kitchen in a dining facility, brushed up on some cooking and baking basics and learned how to use a mobile kitchen to cook in the field.

"As a field exercise, we had to cook dinner for 600 to 800 people using the small kitchen," Arwood said.

Arwood graduated first in his AIT class, earning him honor graduate status.

Two weeks into AIT, one of the instructors asked Arwood if he was open to job opportunities that may come up during his training.

"He was pretty vague about it," Arwood said. "I really didn't know what he was talking about."

Then two days later, he was pulled out of class again and told that there was a job opening to serve in the Secretary of Defense Executive Dining Room.

"I met with two of the people who work there, and they talked to me about what it is like," Arwood said.

Arwood is one of 25 cooks in the executive dining room. Up to this point, the VIPs he had served were brides and grooms when he ran his own catering company and some town leaders when he ran the Peru Civic Center. Now, he's serving meals to top Pentagon leaders and senior executives.

"Cooking is cooking," Arwood said. "I treat every customer the same. They all deserve the same respect no matter who they are."

Arwood said he is excited about working at the Pentagon and his family enjoys living in the Washington, D.C., area.

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. To which of the following does AR 350-1 apply?

- a. Soldiers
- b. Civilians
- c. Training institutions
- d. Instructors

3. Which of the following is NOT a principle of training?

- a. Train as you fight
- b. Train to sustain
- c. Train to standard
- d. Conduct physical training

4. Who are the primary training managers and trainers for their organization?

- a. First sergeants
- b. Commanders
- c. Squad leaders
- d. NCOs

5. Soldiers will be coached to select their personal weight goals within or below the \_\_\_\_ percent zone and to strive to maintain that weight through adjustment of life style and fitness routines.

- a. 5
- b. 10
- c. 2
- d. 7

6. At a minimum, Soldiers will be weighed when they take the Army Physical Fitness Test (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

7. All Soldiers are encouraged to achieve the Department of Defense body fat goal of 18 percent for males and what percent for females?

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

8. The Physical Readiness Training (PRT) system incorporates three types of training. Which of the following is one of the three PRT types of training?

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

9. Adherence to the exercise principles of precision, progression, and integration are key to program effectiveness and \_\_\_\_\_ control.

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

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

- a. Recovery
- b. Diversity
- c. Regeneration
- d. Endurance

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>.

## Online Army PRT Resources

There are several Physical Readiness Training resources available online. The iPhone app is at [www.armyprt.com/](http://www.armyprt.com/).

The publication, as well as links to the PRT Facebook page and instruction videos, are on the Army Training Network site: [https://atn.army.mil/dsp\\_template.aspx?dpID=127](https://atn.army.mil/dsp_template.aspx?dpID=127).



## Linking Prospects, Educators, COIs to Information About Army Careers, Benefits

By Amanda Wagner  
Weber Shandwick

To better communicate the Army education opportunities, partnerships and programs available, the Accessions Command launched an education information website, [www.ArmyEdSpace.com](http://www.ArmyEdSpace.com), in 2008. A comprehensive resource for educators, prospects and influencers, the site consolidates a variety of education-related information and resources to inform educators and young people as they think about the future.

Below is a brief overview of some of the resources available on the site:

### Educational Programs:

The Army and other education organizations offer a broad range of programs to help today's youth meet their education goals. A comprehensive list of these education programs is available on [ArmyEdSpace.com](http://ArmyEdSpace.com), including information and resources dedicated to career exploration, citizenship, education enrichment, higher education and science and technology.

### Scholarship & Internship Opportunities:

Many young people explore opportunities in the Army because of the education benefits the Army offers. Understanding the range of scholarship and internship opportunities available to today's youth will ensure they have all the necessary information to make the most-educated decisions about their future.

### News & Updates:

Stay up to date on the latest education news with the [ArmyEdSpace.com](http://ArmyEdSpace.com) newsroom, which features a carefully selected collection of education articles, news about the Army's education initiative and interviews from key influencers in the education world.

### Multimedia:

The multimedia section contains video highlights from Army education programs including past education conferences and partner events, photo galleries and podcasts.

### Educator Toolkit:

The site contains a toolkit which includes additional assets and informational materials for educators and partners. The toolkit can easily be shared with educators as a means to reinforce the Army's commitment to education and provide additional resources about how the Army can help educators and partners who regularly interact with prospects and influencers. Consider highlighting during school visits or meeting with educators and partner organizations.

### Who is ArmyEdSpace.com for?

[ArmyEdSpace.com](http://ArmyEdSpace.com) is a resource for everyone. From internships to test-prep tools, the Army is committed to providing no-cost education programs and resources for teachers, coaches, school administrators and community organizations to use inside and outside the classroom.

It is intended to provide information to educators to help students plan for the future through college, technical training, the military or one of many other pathways to success. Specific target audiences include:

- Teachers, coaches, guidance counselors, principals/administrators, career counselors and district officials;
- Army education partners;
- All students and families, regardless of whether they are considering a career in the military; and
- All stakeholders who have a vested interest in the education of our nation's youth.

### How can you use ArmyEdSpace.com?

[ArmyEdSpace.com](http://ArmyEdSpace.com) is intended as a central resource for those looking for information about the Army and education. As you engage with prospects and influencers about career opportunities in the Army, a familiarity with [ArmyEdSpace.com](http://ArmyEdSpace.com) will help you highlight the many other benefits of Army service including education and training programs, financial assistance and more. Understanding what information is available will position you as a helpful resource to those planning for the future and exploring the many opportunities available today.

Visit [www.ArmyEdSpace.com](http://www.ArmyEdSpace.com) to learn more about the resources and opportunities available to today's youth.

*Amanda Wagner is an account executive with Weber Shandwick, the Army's public relations partner on the Army Strong recruitment campaign and part of the McCann Worldgroup.*

