

NAVY

# RECRUITER

Magazine for Navy Recruiters

July 2004

## Special Programs Recruiting:

A photograph of several Navy SEALs in a boat, wearing helmets and red-tinted goggles. The background is dark and blue, with a circular gauge overlay. The gauge has markings from 10 to 60 and a needle pointing towards 360. The text 'Look for the Best and Brightest' is overlaid on the gauge.

Look for the  
Best and  
Brightest

# NAVY RECRUITER

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 Special Warfare Combatant-Craft Crewmen (SWCC) pilot high-speed assault craft during secret search-and-rescue, coastal patrol and riverine assault missions.

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Navy Recruiter, the official publication of the Commander, Navy Recruiting Command, is printed commercially with appropriated funds in accordance with the Department of the Navy Publications and Printing Regulations (P-35). This publication does not reflect the official views of the Department of Defense.

All photographs, unless otherwise stated, are official U.S. Navy photos.

Navy Recruiter encourages the submission of "letters to the editor" and articles expressing the opinion of individuals in the Navy Recruiting community. All submissions must be signed.

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# Special Programs supply fleet with quality Sailors

Tennis great Andre Agassi once said that what makes something special is not just what you have to gain, but what you feel there is to lose. If Agassi were a Navy recruiter, he might have used those same words to describe special programs recruiting. Special programs status is given to those programs that demand our immediate attention because there is much to be lost if we fail to attain those goals, and any failure will ripple all the way through the Fleet.

Special programs isn't limited to just our priority ratings, although priority ratings sometimes fall into that category. This year, your hard work and determination have yielded such tremendous strides in priority ratings that as we enter the last quarter of 2004, the only priority ratings you haven't already filled at 100 percent or higher are the AM-TEP, IT, and PR-TEP programs. Even these three programs are well within range of goal attainment before the year's end.

Internal priorities within our organization also can give a program special programs status. The National Call to Service (NCS) program is one example of this type of need. Several administrative setbacks kept us from recruiting applicants to NCS until the second quarter of the fiscal year. With an NCS goal of 1,000 for FY04, we enter the last fiscal quarter with attainment approaching 50 percent of that goal. Designating NCS a special program helps ensure the program will receive additional attention in the months ahead. For more details about NCS, see the story on page 8 of this edition of *Navy Recruiter* magazine.

Some special programs attain that status simply by virtue of the ongoing requirements of our Fleet. Many of our medical programs fall into this category. Though the goals for officer medical programs often are modest in number, the need for medical professionals in the Fleet is constant and the competition to



Rear Adm. Jeffrey L. Fowler  
Commander, Navy Recruiting Command

recruit those individuals is intense. Those two factors make it difficult to recruit even small numbers of applicants for many of our officer medical programs and require that we pay special attention to these programs on a continuing basis. Be sure to read the article, "Medical Programs: Looking for the best and brightest" on page 9 for details on CNRC's medical recruiting.

A few programs gain special program status because of extenuating circumstances. Perhaps the best current example of programs in this category is our Special Warfare and Operations ratings. You've done an exceptional job recruiting SEALs, EODs, and Divers this year. By mid-March, the SEAL rating was at 121 percent of goal, the EOD rating was at an astonishing 465 percent, and the diver rating was at 104 percent. So why are we still recruiting to these ratings? A confluence of unusual circumstances makes it necessary for us to continue focusing on these special programs. SEAL, EOD, and Diver programs have a particularly high attrition rate,

**See FOWLER, page 4**



Photo by JO1 Susan Roland  
Rear Adm. Fowler visits MEPS Houston during his visit to the area on March 24.

**FOWLER, from page 3**

both at boot camp and at the Basic Underwater Demolition/SEAL (BUDs) training level. In addition, the programs involve an unusually long, rigorous training regimen. Furthermore, the ongoing global war on terrorism and the instability in several regions of the world have created an increased demand for the rare skill sets of SEALs, EODs, and Divers. With high attrition rates, lengthy training pipelines, and a growing demand in the Fleet for these talented Sailors, we must keep a



Capt. Thomas F. Nagelin, Jr., former commanding officer of CNRRR, speaks at the Change of Command/Retirement Ceremony on May 18. Rear Adm. Fowler and Chaplain, Cmdr. Kelvin C. James, participated in the ceremony.

Photo by Joseph Searles



Photo by CPT Carrie Ogden

steady stream of applicants at the door to ensure the flow of talent doesn't become stove piped. For more insight about recruiting SEALs, EODs, and Divers, be sure to read "Special programs doing well but mission never stops" on page 8 of this issue.

You've worked exceedingly hard to make goal throughout the year, and I'm proud of your remarkable accomplishments

and your determination to sustain our successful momentum. I know I can depend on you to concentrate on filling our special programs requirements during this last fiscal quarter. But no matter whether the challenge is priority ratings, special programs, or general recruiting, our duty is to meet the needs of the Fleet. The Navy and the nation are relying on us to recruit the officers and Sailors best qualified to lead our 21<sup>st</sup> century Navy through the uncertain times ahead. Stay focused, shipmates, and keep charging.

**Above:** Rear Adm. Fowler stands with Sgt. Felix Gutierrez, Senior Parts and Requisitions NCO in Charlie Company of the 501st Signal Battalion out of Fort Campbell, Ky., during the 501st Signal Battalion Ball on May 20.

**Right:** Vice Adm. Gerald L. Hoewing, Chief of Naval Personnel, speaks with Rear Adm. Fowler, Capt. Linda McMeans, Director of the Human Resources and Logistics Department and Capt. Gregory Cornish, CNRC Chief of Staff, during his visit on May 13.



Photo by PH3 Joseph Buliavac



## Taking the leap from good to great

Passion is defined as an irresistible motive for a belief or action, a boundless enthusiasm, a deep and positive emotion. In the past few weeks, I have seen the passion that recruiters from California to New York bring to their job each and every day. I'm impressed!

I am convinced that passion is one of the key differences between good and great. Now is the time to take our leap, moving forward. I've asked that we master the basics of our service, enhance our communication skills, and in doing so, we will lead the change from good to great. Many of you are already there. Thank you for your initiative and commitment.

Our job is to identify and recruit the best of the best among our country's youth. To recruit, train, and prepare them to defend our nation's interests, we must provide the sharpest minds and the most motivated Sailors to man our posts at the tip of the spear.

As a *Single Force* comprised of all active and reserve component personnel, we fully possess all that is required to achieve true greatness.

We find the seeds of greatness

in the passion of our Sailors. We demonstrate passion and pride when our uniform is sharp, ribbons neat, and appearance clean. Our best recruiting tool is an outstanding uniform.

Our commitment to follow orders of our chain of command and persevere through all challenges inspire not only the trust and admiration of our society, it also inspires others to follow in our footsteps.

To reach our fullest potential, all hands must work toward creating an environment conducive for enhanced personal and professional growth. In August, the Senior Enlisted Training Symposium will meet in Millington to discuss our role and relationship to Navy issues, and the future of our overall Single Force recruiting organization.

Leveraging technology, best business practices, and an aggressive marketing approach are paying off in the quality, quantity, and diversity of our work force. As we move from five regions and 37 districts to a more efficient structure composed of two regions and 26 districts, we will leap to greatness.



**CNOCM(AW/SW) Evelyn Banks**  
**CNO Directed Command Master Chief**

Today, I implore each of you to let your passion for reshaping our Navy's future with the highest quality Sailors becomes your number one priority.

### CNO Directed Command Master Chief's Priorities

- The Admiral's Top Five, Maintaining a Sense of Urgency to Overall Mission Accomplishment
- Master the Basics
- Enhance Communication
- Promote Unity, Teamwork and Accountability
- Solicit Input and Provide Continuous Feedback

## Congratulations to all new Senior Chiefs!

*EMCS Raymond Abernathy*  
Region West  
*MMCS Gabriel Alabanza*  
Region West  
*EMCS Stephanie Andrews*  
Region West  
*STGCS Windell Atchley*  
NRD Kansas City  
*NCCS Dom Azzarito*  
NRD San Antonio  
*ETCS Samuel Baron*  
NRD San Antonio  
*AOCS Gary E. Church*  
Region West  
*NCCS Robert Clooney*  
CNRC  
*MMCS David Densford*  
NRD New York  
*NCCS Walter Evans*  
Region West

*PNCS Glenn Gonzaga*  
Region West  
*AZCS Michael King*  
Region West  
*ITCS Charles Lewis*  
NRD Nashville  
*ETCS Robert Olson*  
NRD Minneapolis  
*CSCS Emmanuel Pascobillo*  
NRD San Diego  
*SHCS Henry Pittman*  
NRD Raleigh  
*NCCS Jeffrey Priest*  
CNRC  
*YNCS James Purcell*  
NRD San Antonio  
*EMCS Reynaldo Quiba*  
NRD San Diego  
*FCCS James Reckhouse*  
Region North  
*MMCS Keith Schulte*  
NRD Denver

*FCCS Patrick Sheehan*  
NRD Nashville  
*MACS Cecilia Sifuentes*  
NRD Phoenix  
*AZCS Martin Snowden*  
NRD Atlanta  
*STSCS Michael Soukup*  
NRD Omaha  
*ATCS Danie Stocker*  
NRD Atlanta  
*LNCS Paul Stsauer*  
Region West  
*EMCS Ingemar Tolenada*  
NRD San Francisco  
*YNCS Theodis Walker*  
Region South  
*MMCS Philip White*  
NRD Buffalo  
*YNCS Sidney Wilson*  
NRD Richmond

# Navy astronaut visits Denver schools, Children's Hospital

Story by  
JO1 Candice Hale  
NRD Denver

NASA astronaut, Cmdr. Robert Curbeam, Jr., recently visited with children in the Denver Children's Hospital Intermediate Care, Pediatrics, Neurosurgery, Orthopedics, Rehabilitation and Oncology units.

Curbeam signed autographs and distributed Navy command ball caps provided by the Navy's Caps for Kids program run by the Navy Office of Information, Southwest.

A veteran of two space flights, STS-85 in 1997 and STS-98 in 2001, Curbeam has logged more than 593 hours in space, including over 19 hours working outside of the space shuttle while in orbit during three space walks. He is currently assigned to the crew of STS-116, an assembly and crew-

rotation mission to the International Space Station.

Curbeam's trip to Denver was part of a Navy Awareness mission for NRD Denver. During the visit he also stopped at area high schools and colleges to encourage students to continue their education and spread the news about opportunities in the Navy.

According to NRD Denver Executive Officer, Cmdr. Richard Eason, the astronaut's tour was very successful for Navy Recruiting.

"Cmdr. Curbeam's visit to NRD Denver had an impact on several fronts. First, it was a terrific opportunity to showcase the opportunities that are available to today's youth. He was able to show, on a very personal level, that the sky isn't necessarily the limit.

"As I watched Cmdr. Curbeam sign an autograph for a young man, and write, 'Shoot for the Stars!', I could see in this young man's eyes that he realized that he could accomplish anything that he really set his mind to, and worked hard for," said Eason.

"Second, he was able

**"To see the looks on the faces of the young children he visited at Children's Hospital as he talked with them and presented them with Navy unit ball caps was nothing short of inspiring."**

**Cmdr. Richard Eason, Executive Officer, NRD Denver**

to show the local community that the Navy isn't just about ships and water. He was able to show how the Navy is deeply involved in science, research, technological development, and exploration; a combination which has formed the most technologically advanced Navy in the world.

"Last, he brought



Photo by JO1 Candice Hale

NASA astronaut, Cmdr. Robert Curbeam presents a Children's Hospital Patient with a Navy Command Ballcap.

goodwill to the community. To see the looks on the faces of the young children he visited at Children's Hospital as he talked with them and presented them with Navy unit ball caps was nothing short of inspiring."

Curbeam spent more than an hour at the Denver Children's Hospital and said that it was his favorite

and the recent exploration of the planet Mars.

Curbeam answered all the questions with enthusiasm, and enjoyed the opportunity to encourage students to exceed their expectations, continue their education and see where they could go. Eason said it was exciting to watch the students interact with the astronaut.

"As Cmdr. Curbeam explained to one young man during a question

portion of the trip because he was able to speak one-on-one with the kids and try to brighten their day.

His visits to local high schools and colleges were just as exciting. Every presentation ended with extensive question and answer sessions. Some students asked Curbeam's opinion on space funding

and answer period in a local high school, the opportunities are there for people to do all sorts of wonderful things in the Navy. The key is to enjoy what you do, and do it to the best of your abilities. Hard work creates success, and success opens doors for opportunities that can only be imagined at the start of one's Navy career."

# Amityville Reservists reduce 'horror' for recruiters

Story by JOC John Harrington  
NRD New York

In the small Long Island city that inspired one of Hollywood's most well-known horror films, Sailors of Naval Reserve Recruiting Support Unit 0428 (RSU-0428) Amityville stand ready to make sure active-duty recruiters' "nightmares" never come true. The art of recruiting for today's U.S. Navy can be extremely time consuming and doesn't always afford active-duty recruiters as much time as they would like to spend with those who have already decided to join.

Keeping these new recruits, or DEPpers, motivated about joining, especially when they must wait for months at a time before departing for basic training, is a leadership challenge. This is where the tireless efforts of these dedicated reservists shine brightest,



Photo by JOC(SW/AW) Monica Hallman

## Leap Frogs

Lt. Cmdr. Gus Kaminski, OIC of the Navy parachute team the Leap Frogs, drops into Pimlico Race Track during the 129th Preakness Stakes. The parachutists use the wires in their hands to steer the parachute as they descend. The Preakness Stakes, one of the "jewels" of horse racing's "Triple Crown" featured a salute to the Armed Forces that also included a barbershop quartet from the Naval Academy.



Photo by JOC John Harrington

GM2(SW) Anthony Wuria, RSU 0428 naval reservist, instructs future Sailors on the chain of command at a recent DEP training event in support of NRD New York.

assisting the recruiters of NRD New York in their DEP management.

"While we can get tied up with trying to get people in the Navy, [the reservists] can be our 'second eyes,' ensuring that our DEPpers are being managed correctly," said ET1(SW/SS) Celso Pena, an NRD New York recruiter from NRS Melrose, Bronx. "[The reservists] call the DEPpers, make sure they're keeping up with their qualifications for physical training, conduct training and ensure that letters are being written [to the recruit] after the recruit goes to basic training. If the DEPper needs any help, the Reservists are there for them. That way, it gives us, the recruiters, a heads up on any things that need to be taken care of."

Part of taking care of those in the DEP program is training; training like that in the DEP PQS book. The material includes rank recognition, the 11 general orders, pay and chain-of-command information along with other basic military requirements. PQS is gone over by recruiters during monthly DEP meetings, but it's the reserve unit's ability to use its Sailors' drill time to teach DEPpers that really helps the training sink in.

"Sometimes when you're in a DEP meeting, and even when you're talking about the ranks with pictures, sometimes it's still unclear," said Juliel Arias, a DEPper slated to go to Air Traffic Controller school. "But, here you see things through examples and get to ask more questions because the whole day is in the classroom. I've been able to learn a lot from this 'hands-on' kind of training, and I think it'll give me a heads up in basic training over those people who didn't have it."

DEPpers who successfully complete their PQS prior to going to basic training are automatically promoted to the rank of E-2 after RTC graduation.

**See RESERVISTS, page 11**

# National Call to Service program going strong

The National Call to Service program (NCS), which allows recruits to enlist for 15 months, is on its way to meeting its goal.

CNRC has more than half of its 1,000 NCS recruits for FY04.

“There are 706 slots filled,” said OS1(SW) Alan Hewlett, PRIDE Department LPO.

NCS recruits incur a 15-month active duty obligation

following RTC and A school. After that initial obligation, they may reenlist for additional active duty or transfer to the Selected Reserve for a 24-month obligation.

The program is for applicants that are High School Diploma Graduates and have an AFQT score of at least a 50 on the ASVAB. Applicants can also only choose selected rates. Air

traffic controller, aviation machinist’s mate, aerographer’s mate, aviation structural mechanic, aviation ordnanceman, dental technician, engineering aide, hospital corpsman, intelligence specialist, mater-at-arms, mineman, operations specialist, and aircrew survival equipmentman are the rates available to those who join under this program.

# Special warfare doing well but mission never stops

Story by  
JO1 Sonja Chambers  
CNRC

The Navy has several special warfare programs that are very demanding, both physically and mentally. Since these rates are so challenging, there is a continuing need for new applicants.

“We’re doing very well on the Special Programs mission this year, but SEALs, EOD, Divers and SWCC are being maintained as priority ratings so

we can keep up with the needs of the Navy,” said Cmdr. Glen Kaemmerer, Director of Enlisted Programs.

“Last year, only 28 percent of SEAL candidates passed the initial SEAL test at boot camp,” Kaemmerer said. “They were being dropped from the program before they got to Basic Underwater Demolition/SEALs (BUDS).”

To help raise the pass-rate, Kaemmerer said recruiters

**See SEALS, page 13**



File Photo

SEALs handle classified missions from the Sea, Air and Land.

## Initial Fitness Assessment

ALL DEPpers must pass the following before shipping to RTC:

### Males

34 Push-ups 2 min

43 Sit-ups 2 min

1.5 mile run 14:00 min

### Females

13 Push-ups 2 min

43 Sit-ups 2 min

1.5 mile run 16:30 min

DEPpers in the Challenge or Aircrew Program must pass the following:

### Males

51 Push-ups 2 min

62 Sit-ups 2 min

6 Pull-ups 2 min\*

1.5 mile run 12.15 min

(11:30 min\*)

### Females

26 Push-ups 2 min

62 Sit-ups 2 min

1.5 mile run 14:30 min

\*SEAL applicants only



Integrity



Challenge



Honor



# Medical Programs:

## Looking for the best and brightest

Story by  
JO1 Sonja Chambers  
CNRC

The Navy needs outstanding doctors, nurses and other medical personnel to take care of its most valuable asset: its Sailors.

To fill these important billets, the staff of the medical programs recruiting office at CNRC works closely with more than 100 medical recruiters out in the field to get the best applicants for the job.

Lt. Cmdr. Rose Conway, Medical Service Corps (MSC) Program Manager, has the job of filling billets in more than 22 different specialties.

“The MSC is comprised of many healthcare subspecialties that don’t fall into the nurse, doctor or dentist categories.” These subspecialties include numerous clinical care providers and those in allied sciences.

There are four paths a person can take to get an appointment in the MSC. Direct Accession (DA) allows the Navy to commission a qualified applicant. The remaining DA billets needing to be filled this year are audiology, clinical psychology, research psychology, radiation

health specialist and podiatry. The Health Services Collegiate Program (HSCP) offers scholarships for two and three year master’s degree or doctorate programs in eight different specialties this year. The candidate will be enlisted active duty while attending college, and

the time will count for service when he or she gets a commission. In the Health Professions Scholarship Program (HPSP), the student is in the Inactive

Ready Reserve and receives tuition, fees and a monthly stipend. MSC has no goal for recalled reservists this year.

The Nurse Corps has DA, the ability to recall reservists to active duty and the Nurse Candidate Program. The Nurse Candidate Program gives a student financial assistance and a \$5,000 bonus when commissioned. Nurses must have a bachelor’s degree from a college accredited through the National League for Nursing Accrediting Commission or the Commission on Collegiate Nursing Education.

“The Navy Nurse Corps provides a professional atmosphere and advanced education opportunity

**“The recruiters out in the field have the toughest job to find us qualified applicants to meet our goals and ultimate mission.”**

Lt. Cmdr. Rose Conway,  
Medical Service Corps  
Program Manager

**See MEDICAL, page 13**

## Golden Nugget Program gets quality DEPpers to RTC faster

The new Admiral’s Golden Nugget Program allows for high-quality applicants to spend less time in DEP.

“The program identifies individuals that have a background or education level that makes them a good risk to send to RTC quickly,” said Capt. Raymond Wynne, Director of the Operations Department at CNRC. “Time in DEP is about six to seven months for the average recruit. This program will bring the DEP time down to one to two months.”

“This program is one additional avenue for the ‘superstar’ applicant to get to RTC quickly,” said Cmdr. Glen Kaemmerer, Director of Enlisted Programs.

Applicants that apply for the Golden Nugget Program must have one of the following:

- An AFQT score in TSC I
- Associate’s or bachelor’s degree
- Greater than 15 semester hours of college with 12 years of school completed
- NJROTC or JROTC APG
- Sea Cadet
- Civil Air Patrol
- Boy Scout (Eagle Scout)
- Girl Scout (Gold Award)

Golden Nugget applicants must also complete the drug test and training modules, pass the Initial Fitness Assessment and have their security paperwork started prior to shipping.



education

commitment

courage

# Sailing, flying high at NRD Miami

Story by JOC  
Sandra Ramirez  
NRD Miami

NRD Miami recently wrapped up a week of ship tours, Navy Band Southeast performances and Blue Angels flight demonstrations. Navy ships moored at Fort Lauderdale's Port Everglades in Florida to kick off Fleet Week USA, which is part of McDonald's National Salute to the U.S. Military. Fleet Week is followed by the largest Air and Sea Show in the nation, which this year welcomed four million spectators.

USS Enterprise (CVN 65), USS Miami (SSN 755), USS Mitscher (DDG 57), USS Stephen W. Groves (FFG 29), USS Trenton (LPD 14), USS Philippine Sea (CG-58) and USS Simpson (FFG-56) offered tours to the local community.

"My tour today of the USS Philippine Sea was great," said Cmdr.

William Welp, G. Holmes Braddock Senior High Junior Reserve Officer Training Corps senior instructor. "Our cadets toured five ships over three days, topped off with a ride on the Blue Angels Flight Simulator. To say they were jazzed is putting it

Simulator. This gave them what a pilot's perspective would be during the upcoming McDonald's Air and Sea Show.

To get folks to clap their hands and tap their feet, Navy Region Southeast sent the five-piece rock band "Pride" for the week, and they

mance and the band members even had a few students who became instant fans."

Mid-week, more than 150 recruits from the five branches of the military stood at attention and enlisted at a ceremony inside an airplane hangar at Fort Lauderdale-Hollywood



Photo by JOC Sandra Ramirez

During McDonald's Fleet Week USA ship tours, more than 1,500 people rode the Navy Recruiting F/A-18 Full Motion Flight Simulator. This gave them a pilot's perspective during the McDonald's Air and Sea Show.

mildly. Reading about the fleet is one thing, but actually being onboard drove the Navy home. Our cadets got to hear from real fleet Sailors. They got honest answers to some tough questions. Everyone was impressed."

During the ship tours, more than 1,500 people also took the opportunity to ride the Navy Recruiting F/A-18 Full Motion Flight

performed at four high schools and entertained at two evening performances. The band opened doors for Navy Recruiting while performing for thousands of south Floridians.

"My high school wants the Navy band back," said AE3(AW) Arly Pierre of Navy Recruiting Station Fort Lauderdale. "The students were really into the band's perfor-

International Airport. This included 45 Navy recruits. This enlistment ceremony is billed as the largest of its kind in the country.

An estimated four million spectators gathered on the beach over

the weekend to enjoy the McDonald's Air and Sea Show in Fort Lauderdale, this year featuring the Blue Angels. In addition to performing in the skies above the Atlantic Ocean, the Angels visited three local high schools and the Chris Evert Children's Hospital, Outreach, Broward General Medical Center.

"We really appreciate the Blue Angels taking the time to come



Photo by JOC Sandra Ramirez

LT Gary Mullen, Blue Angels Flight Surgeon, visited Chris Evert Children's Hospital, Outreach, Broward General Medical Center in Fort Lauderdale, Fla., during the McDonald's Air and Sea Show. Mullen talked to approximately 25 children and presented them with Blue Angels memorabilia.

visit us," said Victoria Martin, Regional Manager Marketing/Media Relations. "Our doors are always open to the Navy."

This year, Navy Recruiting put forth its best effort yet by setting up its professional display, fondly referred to as the "Taj Mahal," as a centerpiece for the F/A-18 Full Motion Flight Simulator and for the first-time ever, a rock climbing wall.

"Some folks wondered why the Navy would have a rock climbing wall at our display village," said FCC(SW) Bill O'Dell, LEADS production team supervisor. "But, by the end of the day, they asked no more. It was quite the crowd pleaser. We knew it would attract a crowd - a crowd for the recruiters to engage. It also

created a flow toward our flight simulator."

More than 1,000 locals gave it a try, of which more than 200 were age-qualified for Navy programs. Every one of the climbers showed a desire to be challenged and showed their excitement as they descended.

The NASCAR show car and simulator were also grabbing the attention of the spectators on their way to the beach, with about 300 people driving the simulator, of which 185 were age-qualified for Navy programs. This was the first appearance for Navy NASCAR at an air show.

During the 2004 McDonald's Air and Sea Show, Navy Recruiting District Miami recruiters were joined by Naval Reserve recruiters, Naval Academy recruiters, U.S. Naval Sea

## **RESERVISTS, from page 7**

Advancement opportunities like this are only part of what the Reservists contribute to DEP management; it's their unique, and often diverse, life experiences that go a long way toward bringing the DEPPers into the Navy way of life.

"We think of ourselves as role models," said MA1 Sonny Tannenbaum, a drilling RSU0428 reservist. "We can shed some light onto what serving in the Navy means by referencing our own experiences. We do whatever we can to give them some direction and I think it helps to give them that knowledge before they go to basic training."

Being role models comes second nature to these Reservists as nearly all of them are involved in law enforcement in their civilian lives, not only enforcing laws but providing assistance to their communities. Cmdr. Clinton Morano, RSU0428 commanding officer, serves as a special agent in the Federal Bureau of Investigation. While this high-profile job takes a great deal of time, Morano feels it's important to continue to give to his country as a reservist.

"I think my duty here, in the grand scheme of things, is probably not as significant as the reservists who are actually out there right now fighting the war," said Morano. "But, these DEPPers are our future Sailors who are going to go out and fight the war on terrorism, so anything we can do to help this command successfully complete its mission is important."

This sense of purpose and dedication is a common bond of these reservists, a quality especially important as the Navy continues to consolidate its active-duty and reserve components. Through whatever changes and challenges may come their way, the Sailors of RSU0428 look forward to making their contribution.

"I love the reserves," said YN1 Guy Palumbo, an RSU0428 reservist with over 19 years of service. "I get to travel, I get an extra paycheck, and, most importantly, I get to serve my country. What more can you ask?"

Cadets and Mobile Inshore Undersea Warfare Unit 208, Hialeah, Florida. This created an unprecedented Navy team presence at a South

Florida event. The number of leads is still coming in, but this could very well be the most successful Navy recruiting effort in South Florida to date.

## Navy off-duty personal motor vehicle requirements, roles and responsibilities

Personal motor vehicle (PMV) mishaps result in the largest number of off-duty Navy deaths each year. Non-fatal off-duty PMV mishaps also result in a significant number of lost workdays.

In May 2003, the Secretary of Defense challenged DoD to “reduce the number of mishaps and accident rates by at least 50% in the next two years.”

In ALNAV 057/03, the Secretary of the Navy endorsed the 50% goal “to demonstrate that our Sailors, Marines, and civilian employees are truly our most precious asset!” Furthermore, “preventing mishaps will significantly increase our readiness and retain valuable resources.”

Naval Safety Center

statistics on PMV mishaps identified six predominant factors: driving between the hours of midnight and 0600 (62%), driving during the weekend (61%), not using seat belts (43%), drunk driving (34%), speeding (23%), and driver fatigue (8%).

Active leadership involvement must address these factors as a minimum.

The ultimate success in reducing off-duty military mishaps and fatalities will require a cultural change and, add to some extent, “intrusive leadership” to affect off-duty behavior. The COMNAVSACFEN homepage, available at [www.safetycenter.navy.mil](http://www.safetycenter.navy.mil) lists numerous tools and initiatives designed to enhance command traffic safety programs.



Photo by JOC John Harrington

### Sailor has ‘Devil’ of a good time reenlisting

STS1(SS) Rob Cacchiola of NRD New York made his dream of reenlisting in the New Jersey Devils’ Continental Arena come true March 28 in front of friends and family. As Cacchiola and his guests stood in the Devils’ bench area mere inches away from the ice that saw the Devils win their third Stanley Cup championship in the past nine years, the magnitude of the occasion was not lost on him. “This means a lot to me because I’ve been a Devils’ fan ever since I came to New Jersey,” said Cacchiola. “I follow hockey. I play hockey. It’s my main thing.” Cacchiola has seen a lot of success from his time at NRD New York. He’s received numerous awards and was even promoted meritoriously to Petty Officer First Class. In honor of his accomplishments, the New Jersey Devils’ presented Cacchiola with a special keepsake from another successful individual, a puck signed by famed Devils’ goalie, Martin Brodeur.



Photo by Ken Hebert

### Diversity Recruiting

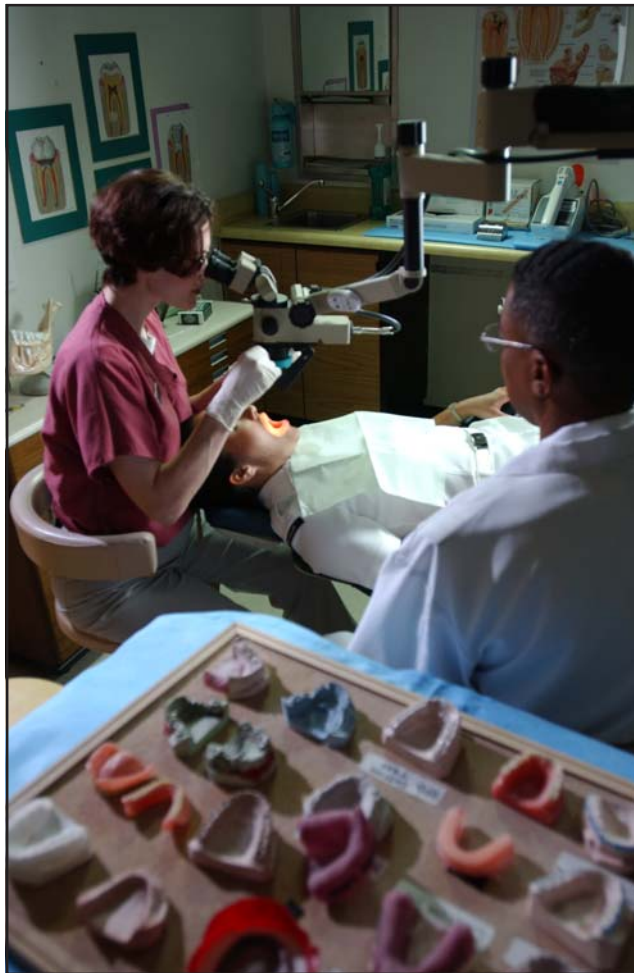
Cmdr. Kevin Visscher, NRD Portland CO, presents a \$166,000 check to medical student, James Zimmerman, at the Oregon Health Sciences University’s (OHSU) Office of Diversity and Multicultural Affairs (ODMA) “Diversity Scholarship” banquet. NRD Portland has been actively pursuing diversity recruiting of both officer and enlisted personnel by teaming with local schools, colleges, and community organizations. As part of that effort, NRD Portland members have attended functions that recognize outstanding members of the minority communities, promote awareness of Navy Opportunities and foster cooperation between the community and the NRD.

### Upcoming NASCAR Events featuring the No. 14 Navy “Accelerate your life” Chevrolet Monte Carlo

2 July  
10 July  
24 July  
31 July  
7 Aug.  
21 Aug.  
27 Aug.

Winn-Dixie 250  
Twister 300  
New England 200  
Pikes Peak Int’l Raceway  
Indianapolis Raceway Park  
Cabela’s 250  
Food City 250

Daytona Beach, Fla.  
Chicago, Ill.  
Loudon, N.H.  
Colorado Springs, Colo.  
Indianapolis, Ind.  
Brooklyn, Mich.  
Bristol, Tenn.



File photo

Navy dentists work with state-of-the-art equipment in all advanced fields including oral surgery, endodontics and prostodontics.

### **SEALS, from page 8**

should focus on the Initial Fitness Assessment (IFA) for SEALs. (see box on page 8)

“We need to put the emphasis on special programs and keep recruiting for them to make sure we are getting enough DEPPers to boot camp mentally and physically prepared for the challenge ahead,” Kaemmerer said. “If we can get more to the front door of BUDS, maybe we’ll get more qualified SEALs out of BUDS and possibly reduce our SEAL recruiting goals in the future.”

“Keep focusing on Special Programs and on the DEPPers we have to make them more successful,” Kaemmerer said. “DEPPers don’t have time in boot camp to get ready for BUDS. They need to be prepared before they go.”

### **MEDICAL, from page 9**

ties,” said Capt. Juanita Buda, the head of the Medical Community Management Branch. “It’s also a diverse workforce. The Navy Nurse Corps is 35 percent male whereas the civilian workforce is 4-7 percent male.”

Physician Program Managers, Lt. Kimberly McIntosh-Little and Lt. Latrise Workman, recruit doctors from all over the country. Physicians are recruited through DA, Reserve Recall, Financial Assistance Residency Program and HPSP. Reserve and active duty physicians go through the same professional review board.

“The board has been combined since the fall of 2001,” said McIntosh-Little. “The standards are the same for all doctors.”

Some of the specialties the Navy is looking for are general surgeons, urology, radiology and anesthesiology. The physician program sees the largest volume of applications throughout the year.

The Navy Dental Corps Program has five paths to a commission: DA, Reserve Recall, Dental Student Program, Financial Assistance Program (FAP), HSCP and HPSP. The Dental Student Program guarantees a commission upon graduation, but provides no financial assistance. The FAP is for fully qualified dentists who are going into a specialty residency such as oral surgery, endodontics or prostodontics. This

program provides a monthly stipend, a yearly grant and all fees for the residency. The HSCP is a program that places the student on active duty for the duration of the program. The student must pay for tuition and fees, but he or she gets active duty benefits during the scholarship period and longevity for pay and retirement when commissioned. The HPSP pays for tuition and fees and provides a monthly stipend for the duration of the program.

“Applicants need to look into each of the programs to see which is best for their situation,” said Lt. Wade Wallace, Dental Corps Program Manager. “Sometimes the HSCP works out better for students than the HPSP, even though the HSCP doesn’t pay for tuition and fees.” Wallace works closely with recruiters and students to answer questions about each program.

“In the Navy, there are opportunities for advanced and specialty training and our dental equipment is state of the art,” Wallace said.

Wallace and the other medical program managers work closely with recruiters in the field to ensure that the best personnel are taking care of their Sailors.

“The recruiters out in the field have the tough job of finding us qualified applicants to meet our goals and ultimate mission,” said Conway. “They do a fantastic job!”

## Updated enlistment bonuses announced

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New enlistment bonuses (EB) have been announced for individuals entering the DEP program on or after May 12, 2004.

The effective EB award level message determines the amount of EB that may be awarded. EB award levels vary based on ship month. If reclassification occurs while in the DEP, classifiers must carefully note the award level for the new ship month to determine the member's new award level. Subsequent EB

award level messages do not affect a member's effective message. Classifiers are not authorized to negotiate award levels other than those detailed herein.

Members enlisting in any USN rating/program with college credit from a postsecondary accredited institution (listed in the accredited institutions of postsecondary education series manual) can receive an EB for College Credit (EBCC).

The total EB and EBCC amount shall not exceed \$20,000. For

specific amounts of EB and EBCC, go to <https://survey.cnrc.navy.mil/eb-incentives/icentives6.htm>. For EB and EBCC policy questions, call OPNAV 130D, (703) 614-2067 or DSN 224-2067. For procedural questions, call Gary Ton, CNRC, at (901) 874-9322 or DSN 882-9322, or Lt. Cmdr. Harry Barber, CNRC, at (901) 874-9316 or DSN 882-9316. For quota management questions, call the PRIDE shop, CNRC, at (901) 874-9266 or DSN 882-9266.

### Special duty assignment pay revised

Notification of changes to the FY04 special duty assignment pay award levels can be found at

[www.persnet.navy.mil/pers2/n130/n130d.htm](http://www.persnet.navy.mil/pers2/n130/n130d.htm)

Specific changes to the SDAP plan include new billets for independent duty corpsman deep sea diving technician at level SD-2-150 and reducing all FTS classification interviewer billets to the SDAP level of SD-3-225.

See NAVADMIN 079/04 for more information.

## DOD establishes additional sexual assault hotline

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The Department of Defense recently announced that an additional toll-free telephone number has been established for individuals who want to

contact or provide information to the Department of Defense Task Force on Care for Victims of Sexual Assault. The number, (800) 497-6261, is

staffed from 9 a.m. to 9 p.m. EST, Monday through Friday. The department's hotline will supplement those previously established by each of the services.

## Reserves civilian employment information program announced

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Implementation of a mandatory Reserve component Civilian Employer Information database recently begun, culminating a yearlong effort to establish a Department of Defense-wide system to capture and understand who employs the 1.2 million members of the seven Reserve components.

Sailors of the Navy Individual Ready Reserve can begin entering their employer data on a new Defense Manpower Data Center Website, at <https://www.dmdc.osd.mil/Guard-ReservePortal>. Navy selected reservists will enter their employer data at <https://nsips.nmci.navy.mil>.

## Service members can apply for expedited U.S. citizenship

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Foreign-born service members can now speed up the process to obtain American citizenship. The immediate eligibility for service members to become a naturalized citizen is based on Executive Order 13269 signed by President Bush on July 3, 2002. Section 329 of 8 U.S. Code allows the president to authorize expedited citizenship during periods in which the United States is engaged in armed conflict with a hostile foreign force.

For example, members who have served honorably for any period of time beginning on or after Sept. 11, 2001, are eligible to apply for expedited U.S. citizenship.

Effective Oct. 1, 2004, the new law allows for U.S. citizenship applications to be finalized at U.S. embassies, consulates and selected military installations overseas, to include citizenship interviews, testing, and oaths of allegiance. Also

effective Oct. 1, the new law waives the \$310 citizenship application and fingerprint fee.

Service members who want to become naturalized U.S. citizens must apply for it. The U.S. Citizenship and Immigration Services (formerly Immigration and Naturalization Service) web site, at [uscis.gov/graphics/index.htm](http://uscis.gov/graphics/index.htm), provides forms, instructions, and more helpful information about the naturalization process.



# Admiral's Five-Star Recruiters

April 2004



**NRD Atlanta**

ABE1 (AW/SW) *Dedrick S. Roberts*  
NRS Duluth

**NRD Minneapolis**

ET2 *Anthony W. Dulac*  
NRS Madison

**NRD Pittsburgh**

SH2(SW) *Jason S. Zarcone*  
NRS Scranton

**NRD St. Louis**

AE2(AW/SW) *Jeremy D. Allen*  
NRS Midtown Memphis

**NRD Dallas**

BM2(SW) *James W. Kerr*  
NRS Arlington

**NRD New England**

EM2 *Leonard Shteynbok*  
NRS Saco

**NRD Raleigh**

AO1(AW) *Joey G. Strange*  
NRS Jacksonville

**Area Pacific**

MN2 *Mark Geisler*  
NRRS Orange, CA

**NRD Houston**

YN3(SW/AW) *Cory C. Bullock*  
NRS Texas City

**NRD New Orleans**

AO1 (AW) *Hayward C. Davis*  
NRS New Orleans East

**NRD Richmond**

ABF2(AW/SW) *Daniel J. Ramos*  
NRS Richmond

*NC1 Gary Yu*

NRC Honolulu, HI

**NRD Kansas City**

AM2(AW/SW) *Edward L. Olsen*  
NRS Lawrence

**NRD New York**

BM2(SW) *Jose M. Michel*  
NRS Cross Country

**NRD San Diego**

EM1(SW) *Ramel Diaz*  
NRS Mission Viejo

**Area Southeast**

EM2 *Nicholas Brown*  
NRRS Millington, TN

**NRD Los Angeles**

AE1(AW) *Jayson Belmes*  
NRS Guam

*STG2 Wayne E. Prescott*

NRS Jersey City

*FC2(SW) Mark Morales*

NRS El Cajon

**Area West**

*BU2 Christopher Bledsoe*  
NRC Cape Girardeau, MO

**NRD Miami**

SH2 *Rodne Joseph*  
NRS Fort Lauderdale

**NRD Omaha**

MM1(SW) *Jayson D. Cody*  
NRS Lincoln

*CTO2 Tina Gordon*

NRS Clairemont

**Area South**

*NC2 Juan Lamogliachinchilla*  
NMCRC Austin, TX

**NRD Michigan**

STS2(SS) *Derrick L. Covington*  
NRS Madison Heights

*STG2(SW) Adam B. Melby*

NRS Omaha West

**NRD San Francisco**

ABE1(AW) *Rodolito Andal*  
NRS Vallejo

**Area Central**

*NC2 James Hart*  
NMCRC Youngstown, OH



# Best Stations In The Nation

April 2004

**Region North**

Small Station  
*NRS Meadville*  
NRD Pittsburgh

**Region South**

Small Station  
*NRS Vincennes*  
NRD Nashville

**Region Central**

Small Station  
*NRS Bedford*  
NRD Indianapolis

**Region West**

Small Station  
*NRS Skagit Valley*  
NRD Seattle

**Reserve Region**

Small Station  
*NRRS Stockton*  
Area Pacific

Medium Station

*NRS Upper Darby*  
ND Philadelphia

Medium Station

*NRS Madison Heights*  
NRD Michigan

Medium Station

*NRS Lawrence*  
NRD Kansas City

Medium Station

*NRS Greeley*  
NRD Denver

Medium Station

*NAS Oceana*  
Area Northeast

Large Station

*NRS Richmond*  
NRD Richmond

Large Station

*NRS Melbourne*  
NRD Jacksonville

Large Station

*NRS Waco*  
NRD Dallas

Large Station

*NRS Downtown*  
NRD Los Angeles

Large Station

*NMCRC San Antonio*  
Area South

## EXPLOSIVE ORDNANCE DISPOSAL (EOD)

Trained to SCUBA. Rappel. Parachute. And otherwise risk their lives. The Navy's bomb squad eliminates hazards that threaten operations. High risk. Stressful. Not for the faint of heart. And not for men only.

## SEALS

Reconnaissance. Stealth operations. Unconventional and counterterrorism warfare. SEALs handle classified missions from the Sea, Air and Land. Consider them the toughest boys on the planet.

**Bar none.**

## SWCC

Pilot high-speed assault craft during secret search-and-rescue, coastal patrol and riverine assault missions. Like the Mark V Special Operations Craft. Capable of speeds up to 50 knots. Armed to the teeth. Think of it as a speedboat with major firepower.

# NAVY

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