THE

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From the Commanding General

By Maj. Gen. Leslie Purser
Commanding General
108th Training Command (IET)

There are two areas that I'd like to talk about this quarter that I need your help with. The first is drill sergeant strength. The Army Reserve is in a strength crisis and at the 108th we are also in a crisis as it applies to qualified drill sergeants. As a result, I have made changes at the unit level within the 95th and 98th Divisions in hopes that we get our 500+ drill sergeant candidates to the Drill Sergeant School in accordance with regulatory guidance and policy.

First, company commanders will not be selected unless they can remain in position for at least two years. First Sergeants will not remain in position longer than three years and will have an X-ray identifier which means they are, or have been, a drill sergeant. All training NCO positions will be filled with an NCO with an X-ray identifier as well. I realize that some of you use this position to cover your Soldiers undergoing the MEB process. Double slotting is authorized but at least one of the Soldiers filling it will possess the identifier. The reason for these changes is to ensure company leadership understand and push the drill sergeant packet, as well as the prep program.

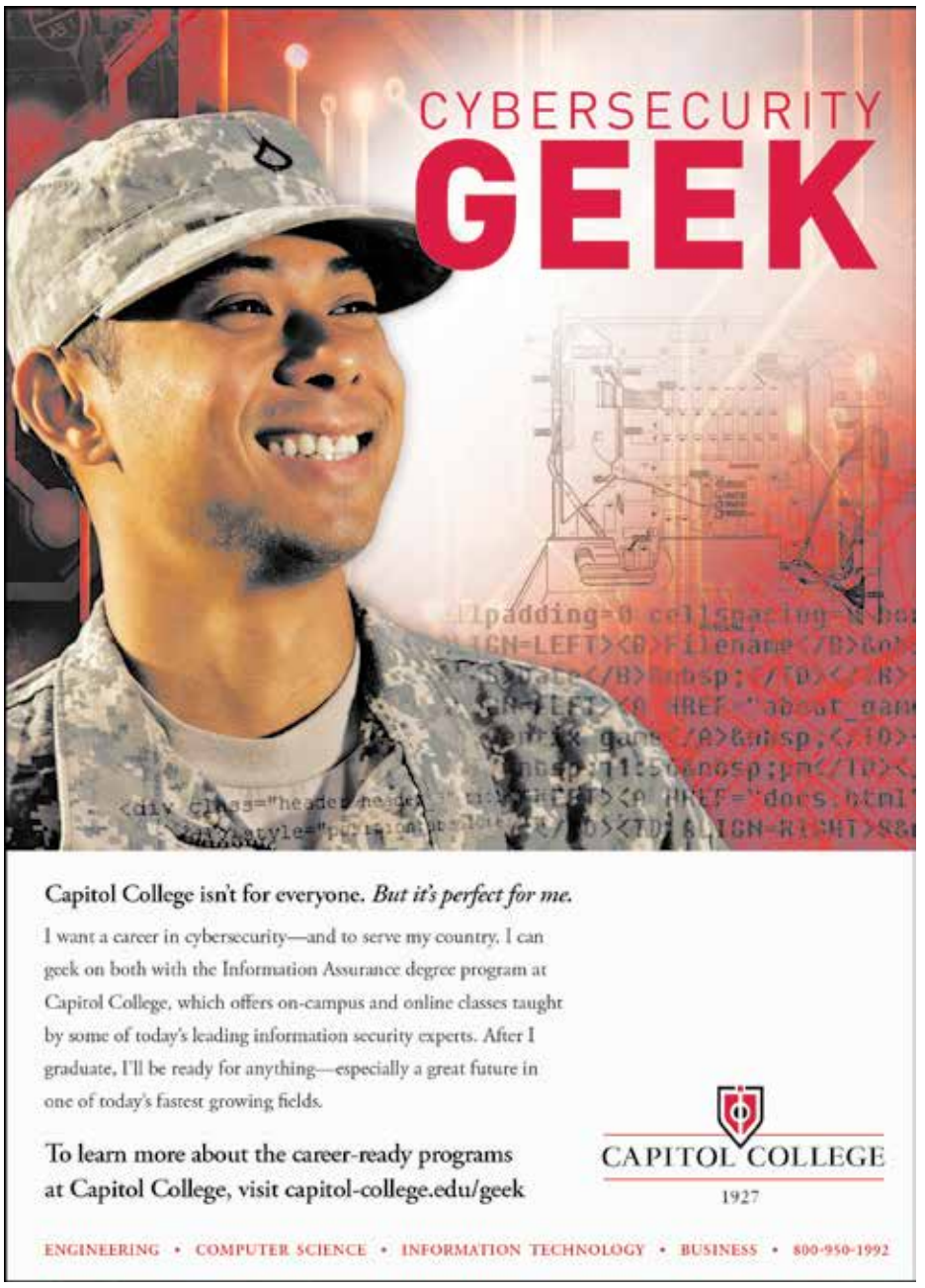
Recruiting drill sergeant candidates is still vital and I want to thank those in support of Operations Sustainment Warrior at Fort Dix. I had an opportunity to visit there recently and that support to the 377th TSC netted numerous candidates, thanks to the recruiting efforts of our trainers there. In addition, understanding the criticality of the drill sergeant shortages, the 104th TD, which has an instructor mission and not a drill sergeant one, recruits for the other two divisions on a regular basis, which is also much appreciated.

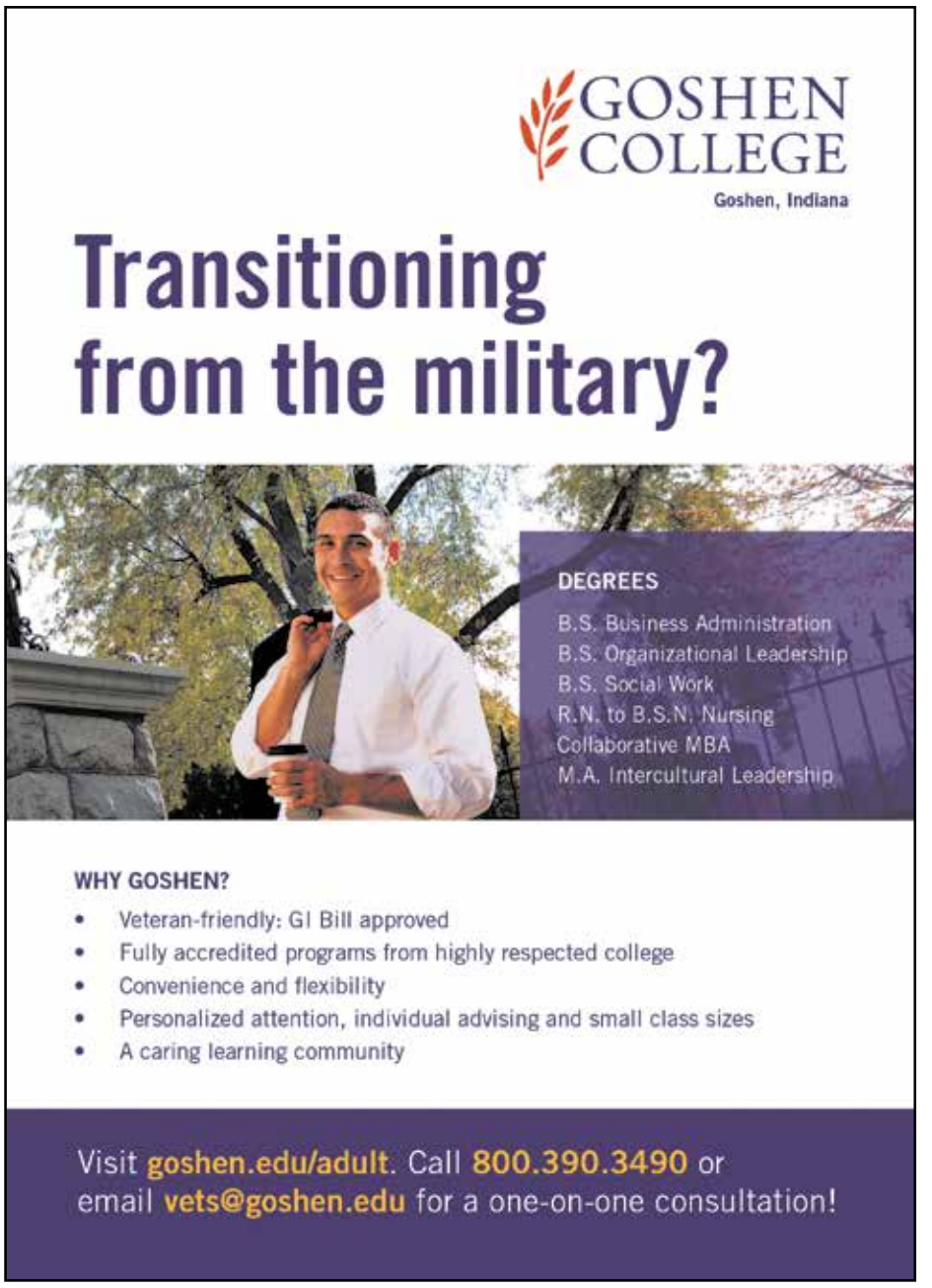
The other issue is our budget. We've had a crisis there as well recently, and this message applies to our leadership teams across the command. Every leader should know their mission requirements for the following year and know the cost of those requirements. That information must be pushed up to my level so we can adequately support you. In the Training Command (TC) headquarters we conducted a Tiger Team to ensure processes at the division and TC level are properly in place. My role is to ensure you have the tools (and money) you need to successfully fulfill your mission requirements and lately I have not been able to do that. For example, numerous Soldiers from Illinois had to drive to Fort Dix as a result of insufficient funds in the DTS account for airfare. Others received orders very late and employers were not happy. I guarantee we will do better in the future.

> I continue to hear about the great things you all are doing. Cadet Command, the ATCs, Ft Bliss, USMA, Chaplain's BOLC, USARC, and TRADOC all sing your praises, so thank you for your competence and commitment. It makes me so proud to be part of this great unit.

I also want to ensure leaders are aware that we usually have end of the FY OMAR money for Unfunded Requirements (UFRs). Again, if we don't know what they are, we can't allocate funding to you. If you are not aware of the UFR process, please consult with your higher headquarters to inquire about it.

I continue to hear about the great things you all are doing. Cadet Command, the ATCs, Fort Bliss, USMA, Chaplain's BOLC, USARC, and TRADOC all sing your praises, so thank you for your competence and commitment. It makes me so proud to be part of this great unit.





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Cover: U.S. Army Reserve Sgt. Jessica Bateman, drill sergeant on the Army Physical Fitness Test (APFT) Committee, administers the sit-up portion of the APFT for cadets attending Leader Development and Assessment Course, during Cadet Summer Training (CST) on Fort Knox, Ky., June 12. Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs

Inside Cover Photo: U.S. Army Reserve Sgt. Sara Conrad, drill sergeant on the Army Physical Fitness Test (APFT) Committee, administers the pushup portion of the APFT for cadets attending Leader Development and Assessment Course, during Cadet Summer Training (CST) on Fort Knox, Ky.

The APFT cadre, supporting Task Force Wolf, is comprised of 98th Training Division, 108th Training Command Soldiers and various other specialty support units outside of the command, provides Reserve Trainers to facilitate CST, which educates and trains college students to be potential officers and leaders in the U.S. Army. Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs

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From the Command Sergeant Major

By Command Sgt. Maj. Rocci R. DeRezza
108th Training Command (IET)

While writing this article, my tenure as the 108th Training Command (IET) command sergeant major (CSM) is just about complete.

This is the time to say goodbye to all the 108th Training Command Soldiers.

I want to thank all the CSMs, NCOs, Soldiers, Officers, and Army civilians of the 108th Training Command, the 95th, 98th and the 104th Divisions for their cooperation and hard work on several accomplishments over the last few years. Among these accomplishments: the 108th Training Command was granted an exception to policy for E-4's to attend the U.S. Army Drill Sergeant School (USADSS) and to be promoted to E-5. This involved a couple of years of hard work by the 108th G-1 section with Mr. Rick Cornellier and Mr. Peter Stewart leading the way. The 108th Training Command was also granted an exception to policy for the promotion of E-6 combat arms Soldiers to E-7 as long as they were Drill Sergeant qualified. Again, the 108th Training Command G-1 section led the way.

Finally, the effort given in making the USADSS the first and best school in the Army's one school system. We provided the USADSS with fourteen TPU Drill Sergeant Leaders, eight AGR Drill Sergeant Leaders, the AGR staff, and the Deputy Commandant.

I want to thank the leaders that I had the opportunity to work with over the last few years. These leaders include Lt. Col. Abner, Col. Stenzel, Col. Cavender, Brig. Gen. Ray Royalty, Brig. Gen. Daniel Christian, Maj. Gen. Catalanotti (Iraq), Maj. Gen. James Mallory (Afghanistan), Maj. Gen. Robert Stall (108th TC), and Maj. Gen. Leslie Purser (108th TC). Each contributed to my success in the Army and gave me the guidance needed to perform my duties as the 108th CSM. It was an honor to work with each of these commanders.

I've been blessed over the years with some great NCO mentors, Command Sgt. Maj. Robert Flatt, Command Sgt. Maj. Ray Lackey, Master Sgt. Leonard Gaskins, Command Sgt. Maj. Robert Riti, Command Sgt. Maj. Milton Newsome, and Command Sgt. Maj. Michael Schultz. They have always pushed and pulled me in the right direction, and all of you that know me well know that I've needed that a time or two.

A special thanks goes to Sgt. 1st Class Denver Scaggs for making sure I got where I needed to go, his dedication to his job and his friendship along the way.

I also want to thank my close friends in the Army and the comrades that I served with in Iraq and Afghanistan for their help and friendship over these many years. I know that I would not be where I am if it had not been for their hard work and courage to accomplish the mission no matter where we were. I've had a great support group along my journey and I appreciate each and every one of you.

Last but not least, I want to thank my Family. A Soldier's dedication to the Army often takes him or her away from their Family or interrupts daily Family life. I could not have performed my job for the 108th Training Command in the way I did if not for the support of my wife, Connie, and my children, Jason Lilly, Christina and Lance DeRezza. They allowed me to be the Soldier that I am by giving me the opportunity to dedicate my time to the Soldiers of the 108th Training Command.

It's been an honor to serve as the command sergeant major of the 108th Training Command. I have enjoyed my stay and as I leave I ask that you give the incoming command sergeant major the same support I have received over the last three years. I also ask that you continue to give your support to Maj. Gen. Leslie Purser as she is doing great things for this organization.

This We Will Defend
Victory Starts Here

From the Command Chief Warrant Officer

Warrant Officer 101: Answers to the top 4 questions

By Chief Warrant Officer Karen Kay
Command Chief Warrant Officer
108th Training Command (IET)

Who Are Warrant Officers?

By short definition, a warrant officer is a commissioned officer who is a highly specialized expert and trainer in a career field (Warrant Officer Military Occupational Specialty (WOMOS)). Predominantly, warrant officers are single-specialty officers with career tracks that progress within their field – unlike O-grade commissioned officers who focus on increased levels of command and staff duty positions for professional and career advancement. However, warrant officers can hold command and staff duty positions. For this reason, although warrant officers move forward within a continuum of learning where they gain technical proficiency by way of professional military education; they should also seek broadening assignments to further develop as leaders and gain proficiencies outside their WOMOS. A broadening assignment is generally considered a branch immaterial duty position. Warrant officers represent 2.5% of the Total Army and 15.3% of the Army's Officer Corps.

What Do Warrant Officers Do?

Over 26,000 warrant officers serve across 70 specialties in 17 branches for all components.[1] Primarily, warrant officers serve as subject matter experts in their career field who provide guidance to commanders and mentor, educate and train Soldiers. To identify with the role of a warrant officer, let's consider who a warrant officer is in relationship to the functions of other ranks using the following analogy. The functional relationship among the ranks is much like the design and operation of a forklift. The design of the forklift is based on a stability triangle.

The front axle, with its drive wheels, acts as the base of the triangle and supports the weight of the load – which can be compared to the NCO Corps. The NCO Corps is the heavy lifter – the backbone of the Army. NCOs are the stewards of our combat skills and the gatekeepers to the Army Profession. They interpret, plan practice and execute mission directives. They are an important source of knowledge and discipline for all enlisted matters.

The sides of the stability triangle meet at the point where the forklift steers – comparable to O-grade officers. O-grade officers integrate collective and individual training with leader development to accomplish the Army's missions, lead the operations process, supervise transitions and manage change.[2] As such; O-grade officers determine the load and provide guidance and direction for movement of the load.

In the middle of the forklift is a non-tangible part referred to as the fulcrum. The fulcrum point on a forklift can be defined as the point at which the weight of the load being carried and the vehicle weight are balanced – providing a center of gravity within the stability triangle. Since warrant officers make up only 2.5% of the total army, warrant officers are essentially "invisible" in many units. For the majority of warrant officers, most of their career will be in the technical domain of their MOS. In this domain, the warrant officer mainly supports the weight of the load by mentoring, educating, and training NCOs. On the other hand, some warrant officers branch away from the technical domain and assume staff positions in the operational domain just as the O-grade officer. In this domain, the warrant officer supports the direction of movement and will assume positions as warrant officer managers or integrate within staff functions at the tactical to strategic level. [2]

How Do You Become a Warrant Officer?

FIRST, an enlisted Soldier must possess a feeder MOS with the exception of 153A, Rotary Wing Aviator. A feeder MOS is an enlisted MOS that links – feeds into – one of the 70 warrant officer specialties. SECOND, the following administrative requirements must be met before applying for the Warrant Officer Candidate Program (WOCP): (1) U.S. Citizenship (No Waivers), (2) General Technical (GT) score of 110 or higher (No Waivers), (3) High school graduate or have a GED (No Waivers), (4) FINAL Secret or Top Secret Security Clearance, (5) Pass the standard 3-event Army Physical Fitness Test (APFT) (No waivers except for combat injuries) and meet height/weight standards, (6) Pass the commissioning physical for technical specialties or the Class 1 (warrant officer candidate) flight physical for Aviators, (7) Must have 12 months remaining on your enlistment contract, (8) Active Federal Service (AFS): All applicants must have 12 years of AFS or less prior to their packet being boarded. Applicants must submit an AFS waiver request with the application if they have 12 or more years of AFS, (9) Age Requirements: For 153A, 33rd birthday or less prior to their packet being boarded. For all other WO MOS', the age cutoff is 46th birthday or less prior to their packet being boarded. Applicants must submit an age waiver request with the application if they exceed the age requirements specified. THIRD, an NCO enters the WOCP upon selection by a Department of the Army Selection Board to become a Warrant Officer Candidate (WOC). The WOC's primary MOS becomes 09WXO and he/she 'pins' the WOC rank insignia. The correct term of address for this Soldier is "Candidate" followed by their last name. FOURTH, the WOC must enroll and complete Warrant Officer Candidate School (WOCS) within 12 months of selection or be considered for elimination. The WOC has two options for WOCS. A WOC can attend WOCS either at the Warrant Officer Career College (WOCC) at Fort Rucker, Ala., or at various State Regional Training Institutes (RTIs) administered by the Army National Guard. WOCS at the WOCC consists of two phases; a Distance Learning (DL) phase and a six-week resident phase. WOCS at an RTI location consists of three phases; a DL phase, a MUTA-6 IDT phase of five weekends for a period of five consecutive months, and a two-week active duty (AT) phase. Regardless of the location, the program of instruction is the same. WOCs must complete the DL portion of WOCS within 90 days of the course start date or they will be required to attend a seven-week WOCS course. FIFTH, a WO1 must complete the Warrant Officer Basic Course (WOBC) within 24 months from the date of appointment or be considered for elimination from the WOCP and discharged from the U.S. Army Reserve.

Can an O-Grade Officer Become a Warrant Officer?

Yes. The O-grade officer must meet all eligibility requirements and prepare a WOC Application Packet. The packet is reviewed by proponent to determine technical competence. If the proponent makes a favorable determination, the packet is forwarded to HRC for a Special Selection Board. The O-grade officer must have at least two years remaining on his/her commissioned time from the date their packet is approved or include a waiver with the application packet.

If you are interested in a career as a warrant officer, contact:

— Usarmy.usarc.arcd.mbx.hq-op-spcmsn-organizational-mailbox2@mail.mil
— OIC: CW5 Sutton, Mark office: 404-469-4175 cell: 678-266-8568
— NCOIC: MSG Gossard, Dennis office: 404-469-4801 cell: 404-790-9917

References

1 Warrant Officer Continuum of Learning Study

2 Army Leadership Development Strategy 2013

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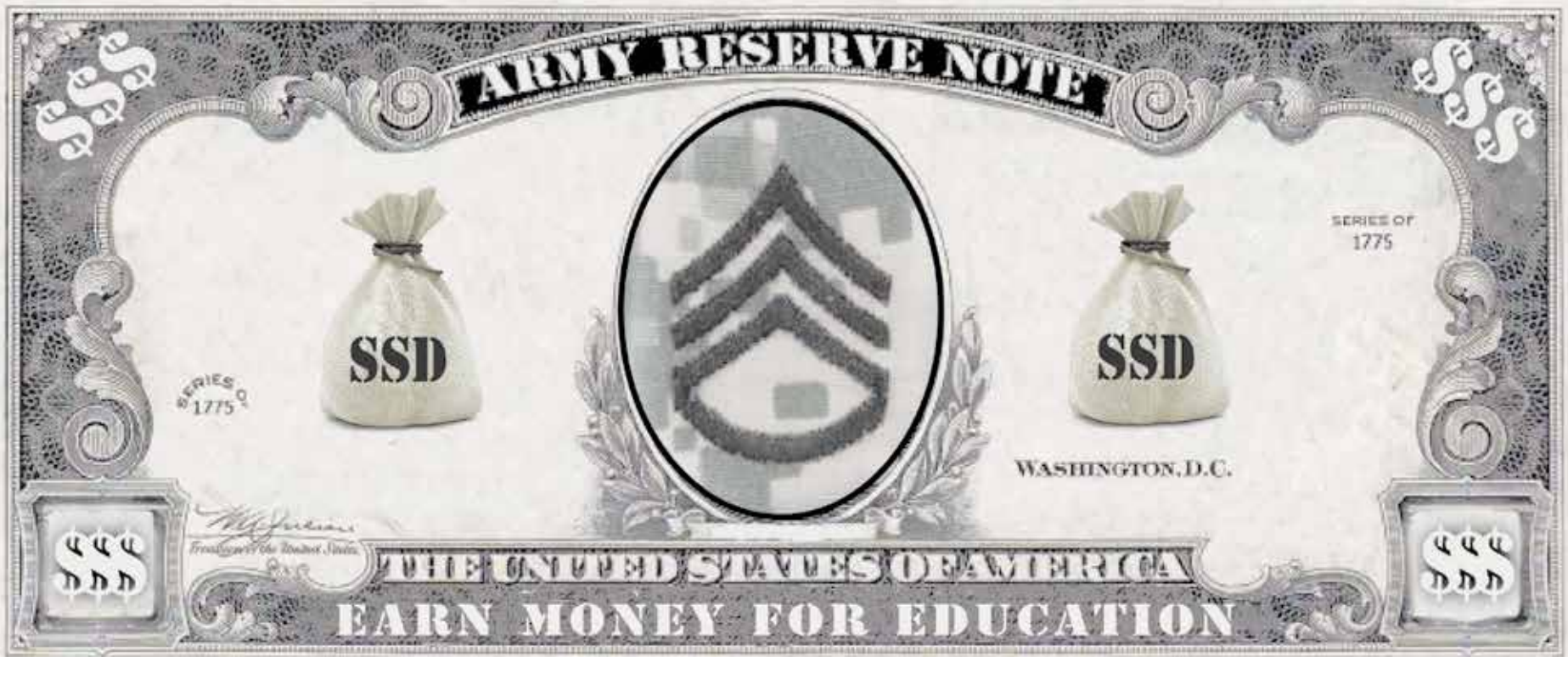

Reserve Drill Sergeants Exemplify the Professional NCO

By Staff Sgt. Shejal Pulivarti
104th Training Division (LT) Public Affairs

Grass still wet from the morning dew, thick fog hovering over the ground, the darkness of the night fighting against the rising sun, a line of drill sergeant's march out in perfect precision. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs*

FORT KNOX, Ky. — Grass still wet from the morning dew, thick fog hovering over the ground, the darkness of the night fighting against the rising sun, a line of drill sergeant's march out in perfect precision. Once reaching the physical training pit, they immediately assume their grading positions to administer the record Army Physical Fitness Test (APFT) for Cadets attending Leader Development and Assessment Course (LDAC) during Cadet Summer Training (CST) held at Fort Knox, Ky.

The cadets were silently watching the noncommissioned officers with their distinguishing hats set up for a morning that will greatly affect their future prospects.

"The Army Physical Fitness Test is a key event for cadets in a sense that it helps to determine what job and unit assignment they get. It's so important the drill sergeants administer it because they have the professionalism and neutrality necessary," said 1st Sgt. Albert Rhodes, noncommissioned officer in charge, APFT Committee.

The drill sergeants, assigned to the APFT Committee supporting CST, are made of up Soldiers from various units within the 98th Training Division, 108th Training Command (IET). All committee members, or cadre, are assigned to Task Force Wolf while they support CST, which educates and trains college students to be potential officers and leaders in the U.S. Army.

The APFT Committee is one of the few committees staffed by drill sergeants. Taking an APFT is a normal part of Army life and usually isn't a worrisome occasion, however, during this particular test a tangible air of anxiety blanketed the APFT pit housing the pushup and sit-up portion of the test.

See NCO page 10

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Once the timer began, signifying the official start of the APFT, the silence was broken with groans of exertion and other audibles — the loudest of which came from the drill sergeants themselves cheering the cadets on with "get some, you got this, one more, push it out." ***Photos by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs***

NCO

Cont'd from page 8

Once the timer began, signifying the official start of the APFT, the silence was broken with groans of exertion and other audibles — the loudest of which came from the drill sergeants themselves cheering the cadets on with "get some, you got this, one more, push it out."

"When the drill sergeant encourages them it's like the greatest thing a Soldier or cadet can feel because here this person that they are looking up to, who is teaching them, molding them and guiding them from their transition from civilian to a Soldier at the same time is rooting for them. That makes all the difference in how hard they perform," Rhodes said.

For the drill sergeants, coaching, mentoring, training and being professional is second nature.

"We live and breathe this — that's why we are all drill sergeants. It comes very easily to us, and we are willing to put in that extra effort in training and teaching Soldiers so they can be the next leaders," said Miami native Staff Sgt. Denise Waite, drill sergeant, APFT Committee.

Being the bridge between a civilian and a potential officer, NCOs of the 98th Training Division thrive on portraying the example in hopes of affecting their future progression.

"I'd like to think that these cadets that are going to become officers remember the drill sergeants that are training them and they remember the training that they get here," said Staff Sgt. Jeremy Bryan, drill sergeant, APFT Committee.

Although they engage with the cadets for only a morning, the drill sergeants see that time with them as an influential opportunity.

"That's my biggest hope for doing this mission — that they remember us for the rest of their career. That it makes an impact on them as a military leader, as an Army leader, as a combat leader," said Bryan, who hails from Houston.

FTX for 3rd Bn, 415th Regt., 95th Training Division (IET)

The 3rd Bn, 415th Regt., 95th Training Division (IET), conducted a four-mile tactical ruck march. *Photo by Warrant Officer Hannah Hill, 3rd Bn, 415th Regt., 95th Training Division (IET)*

By Warrant Officer Hannah Hill
3rd Bn, 415th Regt.,
95th Training Division (IET)

YAKIMA, Wash. — The 3rd Bn, 415th Regt., 95th Training Division (IET), held its annual Field Training Exercise (FTX) on 15-18 May 2014 at the Yakima Training Center in Yakima, Wash.

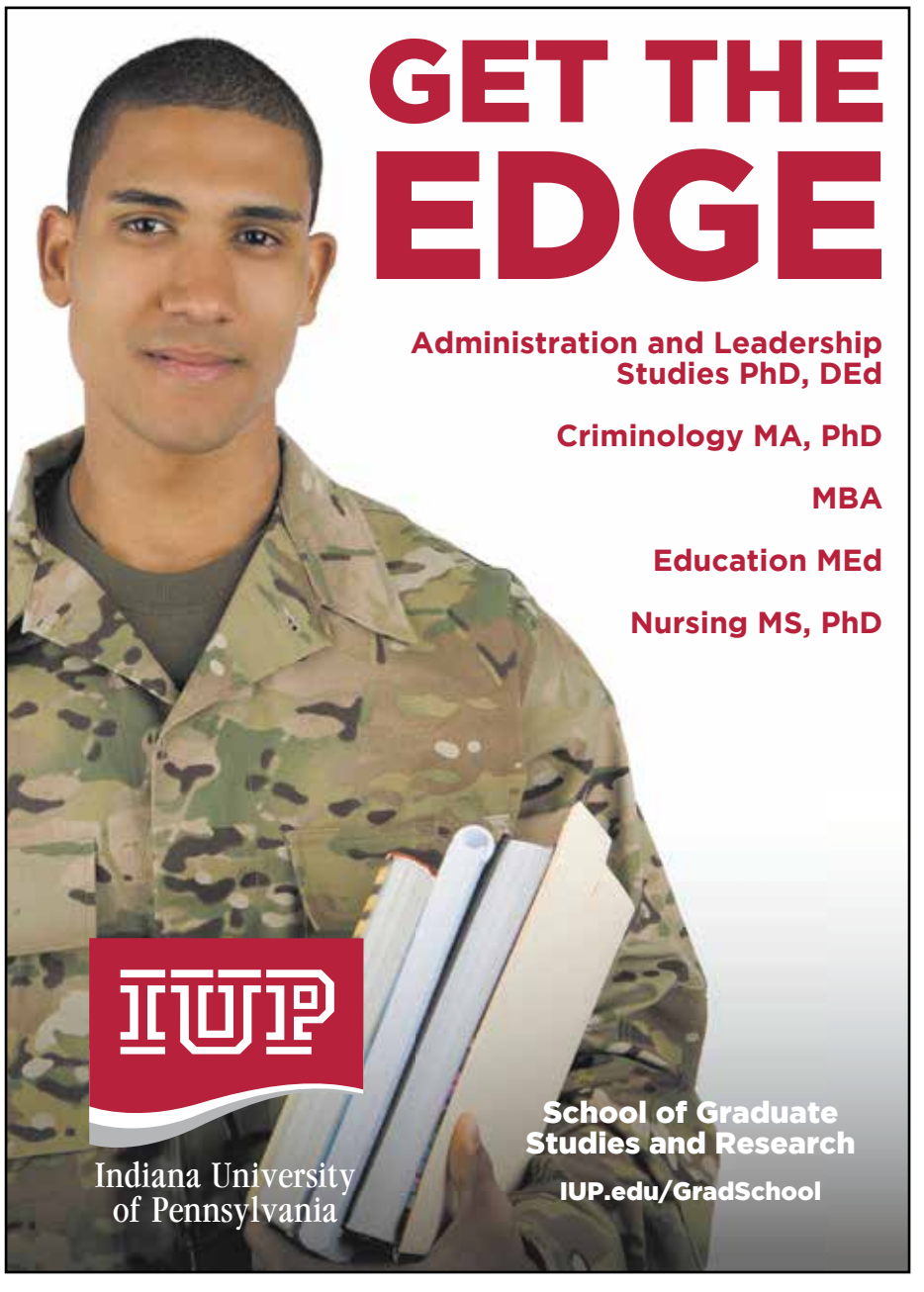
Seventy-three Soldiers from the battalion's five companies attended the training. The goal of the event was to maintain and polish drill sergeant skills while training fellow Soldiers to perform basic combat skills.

Events included evaluating a casualty, MEDEVAC (9 line), loading and clearing both a M249 and M240B, NBC training, night firing and land navigation. The battalion also conducted a four-mile tactical ruck march.

Weapons available for disassembly and reassembly training were the M16A2, M249, and M240B. The battalion's S1 conducted a Staff Exercise in conjunction with the MEDEVAC training. Every Soldier was given the opportunity to qualify on their assigned weapon on the firing range.

"Operations established a framework for the training to happen. Each company stepped up and filled it with excellent training and set a high standard for future exercises. It was inspiring," said Master Sgt. Christie Fields, 3rd Bn, 415th Regt., 95th Training Division (IET).

Spc. Brennan Bell, Staff Sgt. Aaron Riggs, and Sgt. 1st Class Ben Gonzales, 3rd Bn, 415th Regt., 95th Training Division (IET), on the firing range. *Photo by Warrant Officer Hannah Hill, 3rd Bn, 415th Regt., 95th Training Division (IET)*



70th Anniversary of D-Day Honors WWII Veterans

In a special ceremony, at the National D-Day Memorial in Bedford, Va., the 70th Anniversary of D-Day was held to honor WWII Veterans that supported and landed on the beaches of Normandy, France in 1944. *Photo by Master Sgt. Deborah Williams, 108th Training Command (IET), Public Affairs*

By Master Sgt. Deborah Williams
108th Training Command (IET)
Public Affairs

BEDFORD, Va. — In a special ceremony, at the National D-Day Memorial in Bedford, Va., the 70th Anniversary of D-Day was held to honor WWII Veterans that supported and landed on the beaches of Normandy, France in 1944. During the opening ceremonies there were several flyovers to include a P-51, C47 and a parachute jump by the Golden Knights.

The 95th Training Division (IET) was also on hand to assist the WWII Veterans upon their arrival and to help with any additional services as needed, such as handing out water to the Veterans.

"I drove all the way from Augusta, Ga., to help with crowd control, jet the high profile Veterans to the staging area and just to pay my respects and shake the hands of these heroes," said Sgt. 1st Class Kenneth Preston, a drill sergeant with the 2/317th, 3rd Bde., 98th Training Division (IET).

On June 6, 1944, over 160,000 Allied troops landed along a 50-mile stretch of heavily-fortified French coastline, to fight Nazi Germany on the beaches of Normandy, France. Gen. Dwight D. Eisenhower called the operation a crusade in which, "we will accept nothing less than full victory."

More than 5,000 Ships and 13,000 aircraft supported the D-Day invasion, and by day's end, the Allies gained a foot-hold in Continental Europe. The cost in lives on D-Day was high. More than 9,000 Allied Soldiers were killed or wounded, but their sacrifice allowed more than 100,000 Soldiers to begin the slow, hard slog across Europe, to defeat Adolf Hitler's troops.

In comparison with the 1940s population, Bedford suffered the nation's severest per capita D-Day loss, a sombre distinction for this rural Virginia community. For this reason, Congress approved plans for the National D-Day Memorial to be placed here.

A "Homage," piece was also dedicated to honor and recognize the Bedford Boys of the 116th

There were several flyovers to include a P-51, C47 and a parachute jump by the Golden Knights at the 70th Anniversary of D-Day celebration to honor WWII Veterans. *Photo by Master Sgt. Deborah Williams, 108th Training Command (IET), Public Affairs*

Regiment, 29th Division, who served and sacrificed on D-Day. Among the hundreds of thousands massed off the shores of Normandy on the morning of 6 June, were 44 Soldiers, Sailors, and Airmen from the town and county of Bedford, Va. They gave their lives in the preparation for and the participation in the Normandy Invasion and later battles of WWII.

The following morning, June 7, the community provided a patriotic 1940s parade in downtown Bedford. The parade featured WWII and D-Day Veterans, antique vehicles, military trucks and jeeps, bands, living historians and Soldiers and drill sergeants from the 108th Training Command (IET), 95th, 98th Training Divisions. At 11a.m., a bell tolled marking the 19 killed from Bedford.

The 70th Anniversary observance concluded on Sunday, June 8, with a Field Chapel Service with an authentic WWII field chapel ecumenical service.

The 95th Training Division (IET) Drill Sergeants and Soldiers were on hand to assist the WWII Veterans upon their arrival and to help with any other services as needed, such as handing out water to the Veterans. *Photo by Master Sgt. Deborah Williams, 108th Training Command (IET), Public Affairs*

The following morning, June 7, the community provided a patriotic 1940s parade in downtown Bedford. *Photo by Master Sgt. Deborah Williams, 108th Training Command (IET), Public Affairs*

COMBATIVES TOURNAMENT

Hosted by the 98th Training Division (IET)

By Spc. Priscilla Portman
108th Training Command (IET) Public Affairs

JOINT BASE MCGUIRE-DIX-LAKEHURST, N.J. — The 98th Training Division (IET) hosted a multi-service, multi component combatives tournament at the Griffith Field House and Fitness Center here June 7-8.

Army, Air Force and Marines participated in this multi-service event that featured service members from the reserve, National Guard and active components.

"When the military goes to war, it goes to war together. Army, Navy, Air Force, Marines all work together to complete our mission. This combatives tournament is a representation of our military and how all the services and components work together," said Command Sgt. Maj. Carrie Cieslak, the 98th Training Division Combative Academy command sergeant major.

Competitors were divided into eight weight classes before the tournament. From lightest to heaviest: bantamweight, flyweight, lightweight, welterweight, middleweight, cruiserweight, light heavyweight and heavyweight.

The event took several months to organize, the facilities had to be available and the participants ready to compete. Leadership from the 98th Training Division stepped up to ensure the event ran smoothly.

"We coordinated with Soldiers who came here for their [active duty training] to help us set up. A couple of months ago, we put up a flyer to get the word out about this event," said Sgt. 1st Class Ryan Cameron, the tournament's director. "Being on a joint base, we have the luxury of having contact with all the services enabling us to reach out to a variety of people."

The winners were from all components and services across the board.

"It feels pretty good winning an Army sponsored event. There were also a couple of Air Force guys here so it was even better because I'm in the Guard," said Sr. Airman Leon Jackson, winner of the heavyweight championship.

Army, Air Force and Marines participated in this multi-service event that featured service members from the reserve, National Guard and active components. ***Photos by Spc. Priscilla Portman, 108th Training Command (IET), Public Affairs***

Leadership Visits Task Force Wolf Soldiers

By Staff Sgt. Shejal Pulivarti
104th Training Command (LT) Public Affairs

U.S. Army Reserve Maj. Gen. Leslie Purser, commanding general, 108th Training Command (IET), speaks to Cadets preparing to execute the Land Navigation Course while attending Leader Development and Assessment Course during Cadet Summer Training (CST) on Fort Knox, Ky., June 15. The Land Navigation Committee will teach, mentor, and train the Cadets attending CST to read maps, read a compass, and plot and navigate to points. Task Force Wolf, comprised of Soldiers from the 104th Training Division and various other supporting Reserve units, provides Reserve Trainers as cadre to various committees to facilitate CST, which educates and trains college students to be potential officers and leaders in the U.S. Army. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs*

FORT KNOX, Ky. — Maj. Gen. Leslie Purser, commanding general, and Command Sgt. Maj. Rocci DeRezza, command sergeant major, 108th Training Command (IET), visited Soldiers from their subordinate units supporting Cadet Summer Training (CST) at Fort Knox, Ky. Purser and DeRezza spent two days visiting the various training sites 104th Training Division Soldiers operate at CST.

The visiting command team observed training and interacted with Soldiers and Cadets at the Land Navigation, First Aid, Team Development, Army Physical Fitness Test and Rappel Tower/ Confidence Courses. Throughout the summer the USAR will provide approximately 2,000 Soldiers as Cadre or support elements for CST.

The 108th Training Command's mission is to provide professionally trained and ready drill sergeants, instructors, Leader Trainers, and Command and Control experts to conduct Initial Military Training and Foreign Military Training.

Although supporting future-officer training is an enduring mission for this unit, changes were made from previous years. This is the first year both Leader Development and Assessment Course, previously held at Joint Base Lewis-McChord, and Leaders Training Course, are being held together at Fort Knox.

Due to the recent changes and expansion of the mission, the command team wanted to ensure their Soldiers were taken care of and had the necessary support. They explored best practices to improve the processes and conditions for coming years aimed at maximizing success in training the Cadets. Both the general and the command sergeant major spoke with individual Soldiers throughout their visit as well as held open group discussion with some of the committees. They emphasized the importance of the USAR Soldier's role in this mission.

"It's extremely important that the Cadets see an Army NCO in action. It's vital to the development of these future officers for these Soldiers [cadre] to be here and showcase what we are all about," said Purser.

Aligning with their parent-command mission, the subordinate units support various missions throughout the year. For CST, which educates and trains college students to be potential officers and leaders in the U.S. Army, units under the 108th provide U.S. Army Reserve Trainers, Drill Sergeants, and command staff to facilitate the different training events. Established in support of CST, USAR Soldiers consolidate under Task Force Wolf. The task force is comprised of Soldiers from the 108th's subordinate units as well as a few specialty support units outside the command.

"This is a demanding role and mission. What the Soldiers do here is really appreciated and important, because they are all training the future officers of the Army," said DeRezza. The Soldiers we have seen have been nothing but prepared, professional, and confident Leader Trainers.

U.S. Army Reserve Maj. Gen. Leslie Purser, commanding general, 108th Training Command (IET), observes Cadets negotiate an obstacle on the Confidence Course during Cadet Summer Training (CST) on Fort Knox, Ky., June 16. The Rappel Tower/ Confidence Course Committee will explain, demonstrate, and provide qualified safety personnel for Cadets to negotiate the Rappel Tower and all obstacles within the Confidence Course. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs*

U.S. Army Reserve Command Sgt. Maj. Rocci DeRezza, command sergeant major, 108th Training Command (Initial Entry Training), free-falls off a 60-foot tower at the Rappel Tower/ Confidence Course during Cadet Summer Training (CST), on Fort Knox, Ky., June 16. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs*

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Drill Sergeant Candidate Validation

Having this first iteration of the Drill Sergeant Candidate Validation (DSCV) process during the FTX was fundamental because all the full-time support staff and Soldiers involved in the process were in one location. ***Photo by James Williams, UPAR***

By Capt. Carmen J. Quesenberry
HHC, 3rd Brigade, 98thTraining Division (IET)

FORT A.P. HILL, Va. — The 3rd Brigade, 98th Training Division (IET), recently employed a way to streamline the Drill Sergeant Candidate Validation (DSCV) process for overall mission success. This streamlined DSCV process was implemented during the 3rd Brigades annual FTX in April 2014. By incorporating the DSCV into the FTX, the brigade both prevented the loss of additional resources required to plan a later event for the DSCV process and also provided much needed support to candidates throughout the packet building process.

Incorporating the validation process into the FTX required specific planning and organization in order to monitor all candidates. One critical component for this event involved combining all brigade and division command sergeant major meetings. Command Sgt. Maj. Grady Blue, 95th Training Division Command Sgt. Maj., conducted the military decision-making process in regards to

vital requirements in producing successful drill sergeants.

Once these were established, it was necessary to assign a TPU Soldier to create a detailed report capturing the placement of the candidate, and what items are mandatory before attending Drill Sergeant School. The Soldier selected for this task was Master Sgt. Cary Jones, HHC 3rd Brigade.

Jones started the tracking process in February 2014 by developing a spreadsheet covering several sub-areas of the process to obtain an overall picture of how each candidate was progressing. These areas included APFT scores, TIG, NCOES, height/weight, GT Scores, and PULHES.

Jones stated, "My goal was to set a standard to improve the quality and tracking of all brigade candidates by creating one document to streamline the overall program." This document was ultimately provided to the battalions giving them a summary of where the packets had deficiencies. The intention was to have these areas corrected before the FTX so the packets were accurate prior to the validation process.

The tracking tool created by Jones allows the brigade to track a candidate all the way through the process until Drill Sergeant School. Validation of the information received from battalions undergoes quality control checks by the Brigade S1 and S3 Staff to ensure the information on the brigade tracking sheet is accurate and specific to the division requirements.

Better visibility across the board is now possible, allowing the brigade to locate candidates and give specifics about items missing or required. Providing battalions and companies an excel spreadsheet with this information, in advance, prevents spending unnecessary time making all packets match up.

An essential part of building drill sergeant packets is establishing a trustworthy working relationship between the division, brigade, and battalion staff. Having this first iteration of the process during the FTX was fundamental because all the full-time support staff and Soldiers involved in the process were in one location. This allowed the brigade to understand, process, and communicate the division requirements while also providing the battalions with extensive support to the candidates.

Third Brigade Commander, Col. Keith P. Brelia, wanted to execute the first DSCV process to "build trust and share confidence among the relative division, brigade and battalion staff sections." The start of any program is the most crucial because it sets up the capability of the remaining steps in the process.

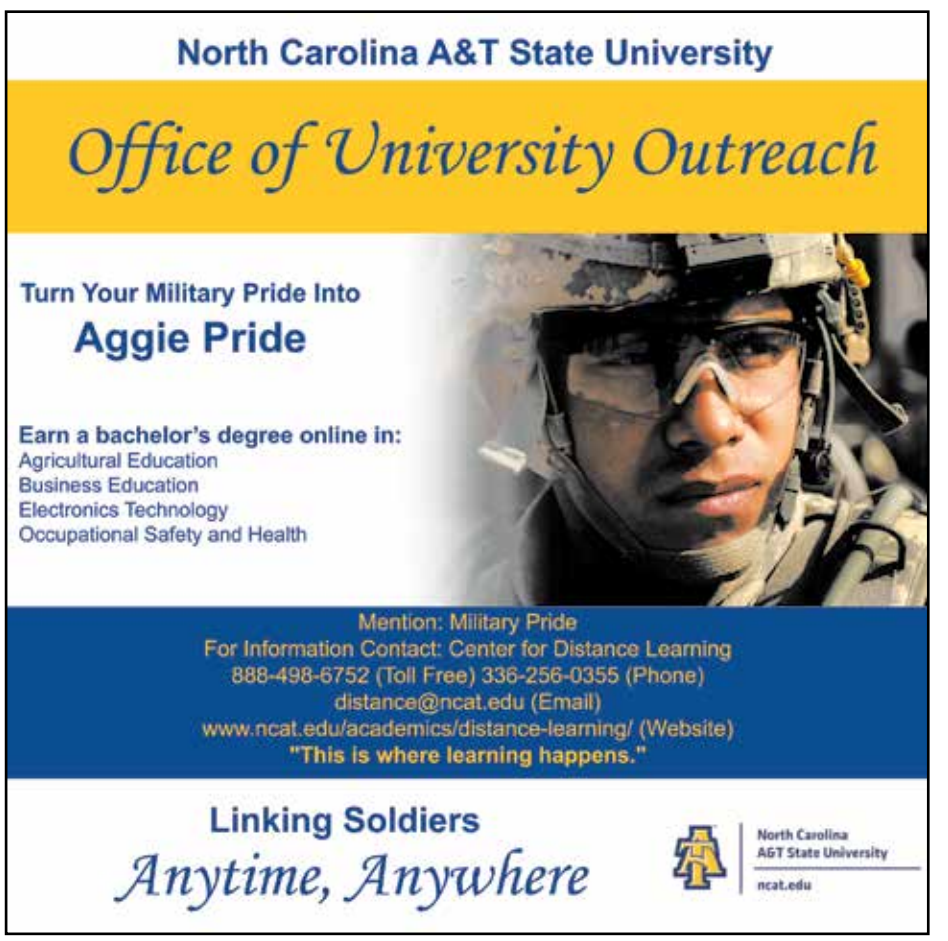
The APFT event was the first step in the validation process and it ran successfully in a short period of time – making it clear that the DSCV would be a productive and beneficial process. Another beneficial step in the process was the information seminar given by Sgt. 1st Class John Riviera. This seminar provided instructions and critical information for the DSC packets, which assisted battalions in meeting crucial requirements.

The overall goal was to review packets and fix all deficiencies to increase the number of DSC's graduating and remove those Soldiers who were not meeting the DS standards. In fact, due to the efforts at the FTX on DSC packets, expectations were exceeded because 30 candidates are now on track to graduate for the FY with 19 attending school between May and August 2014.

This success was due to the involvement, support, and communication of all brigade staff and Soldiers. The Soldiers of the Blue Ridge Brigade witnessed extraordinary results due to the energy, mental alertness, critical thinking, and expedient services of every Soldier involved in the DSCV process. Being the first to actively engage in the DSC program provides 3rd Brigade with the unique opportunity to share its experience and knowledge with other battalions as they prepare for the validation process.

As was achieved by the 3rd Brigade, upon completion of the process, the proper utilization of such a streamlined system will allow all units to expedite successful DSC graduation completion.

The APFT event was the first step in the validation process and it ran successfully in a short period of time – making it clear that the DSCV would be a productive and beneficial process. ***Photo by James Williams, UPAR***



Air Force 242nd Combat Communication Squadron Trains

Story by Capt. Nicole Kessler
Commander, C Co 3-415th
95th Training Division (IET)

FAIRCHILD AIR FORCE BASE, Wash. — Drill Sergeants from Charlie Company, 3-415th Regiment, 2nd Brigade, 95th Training Division (IET), reached out and assisted their Air Force brethren in meeting some of their new training requirements.

The 242nd Combat Communication Squadron recently had a change of mission. Now they are required to have the same basic skill sets as the Air Support Operations Center (ASOC) and the Airspace Control System (ACS) units that they support and are imbedded with during deployments.

The 242nd mission will provide tactical and deployable communication for any unit across the globe. They are part of the 194 Regional Support Wing assigned to Fairchild AFB. Squadron Commander, Lt. Col. Knutson, and Company Commander, Capt. Chuck Parsons of the 242nd, requested the help of the 3-415th to train their airmen for success in their new mission.

Sgt. 1st Class Paul Abernathy planned, coordinated, and executed the event with the help of Sgt. 1st Class Jasper Kohoutek, Charlie Company, 3-415th Regiment, 2nd Brigade, 95th Training Division (IET). Training focused on basic land navigation skills including use of a compass/protractor, map reading, and a land navigation practical exercise.

The airmen spent day one of training in the classroom learning map reading, how to properly plot points on a map, recognize terrain features, and obtaining their pace count. Day two allowed the airmen to test their newly acquired skills in the field at a training area near Fairchild AFB.

The 242nd was very impressed and grateful for the high quality training their 75 airmen received that participated in the event. The 3-415th is already working on future training events with the Squadron to enhance their field craft and keep the 3-415th Drill Sergeants doing what they do best, training others.

Staff Sgt. Douglas Lowe, Charlie Company, 3-415th Regiment, 2nd Brigade, 95th Training Division (IET), assists airmen in plotting their land navigation points. *Photo by Capt. Nicole Kessler, commander, C Co 3-415th, 95th Training Division (IET)*

Sgt. 1st Class Jasper Kohoutek, Charlie Company, 3-415th Regiment, 2nd Brigade, 95th Training Division (IET), train airmen from the 242nd Combat Communication Squadron. *Photo by Capt. Nicole Kessler, commander, C Co 3-415th, 95th Training Division (IET)*

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Best Warrior Competition at Fort Buchanan

By Sgt. 1st Class Lymari Sánchez
1st Mission Support Command Public Affairs

Photos by Sgt. 1st Class Lymari Sánchez, 1st Mission Support Command, Public Affairs

FORT BUCHANAN, Puerto Rico — The 1st Mission Support Command, U.S. Army Reserve in Puerto Rico conducted their Best Warrior Competition from 23 thru 27April. Thirteen Soldiers competed to be selected as the best NCO or Junior Enlisted Soldier.

Each Soldier was tested in different areas such as the Army Physical Fitness Test, written essay and exam to include the following topics: Soldiers and NCO Creed, Equal Opportunity, SHARP, Land Navigation, Military History and Military Traditions. There was also a Land Navigation and road march Event, Weapons Qualification and Modern Army Combatives.

The participants were tested in Army Warrior Tasks and Battle Drills (React to a Biological, Nuclear, Chemical Attack, Conduct a 9 line MEDEVAC using FM radio, perform a SALUTE and SPOT report, Evaluate a Casualty, and signaling for a MEDEVAC).

The winners, Sgt. Julio Lopez and Spc.(p) Adalberto Reyes, both from the 393rd Combat Sustainment Support Battalion will now proceed to represent the 1st Mission Support Command and compete in Fort Dix at the U.S. Army Reserve level at the end of June.

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Passion Drives Training at Echo Mission

By Sgt. 1st Class Brian Hamilton
108th Training Command (IET)
Public Affairs

FORT JACKSON, S.C. — "I love to teach, I love to teach!" exclaimed Army Reserve Drill Sergeant, Sgt 1st Class Kelsie Hagan, Echo Company, 1/518th Basic Combat Training (BCT) Battalion.

Hagan, currently serving his extended combat training (ECT) at Fort Jackson, S.C., became a drill sergeant in 2002 and says "if you are going to put on the hat, then this [Echo Mission] is what you want to do."

"When you make the decision to become a drill sergeant, you make the decision to train Soldiers!"

Echo Mission, held year round here at Fort Jackson, is an opportunity for Army Reserve Drill Sergeants to work side by side with their Active Component counterparts doing what drill sergeants do best- train Soldiers.

Because of a shortage of Active Duty Drill Sergeants as well as the need to field a fifth company at the 1/13th Infantry BCT, Army Reserve Drill Sergeants gladly accept the challenge to augment "Echo" Company. The result is a fine mix of Reserve Component instructors supported by a few Active duty component Soldiers to provide continuity.

Echo Company non-commissioned officer in charge, 1st Sgt. Terry Patterson, 1/518th BCT Bn., says Echo Mission allows the Reserve component to train real world in the event the active duty counterpart is called forward.

"[Echo Mission] keeps us up to the standard. The POI changes every six months to a year. This keeps us current so that when they pull our counterparts forward in times of need, we can step forward and fill that gap."

"We can come in and give them a break and remain current on our skills at the same time. This is a perishable skill," Patterson added.

Every three weeks another group of Army Reserve Drill Sergeants comes through Echo Company, starting from the company commander and first sergeant, and filtering down to the lowest ranking non-commissioned officer.

Army Drill Sergeant, Sgt. 1st Class Fenecia Keitt, Echo Co., 1/13th Inf. Bn., says Echo Mission presents some challenges because of the quick turn around of Reserve trainers that come through, but after a few days of learning each others strengths

See PASSION page 24

A Soldier at the zero range during Initial Entry Training at Fort Jackson, S.C. practices her basic rifle marksmanship skills on the shadow box. The IET Soldiers are being taught basic combat skills training by a mixture of Active and Reserve component instructors known as Echo Mission. *Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET) Public Affairs*

Army Reserve Drill Sergeant, Sgt. 1st Class Richard Walker, instructs an IET Soldier on the proper adjustments to her M-16A2 rifle after firing the first of several volleys during "zero day". Walker is an instructor at Echo Mission, held year round at Fort Jackson, S.C. During Echo Mission, drill sergeants from the 98th Training Division (IET), Army Reserve, are partnered with their Active duty counterparts to provide training on basic combat skills to initial entry Soldiers. *Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET) Public Affairs*

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Passion

Cont'd from page 24

and weaknesses, the two components mesh as one team.

"It's challenging at times because of the flip flopping, but we get some great [Reserve Soldiers] that come through. They are part of a team and it makes things a lot smoother for us."

Hagan added that just because Reserve Soldiers do this on a part time basis, you shouldn't count them out.

"This has always been an enjoyable experience for me. You meet people who share the same passion as you. But I find Reserve Drill Sergeants have more passion for what we do sometimes. We get a break where as the active component does not get a break."

Hagan also said, "Some of the drill sergeants that come through have been around for a long, long time. I became a drill sergeant in 2002. I think that gives us technically more experience than our active duty counterpart."

Patterson seemed to agree. "A lot of times with the active component, drill sergeants are D.A. [Department of the Army] select. Not that there's anything wrong with that. But in their component, drill sergeants are made, whereas in the Reserve component, if you are a drill sergeant, you want to be one. This is something you chose to do."

Army Reserve Drill Sergeant, Staff Sergeant Eric Halford, instructs an IET Soldier on the proper adjustments to his M-16A2 rifle after firing the first of several volleys during "zero day". Halford is an instructor at Echo Mission. ***Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET) Public Affairs***

Army Reserve Drill Sergeant, Sgt. 1st Class Kelsie Hagan, inspects the chamber of an M16A2 semiautomatic rifle before an IET Soldier enters the range during "zero day" of basic combat training. Hagan is an instructor at Echo Mission. ***Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET) Public Affairs***

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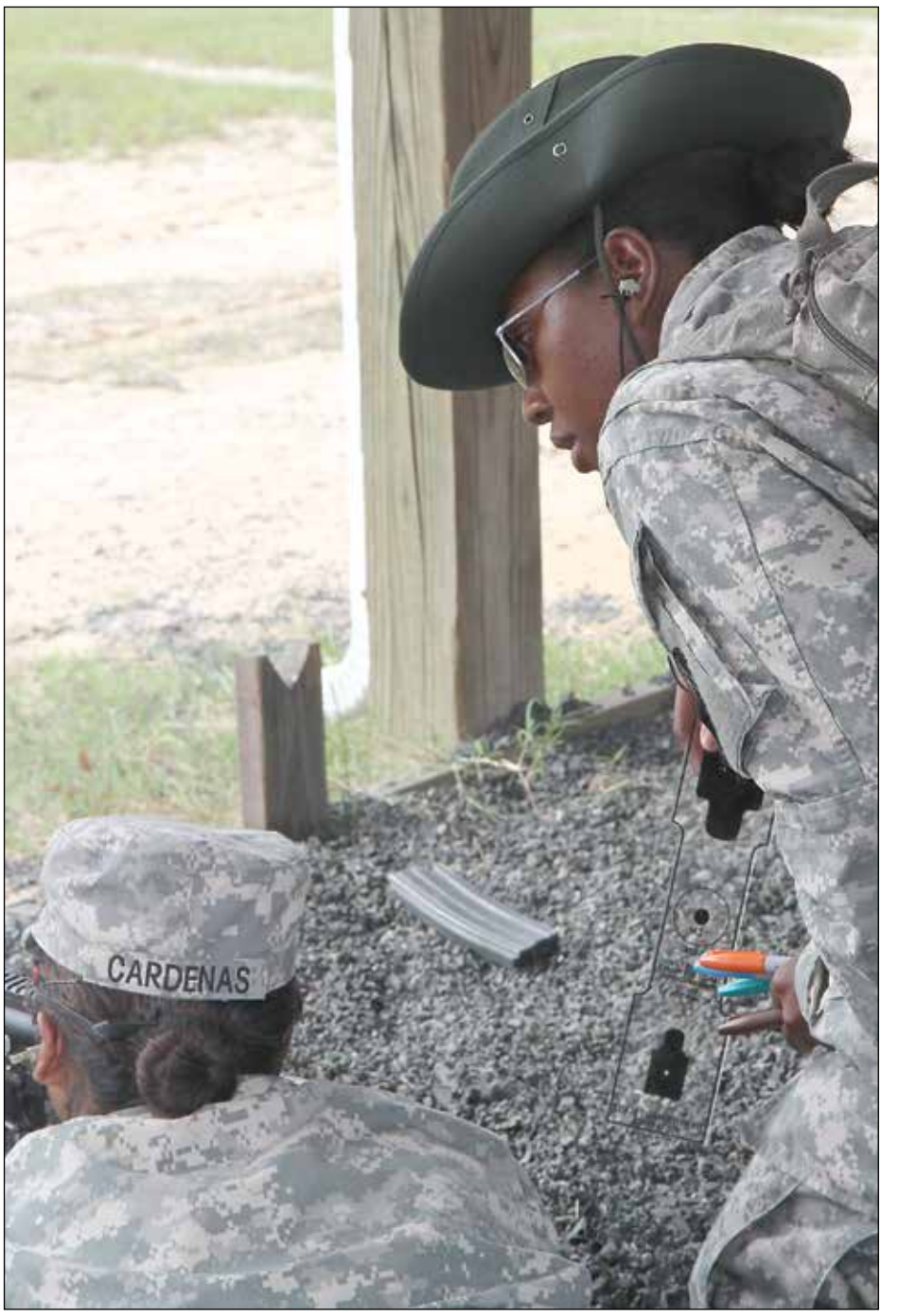
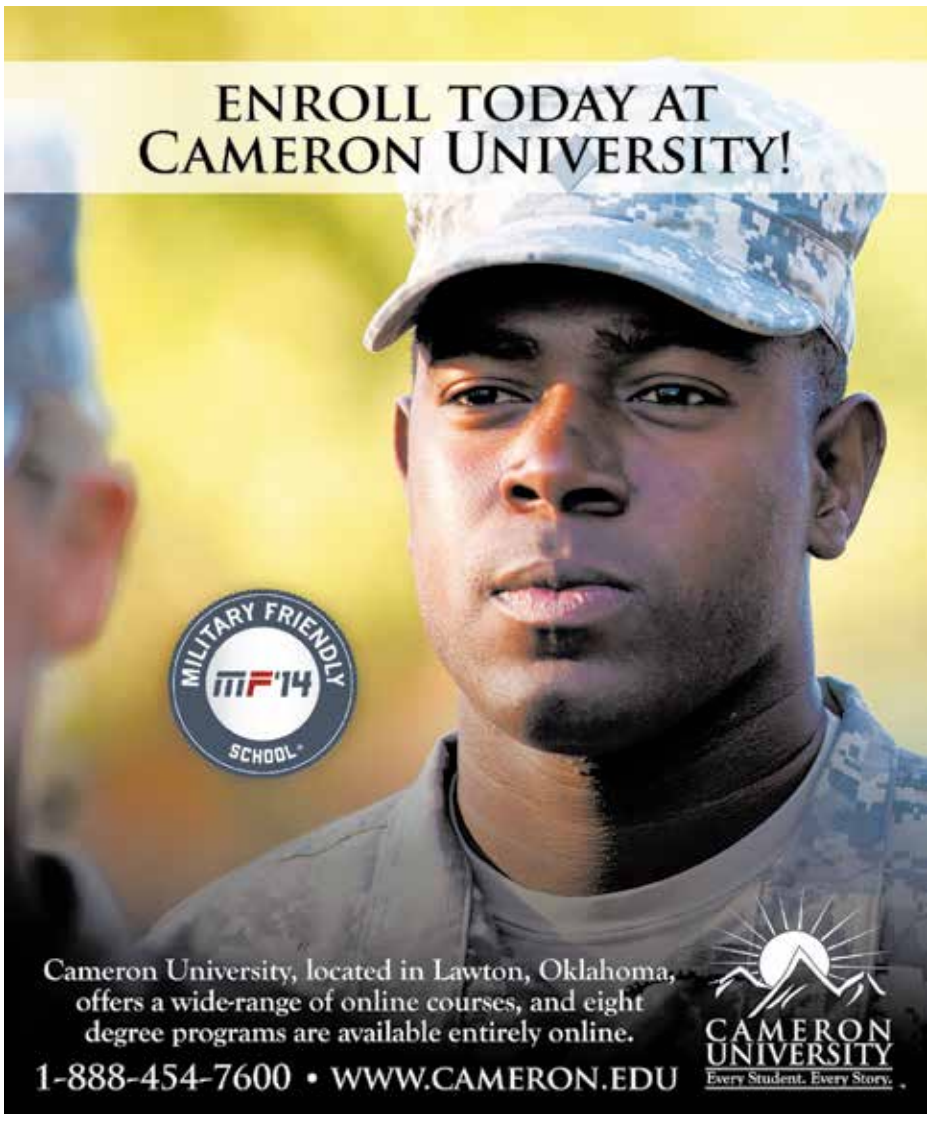
Army Reserve Drill Sergeant, Sgt. 1st Class Kelsie Hagan, instructs Soldiers at Echo Mission on the fundamentals of basic rifle marksmanship during "zero week". *Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET) Public Affairs*



Army Drill Sergeant, Sergeant 1st Class, Fenecia Keitt, Echo Co., 1/13 Inf. Bn. assists an IET Soldier with remedial action during a weapons malfunction on "zero day". Keitt is part of a combined effort of Reserve and Active duty component instructors known as Echo Mission. *Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET) Public Affairs*



Maj. Gen. Lesniak visits Task Force Wolf Soldiers

By Staff Sgt. Shejal Pulivarti
104th Training Division (LT) Public Affairs

U.S. Army Reserve Maj. Gen. Glenn Lesniak, deputy commanding general (support), U.S. Army Reserve Command (USARC), observes first aid training during his visit with Task Force Wolf Soldiers who are supporting Cadet Summer Training (CST) at Fort Knox, Ky., June 23. Lesniak spent the day at multiple training sites and discussed USARC's top principles of exercising resiliency tools. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs*

FORT KNOX, Ky. — U.S. Army Reserve Maj. Gen. Glenn Lesniak, deputy commanding general (support), U.S. Army Reserve Command (USARC), visited Task Force Wolf Soldiers who are supporting Cadet Summer Training (CST) at Fort Knox, Ky. Lesniak visited multiple training sites and discussed USARC's top principles June 23.

Lesniak observed training and interacted with Soldiers and Cadets at the Basic Rifle Marksmanship range, First Aid Course, and the bath and laundry site.

The United States Army Reserve will provide approximately 2,000 Soldiers as cadre or support elements throughout the summer for CST. This is the first year both Leader Development and Assessment Course, previously held at Joint Base Lewis-McChord, and Leader Training Course, are being held together. The two courses, which make up CST, are now co-located at Fort Knox.

Lesniak visited due to the recent changes, overall expansion of the mission, and the growth in USAR involvement. He conversed with the Soldiers about their roles at CST and expressed his support.

"We want to ensure that you guys are taken care of, that you have what you need in order to be successful in the mission, and that you guys are being utilized the way you should be utilized," Lesniak said. "You guys are doing great and important work here. Thank you all for what you do for the Army Reserve every day."

Taking advantage of the concentration of USAR Soldiers in one location, Lesniak shared USARC's top priorities for the force at large.

"Across the Army Reserve, we are emphasizing strength management," he said. "We are trying to be much more integrated within the three components. Within all components, resiliency of our force is a top priority. There are 14 skills in the MRT [Master Resilience Trainer] and I encourage each of you to learn and utilize these skills in and out of uniform."

Lesniak discussed best practices, lessons learned, and ways to improve the processes for the coming years with the USAR leadership at CST. Witnessing and learning about the variety of training events the Reserve Soldiers are supporting this year has been beneficial, Lesniak said.

"The 104th Soldiers are excellent instructors," Lesniak said.

U.S. Army Reserve Maj. Gen. Glenn Lesniak, deputy commanding general (support), U.S. Army Reserve Command (USARC), observes a formation of Leader Development and Assessment Course Cadets during his visit with Task Force Wolf Soldiers who are supporting Cadet Summer Training (CST) at Fort Knox, Ky., June 23. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs*

U.S. Army Reserve Maj. Gen. Glenn Lesniak, deputy commanding general (support), U.S. Army Reserve Command (USARC), talks to Cadre during his visit with Task Force Wolf Soldiers who are supporting Cadet Summer Training (CST) at Fort Knox, Ky., June 23. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Command (LT), Public Affairs*

SAFETY: 1-320th Soldiers Assist Crash Victim

Soldiers from the 1-320th Regiment, 3rd Brigade, 98th Division in Abingdon, Va., were traveling from their unit in Charleston, W.Va., eastbound on Interstate-79 en route to Camp Dawson when they came upon an accident scene and immediately stopped to assist. *Courtesy photo*

Staff Sgt. Brian Click, Sgt. 1st Class Anthony L. Johnson, Staff Sgt. Tasha Smith, Staff Sgt. Nick Barney, Staff Sgt. Richard Watts and Staff Sgt. Jeremy Anderson from the 1-320th Regiment, 3rd Brigade, 98th Training Division (IET) in Abingdon, Va., received awards for their immediate and life saving actions. *Courtesy photo*

WEST VIRGINIA — A local woman from the Clay County, West Virginia area is thanking her lucky stars that she received help from six Army Reserve Soldiers who came upon her crashed vehicle on Friday, July 11. Soldiers from the 1-320th Regiment, 3rd Brigade, 98th Division in Abingdon, Va., were traveling from their unit in Charleston, W.Va., eastbound on Interstate-79 en route to Camp Dawson when Staff Sgt. Brian Click came upon an accident scene and immediately stopped to assist.

Click saw the vehicle was totaled and the woman was badly injured and in need of assistance. He began the lifesaving steps of checking the female driver for responsiveness upon reaching the vehicle. As the victim was unresponsive, Click performed CPR, which resulted in her regaining consciousness.

Upon seeing Click on the scene, Sgt. 1st Class Anthony L. Johnson immediately stopped his car as well to assist. A short time later, the woman again became unresponsive, and this time Johnson performed CPR to help her regain consciousness again.

More vehicles with Staff Sgt. Tasha Smith, Staff Sgt. Nick Barney, Staff Sgt. Richard Watts and Staff Sgt. Jeremy Anderson also stopped to assist after seeing their battle buddies on the scene. As the local first responders arrived upon the scene, the entire group of Soldiers led by Click and Johnson helped to stabilize the victim, safely remove her from the vehicle, and load her into the ambulance.

Johnson, a SWAT medic himself, was instrumental in assisting the EMTs with various first aid equipment he had been trained on - so much so that Johnson and Click stayed with the patient in the ambulance en route to the helicopter pad, where they then assisted in preparing the victim to be air lifted out to a regional hospital. Had Johnson and Click not been able to perform CPR and other life saving techniques to prevent shock and stabilize the woman, she may not have survived.

Smith, Barney, Watts and Anderson were awarded impact Army Achievement Medals at Camp Dawson that weekend by Maj. Eric Rahman, battalion commander of the 1-320th Regiment. Johnson and Click were awarded impact Army Commendation Medals by Col. Keith Brelia, commander, 3rd Brigade, 98th Training Division (IET). "I could not have been any prouder of these outstanding Non-Commissioned Officers than I am at this moment," Rahman stated as he presented the awards in front of the battalion that weekend. "Without hesitation, all six of these Soldiers relied on their training and took immediate action that likely saved the life of the victim."

3rd Battalion, 339th Regiment, 4th Brigade Provides Training Support to Army Reserve Legal Command

Staff Sgt. Joseph M. Grebe, 3-339th Battalion, 95th Training Division (IET), Neenah, Wis., talks through "positions at the halt" with Soldiers from the USAR Legal Command during their land navigation/tactical movement training. *Photo by Capt. Kelly A. Barone, 95th Training Division (IET), Unit Public Affairs Representative*

By Capt. Kelly A. Barone
95th Training Division (IET) Unit Public Affairs Representative

FORT MCCOY, Wis. — Drill Sergeant Instructors from 3rd Battalion, 339th Regiment, 4th Brigade, 95th Training Division (IET), provided support to the Army Reserve Legal Command with an exercise conducted May 3-10, 2014. The Legal Command Task Force included 178 Soldiers from legal operations detachments (LOD) from across the country. Approximately 90% of the LOD

Soldiers with the USAR Legal Command conduct enemy prisoners-of-war operations during a cordon and search exercise. *Photo by Capt. Kelly A. Barone, 95th Training Division (IET), Unit Public Affairs Representative*

Sgt. 1st Class Laura M. Rozeboom and Sgt. 1st Class Jason J. Ebert, 3-339th Battalion, 95th Training Division (IET), Neenah, Wis., conduct an after action review with Soldiers after conducting convoy operations training. *Photo by Capt. Kelly A. Barone, 95th Training Division (IET), Unit Public Affairs Representative*

Sgt. 1st Class Scott T. Kaiser, 3-339th Battalion, 95th Training Division (IET), Neenah, Wis., observes Soldiers plotting their course during land navigation training. *Photo by Capt. Kelly A. Barone, 95th Training Division (IET), Unit Public Affairs Representative*

Soldiers were lawyers, ranging in rank from lieutenant to colonel, and 10% were the paralegals and administrative enlisted Soldiers.

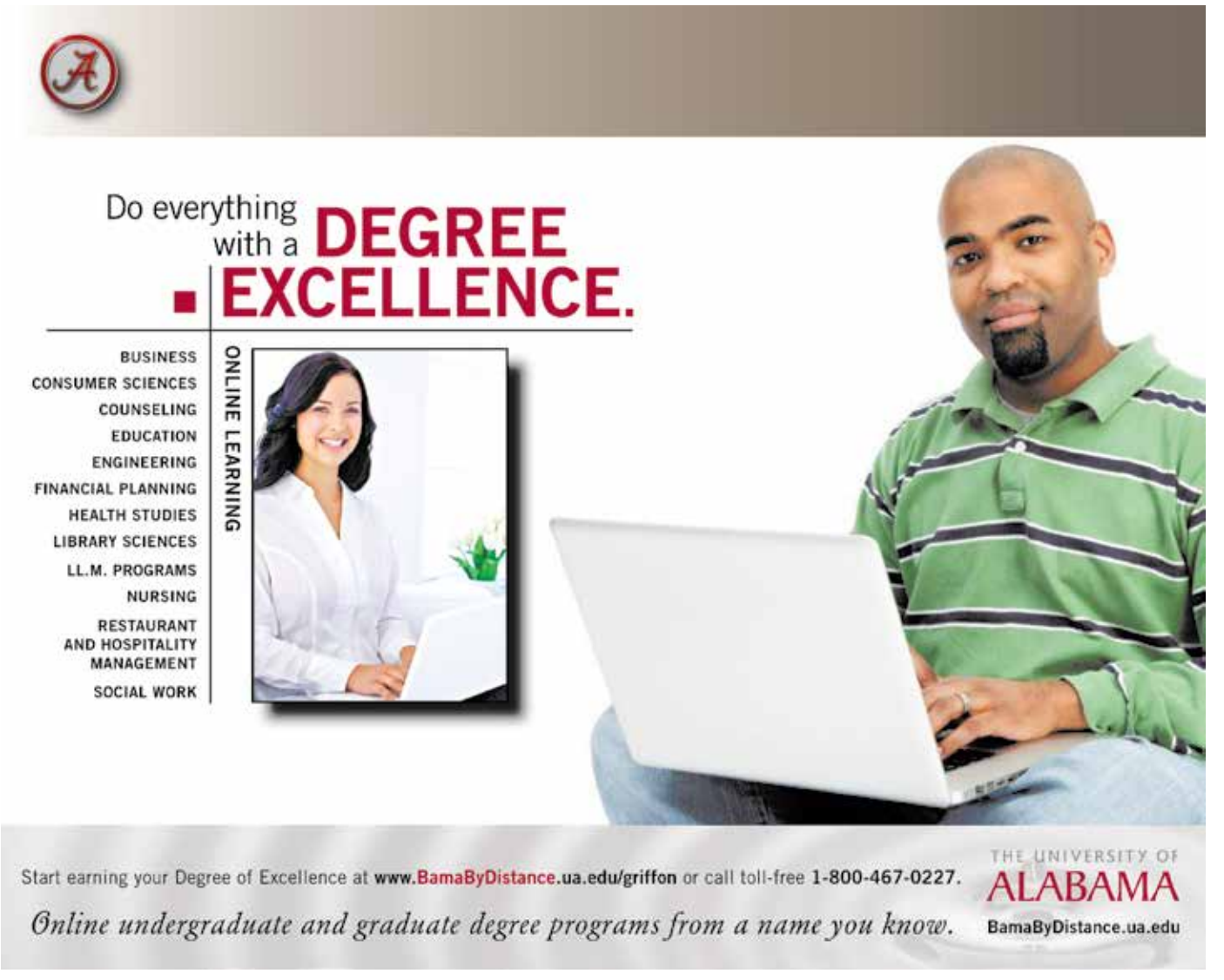
Sgt. 1st Class Anthony Glugla, a drill sergeant instructor with the 3-339th Battalion, Neenah, Wis., and noncommissioned officer in charge (NCOIC) for the training event support, has been supporting the Legal Command exercises for the past six years. Prior to this event, Glugla spent months preparing. He worked with Lt. Col. Richard W. Long, the Legal Command Task Force commander, Capt. Jason W. Trigger, battle captain, and Master Sgt. Claudio A. Mungaray, Operations NCOIC, to understand their training mission and requirements, and how instructors from the 3-339th could be most helpful.

Glugla also coordinated with Fort McCoy range control to resource and secure training aides, facilities, and ranges. Ultimately, the 10 Soldiers from the 3-339th aided the Task Force with providing training in the areas of land navigation, convoy operations, combat tactics and weapons, while the Legal Task Force focused on their mission specific Rule of Law and Operational Law training. The 3-339th Soldiers provided the realistic tactical training and environment to accompany the training.

Trigger, with the 10th Legal Operations Detachment, Gaithersburg, Md., worked closely with Glugla to plan the training scenarios. According to Trigger, the 3-339th Drill Sergeant Instructors "bring professionalism and are experts at what they do."

Long was in charge of the training, and said that the "95th Division Soldiers have helped with everything from site visits, logistics, training, planning and execution and Soldier movement. They have gone above and beyond, and this would have been a very different event without their support – and not for the better."

Soldiers of the USAR Legal Command use movement tactics to cross an open area. *Photo by Capt. Kelly A. Barone, 95th Training Division (IET), Unit Public Affairs Representative*



Back to Our Roots

Sgt. Christopher Diehl, Bravo, 3-330th, 95th Training Division (IET), leads trainees at Fort Benning, Ga., during a battle march and shoot. *Photo by Capt. Michael Krogh, Bravo Company, 3-330th, Commander*

FORT BENNING, Ga. — At this year's annual training, 3rd Battalion, 330th Infantry Regiment, 4th Brigade, 95th Training Division (IET) went back to its roots. The battalion sent five rotations, the first of which left in late May, to Fort Benning, Ga., to complete its stated mission – augment the 198th Infantry Brigade with quality and qualified infantry One Station Unit Training (OSUT) Drill Sergeants.

Each rotation consisted of 12 drill sergeants for which the 198th Infantry Brigade, the brigade which oversees all OSUT training on Fort Benning, was desperately waiting. Each rotation began with a mission brief from Col. Timmons, the198th Brigade Commander. From there, the drill sergeants were dispersed to various battalions and companies where they were needed the most.

For many drills, this was the first time on the trail. "I was excited to put my training into use," said Sgt. Christopher Diehl, from Bravo Company, 3-330th. "Most of my fellow drills have mobilized for an entire year to Fort Benning, and I always looked up to them for that. I wanted my chance to come down here and not only utilize my training, but help create infantrymen."

The drill sergeants were placed in every week of training, from pick-up day through graduation. This meant they all had to be prepared for all training conditions. Staff Sgt. Michael Murphy, Bravo Company, 3-330th agreed. "It was no joke. I led a 12 mile road march on the third day. It was 70+ degrees at 0530," said Murphy. Everyone agreed they were prepared for whatever came their way.

"Our training plan leading up to this mission was top-notch," said Sgt. 1st Class Robert Nielsen, Alpha Company, 3-330th. "Our leadership from the top down ensured that we were not only successful but would also represent the 95th Division well."

This was the first time that the 3-330th had been to Fort Benning since it mobilized for a year back in 2010. "We spent the last few Annual Trainings supporting various missions from Leader Development Assessment Course in Washington State to overseeing a Physical Readiness Enhancement Training," said Lt. Col. David Schultz, battalion commander for the 3-330th. "It's nice to be back down here, getting back to the core competencies for which we train all year. Those other missions were great, but this is why we exist as a battalion, to train infantrymen. And the reception we've received here couldn't be better," said Schultz.

The 198th Infantry Brigade was effusive in its praise of the work done by the Reserve Drill Sergeants. "Everywhere I went, first sergeants and commanders were coming up to me and saying, 'your guys are needed. How can we get them to extend?'" said Capt. Michael Krogh, commander of Bravo Company, 3-330th and officer in charge for the second rotation. "They couldn't say enough wonderful things about what we were doing, and, honestly, it felt great. We in the 95th Division know that these drill sergeants are value added to the total force, but to have that constantly affirmed by not only the leadership at all echelons on Sand Hill, but also by the Regular Army Drill Sergeants themselves was amazing. I could not have been prouder of their work and their service," said Krogh.

From the 95th Training Division (IET) Commander

Greetings and Salutations Iron Men of Metz

By Brig. Gen. Daniel J. Christian
Commanding, 95th Training Division (IET)

It is hard to believe it has been a little over six months since assuming command. In that short time there have already been many changes that will shape the division in the coming years. Increased fiscal constraints, realignment of mission plans and a renewed emphasis on professional training requirements are chief among these changes. Over the last few weeks the Division, Brigade and Battalion Command Teams have worked diligently to place a laser focus on ensuring Soldiers in our formations identify and lock in Professional Military Training for FY15 and, where possible, complete Annual Training support. Key to our collective success will be securing those courses now and getting ATRRS reservations.

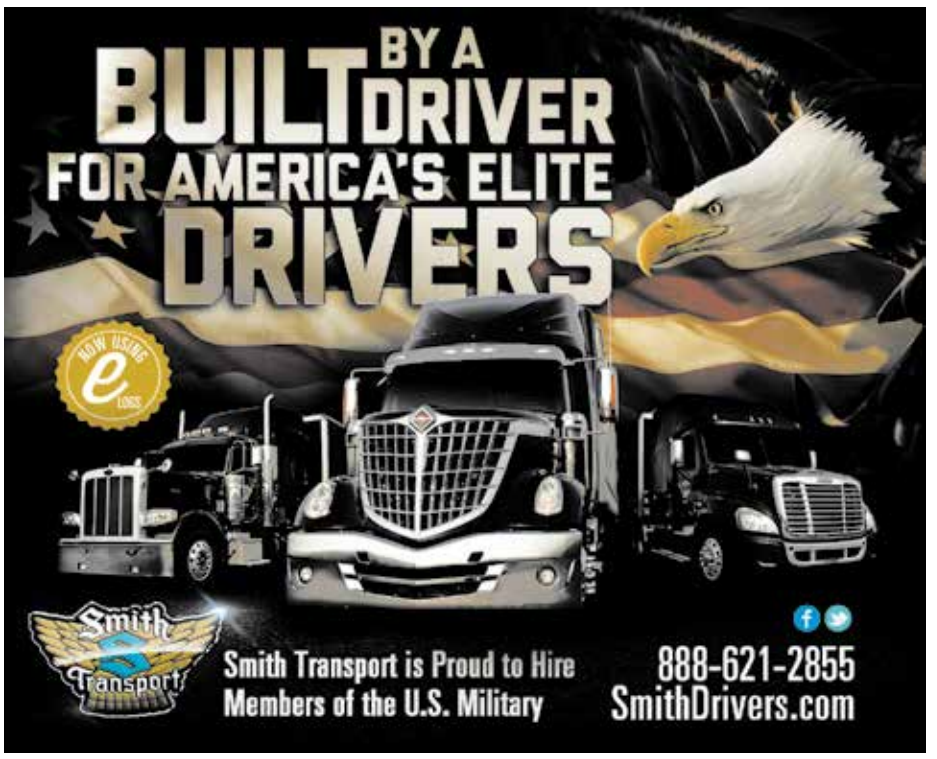
While Professional Military Education (PME) is clearly a much needed focus area within the division, equally important is assigning all our Class 1 and 2 Drill Sergeant Candidates into Drill Sergeant School (DSS) classes. Producing drill sergeants is a critical task for the division. Sending our candidates to DSS classes that remain open in this FY and early FY-15 will be essential to division mission success. In order to build tomorrow's division leadership we owe it to our candidates to get them both enrolled in DSS and qualified at their proper PME level. Accomplishment of those two tasks means that it is incumbent on the leadership at all levels to have the one-on-one counseling and set expectations very early on to prepare our future drill sergeants mentally and physically for the challenges that are ahead of them. Performing these tasks will set our new Soldiers up to have a positive experience and prepare them for success.

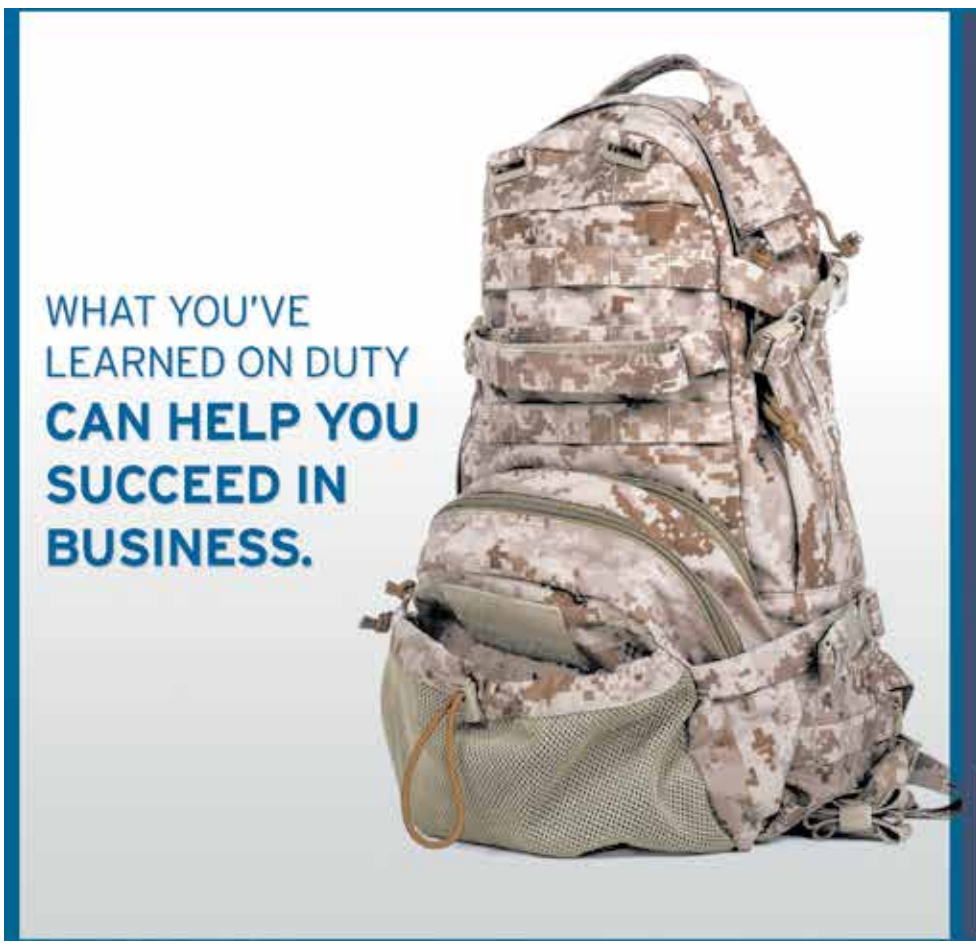
As I write this article, the division has 49 Soldiers at Fort Sill attending enhanced fitness and nutrition training. The program is a new division initiative that provides in-depth information about physical wellbeing. The course is physically demanding and prepares candidates for the rigors of DSS, other Soldiers to take leadership roles in fitness training at their home units and prepare yet other Soldiers for reenlistment eligibility. While we are only days into the operation, the feedback has been positive and very well received by the Soldiers attending. Next year, we anticipate kicking it up a notch, so be on the lookout for the next OPORDER. Kudos to Sgt. 1st Class Heath and her Cadre Team for their leadership, professionalism and superb focus on mission execution.

Finally, FY15 missions have been identified and should by now be very well known across the division. In preparation for FY15, units need to hunker down and square away the battle rosters and submit their RFO's as early as possible. The next year will be a critical year for the division as we continue to shape the Army Reserve in a time of tight budgets, realigned mission requirements and a renewed emphasis on Soldier PME. Continue to stay focused on the mission, building our drill sergeant strength, enrolling Soldiers into PME as it will pay huge dividends in the long run.

All the best from the Victory Team

BG C





Physical Readiness Enhancement Training (PRET)

Two companies of drill sergeants and support personnel descended upon Fort McCoy, Wis., as cadre for the Army Reserve's 103rd Sustainment Command (Expeditionary) Physical Readiness Enhancement Training (PRET) Camp, June 14-26. *Photo by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET), Public Affairs*

By Sgt. 1st Class Brian Hamilton
108th Training Command (IET) Public Affairs

FORT MCCOY, Wis. — Two companies of drill sergeants and support personnel descended upon Fort McCoy, Wis., as cadre for the Army Reserve's 103rd Sustainment Command (Expeditionary) Physical Readiness Enhancement Training (PRET) Camp, June 14-26.

For them physical fitness is more than a program, it's a lifestyle.

The drill sergeants, part of the 95th Training Division's 2-330th Infantry (OSUT) Battalion out of Forest Park, Ill., gave instructions on a wide variety of topics ranging from stretching and injury prevention, to proper diet.

Army Reserve Drill Sgt., Staff Sgt. Alexander Mercado, said the PRET program is a new concept designed to help Soldiers that are injured, recovering from an injury or have strayed from a regular physical fitness regimen. This program enables them to change their dietary habits and the way they live before they incorporate physical fitness (PT) into their daily lives.

"We need to get them to change their eating and sleeping habits first, before we do anything else. If we don't the PT is just going to go out the window," Mercado said.

While at PRET, Soldiers spent 14-hour days receiving first hand training on everything from nutrition to injury prevention.

Army Reserve Drill Sergeant, Staff Sgt. Ishmael McDaniel, 2-330th Inf. (OSUT) Bn., said what makes the PRET important is the education component.

"We spent a lot of time over the past week talking about nutrition, discipline, diet and calorie intake. I think those components are really important towards overall fitness and that 's what the program is really offering."

More than 250 Soldiers showed up for the PRET camp, some of them volunteers just trying to improve their overall fitness level by learning new techniques and skills related to physical fitness and diet.

Spc. Alton Dowling, 401st Transportation Company out of Battle Creek, Mich., volunteered because he wanted to lose weight and better his PT scores in order to continue his military career and move up in rank on his own terms.

"The first few days it was hard, my muscles were sore. But it's a lifestyle change and I'm here for a reason, to lose weight and learn how to eat better. The first few days I thought about giving up but kept pushing myself through it because I volunteered to come here and want to do what I have to do to stay in," said Dowling.

Dowling said the drill sergeants were a little intimidating at first, but it was good having them here to motivate, teach, and instill the discipline needed that a lot of Soldiers lose. They also instructed us on how to do things right.

"They are the best at it, so it's good to have them here," Dowling said. He lost six pounds since the beginning of the course.

The Soldiers from the 103rd ESC are not the only ones who benefit from the program.

Army Reserve Drill Sergeant., Sgt. Michael Jones, said as a drill sergeant it's his job to uphold the standards and this program does that.

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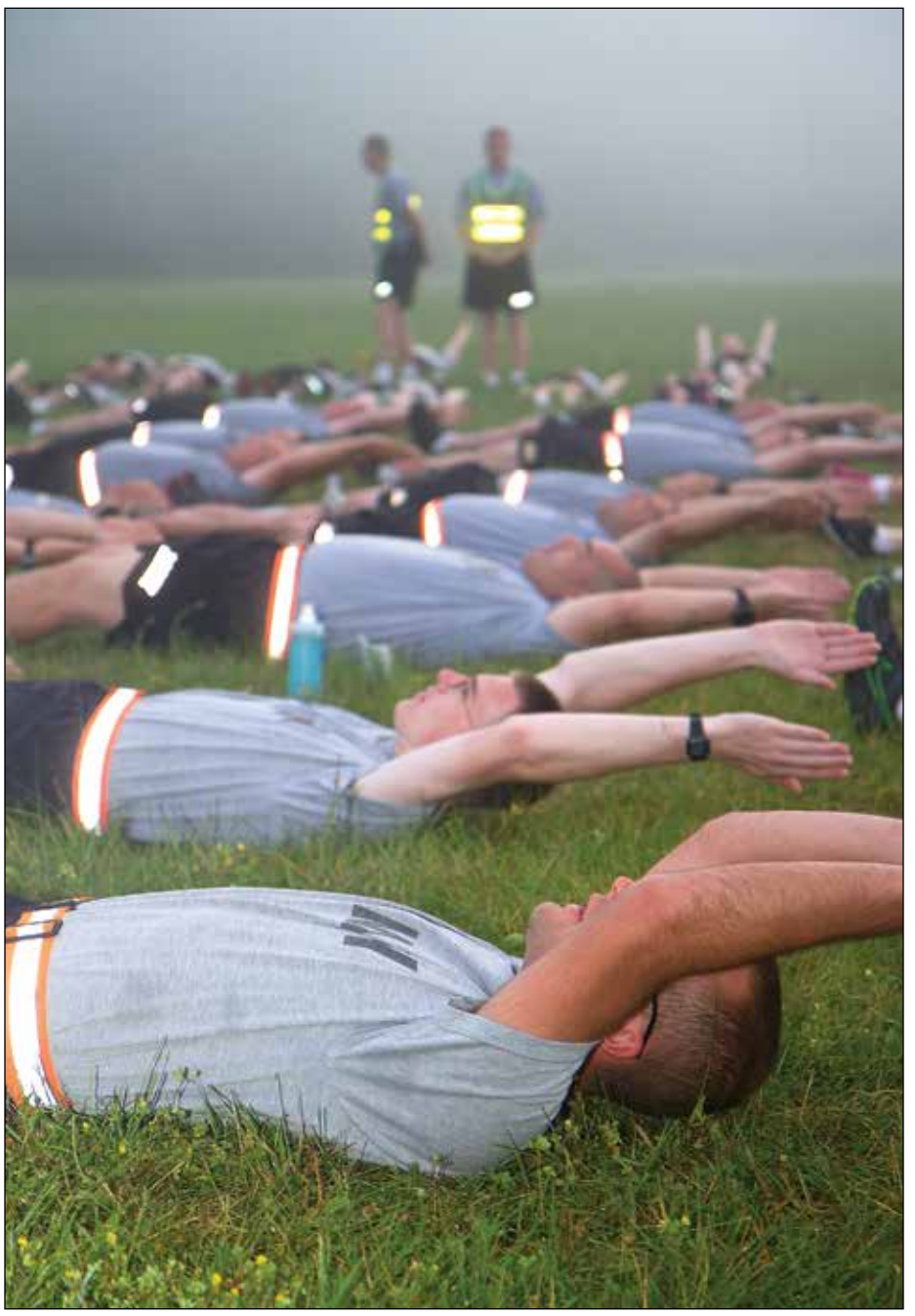

The drill sergeants, part of the 95th Training Division's 2-330th Infantry (OSUT) Battalion out of Forest Park, Ill., gave instructions on a wide variety of topics ranging from stretching and injury prevention, to proper diet. ***Photos by Sgt. 1st Class Brian Hamilton, 108th Training Command (IET), Public Affairs***

"I take the best out of everything by sitting through all the classes with Soldiers, physicians and dieticians. I learn with them and from them. That's what makes an effective leader."

Jones said what also sets this program apart from other unit reconditioning PRT programs is PRT focuses on people that have a problem passing the APFT to Army Standards. But the PRET program is a combination of people wanting to better themselves, become more familiar with PRT and possibly better their scores in the process.

This was the first year that the 2-330th performed this mission, 1st Sgt. Miles Odom hopes it won't be the last.

"We will ask to come to this [PRET] as long as they will have us."The other cadre all agreed.

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Close Quarters Combat (CQB)

By 1st Lt. Nick Estrada
A Co/2nd Bn/415thRegt.
95th Training Division (IET)

While overseeing the near-dozen assaults, Drill Sergeants, Alan McWhorter and Alden-John Uriate, Alpha Company, 2nd Battalion of the 415th Regiment, 95th Training Division (IET), emphasized the need for teamwork and uniformity, "We've just begun teaching them the fundamentals, and we'll build from there" states McWhorter. "We teach to the doctrine, a uniform set of training fundamentals." *Photo by By 1st Lt. Nick Estrada, A Co/2nd Bn/415thRegt., 95th Training Division (IET)*

LATHROP, Calif. — Success in the urban environment, especially during close-quarters combat, can hinge on a Soldier's ability to recognize and adapt to a fast-changing situation. The plan may have been created days before, but during a frantic firefight, at dusk, on a narrow street, the smallest detail can force a change in strategy.

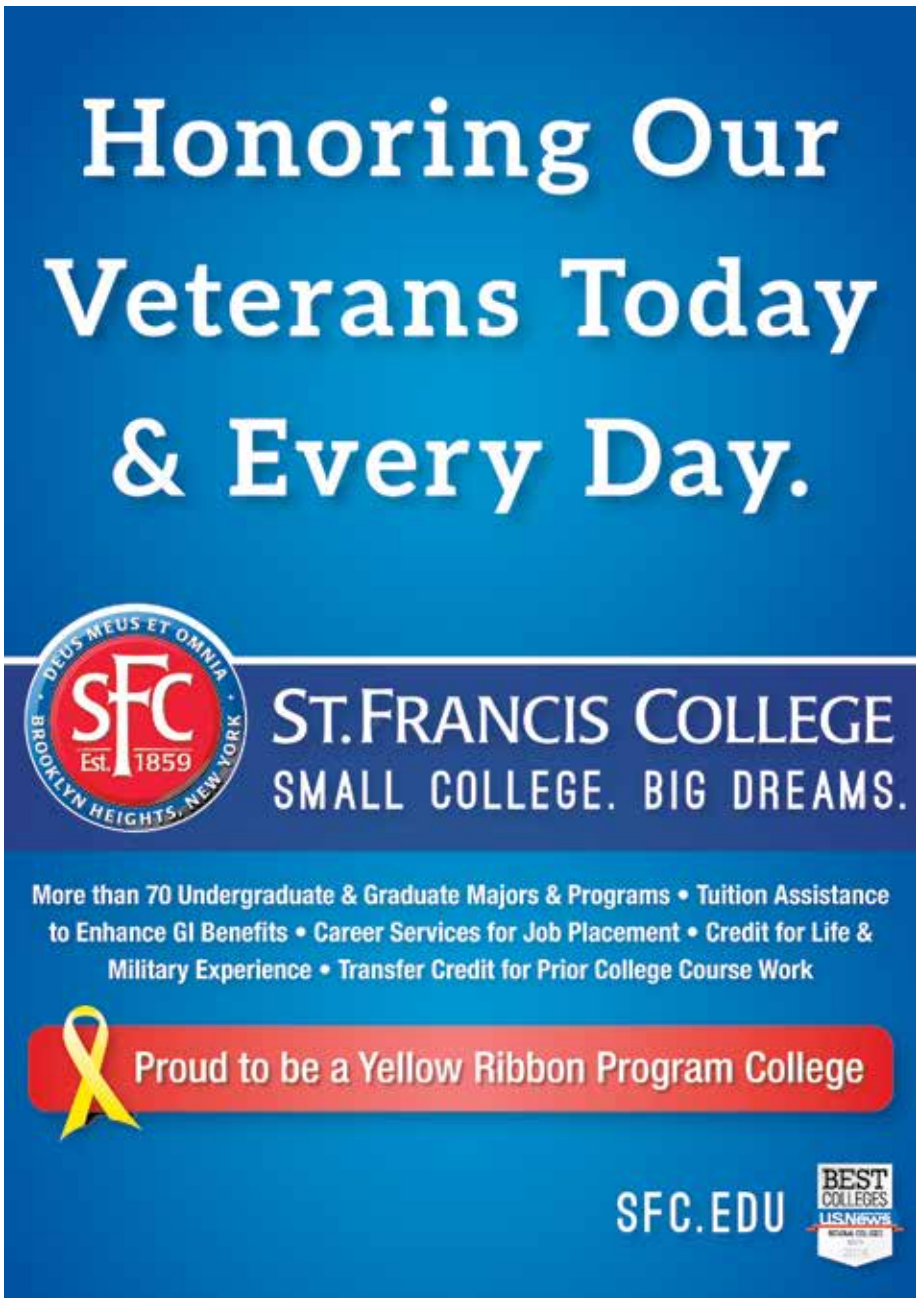
Some Soldiers compare it to soccer or rugby, on the basis that there are no timeouts, no rest breaks and no safe zones. Sometimes the only course of action for a Soldier is to react and fall back on the training that was given them.

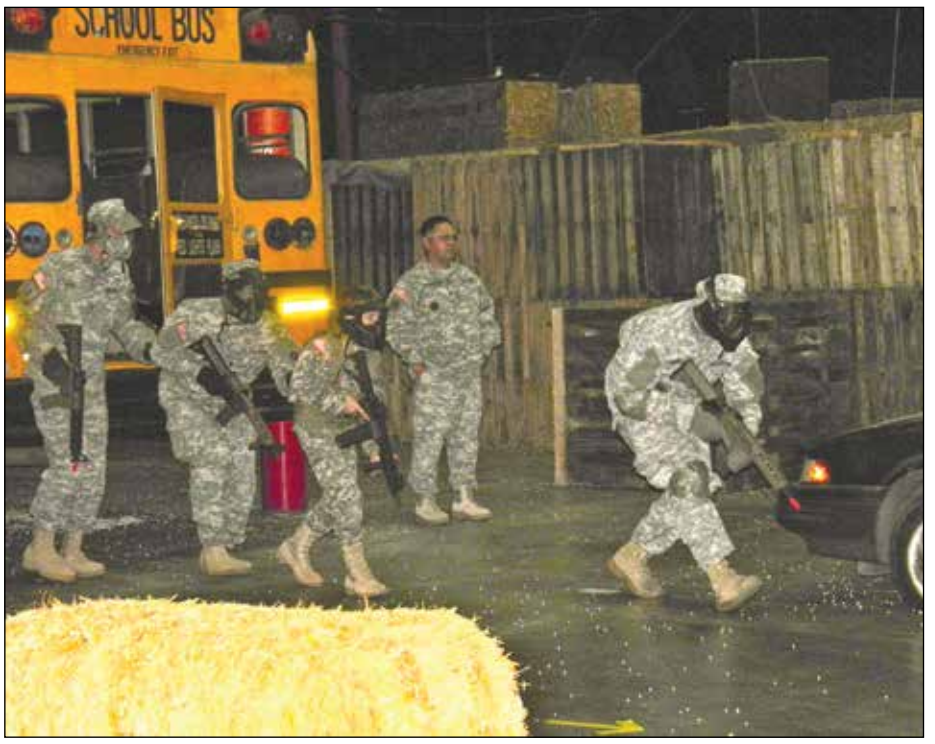
The analogy became clear during a tactical exercise conducted on March 8, 2014 by Alpha Company, 2nd Battalion of the 415th Regiment, 95th Training Division (IET). Second Battalion is a Drill Sergeant unit that recruits and trains reserve Soldiers wanting to become Drill Sergeant Instructors and instill knowledge and experience in new Soldiers during Basic Combat Training (BCT).

"The goal behind this exercise is two-fold," said Staff Sgt. Alan McWhorter, an 18-year veteran. "We're working with potential Drill Sergeant Candidates and judging their performance, but at the same time, teaching them to train."

The 16-hour exercise conducted during March Battle Assembly, began at 7 a.m. at the Sharpe Army Depot in Lathrop, Calif. Using the crawl-walk-run method, Soldiers were first instructed in the classroom on primary tactics and key aspects of urban combat. Next, Soldiers went through a series of rehearsals, so each team would become proficient in their duties and tactics.

The culmination of the training took place at the Close





Quarters Combat (CQB) City in nearby Stockton, a 60,000 square-foot warehouse, consisting of 16 buildings, multiple streets, alley ways, abandoned vehicles, and even a school bus used to train police, military and others, in all forms of urban combat. The three fire teams alternated their roles between the assault team, support team and OPFOR, giving each Soldier an opportunity to experience the training from a different angle.

"Some of these Soldiers will go to combat on foreign soil, while others will fulfill support roles on domestic bases," stated Capt. Timothy McMahan, commanding officer of Alpha Company. "Regardless of their destination, however, these Soldiers need to be ready for operations in a dangerous combat zone."

While overseeing the near-dozen assaults, Drill Sergeants, McWhorter and Staff Sgt. Alden-John Uriate, emphasized the need for teamwork and uniformity in the after action reviews. "They're going to be in a role observing and providing feedback. We've just begun teaching them the fundamentals, and we'll build from there" states McWhorter. "We teach to the doctrine, a uniform set of training fundamentals."

Though the training is held to a common standard, the actual implementation of strategy can often shift.

"Combat is fluid, making it similar to rugby, rather than football. You don't get to re-set, you adapt as you go," said Sgt. 1st Class James Moore, as the squad prepared to assault an alley with multiple entry ways. "Your plays need to be fairly simple, like moving the ball up the right side of the field and then having the option to pass it to the left side. Same goes for the assaults we're doing."

Almost on cue, the assault team adapted their strategy on how to take the alley when they realized the dangers. While the assault team cautiously proceeded forward, the support team quickly circled around the block to look for alternate entry points.

"We need to learn by doing," Moore said, "and that means having the confidence to realize a plan needs to change. We didn't tell these guys to change their plan, but they realized the approach they agreed on earlier wouldn't work."

The Soldiers also learned there are times when there is no ideal strategy and they need to select the best available. Facing gunfire from a rooftop, the squad risked taking casualties if they tried to exit down an alley. The other option, more Soldiers would surely be shot if they didn't find cover and concealment.

"Experience is invaluable when you're facing these situations, and the more these teams work together the more familiar they become with one another," Uriate said. "This is the time to put the fundamentals in place, to make mistakes. It's why we have training exercises."

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Honor Flight Bluegrass

Maj. Gen. Leslie Purser, commanding general, 108th Training Command (IET), greeted the WWII Veterans from Kentucky on their trip to visit War Memorials in Washington DC on the 70th Anniversary of D-Day. *Courtesy photo*

The first Honor Flight flew May 21, 2005 with six small planes flying 12 WWII Veterans, departing out of Springfield, Ohio. In 2006, with a waiting list of Veterans expanding rapidly, the Honor Flight transitioned to commercial airline carriers to accommodate the maximum number of Veterans as possible.

Partnering with Honor Air in Hendersonville, N.C. and Hero Flight in Provo, Utah, the "Honor Flight Network" was formed. The Honor Flight Network is aggressively expanding their programs to other cities across the nation.

Honor Flight Bluegrass Chapter is one of the newest hubs of the Honor Flight Network created to honor America's Honored Veterans for their service and sacrifices. The Bluegrass Chapter serves Veterans in the Bluegrass Region and Southern Indiana.

Since 2008 Honor Flight Bluegrass Chapter has transported 1,375 WWII Veterans. Top priority is given to the senior Honored Veterans – World War II survivors along with those other Honored Veterans that may be terminally ill, those with too few tomorrows.

The chapter has four flights planned for 2014 hoping to serve 250 or more WWII Veterans. Honor Flight flew heroes to Washington, DC on June 6, marking the 70th anniversary of WWII Allied landings in Normandy, to visit and reflect at their respective memorials.

Maj. Gen. Leslie Purser, commanding general, 108th Training Command (IET), and Brig. Gen. Hardin, 104th Training Division (LT), greeted WWII Veterans as they deplaned at the Baltimore Washington International (BWI) Airport.

"I would like to thank you personally for taking the time to greet our "American Heroes" from the "Greatest Generation" as they deplaned in BWI for their trip to visit their War Memorials in Washington DC and as they arrived back in Louisville, Ky., for their 'Welcome Home' celebration," said Stan Adler, Chairman/President and Mission Director, Honor Flight Bluegrass.

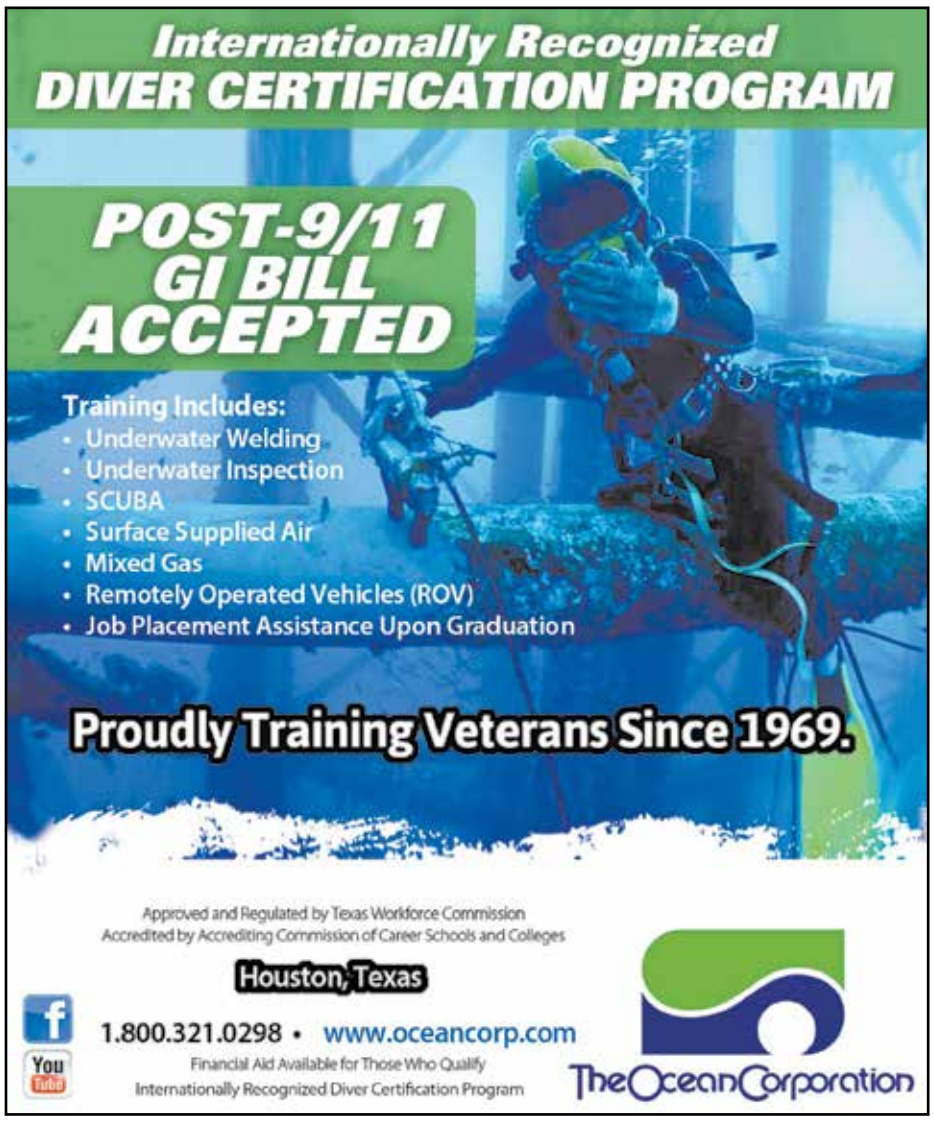
"You can't imagine the emotions expressed as they said to their fellow comrades riding the bus to Washington "Hey! I just got to shake the hand of and speak to a two star."

There were 78 Veterans from Kentucky on the bus, representing all five services and the Merchant Marines. Of these, five were involved in the D-Day invasion; one at Bastogne, and the rest from the Battle of the Bulge in the Ardennes and Hurtgen Forests.

Purser expressed her sincere gratitude, "It was truly my honor and privilege to meet these heroes, and I look forward to the next opportunity."

D-Day marked a turning point in World War II, if not the fate of the free world. On its 70th anniversary, it marked a milestone for the passengers on this Honor Flight Bluegrass.

More than 16 million Americans fought in WWII. Based on recent statistics, we are losing WWII Veterans at the rate of 1500 per day. Today, only one million WWII Veterans are living. Honor Flight will continue do whatever it takes to fulfill the dreams of Veterans.



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Never Forget

On May 17, a memorial ceremony was held at the 108th Training Command (IET), Charlotte, N.C., to Honor fallen Soldiers in observance of Memorial Day. ***Photo by Staff Sgt. Angela Etheridge, 108th Training Command (IET), Public Affairs***

By Staff Sgt. Angela Etheridge
108th Training Command (IET) Public Affairs

CHARLOTTE, N.C. — On May 17, a memorial ceremony was held at the 108th Training Command (IET), Charlotte, N.C., to Honor fallen Soldiers in observance of Memorial Day.

Americans, whether in uniform or not, should remember the deaths of our fellow countrymen. Fallen Soldiers have paid for our freedom with their lives. Their sacrifice is meaningless without remembrance, which is why Memorial Day is so important.

"This year we memorialize 239 years and 62 military actions that claimed 1.2 million lives," said Maj. Gen. Leslie A. Purser, commander, 108th Training Command (IET), Charlotte, N.C. "By honoring them we preserve their memory, their service, and their sacrifice."

The program was spearheaded by Shronda Eason, Survivor Outreach Services staff member, 108th Training Command (IET), Charlotte, N.C.

"Ms Shronda Eason is certainly doing her part in the role as our Survivor Outreach Support Coordinator," said Purser, "by responding to the needs of more than 300 Families who have recently lost loved ones affiliated with the Military."

The Survivor Outreach Program's purpose is to deliver for the Army's commitment to Families of the Fallen. Survivor Outreach Services (SOS) connects Families with people that help them cope with their loss, for as long as they desire.

The memorial service included the Gold Star and Survivor Video, reflecting on a mother's loss of her son, who died while serving in Iraq.

Lapel buttons are bestowed on survivors of loved ones who died while serving in the armed forces of the United States.

The Gold Star Lapel Button is presented to Family members of Soldiers who died while deployed in support of Overseas Contingency Operation, or died from wounds sustained in theater.

The Next of Kin Lapel Button is presented to the primary next of kin of Armed Forces Members that lost their lives while serving on active duty or while assigned in an Army Reserve or Army National Guard unit in drill status.

In the words of an noncommissioned officer (NCO) who was killed during his fourth deployment, "If my life buys the safety of a child who will one day change the world then I know that it was all worth it," said Purser.

Lest we forget.

Maj. Gen. Lennon Visits Logistical Support Soldiers

Maj. Gen. Peter Lennon, commanding general, 377th Theater Sustainment Command (TSC), visited logistical support Soldiers from his subordinate units supporting Cadet Summer Training (CST) July 10 at Fort Knox, Ky. ***Photos by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs***

By Staff Sgt. Shejal Pulivarti
104th Training Division (LT) Public Affairs

FORT KNOX, Ky. — Maj. Gen. Peter Lennon, commanding general, 377th Theater Sustainment Command (TSC), visited logistical support Soldiers from his subordinate units supporting Cadet Summer Training (CST) July 10 at Fort Knox, Ky.

The 377th TSC is providing quartermaster support for CST 2014. This is the first year the Army Reserve, more specifically subordinate units of the 377th TSC, is supporting the training in this capacity. "The need for these services is much larger than we envisioned," said Col. Rob Humphrey, senior reserve advisor, Cadet Command.

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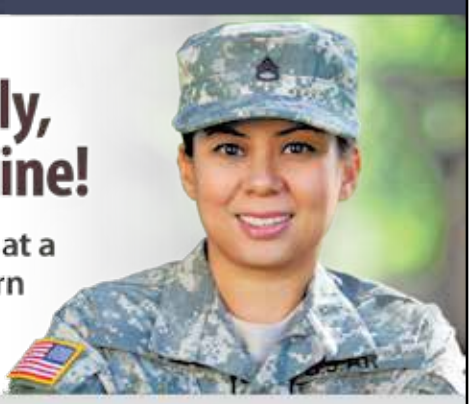

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established and manages field shower units for more than 6,000 Cadets. The bath and laundry specialists, who ultimately belong to the TSC, also maintain several Laundry Advanced Systems that wash and dry all CST linen. The food service specialists, compiled from various Army Reserve units also under the 377th TSC, operate two dining facilities and service more than 11,000 Cadets and Cadre.

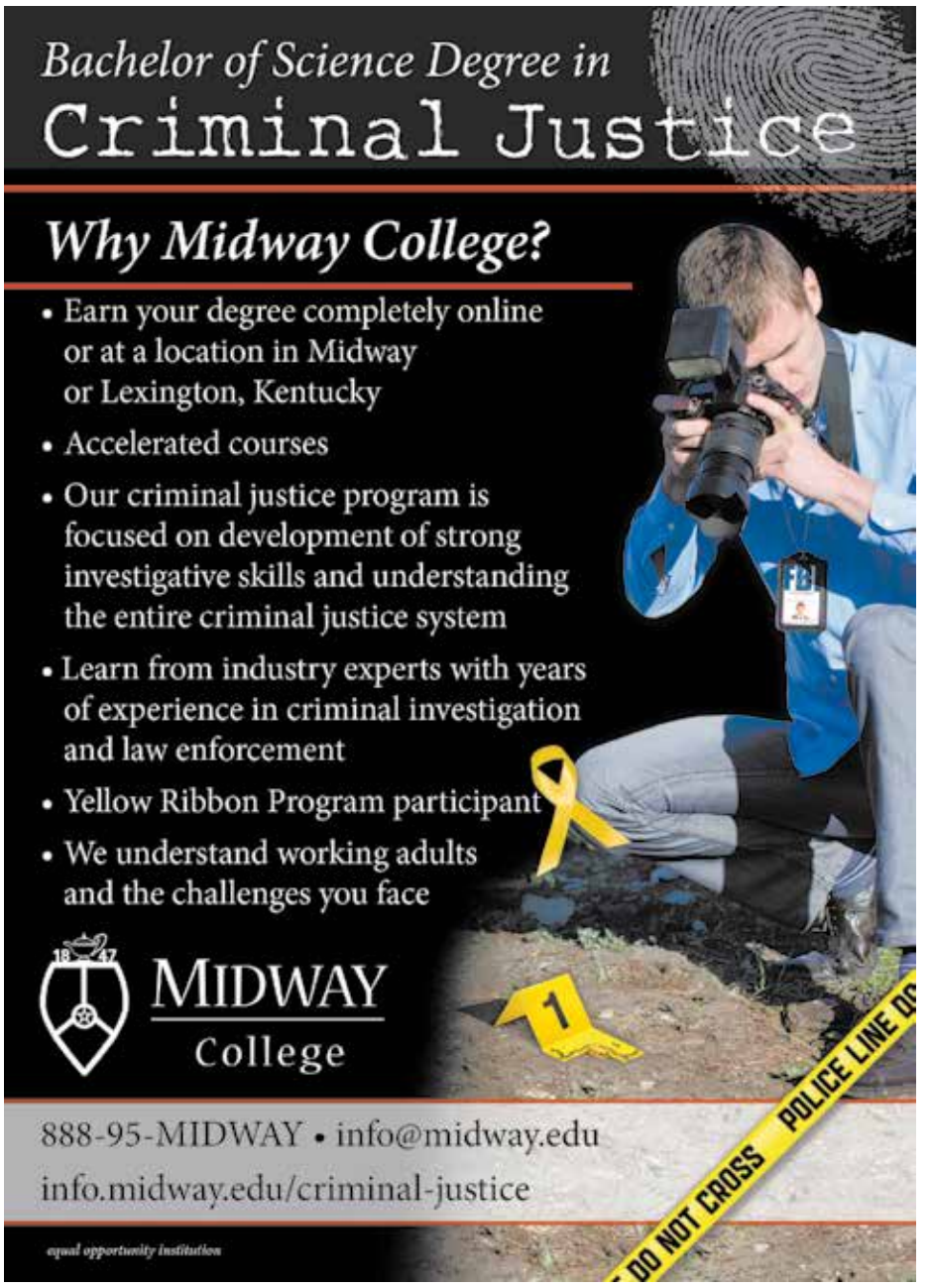
Lennon visited due to growth in USAR logistical involvement, to address mission challenges, and to encourage his Soldiers. He conversed with the Soldiers about their role at CST, learned about the best practices implemented thus far to improve efficiency for the future years, and expressed his support for their hard work and dedication.

"I've been a logistician my entire career—37 years. I know the importance of what we do, I know the power you all bring to the fight," Lennon said. "What you are doing is really important and I'm passionate about this stuff. You have all done very well. This is a good team and I thank each of you very much."

Reviewing the number of Soldiers and comparing their output, the commander expressed his amazement. "The numbers are absolutely impressive. You are really turning and burning," he said.

He emphasized using this unique training as an opportunity. "Think of this as a deployment, as if you are going to theater. Use this to get in the mindset that prepares and develops you personally and professionally," Lennon said.

Challenging the Soldiers, he shared a phrase he uses to encourage junior Soldiers to take initiative. The speed of the leadership is determined by the desire of the subordinate. With a twinkle in his eye stemming from the passion towards his logistical trade, Lennon looked at the Soldiers gathered and told them to get excited about their mission. "Get your neurons firing, make this a great experience, ask questions, push your limits, and make this a better mission next time," he said.



General Douglas MacArthur Leadership Award Winners

The General Douglas MacArthur Leadership Award recognizes Company Grade Officers who demonstrate the ideals for which General MacArthur stood-Duty, Honor, Country-and promotes and sustains effective Junior Officer Leadership in the Army.

"Duty, Honor, Country — those three hallowed words reverently dictate what you ought to be, what you can be, what you will be. They are your rallying point to build courage when courage seems to fail, to regain faith when there seems to be little cause for faith, to create hope when hope becomes forlorn."

— General MacArthur's Thayer Award Speech — Duty, Honor, Country (1962)

The chief of staff of the Army, Gen. Raymond T. Odierno, left, and Col. Lyman Hammond (retired), right, of the Gen. MacArthur Foundation, gather on stage with awardees as hosts of the 27th Gen. Douglas MacArthur Leadership Award Ceremony at the Pentagon auditorium in Washington, D.C., May 30, 2014. U.S. Army photo by Eboni Everson-Myart

The Award Ceremony took place in Washington, D.C., 29-30 May, for the CY13 Winners of the General Douglas MacArthur Leadership Award. Maj. Gen. Leslie Purser, commanding general of the 108th Training Command (IET), Charlotte, N.C. was present for the ceremony.

"Awesome! Congratulations to Capt. Todd C. Hamilton. This is not an easy competition to win," said Purser.

Col. John Sweeney, 108th Training Command (IET), "Hamilton was the commander of C Company, 1/415th, BCT Bn., 95th Training Division (IET), Phoenix, Ariz. He recently joined other members of his battalion in the start up to the CRC mission at Fort Bliss, Texas."

The Continental U.S. (CONUS) Replacement Center (CRC) located at Fort Bliss, Texas, is now fully operational, processing approximately 150 war fighters per weekly cycle, with an expected increase to more than 400.

Hamilton said, "I was very honored to be selected, especially as a Drill Sergeant Company Commander. I only wish that my company could have been there with me to receive the award. They're the reason why we were so successful. All I do is plan, issue guidance, put them on an azimuth of fire, give them resources and sign paperwork authorizing things to happen. They're the ones who do the job every day, doing their best, shaping the Army of the future one new private at a time. They're the ones who make it happen."

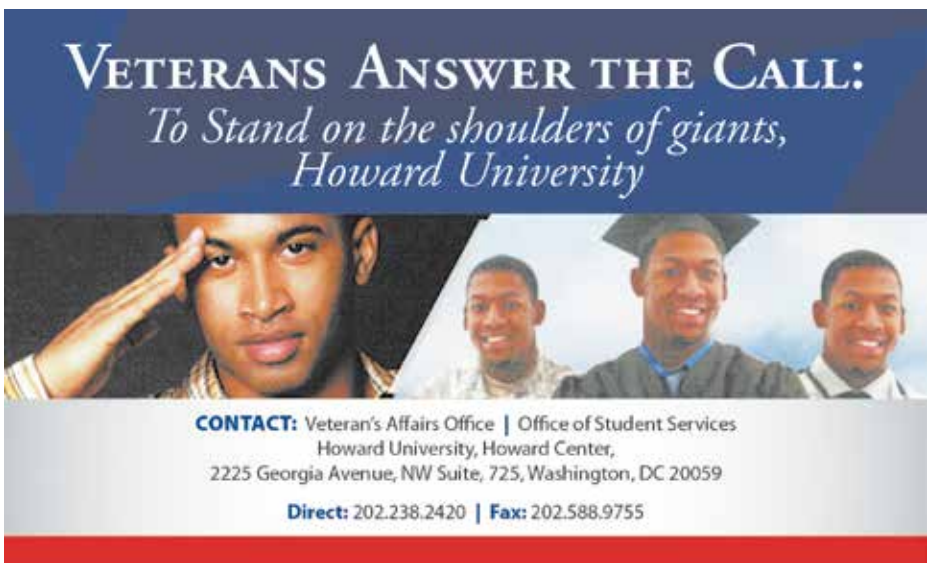
Under the direction of the 402nd Field Artillery Brigade, the CRC features instruction from some of the top trainers on the installation. The 3rd Battalion, 398th Regiment – a unit comprised of former drill sergeants – mobilized here to spearhead this specialized mission.

Sweeny concluded, "Hamilton's zeal and service to his Soldiers and this command is a reflection of the caliber of personnel who are part of the 95th Training Division and its history."

Announcement of the CY13 General Douglas MacArthur Leadership Award Winners: Congratulations are extended to the following winners. These 28 officers epitomize the ideals for which General MacArthur stood: Duty, Honor, Country. Please congratulate these fine officers for a job well done.

UNITED STATES ARMY RESERVE:
- — Capt. Jon R. Cope, C Co, 301st Military Intelligence Battalion, MIRC
- — Chief Warrant Officer 2 Steven S. Elrod, 200th Military Police Command
- — Capt. Todd C. Hamilton, 108th Training Command (IET)
- — Capt. Timothy J. Keegan, 76th Operational Readiness Command
- — Capt. Katrina O. Neale, 76th Operational Response Command
- — Capt. Aaron S. Norgaard, Community Based Warrior Transition Unit, Utah
- — Capt. Anny Novareyes, HHC, 463rd Engineer Battalion, 412th Theater Engineer Command

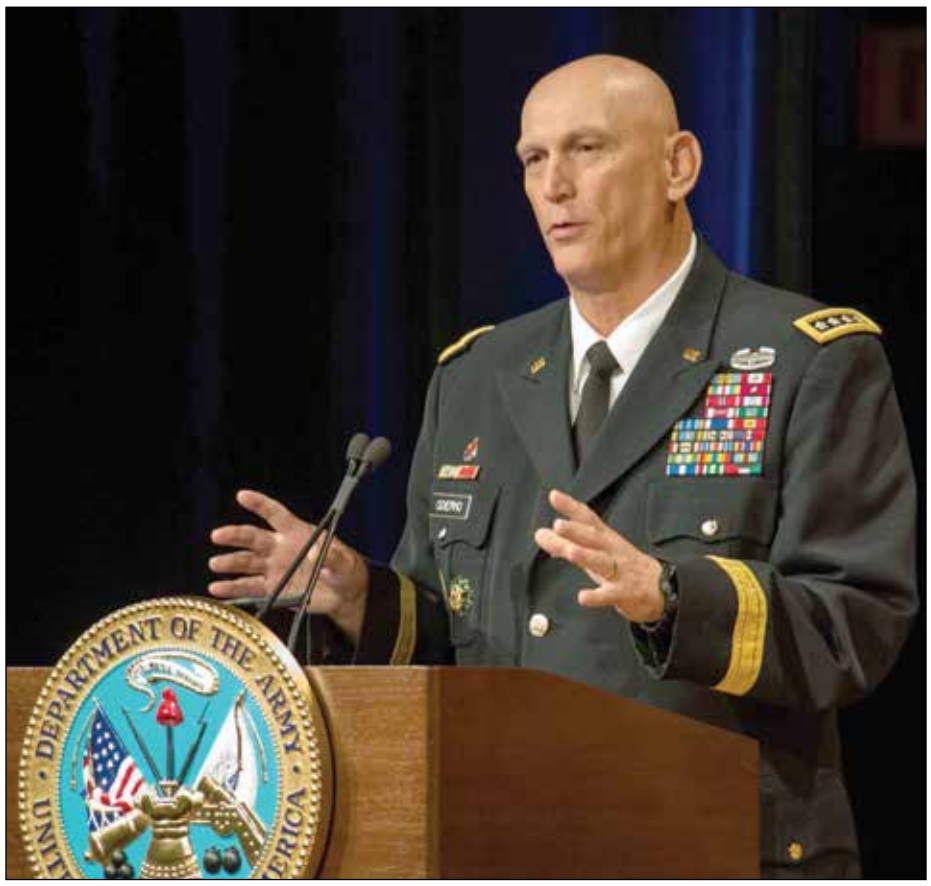
ACTIVE ARMY:
- — Capt. Nerea M. Cal, U.S. Army Forces Command



— Capt. April A. Campise, U.S. Army Cyber Command
— Capt. Vance C. Flowers, U.S. Army North, Fifth Army Command
— Capt. Cody R. Grimm, U.S. Army Pacific Command
— Capt. Michael L. Hefti, U.S. Army Forces
— Capt. Kent B. Monas, U.S. Army Forces Command
— Capt. Jonathan C. Neilsen, U.S. Army Europe
— Capt. Ryan T. Pike, U.S. Army Special Operations Command
— Chief Warrant Officer 2 John A. Sims, U.S. Army Europe
— Capt. Angela P. Somnuk, U.S. Army Training and Doctrine Command
— Capt. Adam M. Sperry, U.S. Army Central Command
— Capt. Richard T. Sposito, U.S. Army, Eighth Army Command
— Capt. Nicholas J. Stout, U.S. Army Forces Command
— Capt. Matthew R. Weisner, U.S. Army Forces Command

ARMY NATIONAL GUARD:
— Capt. Katherine M. Barton, 134th Medical Company (Ga.)
— Capt. William M. Dudley, 505th Engineer Battalion
— Capt. Todd C. Falor, 46th Military Police Command
— 1st. Lt. Stephen D. Fiola, 1060th Transportation Company
— Capt. David W. Fittipoldi, C Troop, 2-104 Cav, 56th SBCT, 28th ID
— Capt. Ryan R. Jennings, HQ, 1-129th FAR
— Chief Warrant Officer 2 Nicholas D. Thompson, HHC 2-218 FA

An awardee, Capt. Todd C. Hamilton, 1/415th, BCT Bn., 95th Training Division (IET), Phoenix, Ariz., 108th Training Command (IET), holds a bust of Gen. Douglas MacArthur during the 27th Gen. Douglas MacArthur Leadership Award Ceremony at the Pentagon auditorium in Washington, D.C., May 30, 2014. U.S. Army photo by Eboni Everson-Myart



United States Army Chief of Staff Gen. Ray Odierno talks to those in attendance of the Gen. Douglas MacArthur Leadership Award ceremony at the Pentagon, Arlington, Va., May 30, 2014. Twenty-eight company grade active, Reserve and National Guard officers were honored at the Pentagon ceremony. The Douglas MacArthur Leadership award is presented annually to company grade officers who epitomize the values championed by MacArthur: Duty, honor and country. *U.S. Army photo by Sgt. Mikki L. Sprenkle*

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Charlie Co, 3-415th Trains Idaho National Guard Soldiers

Drill Sergeants from Charlie Co, 3-415th, 95th Training Division (IET), conduct combative refresher training for Soldiers of the 145th Brigade Support Battalion (BSB). *Photo by Capt. Nicole Kessler, commander, C Co 3-415th, 95th Training Division (IET)*

By Capt. Nicole Kessler
Commander, C Co 3-415th, 95th Training Division (IET)

SANDPOINT, Idaho — On a frigid Saturday in March 2014, drill sergeants from Charlie Company, 3-415th Regiment, 2nd Brigade, 95th Training Division (IET), conducted a combatives refresher training to over 100 Soldiers from the 145th Brigade Support Battalion.

The mission of the Idaho National Guard 145th Brigade Support Battalion (BSB) is to support their brigade in all classes of supply and logistic.

The idea for the combined training event was developed due to the 145th BSB having difficulty in the past finding trained combative instructors to meet their yearly training requirements.

The guard Soldiers began their day with a mounted land navigation exercise.Their convoy elements maneuvered to several locations culminating at the Kootenai County Fairgrounds in Northern Idaho for combative training.

Temperatures inside the non-insulated fair grounds building reached a high of 20 degrees Fahrenheit (-10 degree wind-chill outside), however, the Soldiers demonstrated an extraordinary level of motivation during the training.

The combatives training was planned, coordinated, and executed by Sgt. 1st Class Ryan Barnes 3-415th.The 145th BSB Soldiers greatly appreciated the engaging instruction and level of professionalism the drill sergeants provided.

Despite the cold and hard mats, the combative refresher was an excellent event, and the 3-145th will continue to assist the Idaho Army National Guard on training events in the future.

Staff Sgt. Newsom, Charlie Co, 3-415th, 95th Training Division (IET), instructs Soldiers form the Idaho National Guard 145th Brigade Support Battalion (BSB). *Photo by Capt. Nicole Kessler, commander, C Co 3-415th, 95th Training Division (IET)*

Task Force Beast Completes Air Advisor Academy

Soldiers of Task Force Beast stand in reverence at the Air Advisory Memorial. The memorial is in honor of the nine Air Advisors killed in Afghanistan on April 27, 2011. *Courtesy Photo*

Graphic showing home states (including the District of Columbia) of TF Beast Soldiers. *Graphic by Maj. Dale A. McCurdy, Task Force Beast, UPAR*

By Maj. Dale A. McCurdy
Task Force Beast UPAR

JOINT BASE MCGUIRE-DIX-LAKEHURST, N.J. — Soldiers of Task Force Beast completed the Air Advisory Academy at Joint Base McGuire-Dix-Lakehurst (JBMDL) on June 19, 2014. The four-day academy, hosted by the Air Force's 37th Training Wing, provided rigorous and relevant training on the knowledge, skills, and attitudes necessary to assess, train, advise, assist, and equip the Afghan National Army (ANA) and Afghan National Police (ANP).

Lt. Col. James Martin, 3rd Brigade, 95th Training Division (IET), provided his thoughts on the training. "I was very impressed by the professionalism and knowledge of the cadre from the Air Advisor Academy. The cultural awareness briefings, role-playing exercises, and geopolitical implications of our mission kept all of us fully engaged. I joked that after 20 years in the Army, I finally have a training certificate from the Air Force! In all seriousness, it is a training certificate that represents an excellent experience for me, and one I would whole-heartedly recommend for anyone."

"Overall, I didn't think the Air Advisor Academy's training focused enough on tactical level issues. I did find the cultural and religious briefs very useful," said Maj. Anthony Miller.

Sgt. 1st Class Brad Schmoll reflected on the connection between what he learned at the Air Advisory Academy and his civilian profession. "I am involved in our strategic planning process which has some parallels to what we learned. Essentially understating the overall objectives at the highest level to ensure your day to day activities at the tactical and operation levels foster that plan. [At the air academy] I developed an understanding of the macro-level view of the U.S. strategic plan and how it is cascaded down. [I learned how] Afghanistan is structured along with the impact of their culture on that structure. I was able to aggregate those understandings and align and apply them to our mission."

Task Force Mission

The task force will mobilize at JBMDL and deploy to Afghanistan as advisors to the ANA and ANP after completing required training. Soldiers of Task Force Beast will take part in the transition from Operation Enduring Freedom to Operation Resolute Support. As a part of the NATO training mission, the task force will mentor senior ANA and ANP leaders as the role of the ANA and ANP evolves and the International Security Assistance Force (ISAF) transitions to a supporting role.

Diverse and Experienced Team

A diverse and experienced team was assembled to accomplish a continually evolving mission. Lt. Col. (P) Benz noted this experience and diversity during his closing remarks at the Air Advisor Academy. "Our 36 Soldiers range in age from 26 to 58. We have a combined 321 years of enlisted service and 392 years of commissioned officer service. Our Soldiers have 21 undergraduate degrees, seven Masters Degrees, one Juris Doctorate, and one Ph.D."

Benz noted Family demographics of the Soldiers. "We have a combined 385 years of marriage, ranging from two months to 30 years. We have 19 grandchildren, 95 children, and three more on the way!"

With the approach of the NFL season, the task force commander took note that the most favored teams are located in the Great Lakes region. This was heavily influenced by the fact that most of the Soldiers in the task force originated from 4th Brigade, 95th Training Division (IET), headquartered in Beaver Dam, Wis. In addition to the Bears, Packers, Vikings, and Bengals (oddly, no Lions fans), Soldiers of the task force cheer for the Cowboys, Redskins, Steelers, and anyone playing the Patriots.

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Patriot Brigade Transitions Leadership during COC

The 3rd "Patriot" Brigade (Professional Development), 104th Training Division (LT) held their Change of Command Ceremony, July 11 on Brooks Field, Fort Knox, Ky. *Photo by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs*

By Staff Sgt. Shejal Pulivarti
104th Training Division (LT) Public Affairs

FORT KNOX, Ky. — The 3rd "Patriot" Brigade (Professional Development), 104th Training Division (LT) held their Change of Command Ceremony, July 11 on Brooks Field, Fort Knox, Ky. The Change of Command (COC) is a time honored tradition that symbolizes leadership transition of an organization through the passing of the colors from the outgoing to incoming commander.

Col. Richard Farnsworth replaced Col. Andrew Nord in an event hosted by Brig. Gen. Kurt Hardin, commanding general, 104th Training Division (LT). The ceremony included a Color Guard of Patriot Brigade Soldiers and leadership from the brigade's seven subordinate battalions representing their respective units with Colors.

Col. Richard Farnsworth replaced Col. Andrew Nord in a Change of Command Ceremony hosted by Brig. Gen. Kurt Hardin, commanding general, 104th Training Division (LT). Photo by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs

"Today is a special and bittersweet day in the careers of Col. Andy Nord and Col. Richard Farnsworth. It is bitter for Andy Nord as he gives up command of this great unit," Hardin said. "Every commander, no matter how long they have been in command, wants to hang on just a little bit longer and are sad to see their tenure come to an end."

Nord is known for developing and increasing readiness in the brigade during his command. "I can't recall a time, in all my time with the brigade, where morale was higher than it is now. During my command, we increased the readiness of the unit across the board on the measurable metrics. There is still more room for improvement," Nord said as he challenged his successor with the task of continuing his legacy of high levels of readiness.

Farnsworth is charged with leading the brigade, which has battalions from Maine to Puerto Rico, in supporting and training the next generations of officers in Reserve Officers' Training Corps. The brigade is directly responsible for educating and training more than 12,000 second lieutenants for commissioning and leadership roles through the Leader Development and Assessment Course in the ranks of the U.S. Army.

"For Col. Richard Farnsworth, this is a sweet day, for every officer in the Army strives for command opportunities. Brigade command is a great opportunity to work with Soldiers at an operational level. He brings a wealth of experience and capabilities to the brigade," Hardin said.

Scanning the formation and referring to Farnsworth's new undertaking, Hardin said, "The brigade remains in capable hands."

Task Force Wolf Howls during Cadet Summer Training

Today, the 104th Training Division (LT) supports Cadet Summer Training, which educates and trains college students to be potential officers and leaders in the U.S. Army. The Task Force provides U.S. Army Reserve Drill Sergeants and trainers to facilitate the different training events. Almost a century after the division's initial activation, the 104th is still howling. ***Photo by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs***

By Staff Sgt. Shejal Pulivarti
104th Training Division (LT) Public Affairs

FORT KNOX, Ky. — The 104th Training Division (LT) has a rich history. Task Force Wolf, which is primarily composed of 104th Soldiers and augmented with other specialty Reserve units, intends to stay true to its heritage throughout this summer at Fort Knox, Ky. Outside its headquarters building, the Task Force proudly posts a newly-made guidon. Although new, the guidon reflects the unit's roots. Its dark green background still represents where the division's home base is located-the northwest, and the alert and vocal timberwolf making its presence known.

"The Soldiers of Task Force Wolf come from all over the country and from various subordinate units, but we are all part of the pack and charged with a very important mission— to train and mentor the future officers of the Army. The Timberwolf Division is known for its effectiveness and success in all its missions whether at war or in times of peace. The division has a long history of being professional trainers for the U.S. Army and we will continue that tradition of mission success this summer at Fort Knox," said U.S. Army Reserve Maj. Aaron Combs, executive officer, Task Force Wolf. "I am a firm believer that it is vital we embrace our history, which is why I thought it was necessary for us to have our guidon posted. It gives the Soldiers a symbol to draw pride from and it showcases where we come from."

The 104th Training Division was activated June 24, 1921 in Salt Lake City, Utah, as an infantry unit in the U.S. Army specifically trained to conduct nighttime combat operations during World War II.

Drawing its Soldiers from Idaho, Montana, Wyoming, Utah, and Nevada, the unit was known as the Frontier Division. The Soldiers bore a patch with a grey wolf's head on a green background to denote this.

The howling timberwolf represents the heartiness and vigor of life in the western states, tenacity in pursuit of mission accomplishment and unity of purpose associated with familial behavior. A silver grenade and silver stylized bayonet represent their preparedness and capabilities, and the dark green scroll inscribed with NIGHTFIGHTERS symbolizes their specific mission training—support nighttime combat operations. The Timberwolves developed a night infiltration strategy of using only hand grenades and bayonets in their attacks. This way they knew any small arms fire was the enemy and they could then engage with grenades or in close combat with bayonets.

During WWII, the unit was involved and pivotal in many offensive and defensive missions across Europe. After victory in Europe, the division was demobilized in 1945.

The division was reactivated the following year in Portland, Ore., as part of the U.S. Army Reserve. Upon reactivation, the division took responsibility of training programs for new Soldiers.

In 1959, the division was reorganized specifically as a training division proving its capability. The unit moved and set up its current and permanent headquarters in Washington in 1961. The most current change was in renaming the unit in October 2007 to 104th Training Division (LT). This reflects the division's mission in specifically training officer and noncommissioned officer candidates in their assigned fields.

Today, the division supports Cadet Summer Training, which educates and trains college students to be potential officers and leaders in the U.S. Army. The Task Force provides U.S. Army Reserve Drill Sergeants and trainers to facilitate the different training events. Almost a century after the division's initial activation, the 104th is still howling.

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New Purpose for Former Norman Army Reserve Center

The front of the City of Norman Investigations Center as it appears today. Photo by Lt. Col. Phillip Taylor Commander, 1st Battalion, 354th Regiment, 95th Training Division (IET) and a Norman Police Detective

From Left to Right: Norman Police Investigations Capt. Todd Gibson, Norman Police Chief Keith Humphrey, Lt. Col. Phillip Taylor, and Command Sgt. Maj. Bryant Potts, 3rd Battalion, 378th Regiment, 95th Training Division (IET), pose for a picture at the open house for the City of Norman Investigations Center on April 18, 2014. Photo by Norman Police Major J.D. Younger

NORMAN, Okla. — On April 18, 2014, the former Joe Smalley Army Reserve Center, 1507 West Lindsey Street, Norman, Okla., was officially opened as the City of Norman Investigations Center (NIC). The opening is the culmination of a five-year process which began in 2009, when the Army Reserve moved out of the Smalley Center and into the Norman Armed Forces Reserve Center on Thunderbird Drive.

The facility was made available through a competitive process and several different organizations submitted proposals for acquiring the property. Ultimately, the City of Norman was chosen to convert the building for public safety use.

The Norman Investigations Center (NIC) will be used primarily as office space for the Norman Police Department's Criminal Investigation Division, which includes the Crime Lab and Property Custody. Additionally, the NIC will provide office space for Arson Investigators from the Norman Fire Department, as well as provide space for the Patrol Bureau of the Norman Police Department.

The City of Norman gained possession of the property in 2011. The renovations have taken nearly three years to complete at a cost of over $2.6 million dollars. "It has certainly been worth the wait," said Norman Police Investigations Capt. Todd Gibson. "We have a state of the art facility which will accommodate the growth of the city and the department."

Norman Police Chief Keith Humphrey said, "This facility was once a part of the defense of our great nation, it is only fitting that it continues on as a vital resource to protect this great community."

The City of Norman hosted an open house at the NIC on April 18. The Norman Police Department (NPD) invited Lt. Col. Phillip Taylor, a detective at the NPD that will work in the new facility, and Command Sgt. Maj. Bryant Potts, 3rd Battalion, 378th Regiment, 95th Training Division (IET), command sergeant major, to represent the Army Reserve as the former tenants of the building.

Taylor said, "I am honored to be here to represent the Army Reserve and I am excited for the opportunity to get to continue working in this building. My new office I will work in as a detective was my old office when I was the Battalion S3 at 3/378th."

Potts said, "I was a Drill Sergeant here back in 2001-2002. The renovations to the building are fantastic!"

The Joe Smalley Army Reserve Center was named for a local World War II Veteran who rose to the rank of colonel. He was a graduate of the University of Oklahoma and served in the state legislature. The City of Norman will maintain a display case in the lobby of the NIC to pay tribute to the history of the building.

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Army Reserve Cooks Get Back on the Line

By Staff Sgt. Shejal Pulivarti
104th Training Division (LT) Public Affairs

Seventeen Reserve Cooks, augmented by approximately 40 active duty cooks, are operating two dining facilities throughout the summer to nourish and sustain more than 11,000 Soldiers, Cadets, and Cadre during Cadet Summer Training 2014 at Fort Knox, Ky. *Photos by Staff Sgt. Shejal Pulivarti, 104th Training Division (LT), Public Affairs*

FORT KNOX, Ky. — United States Army Reserve food service specialists from different units across the country came together to make up the food service team of Task Force Wolf at Fort Knox, Ky., to support Cadet Summer Training (CST). The 17 Reserve cooks, augmented by approximately 40 active duty cooks, will operate two different dining facilities throughout the summer to nourish and sustain more than 11,000 Soldiers, Cadets, and Cadre present for CST.

"Working with both reservist and active duty cooks, it allows us to learn from each other. That way we both leave here with more experience and knowledge," said Spc. Coree Annis, food service specialist, Task Force Wolf.

Task Force Wolf, comprised from the 104th Training Division (LT) and various other supporting Reserve units, provides U.S. Army Reserve Trainers and support elements to facilitate the U.S. Army Cadet Command mission to educate and train college students to be potential officers and leaders of character in the Total Army. This is the first time the Leader Development and Assessment Course (LDAC) and Leaders Training Course (LTC) are held at the same place, thus creating CST.

Army cooks, although always supporting the CST mission, served in the quality control capacity in recent years. This year, the cooks get the chance to operate the dining facility (DFAC) for the first time in at least seven years. This pivotal change allows them to function as cooks and will increase their experience and capabilities.

"As reservist, this opportunity is extremely beneficial. It allows us to operate within our career field, and it also serves as a refresher of the basics," said U.S. Army Reserve Sgt. Brianna Atkins, food service noncommissioned officer, Task Force Wolf.

One DFAC is dedicated to feeding the Cadets breakfast and dinner while they attend LDAC and LTC, and the second Soldier-operated DFAC services Cadre and support staff for CST.

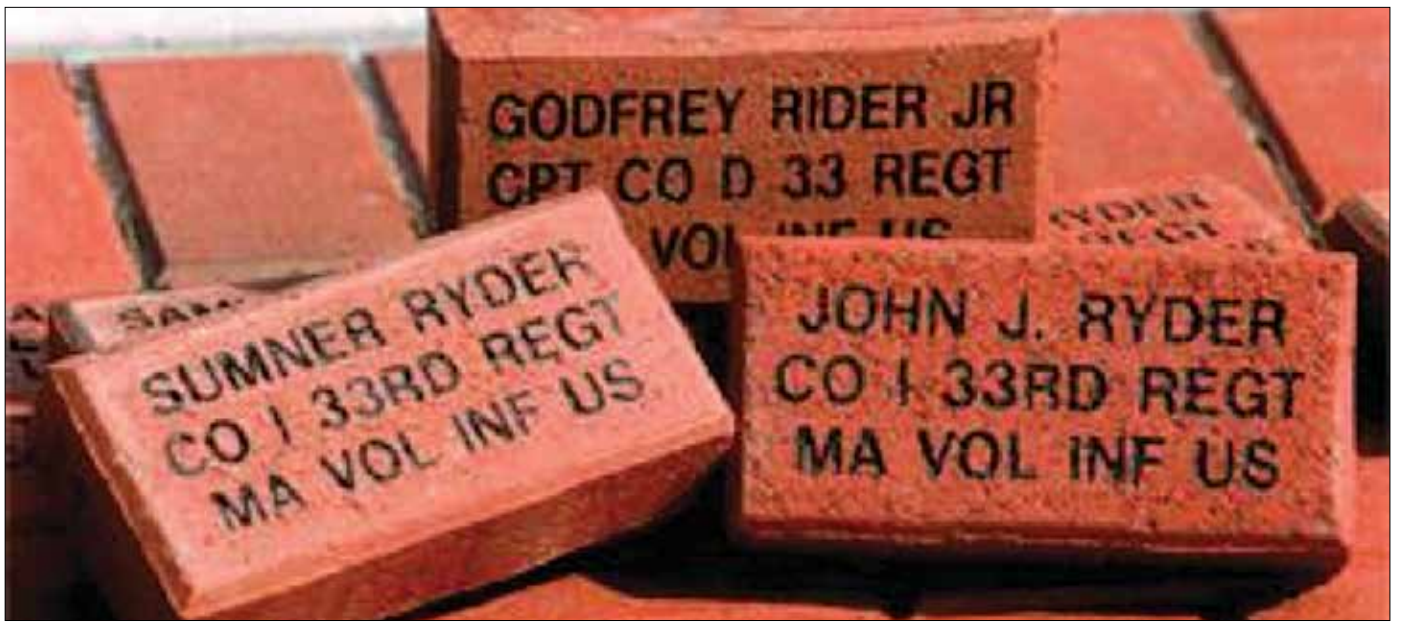
"Although the hours are long and the work is demanding, when you see how many people are being served, are enjoying the food we serve, and just getting the interaction with the people – it's all worth it," said Annis.

Drill Sergeant 50th Anniversary

In Celebration of the 50th Anniversary of the U.S.Army Drill Sergeant Program -TRADOC will host several events Sept. 12 at the U.S. Army Drill Sergeant School: outdoor social with catered dinner, various vendors, and static displays.All past and present drill sergeants are asked to bring their campaign hats to the social for a mass formation photo, followed by a cake-cutting ceremony.

Events scheduled for Sept 12, 2014 are:

- Run with the drill sergeants, 6a.m., Hilton field
- Breakfast, 7a.m., NCO Club
- Drill Sergeant Hall of Fame induction ceremony, 11a.m., Drill Sergeant School
- Drill Sergeant School tour and history showcase, 1p.m., Drill Sergeant School
- Drill Sergeant hat social and photo, 4p.m., Drill Sergeant School



Purchase Personalized Brick to be Placed at the Drill Sergeant Time Capsule on 12 SEP 2014

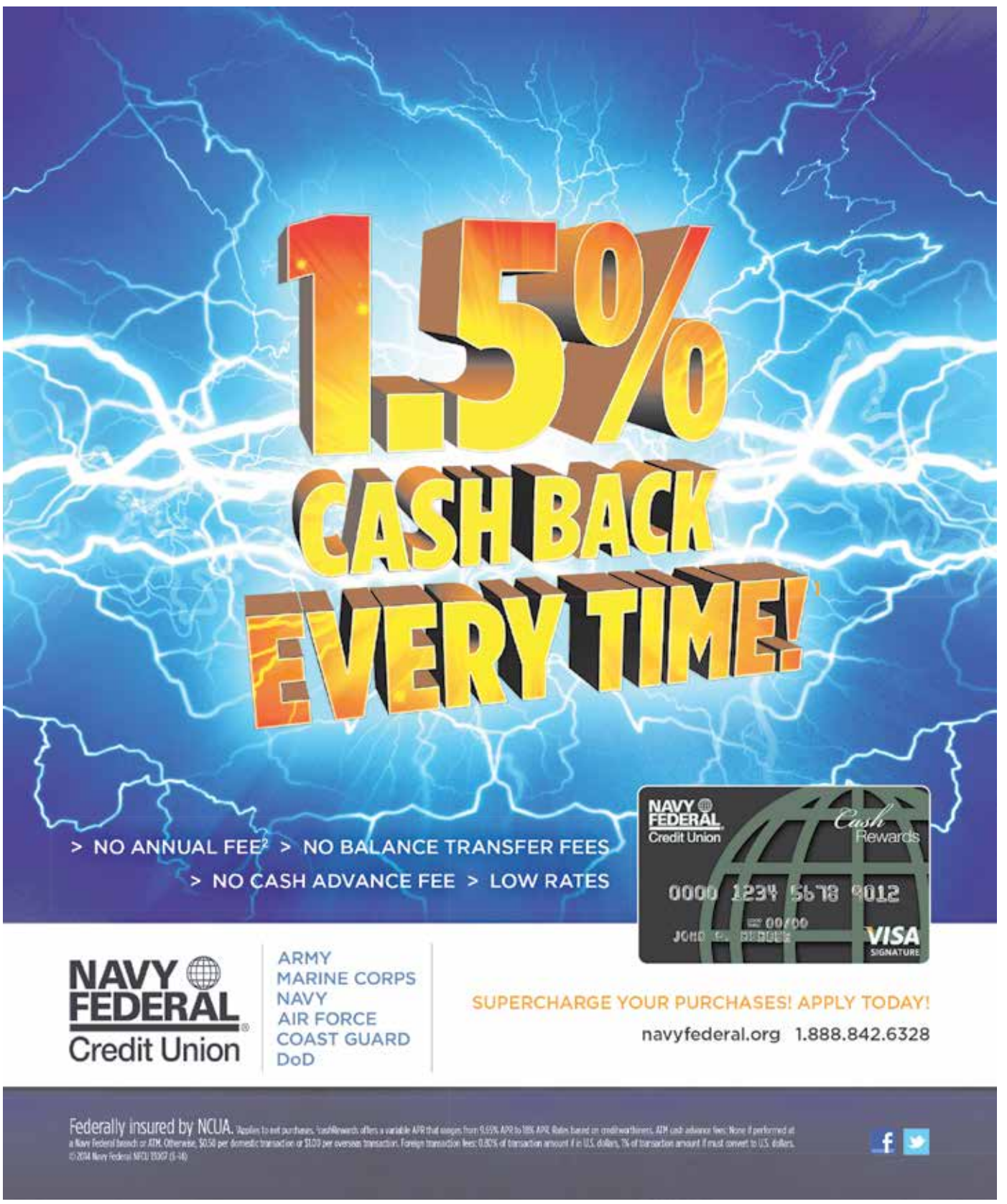
September 2014 marks the 50th anniversary of the U.S.Army Drill Sergeant Program.To celebrate this, the United States Army Drill Sergeant Association is sponsoring a 50th anniversary celebration which will take place at the United States Army Drill Sergeant School on September 12, 2014. In addition to the celebration the United States Army Drill Sergeant Association is working with the Drill Sergeant School and will be burying a time capsule on the Drill Sergeant School grounds which will not be opened until the 75th anniversary in 2039. This time capsule will be filled with one page bios of former Drill Sergeants, current training plans, small mementos and other small objects of historical importance.

In order to mark the burial site and create a Drill Sergeant monument we will be paving the area around the spot where the time capsule is buried, with red clay pavers.We are going to have some of the bricks engraved and want to open it up to all former Drill Sergeants.The cost will be $35.00 per brick which will cover the cost of the brick and the engraving of 3 lines of text with 20 letters each line (including spaces) the formatting will be:

Rank, Name
Location served as a Drill Sergeant
Dates Served as a Drill Sergeant

In the case of a brick being purchased "In memory of" or "In honor of" we will allow a 4th line to be placed on the brick.

If you want to make a purchase and be forevermore a part of the United States Army Drill Sergeant School, you can do so by purchasing them from the USADSA website at www.armydrillsergeants.com.



Chaplains Corner

CHARLOTTE, N.C. — On July 11, 2014, a total of 16 Soldiers from the 108th Training Command HQ attended the Military Appreciation Luncheon at the Billy Graham Library in Charlotte, N.C. The following were Soldier's reflections and comments on this event.

Lt. Col. Val Clay (108th TC, EO OIC)

It was a pleasure to be invited to the Billy Graham library for a Military Appreciation Luncheon. A number of 108th Soldiers were invited to lunch by the Billy Graham staff. Major Tang, 108th AGR Chaplain, gathered the group together as we left from the headquarters parking lot. A number of people had never been there before; I had been there once before myself. When we pulled into the parking lot we were greeted by volunteers of the library. We saw the house where Billy Graham grew up, it was moved from its original site just a few miles from the library in Charlotte. We entered the Library through the base of the cross-shaped entrance. It was a unique experience to enter a building that way. Once inside we were guided to the lunch area by other smiling volunteers.

The luncheon was very special. We were thanked for our service; there was singing and some story-telling. There were also service members representing all branches of the services there. We proudly sang the Army Song as we saluted one another. After the luncheon was over we went on a tour of the library. The tour described the early years of Billy Graham, how he met his wife, the lives he impacted and the countries he helped shaped through the word of the Lord. The 108th Soldiers felt the experience was both breathtaking and educational. It was truly a spiritually uplifting experience that should be shared with others.

Sgt. 1st Class Poore (108th TC, HHC, Training NCO)

I really enjoyed the lunch today. The Billy Graham Library put on a real class event. I grew up in this area and remember Billy Graham on TV back in the seventies and early eighties. The work he has done and the work his son continues to do is truly a blessing for the world. There is a special place in heaven for him and his son. The library brought back many fond memories of days gone by. I only wish I could have had another BBQ sandwich!

Sgt. Shinika Lambert (108th TC, G1, Human Resources Specialist)

I had the opportunity to participate in the Billy Graham Library Military Appreciation Luncheon and Tour. I am still overwhelmed with emotions from this powerful experience. The hospitality provided was outstanding and the appreciation expressed to all of the military branches was beyond measure. I proudly put on my uniform every day. The demonstration of love shown by those reminded me that others truly recognize the sacrifices made by the men and women in the Armed Forced who are dedicated to representing the "Land of the Free". Need I say more?

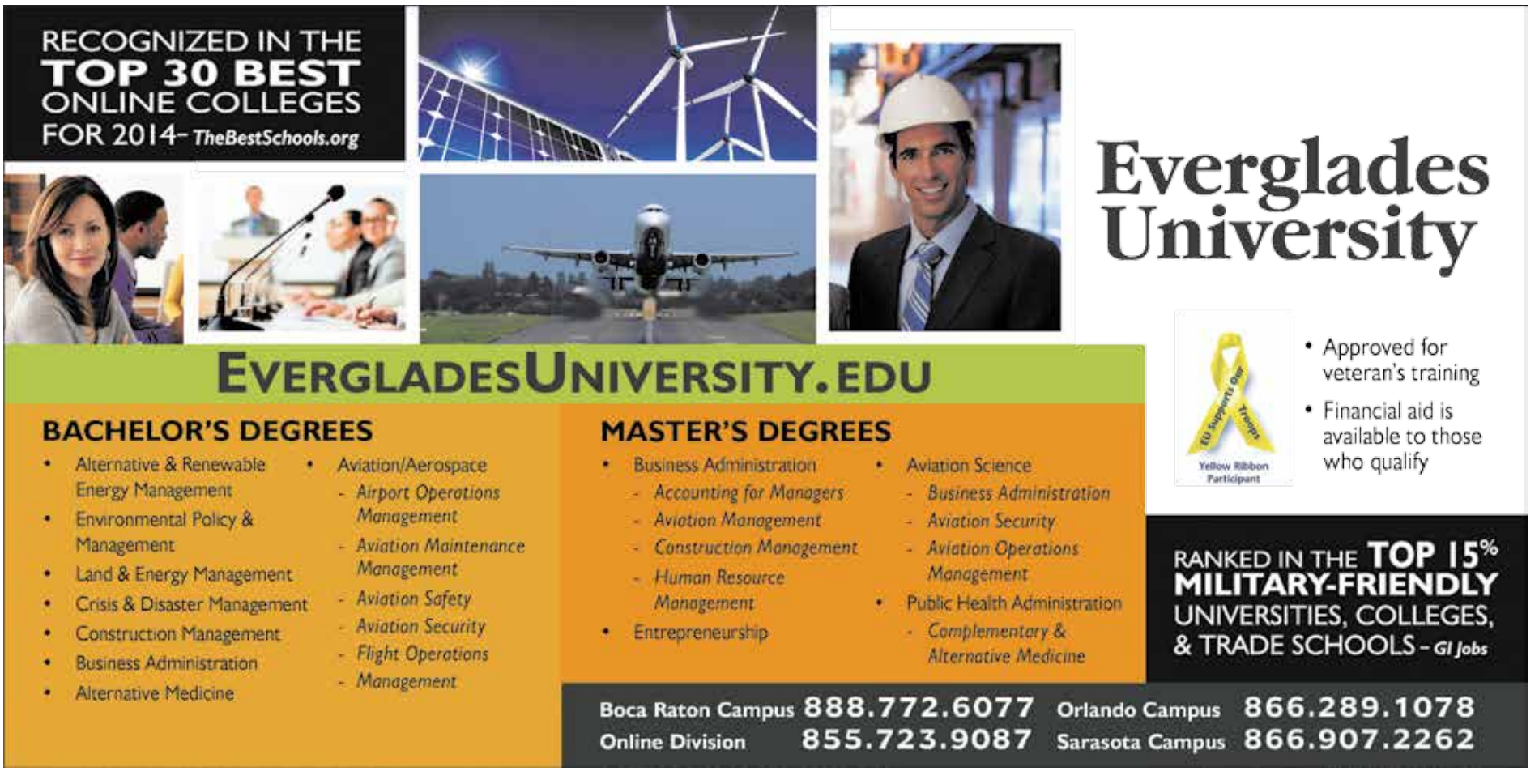
I thoroughly enjoyed the luncheon, program and tour. I found Billy Graham's Christian values to be in line with our Army Values. He was loyal to God, and understood his duty to share the good news of our Lord and Savior, Jesus Christ. He respected those of all genders, races and nationalities, even during the times of segregation he expressed that God's love and salvation was for everyone. He demonstrated numerous acts of selfless service when he responded to national crisis. He honored the commitment to evangelize when he was offered other prestigious opportunities. He maintained his integrity and the integrity of the bible without compromising. His personal courage has resulted in millions of people developing a relationship with God. It also serves as an example to Christians how we should boldly share the good news with others we come in contact with and live a life that exemplifies the characteristics of Christ. I am so humbled to have participated in this event.

Sgt. 1st Class Regina Clay (North East Retention Command, ARRTD NCO)

I was highly impressed with everything and everyone. I thought Bessie (the cow) did an outstanding job of narrating the life of Billy Graham – very educational. All the personnel greeted you with a friendly and pleasant smile and you could feel their loving spirits. The food was delicious. The atmosphere was so energetic and inspiring. I will be going back another day to take my time and enjoy the tour. I am going to take my daughter and my grandchildren. I will spread the word to others as well. It was a great experience.

Maj. Chad Byas (G-7 AGR OIC)

I would like to thank Chaplain Tang for arranging such a wonderful trip to the Billy Graham Library. I knew Billy Graham had a voice that reached far and wide. I did not realize how far it reached, and how many hearts he touched. I told my wife about the library. It is definitely something both she and my kids must experience. Once again, thank you so much. I look forward to visiting the library in the future



SOLDIER'S GOLD MINE

Nuggets to keep you informed

G1 Nugget

IDT Travel Reimbursement Program

The basics

- Maximum collection is $300.00 each Battle Assembly (BA)
- BA duty performance must be performed at a Soldier's assigned duty location
- Maximum number of BA's reimbursable is twelve (12) each Fiscal Year. This is based on the assumption that a Soldier will perform 12 MUTA 4's in a Fiscal Year. Performing a MUTA 2, a MUTA 6, etc., will not increase or decrease the authorized amount reimbursable, which is $300 per BA weekend.
- Soldiers can be reimbursed for an RST, but the duty MUST be performed at the assigned duty location
- The DTS Local Voucher date should be the BA date
- Soldiers can collect for TY 13 but mileage is reimbursed based upon actual gas expenses instead of the mileage rate

Eligibility

- Commanders determine eligibility using the following criteria:
- Soldiers who travel 150 or more miles one way to attend BA are eligible. Mileage is calculated using DTS. Go to the Administrative Tab and select the 'Calculate Distance feature. Mileage is calculated from the Soldiers Home of Record to the Assigned Duty Location.
- Once Soldiers meet this initial criteria, they must also meet one of the following additional criteria:
- Units that are understrength (less than 100%)
- Critical MOS shortage– determined by the commander – Any position or MOS the commander determines is critical, regardless of the assigned strength of the unit.
- Commanders/NCO counterpart
- Chaplains/Chaplin assistants

Inclusive of all travel expenses (these are the most common)

- POV mileage: Use the mileage feature in DTS and select "POC Use – Gov Vehicle Available" so DTS will calculate the mileage reimbursement correctly. For FY14, mileage is reimbursed at $.235/mile. For FY13, reimbursement is for actual gas expenses and receipts must be provided.
- Lodging (receipt required)
- Flight (receipt required)
- Rental vehicle and gasoline (receipt required)
- Tolls (receipt required)
- Parking (receipt required)
- Food – actual expenses reimbursed up to 75% of the per diem rate for assigned duty location (cannot be claimed on any IDT day). A Soldier travels on Friday for a MUTA 4 on Saturday and Sunday, then travels home Sunday night. Meals purchased on Friday are reimbursable. Meals purchased on Sunday are not reimbursable.

Documentation

- Commander's memo – See Annex M of the 108th Training Command Standard Operating Procedures. Not required for DIV/TC commanders
- Sign in roster - LES in lieu of sign-in roster – roster verifies duty was at assigned duty location
- DA Form 1380 if duty was an RST at the assigned duty location ONLY
- DA Form 1352-1 or DA Form 1162
- Receipts – required for all expenses except POV mileage

*** Exception: A memorandum for lost receipts is authorized if a receipt cannot be located or provided. The memorandum must be unit letterhead and signed by the Soldier. Contact the Training Command G-1 for a sample.*

Common Errors

- Mileage calculated at the regular reimbursement rate (.56 vs .235)
- Meal reimbursement submitted for the same day as BA
- Lack of documentation
- Total expense amount totals
- more than $300.00
- Voucher submitted for duty locations other than assigned duty location – should use OMAR Travel and DTS authorization in these instances
- Incorrect DTS Line of Accounting (LOA) – the correct LOA is 14IDT-TRVL ENL/OFF
- Missing the Required Comment in additional remarks: "IAW 37USC, 452 (b) (9), IDT TRAVEL OUTSIDE NORMAL COMMUTE (150 miles). Soldier is authorized travel expenses NTE $300 for travel to and from Inactive Duty Training according to JFTR, Paragraph U7160.

G2 Nugget

Foreign Travel Notifications and Debriefings

All individuals with access to classified information are required by AR 380-67, paragraph 9-203, to promptly report to their Security Manager any personal foreign travel plans. "Foreign Travel" is considered to be any travel outside of the United States or its territories (this includes Canada, the Caribbean, Mexico, and cruises in International waters).

Foreign travel conducted, while in an official status for an official agency of the U.S. Government (ie on DOD travel orders), is exempt from reporting.

Those reporting foreign travel will fill out a Foreign Travel Notification (FTN), sign it, and turn it into their local unit Security Manager prior to the travel. Security Managers will scan and send this FTN to the 108th TC Command Security Manager as soon as it is received. Upon return from travel, individuals will fill in the opposite side of the FTN, which is a travel debriefing, and turn it into their Security Manager as well.

AGR and Active Duty Soldiers must also register themselves in the Aircraft and Personnel Automated Clearance System (APACS) prior to approval of OCONUS leave. The site can be reached at: https://apacs.dtic.mil.

Please see your local security manager for further details and assistance with this process.

Army Suicide Prevention Month

September 2014 is the Department of the Army (DA) Suicide Prevention Month. The theme is "Enhancing Resiliency – Strengthening our Professionals." The objective for the month of September is to focus on the total well being, resilience, and positive results that can be achieved by reaching out to all Soldiers, DA Civilians, and Families. The DA wants commanders and leaders to make every effort to communicate with Soldiers, DA Civilians and Families as often as possible to let them

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know that they are cared for and valued.This can be accomplished by educating and helping Soldiers, DA Civilians and Families develop life coping skills and encourage them to seek help whenever life stressors become too much to handle.Also by providing resources to Soldiers, DA Civilians, and Families they know where and how to access help.

Below are some personnel resources equipped to provide assistance. Unit Chaplains, religious organizations, and Red Cross are good resources as well.

Crisis Intervention and Other Resources

- Emergency - 911
- Military Crisis Line - 1-800-273-TALK (8255) - Press 1
- Fort Family Outreach Support Center – 1-866-345-8248
- National Suicide Prevention Lifeline - 1-800-273-TALK (8255)
- Military One Source - 1-800-342-9647
- The Defense Center of Excellence (DCoE) - 1-866-966-1020
- Wounded Soldier and Family Hotline - 1-800-984-8523

JAG

Protecting the Elderly

People are living longer and the population of those age 65 and older increases annually.As a result, states are concentrating efforts on improving services to seniors. Some of these services focus on the protection of seniors from neglect, abuse and exploitation.

Elder abuse is any form of mistreatment that produces harm or loss to a person aged 65 or older. While elder abuse is oft times perceived as only physical abuse or neglect, it encompasses mental, sexual and financial abuse as well.

Neglect can be due to the failure of a caretaker to provide proper services or stem from the inability of a person aged 65 or older to care for themselves. It can result in starvation, lack of basic utilities such as heat and electricity, over or under medication and improper hygiene. Financial abuse or exploitation is improper use of funds or resources of a senior.

Each state has agencies available to provide assistance to seniors experiencing abuse, neglect or exploitation.The services range from accommodations and financial assistance to health and social services. In many states, people who suspect an incidence of elder abuse are required to report the issue to Adult Protective Services, the Office of the Attorney General or local law enforcement in the county of residence of the suspected victim.

In general, the name of the person reporting the abuse is kept confidential unless disclosure is required by a court.Additionally, those reporting abuse, in good faith based upon credible information, are immune from civil or criminal liability. Upon receipt of a report, the receiving agency may begin an investigation in which a visit is done at the home or facility in which the alleged victim lives.

For additional information, consult your state and county's social services division or your local USAR Legal Assistance Office to discuss the services available in your areas and protections afforded to victims and those reporting abuse.The resources at the websites below are available to residents of North and South Carolina.

North Carolina Division of Aging and Adult Services

http://www.ncdhhs.gov/aging/

South Carolina Department of Social Services

https://dss.sc.gov/content/customers/protection/aps/index.aspx

If you believe you are experiencing elder abuse issues and you cannot access a computer contact the local police at 911 or a local social service agency.

WO Nugget

If you are a Soldier interested in the Warrant Officer Program and have concerns with the General Technical (GT) score requirement, the following information may prove useful.

Examination Basic Information:

- AR 135-100 (Appointment of Commissioned and Warrant Officers of the Army) establishes the qualifying minimum GT score for any officer-producing program at 110.
- The ASVAB is administered for new recruits entering the military.The AFCT (Armed Forces Classification Test) is used to test Soldiers already on active duty. If you are an active duty Soldier and would like to raise your GT score, you will have to take the AFCT at your installation's authorized testing facility. Do not re-take the ASVAB and do not contact the MEPS, the wrong test will be administered if given at all.

Examination Preparation:

There are a number of on-line resources for Soldiers.The following web sites are provided for your use:

http://www.goarmy.com/popups/asvab_faq.html- military site with ASVAB insight and on-line practice tests.

http://www.petersons.com/army/testprep.asp- on-line study preparation and practice tests.

http://www.march2success.com-Army sponsored preparatory site for testing.

https://www.4tests.com – on-line practice tests.

Pre-WOC COURSE:The next scheduled Pre-WOC Course is 21-23 Nov 14 at Camp Pickett, Va. The Pre-Warrant Officer Candidate Course (PWOCC) is a mentorship program to help prepare WOCs for the intense and extremely rewarding Warrant Officer Candidate School.The Warrant Officer Career Center (WOCC), as the executive agency, and senior warrant officers recommend the PWOCC to help the Soldier attain the goal of becoming a warrant officer, sustain WOC morale, and save WOCS quotas that are lost due to set backs and eliminations from the course.Additionally, the PWOCC is considered a recruiting instrument to grow the Warrant Officer Corps.Therefore, any enlisted Soldier who is interested in the WOC Program may attend.

Follow these steps to apply:

1. Attain your commander's approval
2. Register is ATRRS. School Code: 1020; Course PWOCC; Course Title: PRE-WARRANT OFFICER CANDIDATE COURSE; Command Code: W
3. PWOCC is in ATRRS solely for tracking purposes and seats are not trapped.The PWOCC Course Manager uses the email address captured in the ATRRS request to send course attendance information.

If you are interested in this course, please contact: karen.kay.civ@mail.mil.

See GOLD MINE page 52

IG

Communication: Do You Understand and Are You Understood

There are many key components of leadership, at the core of which, you will find communication. The focus here is not leadership, but rather communication-the fundamental component all successful leaders cultivate and nurture-to harness knowledge (information; awareness of something), wisdom (experience; the application of knowledge in action), and understanding (comprehension; the ability to judge a specific situation or subject with clarity; in other words, you understand why what happens could, has, or will happen). Poor communication has resulted in many organizations and leaders experiencing setbacks and failures because a situation or subject, in part or its entirety was misunderstood, misinterpreted, or mishandled.

Successful leadership is contingent upon good communication. Often viewed as a way of providing information, "communication as a competency ensures there is more than the simple transmission of information… it creates shared understanding and better awareness."Also, communication involves cultivating listening.Anyone desiring to be an

Do you want to be a Unit Public Affairs Representative?

As the 108th Training Command (IET) continues to grow, it will be difficult for the Public Affairs Staff to visit each brigade, battalion and company to cover news events. Public Affairs is the responsibility of commanders and Soldiers alike.

The PAO is kicking off the Unit Public Affairs Program (UPAR), which will allow any Soldier to be the additional eyes and ears for your unit and the PAO. By volunteering you will assume the duties of UPAR as an additional duty.

Do you enjoy taking pictures? Do you enjoy writing? As a Unit Public Affairs Representative (UPAR) you will take pictures of newsworthy events and submit them along with stories to your Division Public Affairs Officer for review and possible submission in The Griffon, as well as your division web site.

Are You?

- Familiar with your organization
- Independent & dependable
- Able to communicate well

Are you able to?

- Publicize unit participation in community projects or activities.
- Serve as the public affairs point of contact for your unit.
- Maintain contact with the 108th Training Command (IET) Public Affairs Office

Soldiers should contact their division Public Affairs Officer for additional info:

- 95th Training Division (IET) Public Affairs NCOIC – Sgt. 1st Class Andre E. Anton
andre.e.anton.mil@mail.mil

- 98th Training Division (IET) Public Affairs Officer – Vacant

- 104th Training Division (IET) Public Affairs Officer – Maj. Alex Johnson
alex.l.johnson.mil@mail.mil

Or contact Mrs. Deborah Williams or Sgt. 1st Class Kenneth Hamilton, 108th Training Command (IET) Public Affairs at deborah.p.williams8.mil@mail.mil, or kenneth.b.hamilton.mil@mail.mil phone 704-227-2820 ext. 4235/4087 for more information.

Gold Mine

Cont'd from page 51

effective leader will develop this skill. Over the last few years more of our top military leaders have come under intense scrutiny due to their abrasive style of leadership and reckless words-the my way or the highway attitude, which reminds me of the verse, "A fool finds no pleasure in understanding, but delights in airing his own opinions."The ability to communicate will "evoke trust or distrust." It will "instill confidence or fear." In the absence of clear and competent communication a leader cannot effectively lead, supervise, teach and train, assist, investigate, inspect, counsel, or build cohesive teams.

"The purpose of communication is neither to speak nor to listen, but rather to achieve greater understanding between people." Communicating information is paramount in achieving a shared understanding of issues and solutions. Communication "conveys thoughts, presents recommendations, bridges cultural sensitivities, and reaches consensus." I have worked for leaders that were good communicators as well as some that were not.The good communicators always shared information, built trust through honest dialogue, assigned significant responsibility for grade and position, and treated me with dignity and respect.The bad communicators intentionally or unintentionally came off as dismissive, aloof, manipulative, rude, insensitive, and displayed a false sense of superiority.

Effective communication relies on the leader to be real and use language by design and not default, because words matter

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WO Highlight

What is the likelihood that the 108th Training Command's most recent WOCS graduate – a commissioned Warrant Officer for a period of three weeks – lives in the Little Rock area and works as an instructor at the PEC? Warrant Officer Candice Wilson was my WOMET shadow for a Senior WO Leadership Forum in Little Rock. She is a bright, energetic, young WO who provided valuable insight to senior WO leadership. Following are her comments:

"I was elated to be asked to join the USAR Command Chief Warrant Officer (CCWO) meeting. As a newly appointed warrant officer, I felt a tremendous sense of pride to be in a room filled with command chief warrant officers that wanted to make a difference. They presented a diligence to ensure that the warrant officer cohort remained filled with leaders who can impact change and uphold the respect that the cohort deserves. It was eye opening to see my senior leaders have such deep concern for NCOs aspiring to be a warrant officer and warrant officers throughout their careers. It gave me confirmation that I have joined an elite group of individuals who not only care about the welfare of our country, but truly care about the Soldiers serving to defend this nation. Each and every one of them embraced me as a peer, gave me excellent advice and lit a fire in my belly. I shall walk the beaten path that they walked and continue to raise the warrant officer cohort. It was a pleasure to be present and provide input."

If you are interested in a career as a warrant officer, contact:

Usarmy.usarc.arcd.mbx.hq-op-spcmsn-organizational-mailbox2@mail.mil

OIC: CW5 Sutton, Mark office: 404-469-4175 cell: 678-266-8568

NCOIC: MSG Gossard, Dennis office: 404-469-4801 cell: 404-790-9917

Left to Right: Chief Warrant Officer 5 Karen Kay, Command Chief Warrant Officer, 108th Training Command (IET); Warrant Officer Candice Wilson, 104thTraining Division (LT), 1st Bde., 2/379th; Chief Warrant Officer 5 Wilson, USAR Command Chief Warrant Officer. ***Courtesy photo***

108th Griffon Association Continues to March

The 108th Griffon Assoc. again fulfilled one of its many objectives which is to provide an opportunity for present and past members of the 108th Training Cmd. to gather in an informal setting to renew old friendships and to develop new ones.

This past 31 May gathering was at the Cowpens National Battlefield. Over 40 past and present members gathered to include three former 108th Tng. Commanders (Maj. Gen. Charles "Skip" McCartney, Maj. Gen. B. K. Sutton, and Maj. Gen. George Goldsmith) along with the present commander Maj. Gen. Leslie Purser. Three former Division Command Sergeant Majors, (Command Sgt. Maj. George Chapman, Command Sgt. Maj. Bob Nash, and Command Sgt. Maj. Joe Payne) were also in attendance.

After a period of socializing and eating of South Carolina Bar-B-Que, those attending were briefed on the current status and missions of the command by a member of the G-3 staff. This was followed by a terrain walk of the Cowpens battlefield by a most knowledgeable park ranger. Seeing and walking on the actual ground of the battle gave a new prospective of the gallant Soldiers, consisting of regular Continental troops but mainly the South and North Carolina militias,

see ASSOCIATION page 82

Pictured left to right, Maj. Gen. Charles "Skip"McCartney, retired; 108th commanding General Maj. Gen. Leslie Purser; Maj. Gen B.K. Sutton, retired; and Maj. Gen. George Goldsmith, retired.

SUPPLEMENT SECTION

Resources for the Transitional Military Family

Dare Foods, Inc. Thanks Our Soldiers
For Their Service and Sacrifice
Dare Foods, Inc. Spartanburg, S.C. 800-265-8255

WE'VE GOT YOUR BACK/ MTR

56 Honey, I've Got Orders …
57 Making a Difference for Veterans
58 Changing Jobs? Roll Your 401(k) Into an IRA
60 The Way Forward: Connecting Military Talent with American Businesses

Travel USA

65 Worries melt away on Alabama beaches
66 Find your island on The Beaches of Fort Myers and Sanibel
68 BIG things afoot at Universal Orlando Resort
69 Wet 'n Wild opens 'Aqua Drag Racer' attraction
70 Discover Fall Wonders in Historic Hendersonville
72 21st Season for Renaissance Festival
73 Kings Mountain's music, art and history at Gateway Festival
74 Three Rivers, Lake Kaweah and Sequoia and Kings Canyon National Parks
76 Berkeley County, The Heart of the American South
78 Visit Rock City and Ruby Falls in Tennessee
80 Southwest Virginia's Premiere Motorcycle Trail - The Claw of the Dragon
81 Orange County rich in U.S. history

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Honey, I've Got Orders …

By Nicole McGhee

As a military wife, some of the words I have come to dread are "Honey, I've got orders." Orders mean that chaos is imminent. You suddenly notice all of the clutter that has accumulated over the years and you are determined to clear it out before the packing process begins. Additionally, there are appointments to make, movers to schedule, and the seemingly endless tasks of clearing and out-processing. Don't forget the research. Where is the new duty station? Is on-post housing nice? Is it big enough? Is there a wait list? Where are the commissary and the exchange?

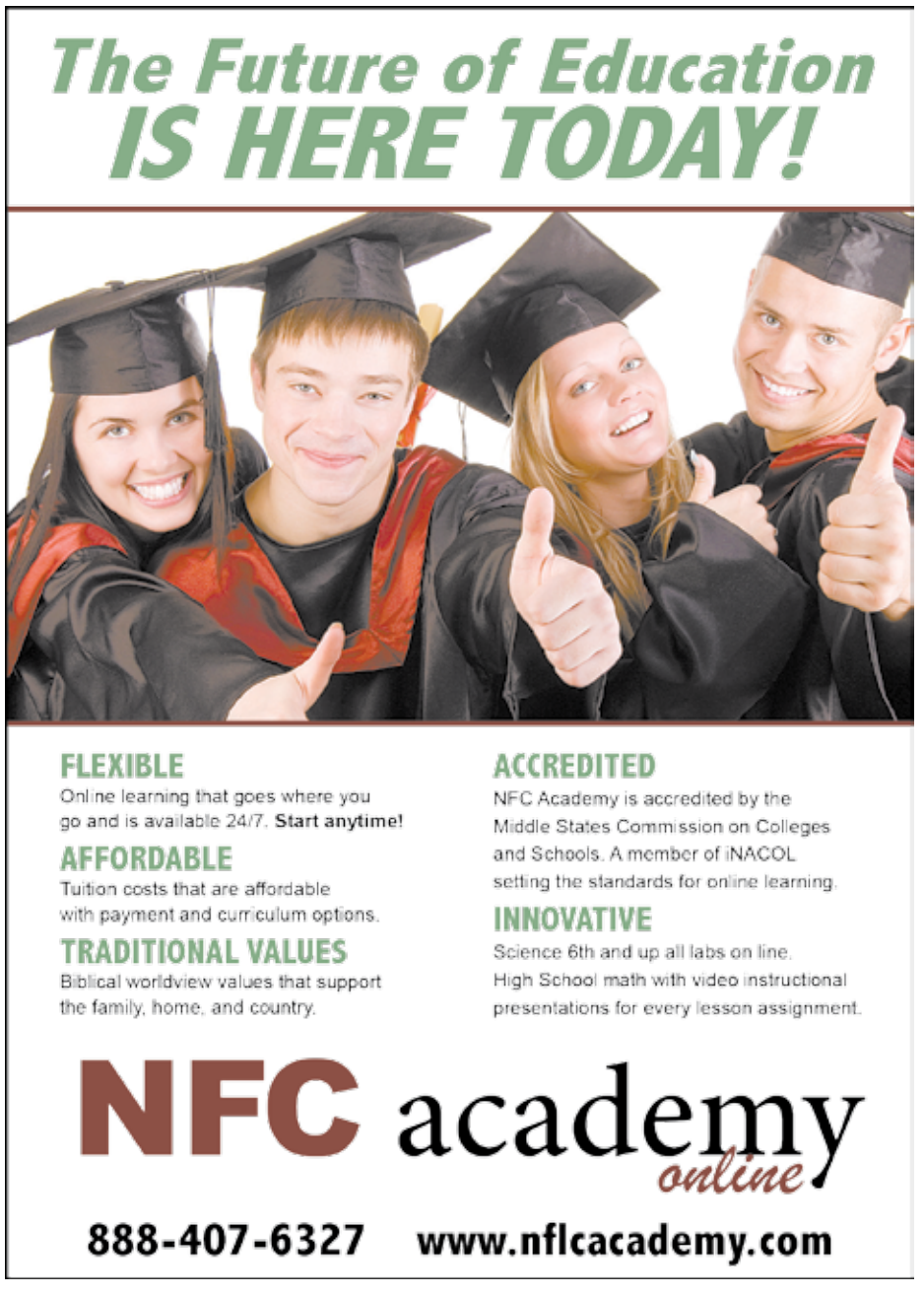
However, there is one aspect of our life that does not send me into a tailspin when we are trying to move: school. Homeschooling travels with us. I don't need to know where the school is located or what new classroom will be home for one of my sons. For us, school is already at home, wherever that may be for us. When I hear we are moving, though, there is some homeschooling research that does take place. I need to know the homeschooling laws in the state in which we will be residing. In the past, if the laws were more stringent, I would start applying them prior to moving, just to get a handle on things.

The movers come, pack up all of our household goods, and the journey to our new home begins. Because we are a homeschooling family, school takes to the road with us. It may not be in the form of books or worksheets, but of the adventure we are undertaking as we travel. We learn about each new state we cross into and the way the landscape changes the further on we drive. We learn just how far we can be tested with a vehicle full of kids and pets and toys just as we arrive at a new military installation.

To say setting up our household in a new place is hectic is an understatement. With so much going on, finding our way back to a school schedule can be difficult. Fortunately, over the last few years, we've opted for an online curriculum. As soon as the Internet is set up in our new home, school is ready. Being able to continue on with lessons, even if on a lighter schedule than usual, is one way that we all begin finding a new rhythm in our home.

Eventually, the furniture arrives. I start to remember how to get to the store and I have located the nearest clinic. The kids have picked out the best playground and we have met a few neighbors. This new duty station is starting to feel more like home. In our new routine, we can start integrating more into our school day. Maybe I finally add in the art curriculum that looked neat a few weeks ago or find that really neat spelling website that I bookmarked before we left our old house. Now, I feel like we're finally settling in and finding our new comfortable groove.

Homeschooling as a military family doesn't have to be scary or difficult. It can be an amazing and rewarding experience for you and your children. By looking into laws and regulations to ensure compliance and finding a curriculum that works for your family, homeschooling can bring your family together in ways that you might not have imagined. My son's love of building bricks has turned into a passion for all five of us. An extra-curricular activity for my oldest turned into an



MILITARY TRANSITION RESOURCES

Making a Difference for Veterans

Alorica's executive team has always had passion and commitment to hire those who were willing to sacrifice their lives for our country. The AloriCares initiative was created three years ago as a work-at-home disabled veterans' program for a telecommunications' client. After thoughtful review, this initiative has transformed into more than a jobs' program.

According to the Council of Economic Advisers, since September 2001, more than 10 percent, or over 246,000, veterans are currently unemployed. Most of these veterans are from the Afghanistan and Iraq wars; many returning with physical and or mental disabilities. A large portion of these men and women has minimal work experience that would be relevant for today's corporate environment. Many, also, possess only a high school diploma or a general education degree (GED).

The AloriCares diversity initiative was formed to support American lives by connecting business opportunity and military talent in local communities. Recruiting efforts and on-boarding have been enhanced to be more laser-focused within our military communities. We are identifying and meeting more veterans in person within military bases and within Alorica. Our training programs give newly hired veterans a fresh set of skills that provide confidence and competency to perform well in their professional roles.

In addition, we have created a mentoring program. Executives within Alorica assist new hires under the initiative by providing one-on-one coaching and development as they go through their transition from military into civilian life. The interaction with executive leadership has proven to reduce turnover and build confidence in prospective new leaders. Andy Lee, Chairman and CEO of Alorica, said, "Everyone needs a champion. This is a great way to build the talent of potential rising stars from this initiative."

AloriCares is led by Vice President, Marianne Strobel. Strobel has 20 years of experience in the telecommunications industry. Her extensive experience implementing successful programs is helping move AloriCares forward smoothly and efficiently.

For more information, please contact Marianne directly at Marianne.Stobel@alorica.com

activity in which the whole family participates.

We also have the ability to check out the surrounding area at each new post. For us, a new history or children's museum, science center, or zoo is as exciting as finding out the local roller skating rink offers a bi-weekly afternoon homeschool skate. Also, you can often find a military museum at your new installation and learn about the history of the post and of the military. Plus, planes, trucks, and boats appeal to children of all ages. At one point, we lived near Washington D.C. The excitement of taking the kids to see the Declaration of Independence after a history lesson on the topic was one of the most rewarding homeschool experiences we had that year.

On-post homeschool co-ops are becoming more and more popular, as well. Having that resource nearby is a great asset to any homeschool family and particularly new homeschooling families. In the past, there hasn't been a homeschool co-op available to us on-post. A little research into the surrounding community turned up a great co-op available nearby. Sometimes, all it takes is a little online browsing or asking around to find out about incredible learning opportunities for homeschooling families.

As a military family who has chosen to homeschool our children, we are often faced with many different challenges. Sometimes, we deal with moving or a deployment. Other times, the struggle is finding a curriculum that works for our family or finding homeschool resources nearby. Regardless of the issue, we've chosen to be a military family (time and time again) and continue to stay the course as a homeschooling family. It can be difficult but it has definitely been worth it. If you need it, help is available. All you need to do is ask.

Nicole McGhee has been an Army Wife for the last 11 years, and homeschools her children using Time4Learning's online education program.

Changing Jobs? Roll Your 401(k) Into an IRA

Content provided courtesy of USAA.

During the hustle and bustle of a job change, it's easy to forget about the money you've contributed to your 401(k). "Saving for retirement is a lifelong commitment," says Certified Financial Planner™ practitioner J.J. Montanaro. "When you change jobs, remembering to take care of past investments is part of the commitment."

An IRA May Be the Best Way to Roll

While you do have a handful of choices, rolling over to an IRA is a popular choice. In fact, according to the Employee Benefit Research Institute, almost 13 times the amount of money is added to IRAs via rollovers than through regular contributions.

"When you weigh the pros and cons, rolling an old 401(k) into an IRA offers the most convenience and flexibility," says Montanaro. "It could make life simpler."

Here's why an IRA may be the best place to park your retirement dollars from previous jobs:

- **No interruptions.** Unless you've already reached retirement, you'll want to keep savings. You can't make contributions to your old company's plan once you leave, but an IRA lets you keep the tax-deferred savings rolling, especially if your new job does not offer a retirement savings plan.
- **More ways to invest.** An IRA allows you to invest your retirement money in virtually any mutual funds, stocks, annuities or other investment opportunities you choose. In a company retirement plan, you may have only a handful of choices.
- **Greater control.** You can choose your own financial services company to manage your IRA. And you don't have to move your money again the next time you change jobs.
- **One view.** A single IRA can be a repository for numerous employer plans started throughout a working life. This approach should help simplify the management and monitoring of the portfolio.

Roth as an option. You may decide to roll over your 401(k) directly into a Roth IRA. You'll have to pay income tax on the taxable portion of the rollover, but you can set yourself up for tax-free income in retirement. You may also be able to contribute to a Roth with after-tax dollars if your income falls below certain limits.

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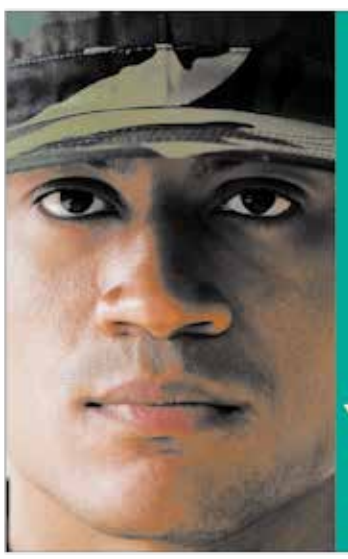

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*Level Term II monthly premium. This is best non-nicotine rate class. Rates may be higher depending on individual health and lifestyle. **Monthly premiums shown.

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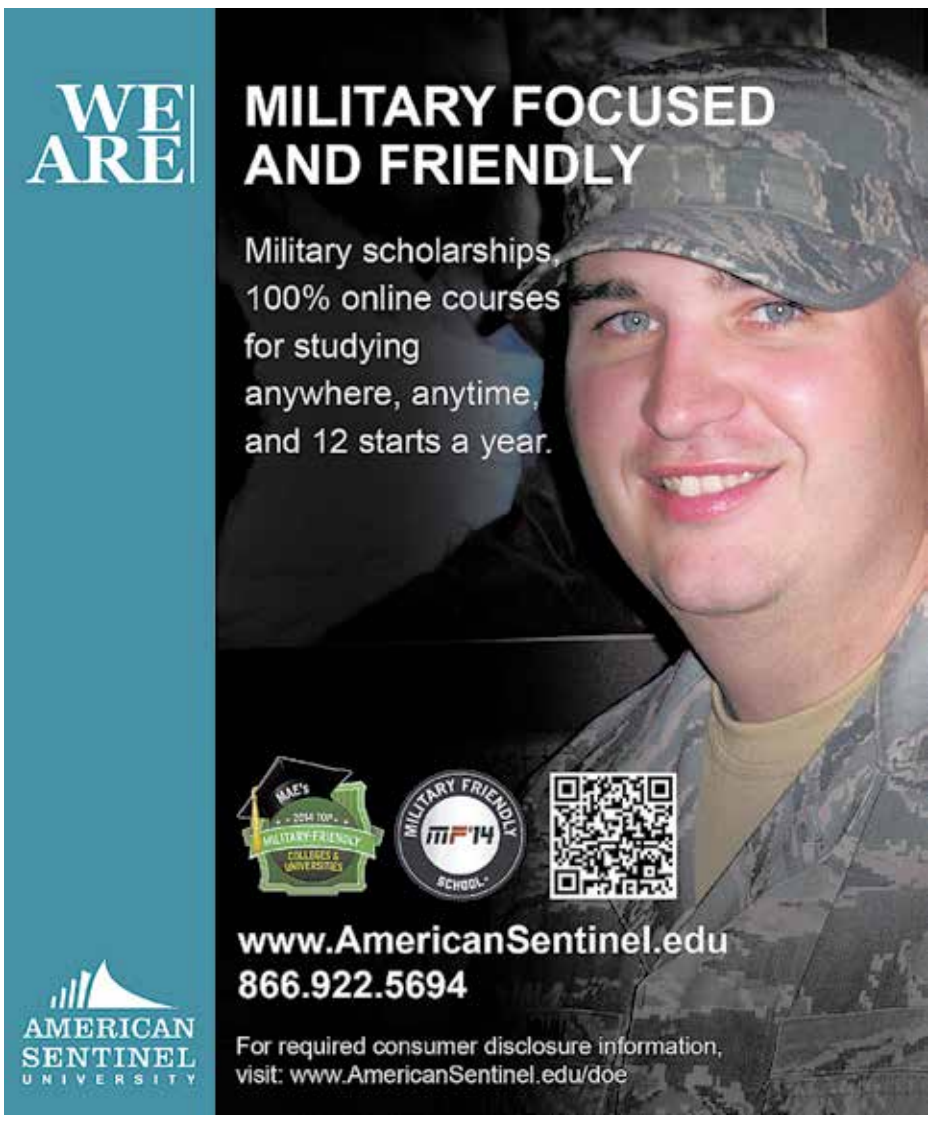
The Way Forward: Connecting Military Talent with American Businesses

By Eric Eversole,

In March 2011, the U.S. Chamber of Commerce Foundation launched **Hiring Our Heroes** to connect our nation's military veterans and spouses with meaningful employment opportunities. On paper, that mandate may seem simple, but the jobs situation facing veterans and spouses in 2011 was anything but. That year, post-9/11 veterans — men and women who had raised their right hand to serve during the campaigns in Iraq and Afghanistan — were returning home to 12 percent unemployment. Those under the age of 25 faced more than double that rate at 30 percent. Every one in four of their spouses was also unemployed.



The battle facing service members and spouses as they transition out of the military can be a tough one. Securing a stable income and establishing a new career are critical to the reintegration of military members and their families; however, it is also a vital opportunity for the American economy. From large corporations to family-owned franchises, the success of any business is directly related to the quality of its employees — their ability to collaborate, to solve problems, and to work until the job is done.

In order to remain competitive in today's economic landscape, American businesses need skilled workers who are willing to go above and beyond the call of duty. At **Hiring Our Heroes**, it is firmly believed that few individuals exemplify these qualities more than our nation's veterans and military families.

From day one of their service, military members are instilled with the core values of their respective service. As their military careers continue, service members gain experience in leadership, management, innovation, and more. They can be counted on to make tough decisions under enormous pressure and to guide their peers to do the same.

Military spouses likewise possess distinctive skill sets honed by years of resilience and community-building. Spouses volunteer at a rate three times the national average and continually take leadership positions in schools, religious organizations, and community groups. They persist in finishing degrees, recreating networks, and finding new opportunities throughout multiple moves and deployments.

Still, it can be difficult for transitioning service members, veterans, and military spouses to find jobs. Some of these challenges are systemic like the struggle to find employment back home when you are halfway around the world. Others result from the difficulty in translating military specialties and language to prospective employers. Ultimately, these factors, as well as many others, lead to troubling unemployment rates among veterans and military spouses.

As part of the U.S. Chamber of Commerce Foundation, we recognize our position at the intersection of the public and private sectors. Thus, we developed a job fair model that allowed us to get companies and military job seekers in the same room in hundreds of communities throughout the nation. Sometimes all it takes is making a connection with a recruiter who understands your military background or receiving in-person feedback and assistance with your search. Since our launch, more than 1,500 companies have hired 21,600 veterans, transitioning service members, and military spouses as a result of more than 670 hiring fairs held across the country.

At the core of our commitment to "Got Your 6" is the "Hiring 500,000 Heroes" campaign, launched with Capital One in March 2012. We knew 500,000 was an aggressive goal, but from the outset, we wanted companies willing to commit to know they were part of a larger movement. And we wanted it to be about both engaging some of America's largest companies, but also small businesses from around the country.

Once a company commits, our staff works with each one to help them fulfill their commitments. We follow up with the employers on a regular basis, connect them with local assistance in their area,

See THE WAY FORWARD page 62

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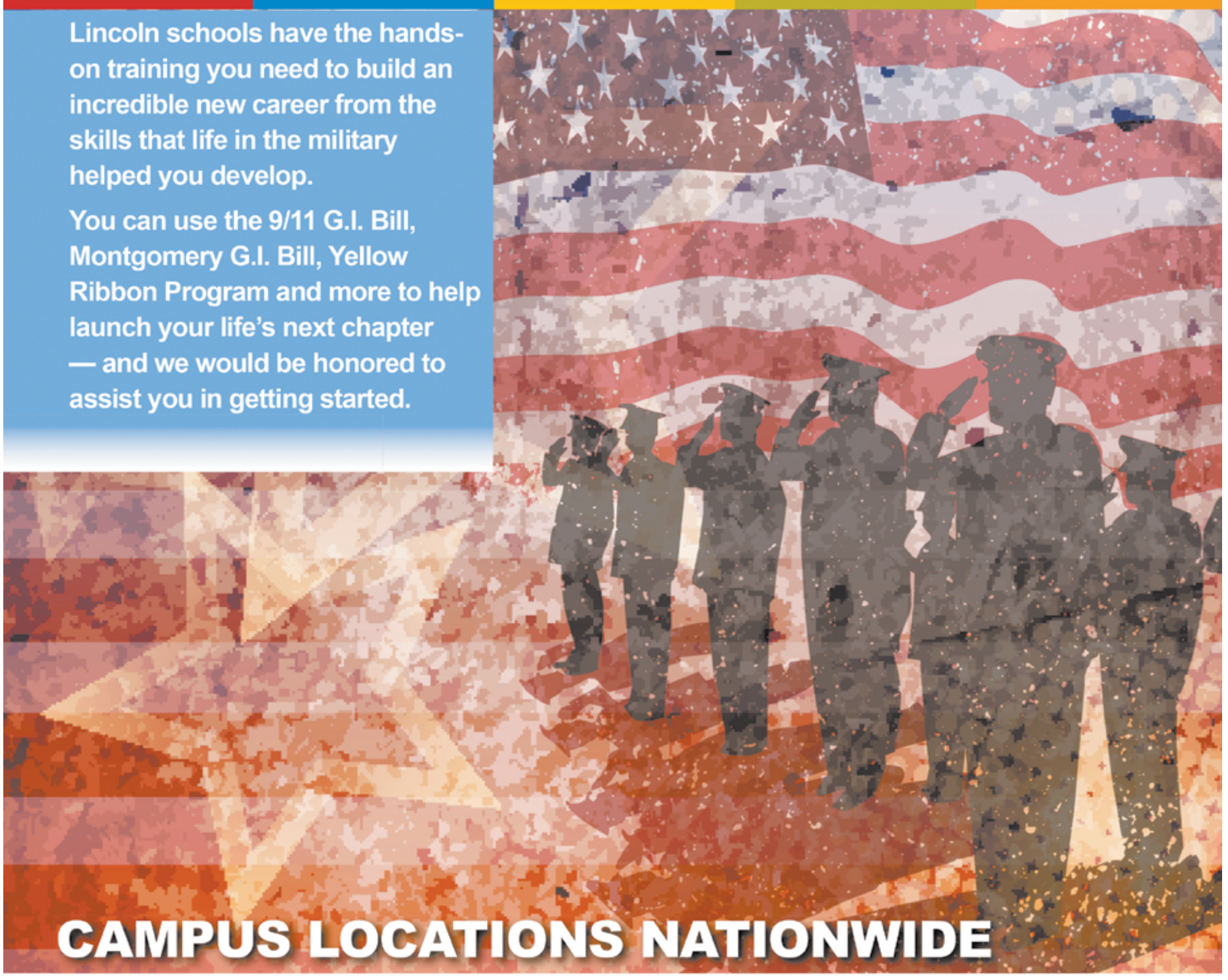

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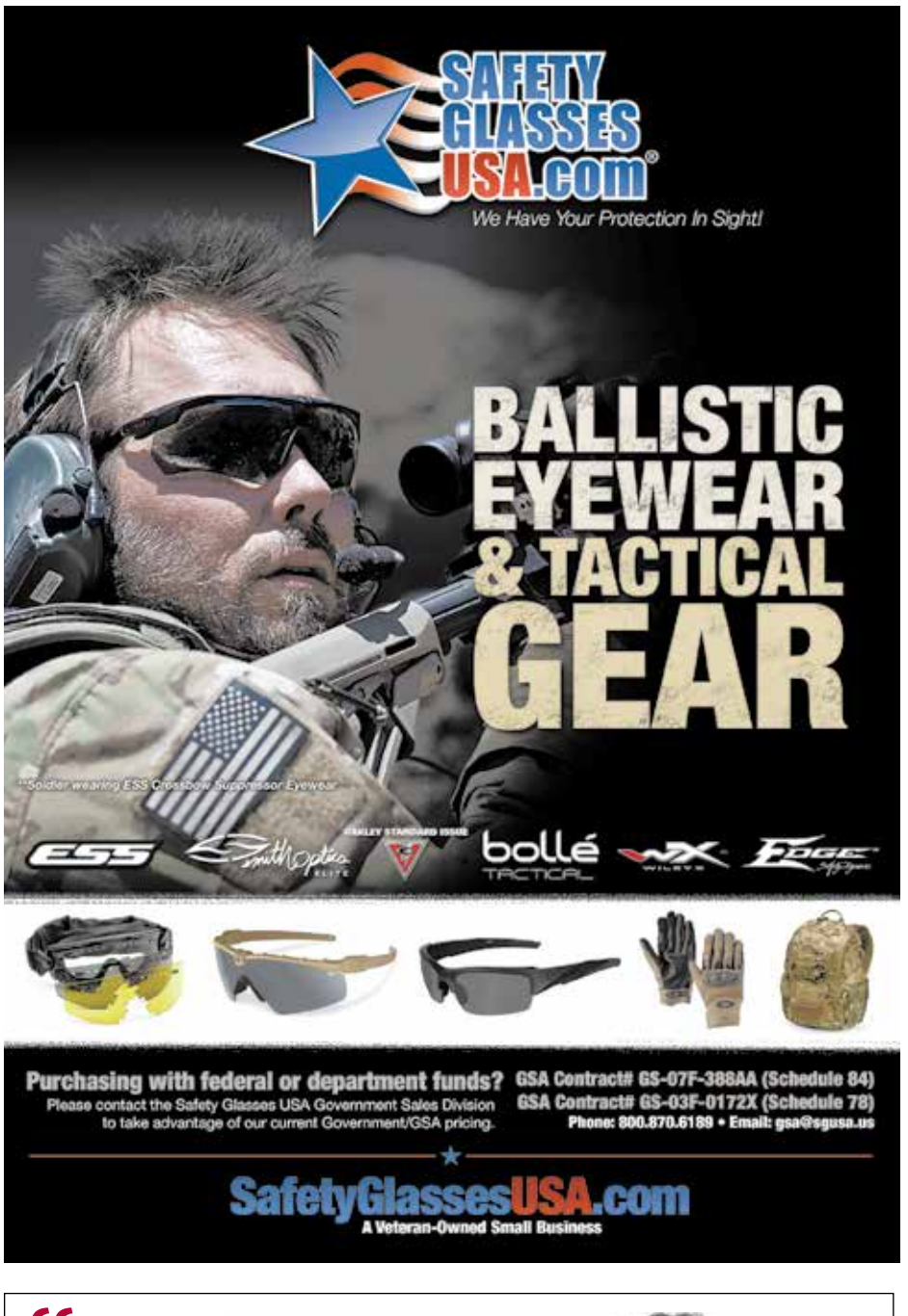


The Way Forward

Cont'd from page 60

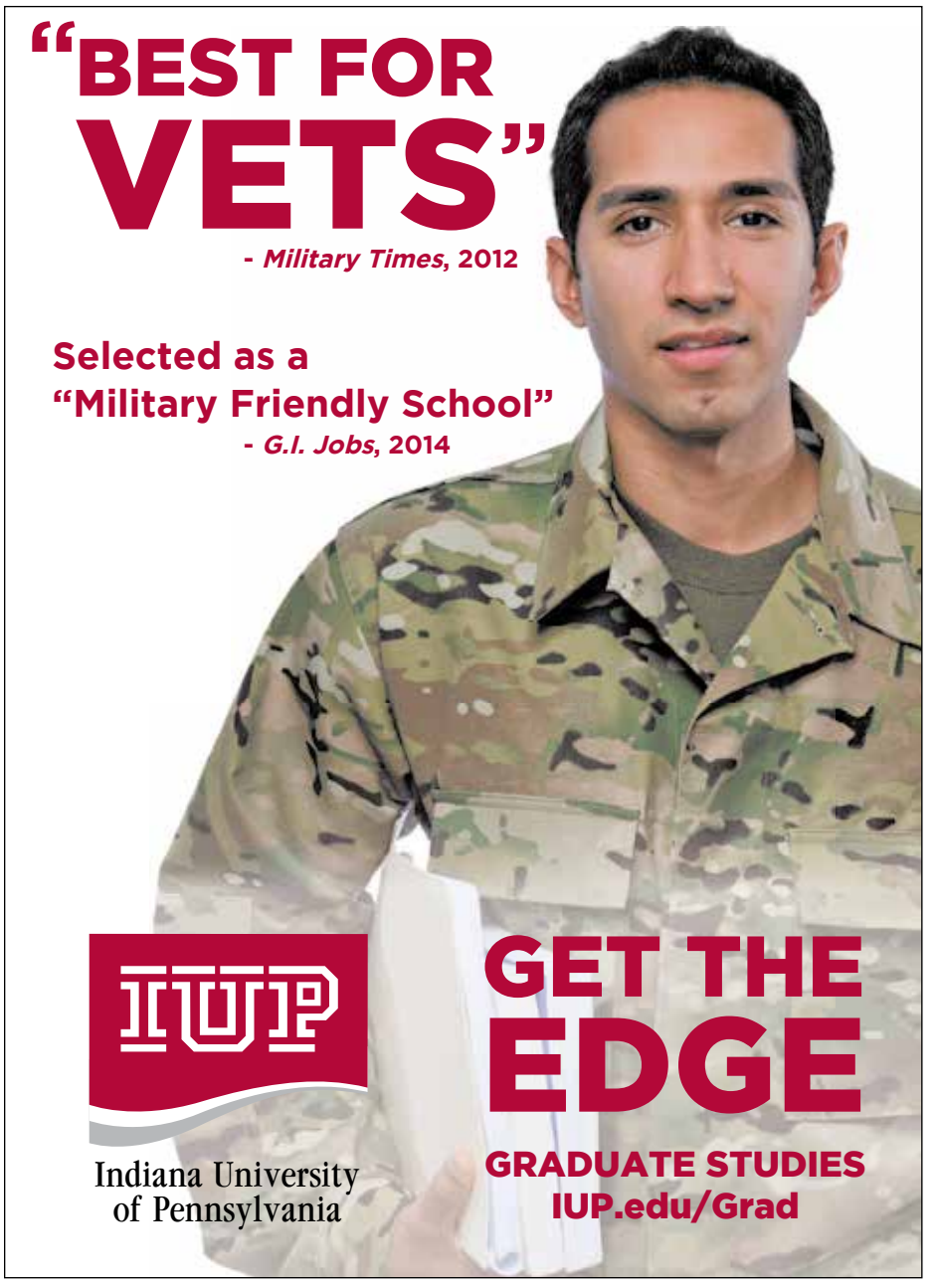
and address their hiring needs through the many resources we provide — from job fairs to our online resources to individual matching efforts. Thus far, more than 1,400 businesses of all sizes have pledged to hire 383,000 heroes toward this goal. Of these commitments, more than 255,000 veterans and spouses have been hired and thousands more are in the pipeline.

Hiring Our Heroes has also extended its reach to thousands more veterans, spouses, and businesses by developing effective online programs. These include virtual tools developed with dedicated partners like Toyota to help translate a veteran's military service into a strong resume that civilian recruiters can understand; a jobs portal that allows veterans and service members to search for employment opportunities in America's fastest growing job markets and industries; and a virtual matching program that connects veteran and spouse protégés with experienced mentors. In July, we made it possible for veterans and service members to add their completed resumes to a database searchable by employers at absolutely no cost.

This level of progress would not have been possible without our amazing partners. Private sector leaders like USAA, Verizon, and University of Phoenix, local chamber allies, key government agencies, and networks like Got Your 6 and Blue Star Families have been at the heart of our grassroots movement. With their help we've managed to create a unique hiring fair experience that is making an impact on those unemployment figures at the local level.

As a result of our combined efforts over the last three years, the business community has truly stepped up to seize this opportunity and hire military talent. This is the way forward: Working with our partners to apply the lessons we've learned over the last three years about what works and what could be better. Just like the businesses that commit to hire, for us, it is all about building the right team. Only together can we drive momentum on this important issue and connect talented veterans, transitioning service members, and military spouses to the meaningful employment opportunities they deserve.

Eric Eversole is executive director of Hiring Our Heroes.



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Worries melt away on Alabama beaches

Picture a perfect day at the beach — blue skies, a gentle breeze and turquoise waters lapping at the shore of a sugar-white sand beach. A fall vacation on the Alabama Gulf Coast delivers.

Alabama's 32 miles of pristine beaches on the Gulf of Mexico set the scene for vacation memories that last a lifetime.The cities of Gulf Shores and Orange Beach are located on what's known to locals as Pleasure Island and for visitors reaching the island, that first glimpse of the beach side condos and smell of the fresh Gulf air set in motion a sort of transformation. Life seems to slow down and worries melt away.

This family-friendly beach destination has seen generations return year after year, and with so much to see and do, it's no wonder. Beyond the beautiful beaches there's a wide variety of activities and attractions for all interests and ages.And, of course, plenty of fresh seafood.

Seafood Fresh From the Gulf

As you might expect, seafood is the centerpiece of dining in Gulf Shores and Orange Beach and an abundance of restaurants feature the fresh, local seafood for which the area is known.Area chefs and restaurants have garnered attention for their use of local cheeses and produce in creating their culinary delights, and several are included in the Alabama Department of Tourism's list of "100 Dishes to Eat in Alabama Before You Die." Restaurant varieties range from relaxed to upscale with choices for every dining style, including waterfront locations, open-air restaurants featuring live entertainment, and family-friendly options with children's play areas, making many of them destinations of their own.

Beyond the Beach

The fun doesn't end when you venture off the beach. From zip lines and water parks to golf courses and fishing charters, there are entertainment choices for everyone. Nature enthusiasts enjoy miles of walking and biking trails, dolphin cruises, diving or snorkeling trips, and observing the banding of migratory birds on their return from Central and South America. History buffs can step back in time and explore the area's rich history at historic Fort Morgan and the local museums.And for shoppers seeking the perfect souvenir, the island's many boutiques, souvenir and specialty shops are perfect for treasure hunting.

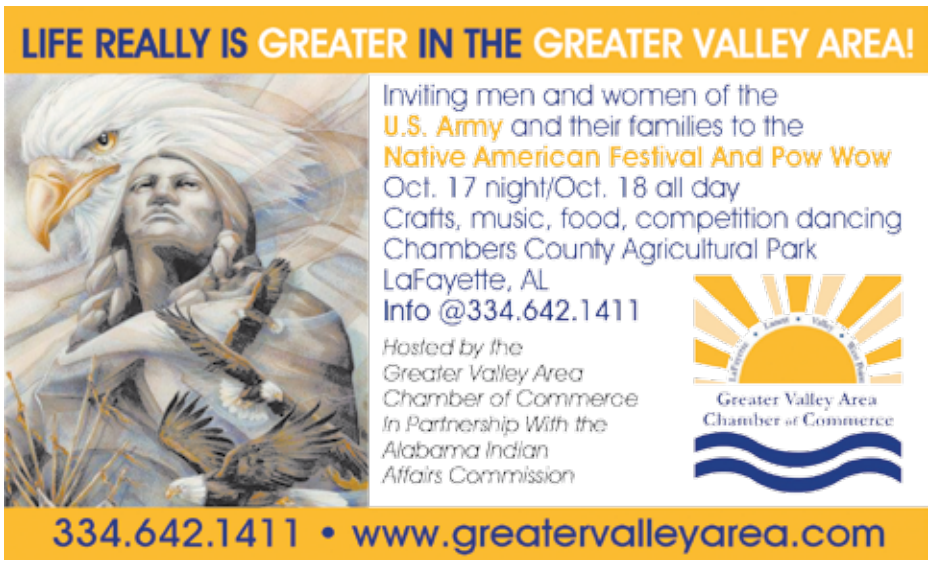
To experience the sights, sounds and tastes of the coast on a grand scale, plan your trip during one of the fall festivals and events.

The **43rd Annual National Shrimp Festival** (October 9-12) attracts more than 250,000 guests and features arts, crafts, children's activities, live entertainment and of course, shrimp.The **30th Annual Frank Brown International Songwriters' Festival** (November 6-16) features Grammy Award winning songwriters as well as up and coming artists.Visit during the **7th Annual Oyster Cook Off** (November 7-9) and sample the creations of celebrity chefs from across the U.S.

Take In the View

Gulf Shores and Orange Beach offer a wide selection of accommodations from beach front condos and national hotel chains to private beach houses and full-service resorts, with accommodations to fit any budget. Lower seasonal lodging rates and cooler temperatures make fall the perfect time for a trip to the Alabama Gulf Coast.

For more information about all there is to see and do in Gulf Shores and Orange Beach, call or go online to request a handy vacation guide at GulfShores.com or 866-324-7766.



Find your island on The Beaches of Fort Myers and Sanibel

Think southwest Florida and imagine blue skies and warm Gulf waters. Think sunshine, white-sand beaches and uninhabited islands. Think fashionable boutique and outlet shopping. Think of days spent spotting dolphins and searching for shells. Imagine evenings spent enjoying delicious seafood and watching sunsets. Find your island on The Beaches of Fort Myers and Sanibel.

Find Your Beach Closer Than You Think

Find your island a few hours from Miami, Orlando or Key West. Discover the endless stretches of white-sand beaches, each with a one-of-a-kind personality. No high rises. No crowds. Enjoy the world's best shelling on Captiva and Sanibel Islands. Take in the music and nightlife of Fort Myers Beach. Hundreds of secluded islands dot the sun-splashed coastline. Most of them are only accessible by boat or seaplane. Island hop to Cabbage Key for the "real cheeseburger in paradise." Find room to breathe on the refreshing and peaceful Cayo Costa State Park. Sink into a sunset at Lover's Key State Park. The beach of your dreams is here.

Find Your Piece of Nature

Many of our islands provide sanctuary to wildlife. Take advantage and get close to the natural side of Florida. Watch dolphins play in the wake of your boat. Glide beneath the shade of mangroves while on a guided kayak tour of the Great Calusa Blueway. Paddle inches from manatees bobbing near the water's surface, or spy on them at Manatee Park. Spot pink Roseate Spoonbill and more than 300 kinds of birds in the J.N. "Ding" Darling National Wildlife Refuge,

the largest undeveloped mangrove ecosystem in the U.S.

Find Your Life's Passion

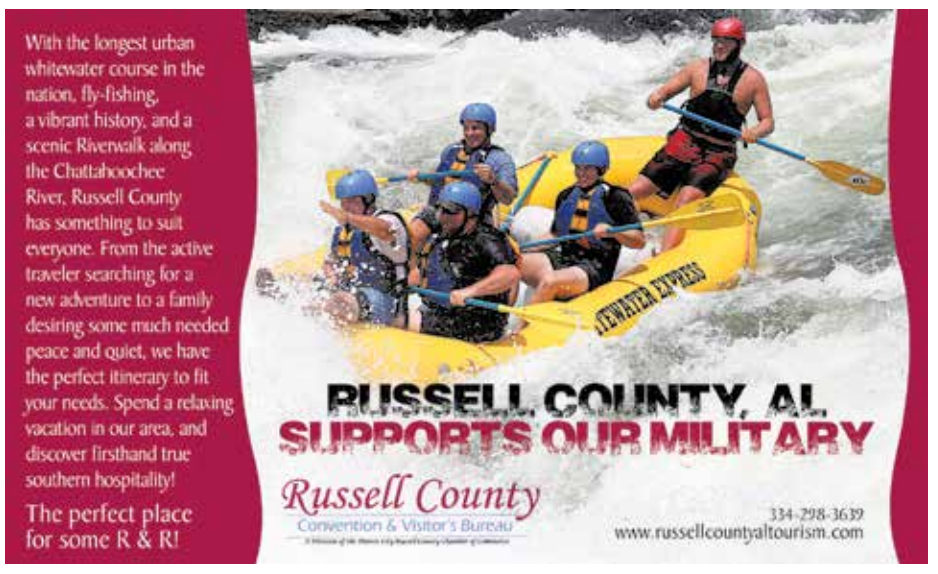
Robert Rauschenberg found artistic inspiration on Captiva Island. Anne Morrow Lindbergh penned Gift From the Sea on the same shores. The brilliant minds of Thomas Edison and Henry Ford enjoyed their visits so much they put down roots here. Their estates, filled with tropical gardens, laboratories and museums, inspire creativity in every heart. Find your adventurous spirit inspired by the thrill of parasailing. Hop aboard the Key West Express to reach the southernmost point in the continental U.S. in only a few hours. Enjoy a charter boat cruise for a more convenient adventure of cheering for dolphins or watching the sunset over Gulf waters. Cruise the boutiques and shops of Historic Fort Myers or the Miromar and Tanger Outlets for deals that satisfy every shopping desire.

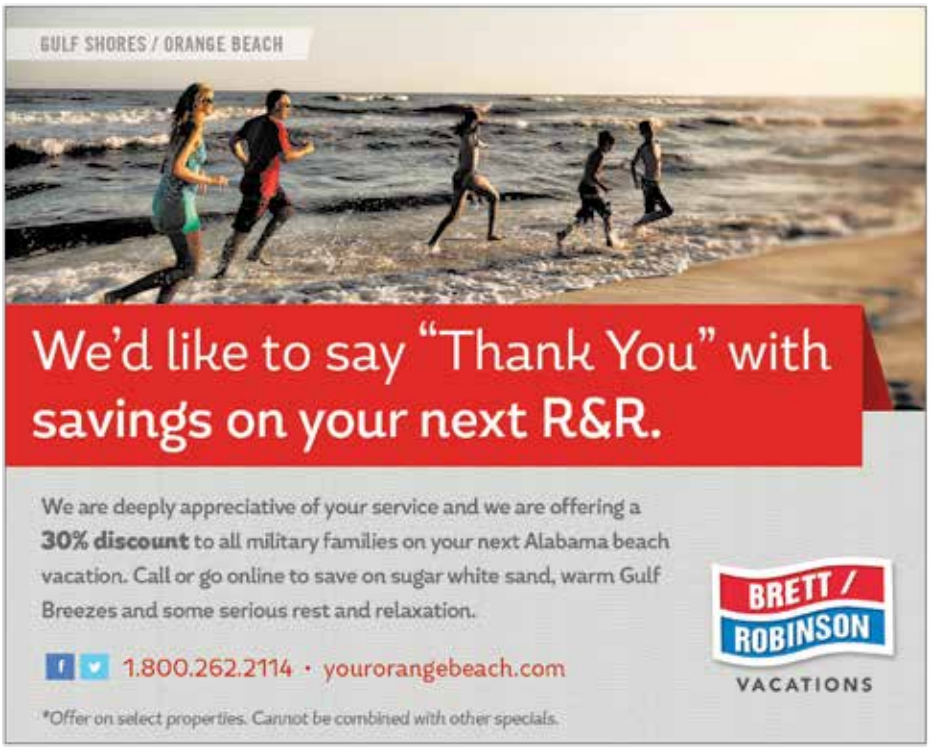
For music lovers, the Inaugural Island Hopper Songwriter Fest kicks off in September featuring award-winning songwriters. This two-weekend event takes place at various venues throughout the islands of Captiva and Fort Myers Beach. Also, be sure to get a taste of restaurant week in November and enjoy our unique culinary experiences.

Where to Stay

To experience Florida's most natural islands and beaches, choose from accommodations ranging from hotels and cottages to villas and private homes.

Visit FortMyers-Sanibel.com to start planning your vacation today and order free Lonely Planet guidebook.





BIG things afoot at Universal Orlando Resort

welcomed thousands of excited guests as they entered the all-new, spectacularly themed land for the very first time.

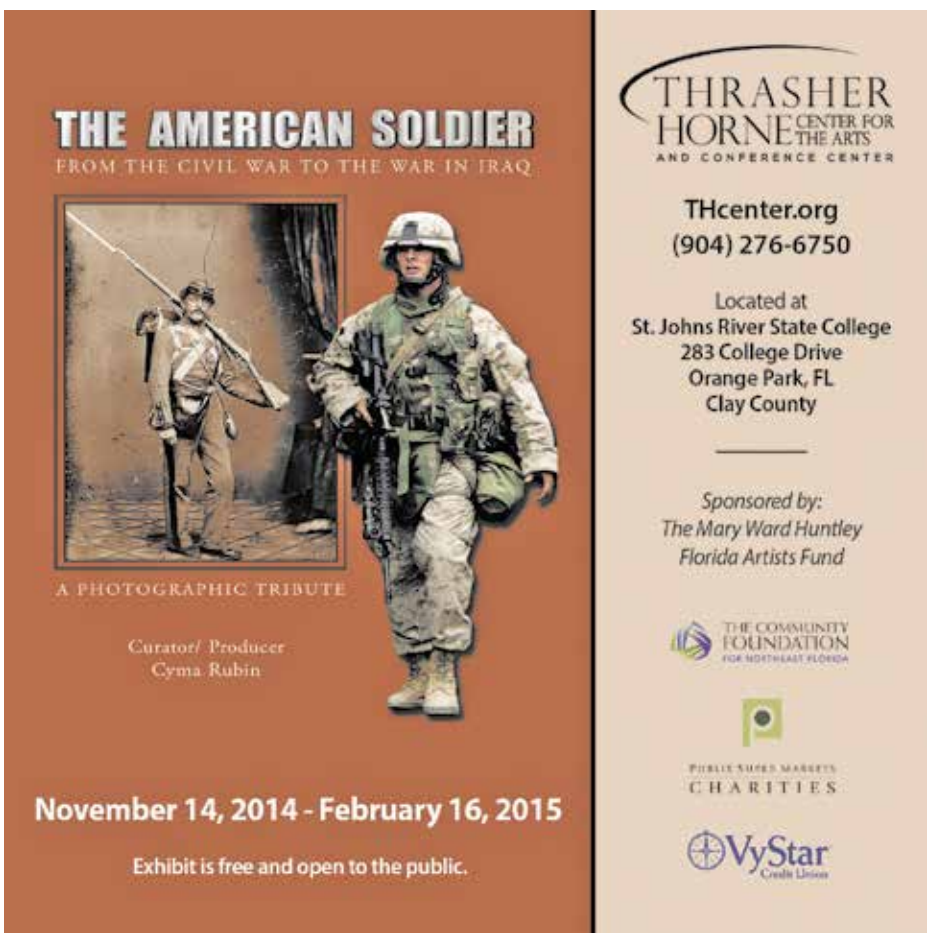
The Wizarding World of Harry Potter – Diagon Alley brings even more of Harry Potter's adventures to life at Universal Orlando. This fully immersive area expands upon the global phenomenon launched by Universal Orlando when it opened The Wizarding World of Harry Potter™ – Hogsmeade™ at Universal's Islands of Adventure® in 2010.

The Wizarding World of Harry Potter - Diagon Alley is filled with incredible entertainment experiences for the whole family. You arrive in London aboard the Hogwarts™ Express, an immersive experience all its own. This train is an exact replica of the one Harry and his friends took to Hogwarts™ castle in the films. It travels between the two lands of The Wizarding World of Harry Potter, with both journeys offering a different ride experience as guests encounter characters from the films along the way.

Within Diagon Alley you'll discover shops with windows full of magical surprises, authentic food and beverages, a towering dragon that breathes fire and Harry Potter and the Escape from Gringotts™, a new attraction unlike any other that takes you on a thrilling ride through the Gringotts vaults. To ride between the lands aboard the Hogwarts Express, you'll need a Park-to-Park admission ticket (additional restrictions apply). It really is an experience that requires a couple of days to enjoy properly, so as long as you're here, you might

The changes happening at Universal Orlando® Resort are nothing short of phenomenal. Some are calling them "groundbreaking." Others take it even further and use the phrase "game-changing." However you term it, it's big.

This summer, stars from the Harry Potter™ films were on hand for the unveiling of **The Wizarding World of Harry Potter™ – Diagon Alley™** at Universal Studios Florida®. Confetti, fireworks and a red carpet lined with dozens of cheering Diagon Alley team members



as well "Vacation Like You Mean It" at the all-new Universal's Cabana Bay Beach Resort.

Univeral's Cabana Bay Beach Resort is a brand-new value and moderate priced property at Universal Orlando Resort. It evokes the classic, retro feel of iconic beach resorts from the 1950s and 60s. The new hotel is a destination within itself featuring a stunning design with bold colors, retro-inspired architecture and sweeping vistas that transport guests back to a time of relaxation and endless family fun. Two massive pools, a lazy river, bowling alley and more combine to make it a one-of-a-kind resort hotel.

And, as is the custom this time of year, Universal Orlando unveils the 24th installment of its award-winning Halloween Horror Nights®, the nation's premier Halloween event. Visitors will step into some of the most pulse-pounding moments in horror history on select nights between Sept. 19 and Nov. 1. You can explore eight terrifying haunted houses, multiple street experiences, two outrageous live shows, and many of your favorite rides and attractions.

You'll be completely immersed in the worlds of the biggest names in horror, including AMC's "The Walking Dead," whose last season is brought to "life" in the event's largest house ever, with more scareactors in a single house than ever before.

Now more than ever, Universal Orlando Resort is a destination, a rite of passage, and a must-do for the whole family.

Wet 'n Wild opens 'Aqua Drag Racer' attraction

Wet 'n Wild Orlando has opened its newest attraction, the Aqua Drag Racer™ — a family-friendly, four lane racing attraction. It's expected to be the tallest and fastest water-based racing attraction of its kind in Florida, aimed at providing thrill seekers with an experience unlike any other.

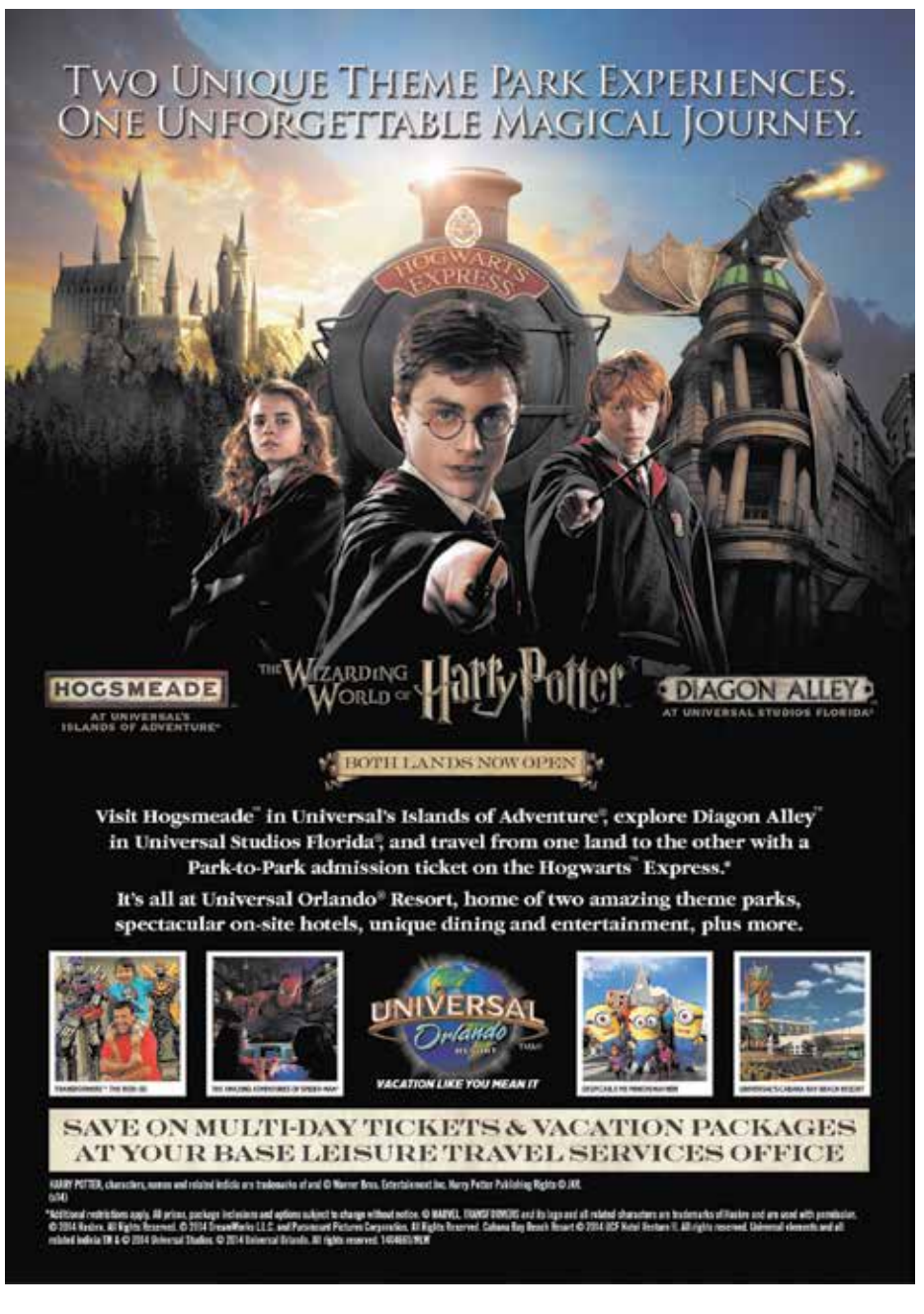
Standing six stories tall and featuring four parallel racing lanes, guests will take their place at a starting line that is 65 feet high and prepare for a turbo-charged adrenaline rush the whole family can share. Get ready for a full throttle plunge at screaming speeds while powering through enclosed braided, twisting tunnels at 15 feet per second. It is full throttle acceleration with no brakes allowed and the newest way families share the rush in a head-to-head racing competition at Wet 'n Wild!

Wet 'n Wild, Orlando's premier waterpark, sets the standard for thrills and over-the-top excitement — offering world-class attractions to thrill-seekers of all ages. Families can share a wide variety of waterpark adventure, with more than 15 themed rides and attractions and more multi-person rides than any other waterpark in Central Florida. Experience a deep space adventure that's light years from ordinary on The Black Hole™: The Next Generation, encounter a splashing dose of group therapy on the Brain Wash™ or boogie down on the retro raft adventure Disco H2O™. At Wet 'n Wild you'll find high-speed, seriously twisted, multi-person adventures that let you feel the fun and share the rush.

Visit your nearest participating military base ITT or ITR offices to purchase discounted Wet 'n Wild admission tickets and enjoy all of the multi-person rides Wet 'n Wild has to offer now through Dec. 31, 2014. Tickets are eligible for a FREE upgrade to a "Length of Stay" pass, allowing for unlimited admissions for 14 consecutive days from your first visit. Upgrade must be completed on your first day of visit. Restrictions apply.

Open year-round with pools heated in the cooler months; Wet 'n Wild is located on International Drive, less than a mile from Universal Orlando Resort.

For updated hours and information, visit wetnwildorlando.com or call 407-351-1800.



Discover Fall Wonders in Historic Hendersonville

Enjoy the hospitality of the Historic Hendersonville area, known for its gentle climate, beautiful scenery, richness in culture and history and friendly people. Hendersonville is located in Western North Carolina, 22 miles south of Asheville, in the Blue Ridge Mountains on a plateau, 2200 feet above sea level.

Scenic Leaf Season

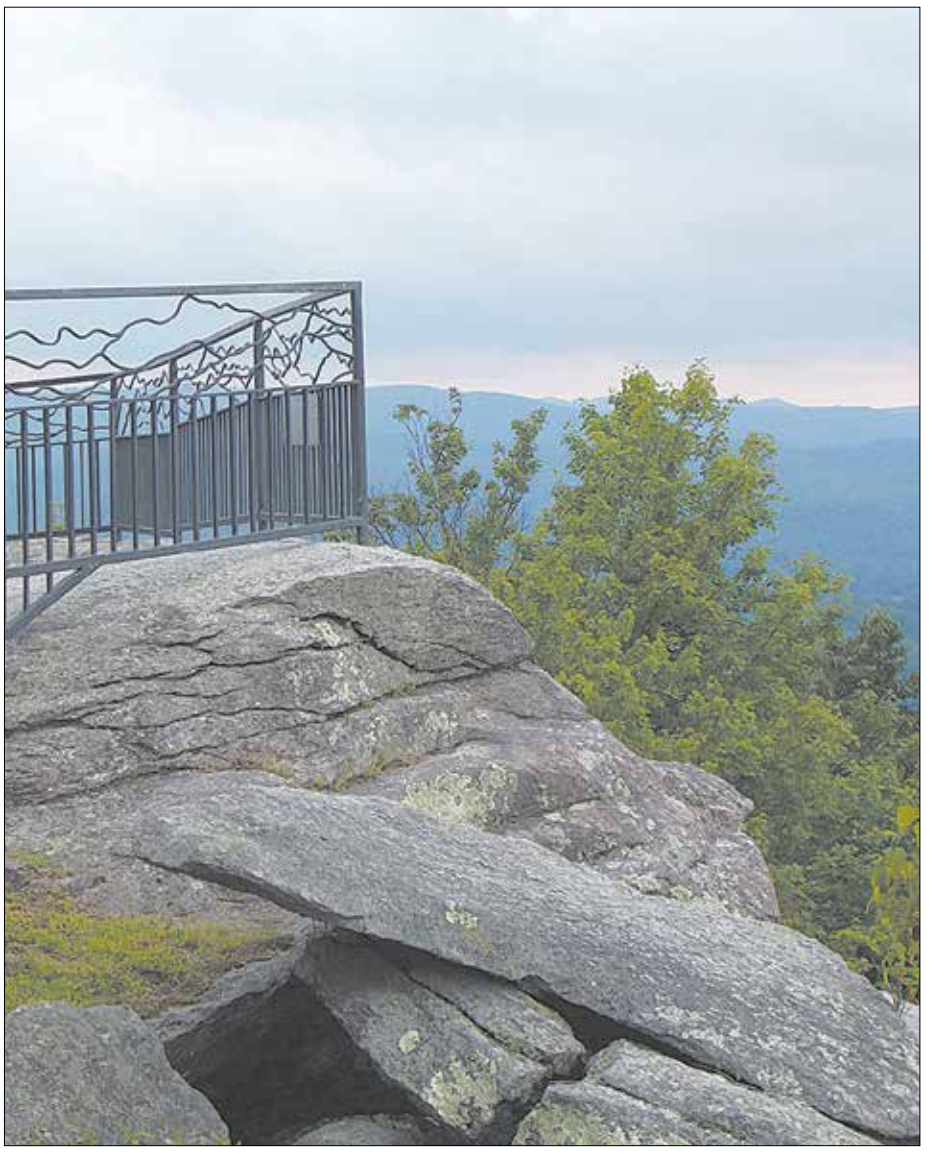
Bask in the bounty of the fall apple harvest amidst the scenic beauty of the historic Hendersonville area. As you plan your fall mountain get-away, your window of opportunity is larger than you think. The peak leaf color season lasts from early October to mid-November depending on where you are. No matter what week of leaf season you arrive, peak fall color is somewhere close by. The western North Carolina mountains provide a variety of elevations, from the highest peaks to the warm, gently rolling foothills. The change in color begins in the higher elevations and cascades down the mountainside to the foothills. The chances to witness spectacular fall color and beautiful mountain vistas are plentiful in the Blue Ridge Mountains.

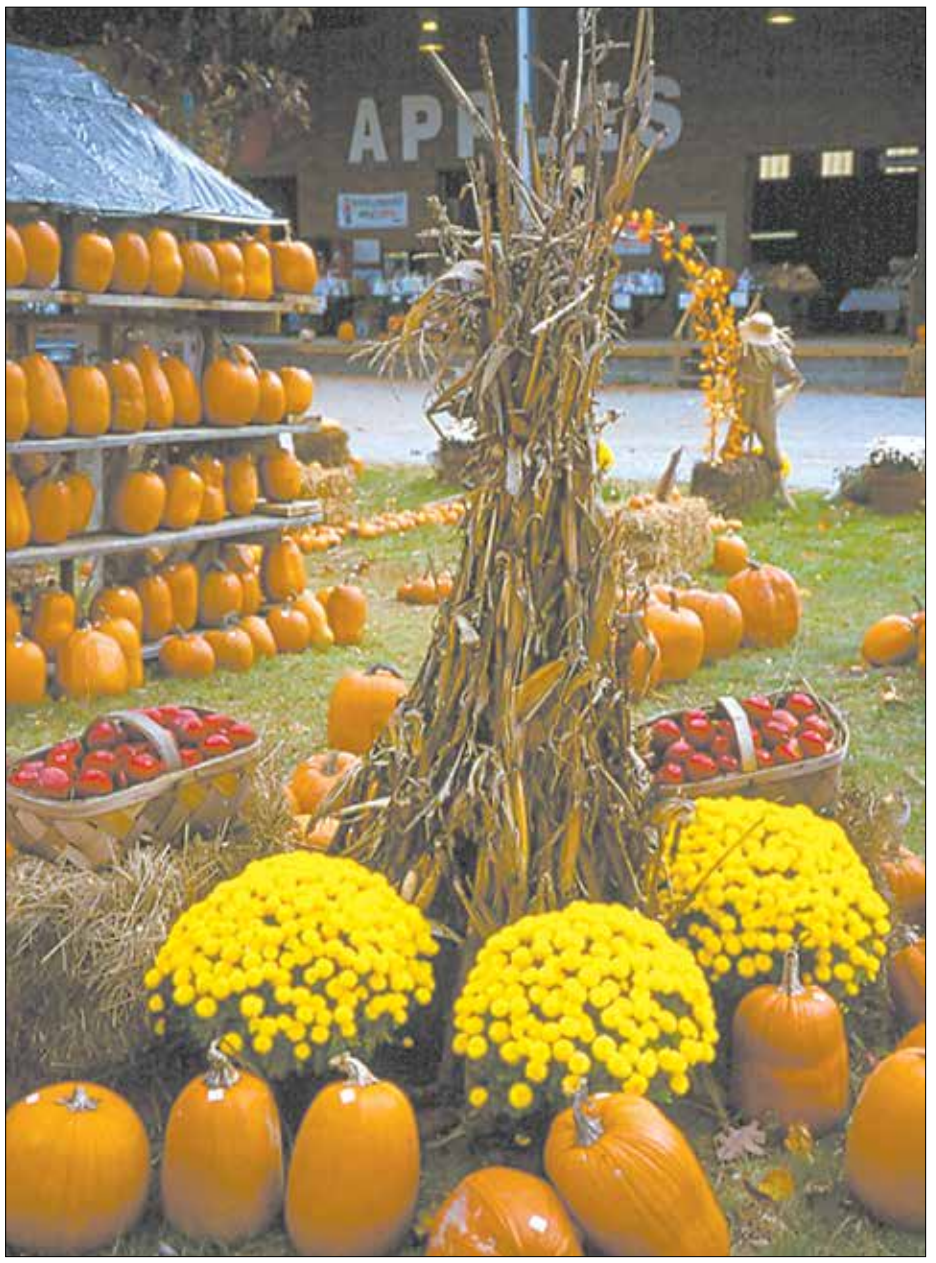
Apple Harvest Season

The fall season offers apples from the grower to the table. North Carolina is the seventh largest apple-producing state in the nation and Henderson County is the largest apple-producing county in North Carolina. The apple harvest season runs from late August through October. Fresh apples, cider and many other items may be purchased at the many roadside markets or produce stands located throughout Henderson County. Many orchards offer tours and allow you to pick your own apples, learning activities, hayrides, corn mazes and pumpkin patches. Enjoy a self-guided driving tour in and around Henderson County's apple country for apple products and view the orchards.

Blue Ridge Parkway

One of the most popular destinations for leaf lookers is to venture to the scenic Blue Ridge Parkway, located approximately 15 miles north of Hendersonville. The parkway's 469 toll-free miles combine an awesome natural beauty, mountain forests, wildlife, wildflowers and magnificent





views. The parkway was designed especially for leisure travel and enjoyment. There are numerous overlooks and parking areas to view some of America's finest scenic vistas.

DuPont State Forest

DuPont State Forest is a suggestion for viewing fall color on foot. The forest encompasses 10,268 acres in Henderson and Transylvania counties. It is situated in the Little River valley and includes four spectacular waterfalls and 80 miles of roads and trails wandering through mountainous terrain. The forest is open to the public for hiking, mountain biking and horseback riding. Fishing is allowed with a valid North Carolina fishing license. Many scenes from the movie, "The Hunger Games," were shot in DuPont State Recreational Forest. DuPont State Forest is located approximately 12 miles from downtown Hendersonville.

Jump Off Rock

Located just minutes from historic downtown Hendersonville is Jump Off Rock, a scenic overlook which provides a panoramic view of rolling pastures, the Blue Ridge and Pisgah mountain ranges. Jump Off Rock also holds an Indian legend that has been passed down for many, many years. Over 300 years ago, a young Cherokee Indian maiden received word that her young Indian chief had been killed in battle, so she climbed to the edge of the rock and jumped off. Indian legend has it that on moonlit nights you can see the ghost of the maiden on Jump Off Rock. Jump Off is located about five miles from downtown at the end of Laurel Park Hwy. The park is open daily, sunrise to sunset. No admission charge.

Events abound during autumn to keep visitors entertained. Western North Carolina has deep cultural roots, which burst into color along with the fall foliage. There are many events, which include: Flat Rock Playhouse productions, art and craft shows, music, and horse shows, just to name a few.

Accommodation options in Hendersonville range from elegant bed and breakfasts to rustic cabins, offering a variety of amenities. For additional information on the historic Hendersonville area, accommodations, calendar event information, or to track the progress of the fall colors call 800-828-4244 or visit our web site www.historichendersonville.org.

21st Season for Renaissance Festival

The Renaissance Festival is a 16th century European style art and entertainment festival combining outdoor theater, circus entertainment, arts and crafts marketplace, a jousting tournament, a feast fit for royalty, and much more.The 21st annual season opens in the fall Saturdays and Sundays, from October 4th to November 23rd, 2014.

The Carolina Renaissance Festival was introduced in 1994 with six acres of exhibits, attractions and entertainment.The event has grown into a 20-acre theme park filled with charming cottages and castles, kitchens and pubs, and a most unusual collection of people powered rides and games of skill — all nestled in 325 acres of pristine woodlands just north of Charlotte, N.C.

The Carolina event has grown to be one of the largest of the Renaissance fairs nationwide.Tree lined lanes are filled with over 100 purveyors of crafts and food, and non-stop music and comedy shows are presented on 11 stages every event day.

This is one of the most interactive entertainment shows ever created with wonderful amusements and antics ongoing all around you! You can sit back and watch, or you can become a part of the action, surrounded by over 500 costumed characters roaming the festival village.The village lanes are full of peasants singing sea-faring songs and street entertainers surprising you with tall tales and tricks, each with a role to play.

You can experience the clashing of armor and the thundering of hooves daily with full combat jousts at the King's Tournament Arena.

What is a Renaissance Festival?

This festival is a full day of entertainment and pageantry as history comes alive with hundreds of costumed characters re-creating a 16th Century European Marketplace. It's a 22-acre village nestled in the forest and meadows, complete with castles, cottages, kitchens and pubs, filled with activities. You'll find music, comedy and theater, food and drink, fine hand-made arts and crafts, artisan demonstrations, games and rides.

Dates:The 21st annual Carolina Renaissance Festival is open every Saturday and Sunday, from October 4th through November 23rd, 2014.

Hours: 10:00 a.m. until 5:30 p.m. rain or shine.

Location: Just north of Charlotte between Concord and Huntersville on Highway 73 at Poplar Tent Road (between I-77 and I-85). Exit 25 on I-77 or exits 52 or 55 on I-85.

Parking: FREE courtesy of Harris Teeter.

Tickets:Advanced discount tickets are $21 for adults, $11 for kids ages 5-12, available at Harris Teeter Stores region wide. Children under 5 are always free.Tickets purchased at the gate are $1 more. Senior discount tickets (60 and over) and Adult Military discount tickets (Military/ Dependent I.D. required) are $19 at the gate.

For more information, call 704-896-5544 or toll free 877-896-5544.

Kings Mountain's music, art and history at Gateway Festival

This year's Gateway Festival will bring "Music, Muskets & Merriment" to downtown Kings Mountain, North Carolina on Saturday, Oct. 11. This daylong fall festival — from 10 a.m. to 5 p.m. — celebrates Kings Mountain being designated by the National Park Service as the "Gateway City" to all three area parks. This community-wide event will showcase the music, art, culture and the history of Kings Mountain where visitors can easily move around to all venues and connect to parking by riding one of the free, escorted Gateway shuttles which runs continuously during the festival.

Music from the North Carolina Foothills, from "roots to grass," including Folk, Americana, Country and Bluegrass will be featured throughout the day at the Gazebo in Patriots Park. Scheduled entertainment includes Timberidge, The Oak Grove String Band, ThreeScore10, Dirty Grass Soul and Angela Easterling and the Beguilers.

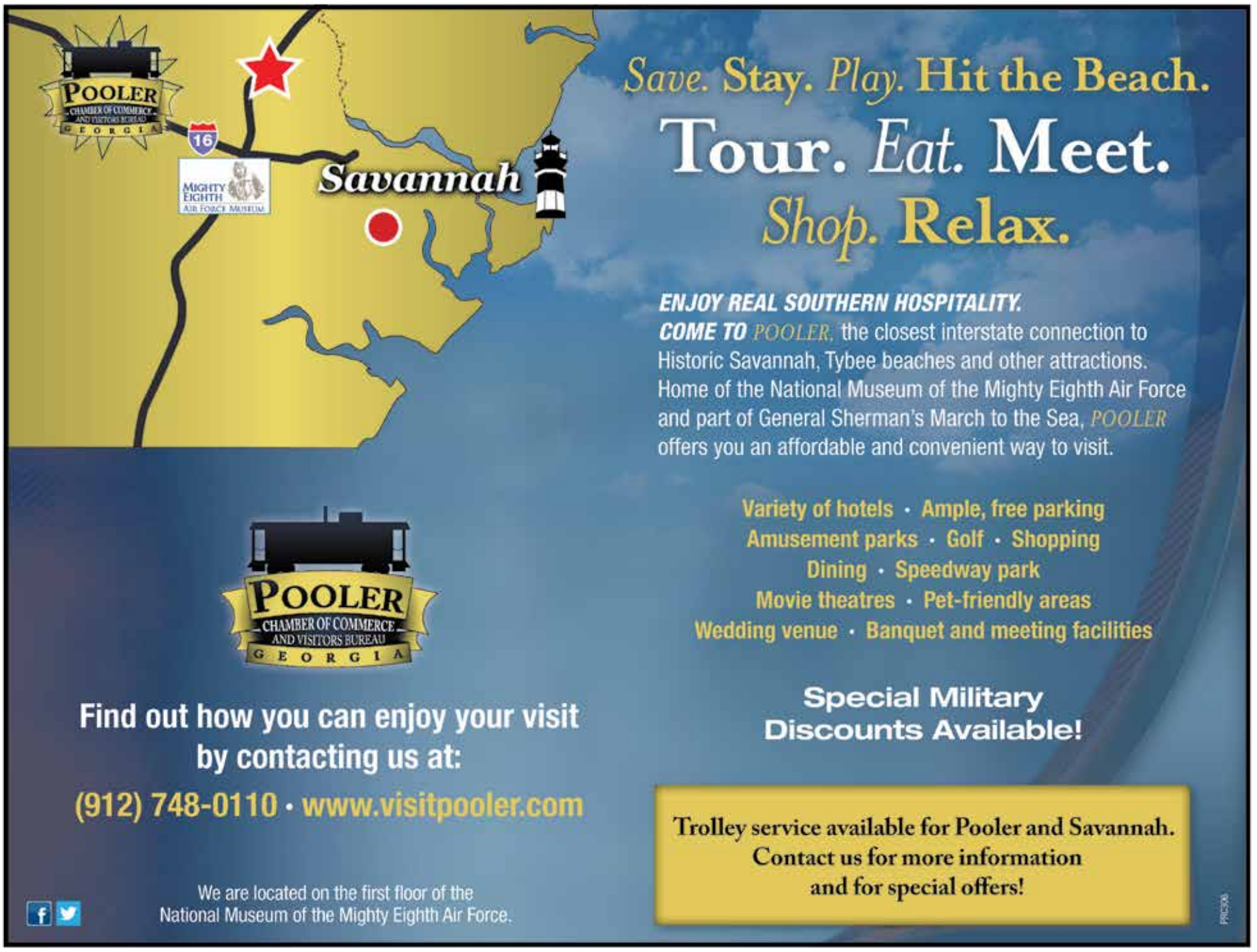
While at Patriots Park visitors will also have the opportunity to witness a Revolutionary War battle with live musket and cannon fire. A colonial period historic encampment will be open for visitors to spend time in and to learn from interpreters what frontier life were like in the mid-1700s.

Starting the celebration off early is the Gateway Festival 5k, beginning at Patriots Park, and winding through the tree-lined neighborhood in the West End Historic District. Stopping by Patriots Park should also include a stroll down the promenade, connecting the Gazebo to the Patriot's Memorial where art, craft and a variety of food vendors will gather. Close by is the children's play area with free amusement rides or you can join in a Corn Hole tournament. Families can enjoy the hilarious "Cute Critters Competition," a pet beauty contest, and get energized by a Dance Magic performance at the Gazebo. The Foothills Farmer's Market, adjacent to Patriots Park, is a stop for the health conscious where they will find farm fresh, delicious apples, tasty baked goods and lots of bright pumpkins. This is the location where "Farm to Table Pie Baking Contest" pies will arrive to be judged. Stick around and you might be lucky enough to get a sample of one of the winning pies!

The Gateway Shuttle will run continuously to all the venues around town, providing easy access to free parking. Stops will include the Kings Mountain Historical Museum and Commons from 10 a.m. to 4:00 p.m., where a visit will introduce "Say Ahh!," the current exhibit, featuring a historical overview of all things related to health and well-being in Kings Mountain and the surrounding region.

The Gateway Shuttle will take visitors back to Patriots Park or over to the museum for a connection to a full size motor coach ride on one of three special round-trip shuttles to and from the Kings Mountain National Military Park Visitor's Center. Currently celebrating the 234th Anniversary of the Battle of Kings Mountain, this is the site of the Patriot victory over the British and the turning point of the Revolutionary War. This is a great tour for those seeking signs of the early fall colors on this education tour.

A full schedule of events is posted on www.cityofkm.com or call 704-734-0333



Three Rivers, Lake Kaweah and Sequoia and Kings Canyon National Parks — Military Friendly with Terrific R&R

Relax, rejuvenate and enjoy year-round outdoor recreation under the gaze of mighty 2,000 to 3,000 year old sequoias in Sequoia National Park as they tower over Pacific dogwood that glow in lovely autumn shades of pink, gold and orange. Our native black bears are so focused on finding acorns that they don't even see you. They climb the highest branches of golden oaks, while you wind your way down below along the Generals Highway and on into Giant Forest.

Enjoy the early nip in the air, as you hike the Lakes Trail leading to crystal clear high elevation lakes, then take the highway back into Three Rivers, and watch the sun set over beautiful Lake Kaweah. Gaze in awe at our amazing dark skies, with the Milky Way extending over us like a lovely sparkling scarf.

We are preparing for Hero Appreciation Months 2015, our annual program which honors our military along with our firefighters and first responders every January through March — but that is not all we are doing! For those who wish to enjoy our beautiful Autumn/early Winter months, below is a sample of the late 2014 concerts, festivals and events which we have already prepared — for you, for our foothills community, and for all of our visitors.

Late September throughMid December

Three Rivers Square Dancing

Three Rivers has the only square dancing group in California's Great Central Valley area that never closes! We remain open to all levels of dancers, including beginners, year-round. Our professional caller plays a variety of music and keeps us all laughing, as we try and remember what we learned last time!

September 25
October 9, October 23
November 13, November 20
December 11, December 18

September 27, 2014

Three Rivers Concert on the Grass

For 30 plus years this annual outdoor music event has been held in Three Rivers on the last Saturday in September.The concert's current location is 44879 Dinely Drive and includes performances of classical music, jazz, drama, dance and the spoken word. Please bring a lawn chair or blanket, and a picnic lunch or snack. From 1:30 p.m.Admission is free, and live music is provided for the casual hour before the featured performances begin.

1st Saturday Three Rivers

Our monthly free festival of food, fun and fabulous art.

October 4, 2014, theme:Wild About Wheels — includes the Bike and Trike Contest and kicks off the October Raven Festival.

November 1, 2014, theme: Wild About Wood.

December 6, 2014, theme: Wild About Winter.

October 4, 2014 through October 25, 2014

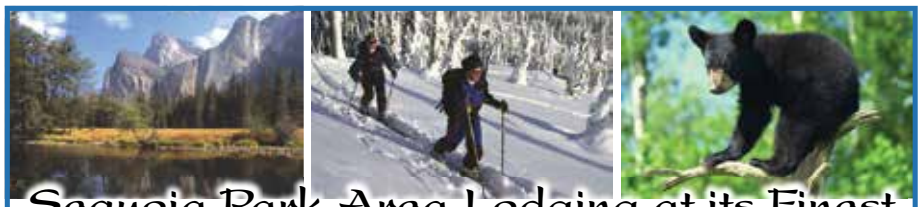
Raven Festival

1st Saturday Three Rivers has designated the period from Oct. 4-24, 2014, as one big "Raven Festival,"where we celebrate our river's namesake — Kaweah or Gaweah which means "raven" in the local Yokuts language — and we also "rave" about Three Rivers in general! For more information about the various special events and activities currently being planned for the Festival, including art activities, Living History Day on October 4th and a "Rave'n Run" at Lake Kaweah on October 11th, call 559-561-4373 or, as we approach the month of October, go to the blogsite for 1st Saturday Three Rivers, which is updated monthly: www.1stsaturdaytr.com. The grand finale is the annual old-fashioned Halloween Carnival at Three Rivers Union School on October 25th, from 4-8 p.m.

October 4, 2014

Living History Day

In 2014, the Three Rivers Historical Society's "Living History Day — Our



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DISCOVER ~ EXPLORE ~ ENJOY

We honor our military for the job that they do and invite them to visit our military friendly destination for their R&R.

The Sequoia Foothills Chamber's annual *Hero Appreciation Months Program* (Jan.-March) gives our military and their families a ***20% discount*** on lodging, retail, restaurants and services.

Photo by Jana Botkin

- Camping and Hiking
- Fishing and Swimming
- Horseback Riding
- Cross-Country Skiing
- 9-Hole Golf Course
- Boating, Water Skiing and other Water Sports

Sequoia Foothills Chamber of Commerce
www.threerivers.com
877-530-3300
info@threerivers.com

Explore the Tulare County emap, the interactive guide to our county: http://www.tularecountyemap.com/

This ad sponsored by Tulare County Tourism.

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Scenic beauty awaits you in Fulton County.
Enjoy fishing, hiking, kayaking, canoeing,
wildlife and sports attractions, and much more.
Experience an Adirondack vacation you won't soon forget.

Frontier Town" will be held at the Three Rivers Museum on Oct. 4th from 10 a.m. to 4 p.m., as part of 1st Saturday. More details later, but we anticipate a "real Western shoot-out." Come visit and let us take you back in time to the mid 1800s, where you can learn about our early pioneer families. You will enjoy hearing about the daily lives of farmers, ranchers and others as they discuss their crops, the politics of the day, issues with the educational system, civil war news, to name a few. See how candles were made. Try your hand at stick weaving, and much more. Sponsored by the Three Rivers Historical Society, preserving the past for future generations.

For more information on Living History Day, call 559-561-2707 or email history@3rmuseum.org.

October 11, 2014

Rave'n Run

A costumed charity fun run to benefit Three Rivers Bread Basket, incorporating the traditions of Hash House Harriers for the "run," and New Orleans Second Line for the "rave" — why not! This new event is scheduled to be held at Lake Kaweah's Horse Creek overflow area, from 9 to 11 a.m., as part of the October Raven Festival. Participants who complete the run receive Mardi Gras trinkets or beads as a memento. Proceeds benefit our local food pantry.

Crystal Cave Family Tours

Family tours of this beautiful marble cave are available through November 30. Tickets must be purchased ahead of time, at the Foothills or Lodgepole Visitor Centers in Sequoia National Park.

Ranger-Led Programs in Sequoia and Kings Canyon National Parks

For continually updated information on the popular Ranger-led park programs, call 559-565-3341 or visit www.nps.gov/seki/planyourvisit.

November 8-9, 2014

Three Rivers Western Film Festival

A two-day festival featuring classic Western films. A fund raiser for Three Rivers Performing Arts Institute, this new event will not only feature the films themselves — "The Man Who Shot Liberty Valance," "Once Upon A Time In The West," "Shane, and High Noon" — but will include expert panels on film lore, production and stunts. Add wagon rides, equestrian events, mounted shooting demonstrations, food, cowboy music and more, and this is a weekend not-to-be-missed.

Lions Roping Arena, Three Rivers, CA. $15 a day or $20 both days. Free for children under 12. For more information, go to http://threerivers.com/.

November 15, 2014

Best of Colburn

Three Rivers Performing Arts Institute presents "Best of Colburn," inviting you to hear some of the top young musicians in the country, from LA's prestigious Colburn Conservatory of Music. Performance at 7 p.m., at Community Presbyterian Church in Three Rivers, CA.

December 6, 2014

Christmas Caroling

Join us for our annual Christmas caroling around a large bonfire, at the Three Rivers Historical Museum park located at 42268 Sierra Dr., Three Rivers, Calif. from 5 to 7 p.m. The bonfire at this annual event is maintained by Three Rivers volunteer firefighters, and everyone can enjoy a visit from Santa along with s'mores, hot chocolate and more, provided free of charge by our local businesses. Bring your voices and join in the fun!

For info, call 559-561-2707 or email history@3rmuseum.org.

December 13, 2014

High Sierra Jazz Band in Concert

Internationally acclaimed High Sierra Jazz Band from Three Rivers, Calif. play their annual Holiday Concert with Christmas Party, on Sat., Dec. 14, at the Three Rivers Memorial Building, located 43490 Sierra Dr./Hwy 198 in Three Rivers. Everyone brings finger food for all to share between the sets. The doors open at 12:30 p.m., and the concert starts at 2 p.m. and runs until 4 p.m. Admission is free for jazz club members and children 12 and under. $10 for everyone else.

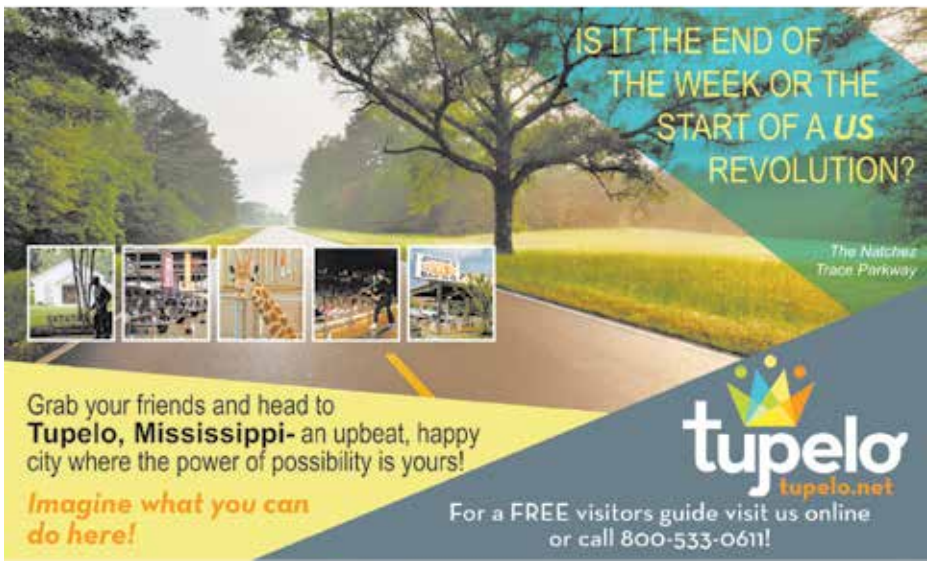
December 13, 2014

The Gabriel Sears Brass Quintet

To close out the evening with even more music, at 7 p.m. the Three Rivers Performing Arts Institute presents The Gabriel Sears Brass Quintet. Gabe Sears is doing for tuba what Edgar Myers did for double bass. Community Presbyterian Church, Three Rivers, Calif.

We love our military, here in Three Rivers, Lake Kaweah and Sequoia and Kings Canyon National Parks.

For more information about these events, our 2015 Hero Appreciation Months program and more, go to http://threerivers.com. We hope to see you soon.



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Looking for a relaxing but educational vacation? Berkeley County, South Carolina offers it all. Just minutes from downtown Charleston and one and on-half hours from Myrtle Beach, Berkeley County prides itself on its reputation of being one of the great nature getaways for the next generation!

Mepkin Abbey

Mepkin Abbey, an active trappist monastery, is located on the plantation site of Revolutionary War Hero Henry Laurens. Laurens, a signer of the Articles of the Confederation during the Revolutionary War, was held prisoner in the Tower of London and exchanged for General Lord Charles Cornwallis, the British General who laid siege to cut routes from the Port of Charleston. Mepkin Abbey now offers tours of these grounds, including the breathtaking formal gardens and historic library. In fact, you can even attend one of their daily trappist monk prayer services. Visitors claim words cannot express the overwhelming beauty of the Cooper River rolling by the huge oak trees and lush green land.

Francis Marion, the "Swamp Fox"

Berkeley County holds the land where the legendary General Francis Marion, known as the "Swamp Fox," guided his militia in and out of our thick swamps and forests to escape General Lord Cornwallis. This important history has been recaptured in numerous films including, "The Patriot." A large part of this film was produced at Berkeley County's famed Cypress Gardens. Also known for its beauty and nature setting, the gardens has been home to over 16 other major motion pictures including, "Cold Mountain" and "The Notebook," along with the television mini-series "North and South" and one of its first movies, "Swamp Thing."

Cypress Gardens

Cypress Gardens features a black water cypress swamp amidst blooming azaleas, camellias and other native flowers. Take a serene boat ride on the black water swamp, and then visit the Butterfly House, the Reptile Center and aquarium.

Cypress Gardens offers a variety of tours, which can be customized for your group. Call ahead to book a personalized educational

20% Military Appreciation Discount

As South Carolina's best kept secret, Fripp Island Golf & Beach Resort is the perfect place to get away to relax and unwind. Offering 36 of the most strikingly beautiful holes of golf you'll ever play, Ocean Point links course, boasts 10 holes with stunning views of the ocean or inlet and Ocean Creek, is one magnificent panoramic view after another of the great salt marsh and freshwater lakes. Looking for more? Fishing is available in one of our rental skiffs or you can charter a boat and fish the Gulf Stream, improve your tennis game or enjoy our nature trails, swimming pools, dining and more.

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program: HERPS ALIVE offers a hands-on lecture featuring reptiles and amphibians through the use of live animals, bones, skins, and discussion. FOSSIL DIG defines fossils and their formation in the changing South Carolina landscape. Students are able to search outside in the sand for real fossils and keep their finds. FROM WORMS TO WINGS examines the life cycle and ecology of butterflies using both live and preserved specimens. The lesson continues at the giant butterfly sculpture and includes a tour of the Butterfly House.

SWAMP SAFARI offers the rare opportunity to explore a real life swamp. Enjoy a safe ride through the black water as our staff paddles large flat-bottom boats among the cypress trees. Look for alligators, turtles, birds and other wildlife. CREATURE FEATURE, which takes students on guided tour of the Butterfly House, Aquarium, Crocodile Isle, and/or Reptile Center, is another group favorite.

Year-round visitors and groups come to Berkeley County to enjoy activities on the water, horseback riding, racing on the mountain bike trails, camping, hiking and benefit from the vast historical, environmental and scientific educational experiences. Don't miss Berkeley County, Discover Berkeley County — The Heart of the American South!

For more information, contact the Berkeley Chamber at 843-761-8238 or the website at www. visitberkeleycounty.com.

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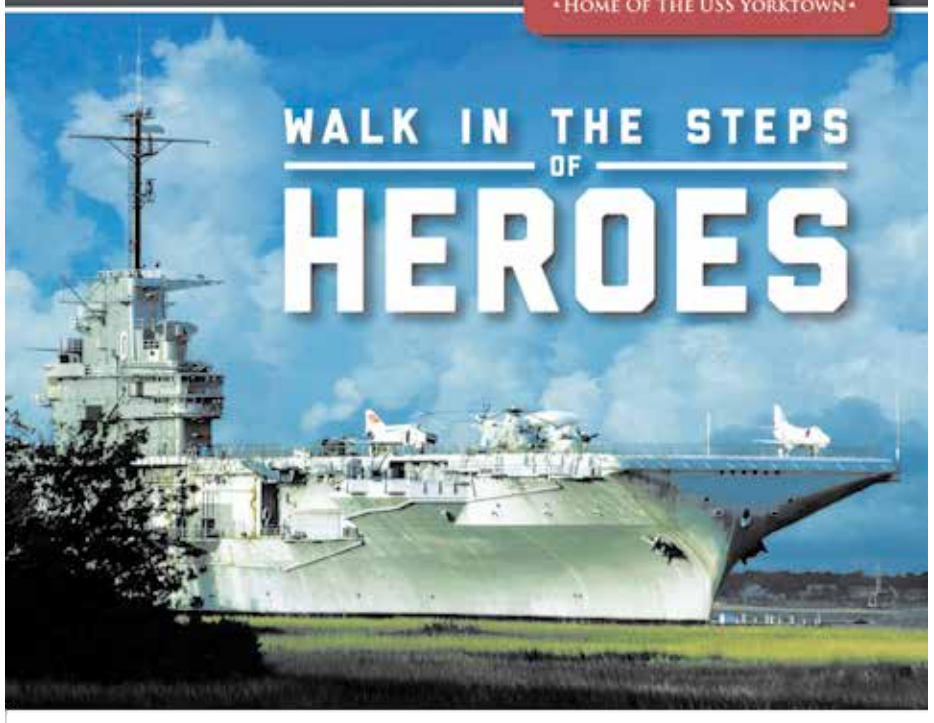

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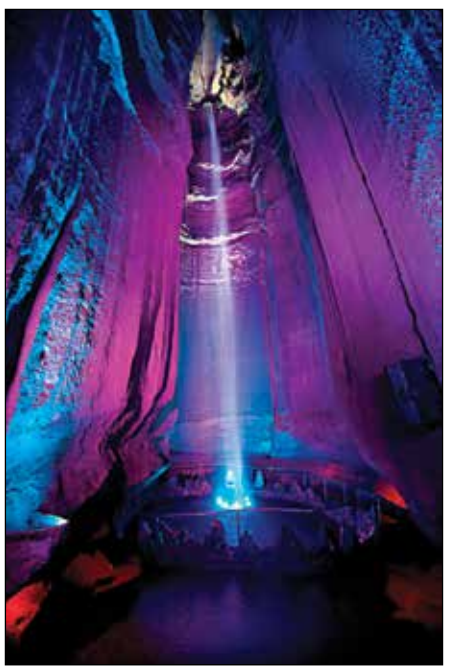
Thousands of visitors are attracted by Lookout Mountain's rich human history and majestic scenery, but far more come to experience the attractions that have never lost their ability to enchant, amaze and inform. People return again and again to visit their favorite sites against the ever-changing seasonal backdrop of Lookout Mountain. Still others return, bringing children, and grandchildren, to experience the thrill of discovery through the eyes of a child.

The journey into the caverns at Ruby Falls is like no other. At 1,120 feet below the summit of Lookout Mountain is the deepest commercial cavern in the United States, the tallest underground waterfall open to the public and is listed on the National Register of Historic Places.

Your tour begins with a 260 foot elevator ride and the best is yet to come with the trill of the 145 foot falls known as "The Jewel of Lookout Mountain" — Ruby Falls. The cave is home to a wealth of formations including stalactites, stalagmites, and columns. Up top on the Castle Tower are panoramic views of Chattanooga, the Tree Tops Playground and Fun Foods. You may also want to get a ticket to more adventure at Ruby Falls ZIPstream Aerial Adventure —open seasonally. This adventure includes a ropes course, climbing tower and zipline experience with great tree top views of Chattanooga.

At Rock City there's truly something for everyone. And while new elements continue to



Inside the cave at Ruby Falls.

Rock City's Lover's Leap

be added, what many folks love best about Rock City is that no matter how many times they visit, they find the monumental rock formations as awe-inspiring and the views as spectacular as they remembered. Along Rock City's Enchanted Trail, explore wonders like Grand Corridor and Needle's Eye on your way to Lover's Leap — site of the legendary See Seven States view. The youngest visitors are entranced by the scenes from favorite fairy tales in Fairyland Caverns, and love visiting Mother Goose Village, where storybook characters come to life. Be sure and eat at Café 7 out on Lover's Leap — open seasonally — where the views are unbeatable and the food is remarkable.

The thrill of riding the Incline Railway — "America's Most Amazing Mile," has delighted guests for a over a century. The Incline Railway up historic Lookout Mountain is the world's steepest passenger railway. In operation since 1895, the Incline Railway is a National Historic Site and a National Historic Mechanical Engineering Landmark. Breathtaking views of the Chattanooga Valley can be seen from the observation deck at the upper Lookout Mountain station.

Lookout Mountain attractions entice with beautiful scenery, room for the kids to play, and a variety of amenities, including snack bars, restaurants and interesting gift shops.

Chattanooga's location on Interstates 75 and 24 puts Lookout Mountain within less than a day's drive of many major cities, so it's the ideal destination for a weekend getaway. Be sure and visit LookoutMountain.com for more information, hours and ticket combination prices.

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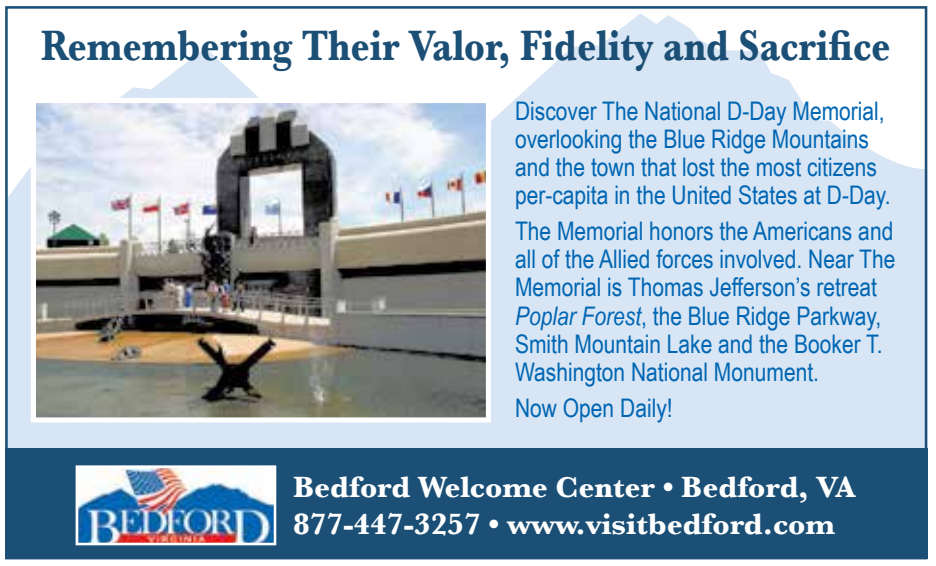

Southwest Virginia's Premiere Motorcycle Trail - The Claw of the Dragon

It would be a challenge for motorcycle riders to find a more beautiful driving trail than the scenic back roads of Southwest Virginia. Looping through the Blue Ridge Mountain range, **The Claw of the Dragon** is becoming one of the most popular destinations in the South for motorcycle enthusiasts.

With the charming town of Wytheville, Virginia, as the trail's center or hub, the trail features loops totaling over 350 miles as it ventures over to the community of Marion to the west and Galax to the east. The drive meanders through parts of seven Virginia counties but is easily accessible from Interstates 77 or 81 as a starting part.

Harkening back to the grand movie palaces of yesteryear, The **Lincoln Theatre** is the home of the nationally syndicated bluegrass music television series, "Song of the Mountains." This beautiful facility is one of only three remaining Mayan Revival theaters in America. **The General Francis Marion Hotel** is a favorite of riders with its restaurant called **The Black Rooster** and a bar with 27 beer taps. Nearby, **Virginia Sweetwater Distillery** and **Appalachian Mountain Spirits** offer a unique taste of local flavor. **Wolf's Barbeque** is also a hometown favorite with several other restaurants also available. Other interesting attractions include The Lincoln Theatre, **Hungry Mother State Park**, and the **Museum of the Middle Appalachians**.

Next, continue on to the Wytheville area. Many people will recognize this area as the location where two interstates converge, but there's a lot more interesting roads within the historic community. Riders will enjoy a challenging ride up **Big Walker Mountain**. As the 16-mile scenic byway makes it way to the top, the rider is immersed in breathtaking flora and fauna of each season. At the top, take a rest at Big Walker Lookout, climb the 100-foot tower, and enjoy a snack in the country store. A variety of other local attractions such as **Beagle Ridge Herb Farm, West Wind Winery**, and **Fort Chiswell Animal Park,** offer the opportunity to enjoy some distinctive "homegrown" experiences. Wytheville's downtown historic district allows visitors to leisurely walk the streets and discover the history that has made this a town of hospitality for over 200 hundred years. Interesting shopping, museums, and the historic flavor of the **1776 Log House Restaurant** are just a few of the must-see stops along the way. An evening of music can be enjoyed at the **Wohlfahrt Haus Dinner Theatre** or one of several music venues nearby. Wytheville has a variety of lodging accommodations from all-suite hotels to bed and breakfasts and cabins. A historic boutique hotel will open soon in the downtown district.

The newest anchor community for The Claw of the Dragon is Galax. This Virginia city is steeped in the history of music. The **Galax Old Fiddler's Convention,** held the second week of August, each year has earned the community the distinction of the "World Capital of Old Time Mountain Music." Festivals and special events are held at the Rex Theatre and in the downtown area, showcasing the area's authentic sound. Capitalizing on the wealth of local artisans, the area is also home to the **Chestnut Creek School of the Arts**. A variety of classes offer a hands-on opportunity to explore an art or hone a craft with a local artist. The words "Galax" and "barbecue" are synonymous, so much so that the annual Smoke on the Mountain, Virginia State Barbecue Championship is held in downtown Galax each July.

This is but a sampling of all the interesting things you can see and do as you ride The Claw of the Dragon and explore the interesting communities along the way. For more information, visit www.ClawoftheDragon.com.

Orange County rich in U.S. history

Long on fun but just a short drive away, Orange County, Virginia offers many unique ways to get away, whether you are looking for adventure or just to relax. Nestled in the piedmont region of Virginia, visitors to Orange County find themselves on a surprising adventure that combines historic sites, scenic wine country and a range of festivals and fairs with outdoor action like fishing, horseback-riding, skydiving and more.

The history of Orange County dates back to 1722. But for many the Orange experience begins with a tour of Montpelier, a 2,650-acre estate that was the home of our fourth president and the "Father of the U.S. Constitution" James Madison. Its history includes exploration of the lives of slaves who lived on the plantation, Civil War soldiers who encamped on the property, and a freedman's family who farmed there after emancipation.

Each year in September, Montpelier hosts the Constitution Day Celebration and Taste of Freedom Wine Festival. With live music, local food, beer, wine, fireworks, horse parades, hayrides, colonial games and balloon rides with breathtaking views, it's a celebration of all things that make the county great. Mark your calendar for Saturday, Sept. 20, 2014 for a day of family fun.

Wine is a big draw for visitors to the region. The region's rich soil and long growing season have helped winemakers craft a distinct, award-winning, tradition fast-gaining national attention. Festivals and special tours make this a mecca for wine enthusiasts. New wine tour packages include multiple winery stops, special transportation and overnight accommodations at one of the award-winning Inns at Montpelier bed and breakfasts.

There is no shortage of attractions for those with interest in the Civil War. Retrace the footsteps of soldiers from the Battle of the Wilderness starting at Ellwood Manor, a Union Army headquarters, Confederate hospital and the burial site for Stonewall Jackson's amputated arm. And the Civil War Museum at the Exchange Hotel in Gordonsville tells of more than 70,000 injured soldiers, Confederate and Union, who received care there during the war. Newly freed slaves knew it as Freedman's Bureau Hospital during reconstruction. Recently, the hotel has had many visitors interested in the "permanent residents" inhabiting their premises. Take a nighttime ghost tour in October and learn more about their historical haunts.

Here's one you may not have known about but is on many horseracing fan bucket lists to attend. Since 1929, the grounds of James Madison's home has played host to one of the most fascinating spectacles in sports, the Montpelier Hunt Races. The first Saturday in November hosts seven exciting races, including five with fence jumping, bring out the excitement and the pageantry of the sport. The day even includes Jack Russell Terrier races; stick horse races for the kids, and a party atmosphere for the whole family.

You can also take it slow and explore galleries and antique shops, or dine out in the land where fried chicken was made famous and fine dining thrives, get a taste of county life on a farm tour and get lost in Liberty Mills Farm's Corn Maze, Virginia's largest corn maze. Experience farm life and leave with fresh Virginia produce.

For more information about all Orange County has to offer, and to learn about upcoming special events, visit www.visitorangevirginia.com.

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(18th century National Guard and Reserves of the day) who quickly mustered for this engagement.

This battle resulted in a decisive victory over the British forces led by their commander LTC Banister Tarlton. Tarlton was nicknamed "Bloody Ban" for the cruel way he treated prisoners and civilians, meaning us, who supported our fight for independence. If you have seen the movie "The Patriot" staring Mel Gibson, the character in the movie named "Tavington" was patterned after him. The climatic battle in this movie also is taken directly from the actual battle that occurred on 19 January, 1781. Many noted historians have stated that this battle was most decisive in the campaign that eventually led to the British surrender at Yorktown, Va.

The Griffon Association, as reported earlier has by now awarded seven $1000 scholarships to members and their dependants of the command. This year the scholarships were spread throughout the entire command to include the command HQ, 104th, 95th, and 98th Divisions. These scholarships are available to any civilian or military member of the 108th Tng. Cmd. to include spouses, children, and grandchildren. An announcement will be forthcoming in the next issue of the Griffon for the 2015-2016 academic year.

Those attending the May gathering at the Cowpens National Battlefield enjoyed a terrain walk of the Cowpens battlefield by a most knowledgeable park ranger.

As always, your membership in the 108th Griffon Association is what keeps these benefits flowing. Any current or past member of the 108th Tng. Cmd. and its subordinate units, both military and civilian, who has honorably served is eligible. Yearly dues are only $10 and a lifetime membership is only $108. You may be assured that all, except for a few minor administrative expenses, monies raised will be funneled directly back to the units in the form of scholarships, direct assistance to needy and deserving Soldiers who have incurred a hardship due to deployment and/ or training accidents, and expenses where appropriated funds cannot be utilized. (Ex. Care packages to deployed Soldiers.) All dues and any extra contributions are fully tax deductible as the 108th Griffon Association is a 501C3 organization. A membership application and additional information may be found at www.108thgriffonassoc.com.

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DEGREE MADE HER A MANAGER

For nearly a decade, R.N. Monica Spahr worked as an operating room and intensive care nurse. She knew that to become an OR manager, she needed a bachelor's degree.

Thanks to Ball State's online RN to BS nursing completion track, offered fully online, Spahr earned her bachelor's even though she was working full time, raising three children, and completing a yearly assignment as an Army captain nurse at an active-duty hospital in Hawaii.

"I had one year when my community service hours were due while I was on active duty at my Army hospital," she says. "But my instructor was flexible and allowed me to complete my clinical time during my non-duty hours."

Just as she had hoped, her bachelor's in nursing led to a manager's position where she oversaw nearly 20 operating rooms.

Today, Spahr works as an operating room circulator at a hospital in Montgomery, Alabama.

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