ARMY NURSE CORPS

A TEAM OF DEDICATED PROFESSIONALS

An integral component of the U.S. Army Health Care Team, the Army Nurse Corps continues to distinguish itself from the traditional nursing field in both purpose and composition. Consisting of more than 11,000 men and women, the Army Nurse Corps is dedicated to providing high-tech, quality health care for military personnel, their families and military retirees all over the world.

Ranging in age from 21 to 62, these nursing professionals vary with respect to both their backgrounds and experiences. Nearly 66 percent of active duty and Reserve nurses are married. In addition, 35 percent of active duty nurses and 28 percent of Reserve nurses are men, compared to only 5.4 percent of the nursing population at large. With regard to education, Army nurses further distinguish themselves. All active duty nurses hold at least a baccalaureate degree in nursing, while 40 percent of their Reserve counterparts share that distinction. What's more, 35 percent of active duty nurses and 20 percent of Reserve nurses hold master's degrees. That compares to a civilian nursing population in which approximately 30 percent of registered nurses have bachelor's degrees in nursing.

The Army has positions available in many specialties, including obstetrics/gynecology, critical care, nurse anesthesia, community health, psychiatric/mental health, and perioperative nursing. Many Army nurses have the opportunity to gain education and experience in advanced practice nursing roles such as clinical nurse specialists, nurse practitioners, nurse midwives and nurse anesthetists. Because there is also a growing need for psychiatric nurse practitioners, the Army has established a two-year scholarship using the Health Professions Scholarship Program (HPSP).

Army nurses, regardless of specialty, care for an extremely diverse patient population in advanced medical facilities using state-of-the-art equipment. And they do so in collaboration with talented physicians, pharmacists, dietitians, therapists and other health care professionals.

WHY JOIN THE ARMY?

Nurses join the Army Nurse Corps for a variety of reasons — both personal and professional. Some join for the continuing education opportunities, others for the opportunity to serve their country and still others for the opportunity to lead as commissioned officers in the Army. All, however, agree on one thing. Their decision is due, at least in part, to the professional growth opportunities the Army offers.

EDUCATIONAL OPPORTUNITIES

The Army Nurse Corps encourages its nurses to improve their skills and enhance their professional experience through a variety of educational programs, including post-graduate opportunities and continuing education and specialty courses, all of which they often attend at the Army's expense. These programs not only ensure a high degree of motivation, professional opportunities and career satisfaction, but serve to maintain both the Army's high nursing standards and your level of expertise.

GREATER RESPONSIBILITY

Once you enter the Army, you will work with a team of talented health care professionals, all of whom are dedicated to providing the highest standard of patient care possible. As a key member of the Army Health Care Team, you will have the opportunity to excel in your area of expertise. You'll also provide a comprehensive approach to nursing for your patients.

You will be in a leadership position and enjoy the privileges, pay, respect and authority of a commissioned officer in the Army. As an officer and a leader, you will lead by example in meeting the Army's high professional standards and be given a great deal of responsibility, beginning with your first assignment. You'll supervise a variety of professional and paraprofessional nursing care providers at Army health care facilities, making decisions about day-to-day patient care and ensuring that your decisions are carried out in an effective and efficient manner.

ARMY NURSE CORPS

ADVANCEMENT

As you progress in the Army, so will your professional nursing career. Army nurses earn regular increases in salary, rank and responsibility and have many opportunities to prove their abilities and potential for promotion. In fact, it's not uncommon to see a staff nurse become a head nurse in just three or four years. To help you advance professionally, the Army Nurse Corps offers courses that cover a wide range of nursing specialties. You may also apply for a master's or doctoral nursing degree program. While you're working toward your degree and taking a full course load, you may receive tuition, pay and allowances — so you can focus on learning, not financial obligations. Once you complete your master's degree in a clinical specialty, you'll have the necessary credentials to take advantage of even more nursing opportunities available in the Army Nurse Corps.

OBSTETRICAL/GYNECOLOGICAL NURSING

Prepares you to care for the full spectrum of antepartum, intrapartum, postpartum and gynecological patients. The Obstetrical and Gynecological Nursing course lasts 16 weeks and is offered at Tripler Army Medical Center in Hawaii.

CRITICAL CARE NURSING

Covers anatomy, physiology, pharmacology, physics, advanced CPR, inhalation therapy, diagnostic procedures, psychological and sociological problems, and ethical and legal considerations in the care of critically ill patients. The Critical Care Nursing course lasts 14 weeks and is offered at San Antonio Military Medical Center in Texas, Madigan Army Medical Center in Washington and Walter Reed National Military Medical Center in Washington, D.C.

PERIOPERATIVE NURSING

Prepares you for all phases of operating room nursing, including advanced skills related to specialty areas in surgery and the principles and techniques of supervising and managing an operating room. The Perioperative Nursing course lasts 16 weeks and is offered at San Antonio Military Medical Center and William Beaumont Army Medical Center in Texas and Madigan Army Medical Center in Washington.

PSYCHIATRIC/MENTAL HEALTH NURSING

Prepares you to provide specialized care to emotionally distressed individuals both as inpatients and outpatients, and to provide consultation within the general hospital community. The Psychiatric/Mental Health Nursing course lasts 16 weeks and is offered at Walter Reed National Military Medical Center in Washington, D.C. This course requires one year of military nursing and one year of medical/surgical nursing experience, which can be obtained simultaneously.

ARMY PUBLIC HEALTH NURSING

Provides you with the skills and knowledge to function in specialty areas of preventive medicine at an entry level. The Army Public Health Nursing course lasts nine weeks and is offered at The Army Medical Department Center and School in Texas. This course requires a minimum of one year's experience in military nursing (any clinical specialty).

EMERGENCY NURSING

Prepares you to function in any clinical setting that meets the environmental nursing standards for emergency nursing, focusing on fundamentals of emergency nursing such as respiratory disease, cardiovascular disease, hematology/oncology, trauma management, hepatic disorders and infectious diseases. The Emergency Nursing course lasts 14 weeks and is offered at Brooke Army Medical Center in Texas and Madigan Army Medical Center.

SPECIALTIES AS DIVERSE AS YOUR TALENTS

We are always looking for the finest nurses to join our team; professionals who are skilled in providing basic care to patients, as well as those with specialized areas of expertise. Included in the many specialties the Army needs to better serve its patient population are:

CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)

As a CRNA in the Army, you will perform the specialized duties needed to care for patients requiring general or regional anesthesia, respiratory care, advanced cardiopulmonary resuscitation, and/or fluid therapy, and apply your skills in surgical, diagnostic or therapeutic procedures.

CRITICAL CARE NURSES

As a Critical Care Nurse in the Army, you need to be versatile and experienced in developing comprehensive plans of care for patients experiencing acute trauma and/or critical illness. You will be exposed to a variety of nursing experiences, including implementing critical care intervention in a field environment, managing the treatment of a critical care patient in a military health care facility, and instructing and supervising a staff.

MEDICAL-SURGICAL NURSES

As a Medical-Surgical Nurse in the Army, you will provide nursing care for Soldiers and their families. You will be exposed to a variety of nursing experiences which will be challenging and rewarding. You will have the opportunity to serve in a wide variety of organizations. The Army has varied facilities from small clinics to large state-of-the-art medical centers. There are also opportunities to care for our Soldiers in a field environment, ensuring they receive the best possible medical care when it's needed most.

MENTAL HEALTH NURSES

As a Mental Health Staff Nurse in the Army, you will provide specialized care to emotionally distressed individuals, both inpatients and outpatients, and coordinate care within the general hospital community. As a Psychiatric Nurse Practitioner in the Army, you will serve in a vital role of providing comprehensive mental health care for Soldiers, their families and military retirees. This includes medication management, psychotherapy and crisis intervention. In addition, you will coordinate outpatient psychiatric services with other services within the behavioral health care service line and serve as an expert educator, advisor and consultant on mental health issues to department chiefs and staff.

PERIOPERATIVE NURSES

As a Perioperative Nurse in the Army, you will perform in all areas of operating room nursing including specialty areas of surgery. Your nursing experiences will include supervising and managing an operating room whether it is in a field environment or at one of the Army's most advanced medical centers.

Additional opportunities exist for other specialty nurses. Your local Army Health Care recruiter can provide information about your particular specialty, as well as a wide range of financial and educational incentives.

PURSUE YOUR CAREER IN THE ARMY

ACTIVE DUTY SERVICE

As an active duty nurse, you will have the opportunity to broaden your nursing experience beyond medical/ surgical nursing, both through on-the-job learning and opportunities in the classroom. As an officer, your responsibilities and privileges will expand as your leadership and clinical skills develop. You'll also be entitled to a wide array of benefits, from low- to no-cost medical and dental coverage to retirement benefits. In short, you will have a rewarding career. One that not only recognizes hard work and dedication, but encourages both your personal and professional growth.

ACTIVE DUTY EDUCATIONAL AND FINANCIAL INCENTIVES

Incentives and bonuses are available to qualifying active duty nurses in certain specialties. Your local Army Health Care recruiter can help you determine your eligibility. (Army Reserve incentives are described in the Army Reserve section.)

BONUS

You may be eligible for an accession bonus of $20,000 to $30,000. This incentive incurs an active duty service obligation of three to four years.

ACTIVE DUTY HEALTH PROFESSIONS LOAN REPAYMENT PROGRAM (ADHPLRP)

- ★ Provides up to $120,000 (amount changes each fiscal year) for the repayment of qualified educational loans. The annual repayment of $40,000 is contributed over a maximum of three years.
- ★ Qualifying loans for repayment may include tuition, principal, interest, related expenses and related living expenses.
- ★ Your active duty obligation to the Army is the minimum term of service, which is three years.

COMBINING THE BONUS WITH ACTIVE DUTY HEALTH PROFESSIONS LOAN REPAYMENT

You may opt to accept both an Accession Bonus of $10,000 and the ADHPLRP. The combined active duty obligation to the Army is six years.

DIRECT ACCESSION PROGRAM FOR ANESTHESIA NURSING

This is a graduate program for nurse anesthesia consisting of one-year didactic instruction at the Army's Graduate Program in Anesthesia Nursing at the Army Medical Department Center and School (AMEDD C&S) at Fort Sam Houston, Texas. Special permission may be obtained to attend the Uniformed Services University of Health Sciences (USUHS) in Bethesda, Maryland.

- ★ A Master of Science in Nursing (MSN) is conferred at graduation.
- ★ Students receive full pay and allowances commensurate with their active duty rank during the entire program.
- ★ Tuition expenses are paid by the Army.

- ★ The applicant must be selected for appointment and accession onto active duty in the Army Nurse Corps prior to competing for selection in this program.
- ★ Appointment and accession onto active duty in the Army Nurse Corps may still be achieved even if the applicant is not selected for this anesthesia program.
- ★ Active duty service obligation is 54 months.

DIRECT ACCESSION FOR POST GRADUATE PH.D. PROGRAM

This program allows a board certified registered nurse anesthetist who possesses an MSN in anesthesia with an opportunity to attend school full time to obtain a Ph.D. (pursuit of a doctorate in nursing practice does not meet the intent of this program).

- ★ Will attend Uniformed Services University of the Health Sciences for a maximum of three years to fulfill degree requirements.
- ★ Receive full pay and allowances commensurate with their active duty rank during the entire program.
- ★ The Army pays tuition expenses plus an annual $500 book allowance.
- ★ The applicant must be selected for appointment and accession onto active duty in the Army Nurse Corps prior to competing for selection in the program.
- ★ The active duty service obligation is 72 months.

PSYCHIATRIC NURSE PRACTITIONER MASTER OF SCIENCE IN NURSING DEGREE PROGRAM

Using the Health Professions Scholarship Program, this program provides BSNs the means to obtain a master's degree and become a psychiatric nurse practitioner with prescriptive privileges.

- ★ Besides paying full tuition for up to two years, participants also receive a monthly stipend of more than $2,000.
- ★ Active duty military service obligation is three years.

INCENTIVE SPECIAL PAY:

All Nurse Anesthetists are eligible to receive $30,000 annually for a one-year agreement. Nurse Anesthetists without other military service obligations or who have 12 or fewer months remaining of their active duty service obligation for CRNA training can execute a two-year agreement ($25,000 annually), a three-year agreement ($35,000 annually), or a four-year agreement ($50,000 annually).

Students participating in the Direct Accession Program for Anesthesia Nursing will qualify for $15,000 annually upon completion of the CRNA certification exam. When they have 12 months or less remaining on their active duty service obligation, they will be eligible for the multi-year bonus as stated above.

BOARD CERTIFICATION PAY:

Certified Nurse Anesthetists, Family Nurse Practitioners, Clinical Nurse Specialists and Nurse Midwives may receive $2,000 to $5,000 annually based on their years of service.

ACTIVE DUTY ELIGIBILITY REQUIREMENTS

- ★ U.S. citizen or permanent resident
- ★ 21 to 42 years of age (age waiver may be available)
- ★ Minimum of a Bachelor of Science in Nursing (BSN) degree from an accredited school
- ★ Current, valid, unrestricted license to practice as a registered nurse
- ★ Must meet the Army's physical and moral standards

ACTIVE DUTY COMMITMENT

- ★ Attend the 11-week Army Medical Department (AMEDD) Basic Officer Leaders Course (BOLC)
- ★ Serve on active duty for a minimum of three years

LEARNING THE FUNDAMENTALS

THE BASIC OFFICER LEADERS COURSE

Following your commissioning, you will be introduced to the Army through the Basic Officer Leaders Course (BOLC) held at Fort Sam Houston in San Antonio, Texas. The course, which lasts 11 weeks for active duty nurses, includes lectures, conferences, films and demonstrations which will prepare you for everything from Army customs to management of mass casualties. In addition to these programs, you will also participate in physical training and spend several days performing hands-on field training.

The BOLC prepares you with a well-rounded and complete understanding of the many benefits offered by the Army Nurse Corps. Your introduction begins with an Opening Ceremony, followed by an orientation to the fundamentals of Army life. You will quickly advance to more intense subject matter, covering a variety of topics including preventive medicine, chemical and biological agents, day land navigation and recovery operations. It's here that you will begin to learn what being a part of the Army Health Care Team is all about.

You will also begin to sense the close personal and professional "esprit de corps" that exists in the Army. This unique level of camaraderie will enable you to work more effectively and efficiently as a team, as well as provide the sense of belonging that comes with working toward a common goal.

ACTIVE DUTY ARMY NURSE RESIDENCY PROGRAM (ANRP)

New Army nurses with less than six months medical-surgical RN experience participate in the Army Nurse Residency Program as part of the Army Nurse Corps Leader Academy

which supports a career-long learning environment. Following the completion of Basic Officer Leaders Course, officers report to their duty station, orient to their assigned facility and enter ANRP. The program features a strong linkage with unit-based orientation processes and clinical preceptors; ongoing learning sessions to discuss clinical and nursing leadership topics; skill development; application of critical thinking principles; and relationship building and support for effective social integration into the Army Health Care Team.

This is an exciting program that offers a multitude of benefits for the new nurse to include building confidence in their nursing skills and leadership abilities; increased understanding of high-tech, high-touch nursing care; and a basic competency in nursing skills needed to work in austere deployment environments. Residency programs such as the Army Nurse Corps' have been linked to improved patient outcomes and increased nurse empowerment/satisfaction.

PUTTING YOUR KNOWLEDGE TO WORK

Army medical facilities range in size from clinics to community hospitals and medical centers. Whether you're assigned to a large or small facility, you can be sure that you'll be surrounded by quality health care professionals and faced with exciting challenges. In some cases, you will have the opportunity to practice in nontraditional environments such as research institutes, government agencies and field hospitals.

Other nontraditional roles include White House Clinical Staff Nurse, Army Nurse Historian, Instructor at the Army Medical Department Center and School, and Nurse Counselor with Cadet Command (ROTC) or Health Care recruiter with Recruiting Command. These assignments are based on the needs of the Army and the qualifications of the individual.

MEDICAL CENTERS, COMMUNITY HOSPITALS AND CLINICS

There are eight Army medical centers across the United States and one regional medical center in Europe. Medical centers in the United States include Walter Reed in Washington, D.C., and San Antonio Military Medical Center in San Antonio, Texas, both of which are internationally recognized facilities for medical treatment, education and research. More than 20 Army community hospitals are located in the United States, as well as around the world in such countries as Japan and Germany. These facilities range in size and are located on Army posts. The Army also maintains numerous clinics across the country and overseas. Smaller in size and scope, these clinics generally provide ambulatory medical service or outpatient care.

SERVE WHEN NEEDED

ARMY RESERVE SERVICE

If you're interested in an alternative to active duty service, then you should consider the Army Reserve. In addition to entering the Army Nurse Corps as a commissioned officer, you will also be able to earn a second income and have the opportunity to pursue educational and career goals. Plus, you'll have the opportunity to enhance your civilian career with the skills and knowledge you learn from your interactions with the diverse group of health care professionals in the Reserve.

Your introduction to the Army Reserve begins with the Army Medical Department Basic Officer Leaders Course (BOLC), a two-week program that will expose you to the variety of mental and physical challenges you'll face as a member of the Health Care Team. You'll learn about the Army's approach to health care firsthand, training with other professionals and attending lectures, conferences and demonstrations that cover everything from Army customs to management of mass casualties. You may even have the opportunity to participate in a hands-on medical simulation of an in-theater field medical unit.

After completing BOLC, you will serve with a Reserve unit a minimum of two days each month. You will also be required to participate in Annual Training for at least two weeks each year. During this time, your duties may include attending professional seminars and military or nursing education courses provided by the Army. Plus, you'll have the opportunity to work in a wide range of health care environments, whether it be in a modern hospital, working with skilled professionals in a variety of clinical situations, or supervising paraprofessionals in a field medical unit.

ARMY RESERVE EDUCATIONAL AND FINANCIAL INCENTIVES

SPECIALIZED TRAINING ASSISTANCE PROGRAM (STRAP)

- ★ Provides a monthly stipend (currently more than $2,000, adjusted every July) for nurse students enrolled in or accepted to accredited programs leading to master's degrees in Critical Care or Nurse Anesthesia. STRAP requires a one-year obligation for each six months of financial assistance.
- ★ STRAP is also available to nursing students currently enrolled in an accredited BSN program. To be eligible for the BSN STRAP, applicants must have an ADN or diploma degree from an accredited nursing program and a current, unencumbered RN license. BSN STRAP participants may only receive a maximum of 24 months of stipend payments.

ARMY NURSE CORPS

HEALTHCARE PROFESSIONALS LOAN REPAYMENT PROGRAM (HPLR)

- ★ Pays up to $20,000 per year of outstanding professional education loans (up to a total of $50,000) for Critical Care, Medical-Surgical, Perioperative and Psychiatric Nurses, and Nurse Anesthetists.

SPECIAL PAY

- ★ Provides up to $30,000 ($10,000 per year for a maximum of three years) for nurses with a BSN, MSN, DNSc or Ph.D. in nursing.
- ★ Provides up to $37,500 ($12,500 per year for a maximum of three years) for critical care nurses with a BSN or higher.
- ★ Practicing Certified Registered Nurse Anesthetists receive up to $45,000 ($15,000 per year for a maximum of three years).

ARMY RESERVE ELIGIBILITY REQUIREMENTS

- ★ U.S. citizen or permanent resident
- ★ 21 to 42 years of age (age waiver may be available)
- ★ Minimum of a baccalaureate degree, associate degree or diploma in nursing from an accredited school
- ★ Current, valid, unrestricted license to practice as a registered nurse
- ★ Must meet the Army's physical and moral standards

ARMY RESERVE COMMITMENT

- ★ Initial commitment of eight years
- ★ Attend two-week Army Medical Department Basic Officer Leaders Course
- ★ Flexible training; serve when needed

ARMY ROTC AND ROTC SCHOLARSHIP OPPORTUNITIES

Army ROTC is an elective you take while you are studying for your nursing degree. It is designed to teach the kind of leadership and management skills that will help you in either your civilian or military career.

The ROTC curriculum is divided into two parts: Basic and Advanced. The Basic Course is usually completed during your first two years of college after which you move on to the Advanced Course. The leadership and management skills learned through ROTC will put you far above your peers and give you the necessary experience to start your military experience as an officer.

Between your junior and senior years, you can attend the Nurse Summer Training Program (NSTP), a paid three-week clinical experience at one of the Army's major medical facilities in the United States, Germany or Hawaii. It introduces you to the Army Medical Department and the roles and responsibilities of an Army Nurse Corps officer. You'll report to an Army hospital for clinical training under the supervision of your preceptor, an experienced Army Nurse Corps officer. He or she will work one-on-one with you throughout your training, which consists of hands-on experience in medical/surgical wards, intensive care units, and emergency rooms.

Army ROTC offers a variety of merit based two-year, three-year and four-year, full-tuition undergraduate scholarships. Incentives include a $900 annual allowance for books and classroom supplies and a stipend worth up to $5,000 per year in spending money.

High school students seeking a bachelor's degree in nursing, or college students in an accredited baccalaureate degree program in nursing at a school affiliated with Army ROTC may compete for Army ROTC scholarships. A scholarship candidate must meet the Army's physical, academic and moral standards. Upon completion of the ROTC program and graduation from college, you'll be commissioned as a second lieutenant. Upon successful completion of your NCLEX-RN (RN state board exam for licensure) you will be brought onto active duty as an Army Nurse Corps officer ready to face the challenges of your profession. All ROTC cadets must complete degree requirements and pass the NCLEX-RN examination prior to their 30th birthday.

To enroll in the Army ROTC Nurse Program or get more information, visit the Professor of Military Science of the Army ROTC program at the college of your choice. You may also call **1-800-USA-ROT**C or visit the website at **armyrotc.com**.

ARMY NURSE CANDIDATE PROGRAM (ANCP)

The Army Nurse Candidate Program (ANCP) is an alternative program for nursing students that do not meet the criteria for ROTC. Full-time nursing students with a minimum 2.5 GPA entering the final two years of an accredited bachelor of science in nursing degree program may apply. The ANCP program will provide a $10,000 sign on bonus (split disbursement) and $1,000 monthly stipend for each month enrolled in school.

There is no obligation to participate in any military training prior to successful completion of the NCLEXRN exam. All ANCP participants are required to serve on active duty for a period of four to five years. Find the Army Health Care recruiter in your area by calling **1-800-USA-ARMY** or visiting our website at **healthcare.goarmy.com**.

BENEFITS THAT GO BEYOND

By choosing to be a nurse in the Army, you'll be able to see and do extraordinary things. You'll also discover a whole new circle of friends and professional contacts who share many of your standards and goals, a fact that makes it easy to forge lifelong friendships and professional connections that will help you throughout your career.

Whether you choose to join the active Army or the Army Reserve, you'll receive all the privileges that come with being an officer, as well as many benefits. Benefits such as the freedom to use the Army's wide variety of recreational facilities, including golf courses, fitness centers, swimming pools and theaters — and time away from work so you can take advantage of them. Additional benefits and privileges come with being an Army nurse. Some of them include the following:

ACTIVE DUTY

- ★ Being a commissioned officer upon entry
- ★ Travel and new assignments
- ★ Low- or no-cost medical and dental benefits
- ★ Low-cost life insurance
- ★ Post exchange and commissary shopping privileges
- ★ 30 days of leave with pay earned annually
- ★ No-cost, on-post housing or a housing allowance
- ★ Retirement benefits
- ★ Thrift Savings Plan — an additional mobile retirement savings and investment fund similar to a 401(k)

ARMY RESERVE

- ★ Being a commissioned officer upon entry
- ★ Travel opportunities
- ★ Low-cost dental insurance
- ★ Low-cost life insurance
- ★ Post exchange and commissary shopping privileges
- ★ Uniform allowance
- ★ Change of pace
- ★ Networking possibilities
- ★ Retirement benefits
- ★ Thrift Savings Plan — an additional mobile retirement savings and investment fund similar to a 401(k)

HOW TO JOIN

Your first step in joining the Army Nurse Corps is to contact your local Army Health Care recruiter. You can find the Army Health Care recruiter in your area by calling **1-800-USA-ARMY** or visiting our website at **healthcare.goarmy.com**. Your Army Health Care recruiter can answer questions about the application process, help you understand the responsibilities and privileges of an officer, and impart, from personal and professional experience, important information about the Army way of life. Once your Health Care recruiter has met with you and determined your eligibility, he or she will schedule a routine physical examination and an interview with an Army Medical Department officer. A board of Army Medical Department officers reviews the documents and makes a selection decision. An applicant officially accepts the offer by taking an oath of office and accepting a commission as an officer in the Army. The entire process, from the first meeting with the Army Health Care recruiter to the commissioning ceremony, usually takes about three months.

The Army recruits and trains nurses like you who understand the very serious responsibilities, as well as the exceptional benefits and privileges, of being in the Army. The decision to join the Army Nurse Corps is an important one. But the experience is like no other, and the rewards are, without question, immeasurable.