

May 2013



Beans & Bullets

**311TH SUSTAINMENT COMMAND
(EXPEDITIONARY)**

"SUSTAIN THE FORCE, SECURE THE VICTORY!"

COVER STORY
Kandahar Town Hall
with the CAR
PAGE 9



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Beans & Bullets Staff

Lt. Col. James Billings

Master Sgt. Dave Thompson

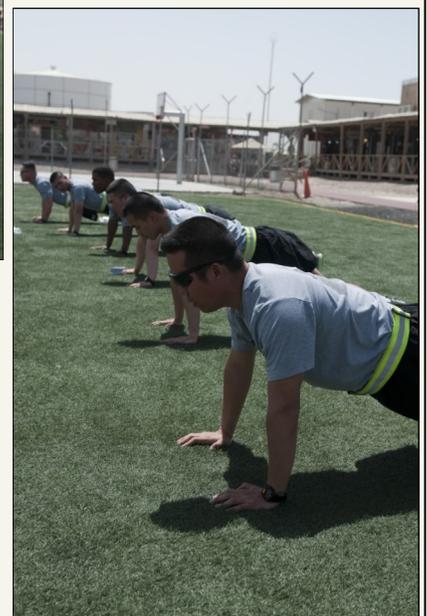
Sgt. Phillip Valentine

Beans & Bullets welcomes story ideas, photographs and any information of interest.

All submissions are subject to editing by the 311th Public Affairs Staff



311th Expeditionary Sustainment Command Soldiers prepare for the Warrior Leadership Course by conducting Physical Readiness Training, May 12 at Kandahar Airfield. Master Sgt. Steve Ortiz and Sgt. 1st Class Leticia Mendez, assigned to the 311th ESC, instruct the future students on proper commands and form of several exercises.



COMMANDING GENERAL

TROJAN 6 SENDS:

It's that time during a deployment when things start to get weird.

We're past the mid-point of our time here in Afghanistan, and we've started our planning for how we will leave. We can see the end – and that's when it starts to get weird. Seeing the end often leads to a false sense of completion. Many of us are probably looking forward to that flight home, that first meal, that first night in your own bed.

But we're not even close to completion – we've got four months to go. Not four months of coasting, but four months of providing the same excellent level of support to our warfighters as we have from day one.

We can't get complacent. We've got to close the deal. This mission is not over and it won't be until you're safely back in your living room, telling your family and friends what you did here.

It's this strange time that determines whether we will be an average organization or a great one. I think the 311th has shown itself to be a great unit, but only as long as we keep our head in the game. If we lose focus and start thinking too far down the road, we might miss things we need to pick up on.

We're all vulnerable during this time. We get tired, we get homesick. It may be harder to do your job the way you've been doing it since we got here. That's why it's so important that we look out for each other, and for ourselves.



Brig. Gen. Scottie D. Carpenter



Resiliency has been important throughout this deployment, but never more so than now. Talk to your fellow Soldiers. Leaders, talk to your people. See how they are feeling. Are they doing PT? Are they staying fit spiritually, emotionally, socially? Are they staying in touch with friends or family back home? Have you noticed a change in behavior or attitude?

Above all, each one of our Soldiers needs to know that somebody else cares – really cares about them. Not just as a Soldier or someone who works in your shop, but as a human being.

I truly believe the 311th ESC is a great organization, because I've seen you perform and seen the excellence you show every day. We can see the end of this race, but we still have a few miles to go until we cross the finish line. Let's finish as strong as we started.

TROJAN 6 OUT

COMMAND SERGEANT MAJOR

Greetings Trojans,

Another month down and we've done great so far. There has been a lot of discussion and planning about our return home and the transfer of our Soldiers to NKC. It is easy to see the light at the end of the tunnel and run for it. Don't! This is the time in the deployment where Soldiers, of any rank, get complacent and think of going home. We are not done yet, there are still many days ahead of us.

We have to make sure we are keeping up with the basics. Physical fitness, customs and courtesies, professionalism and performance all have to be maintained at all times. Don't let yourself or your Soldiers get lackadaisical in their duties. We've come too far and have maintained an excellent track record and we don't want to mess that up. I am proud of the job we've done so far. Soldiers have stepped up to the plate, each and every day, and to them, I thank you.

As most of you should know, HHC is setting the pace for our return. There are packing lists to help ease the transition. Ensure you and your Soldiers are aware of these and plan accordingly. Let's make this as painless as possible; we will not have a Mobilization Brigade to collect up extra baggage and pay to send it back to Fort Hood so plan accordingly. This is a leader task and I expect the NCOs to inspect their Soldiers to insure they are meeting the set standards on the packing list. On a good note, it will not be minus-17 degrees at Manas on our way out.

Also, and this is something I have talked about in great length. Make sure evaluations are being worked on and completed. This deployment is an excellent opportunity to have an outstanding eval. Don't send a Soldier back home with no documentation. Soldiers, don't let your supervisor off the hook with a sub-par evaluation. Remember, it's your career, make the most of it. This can be said about awards, too. Don't think of it as a check-the-block affair. Remember, some day a loved one may read the award paperwork and ask, "Is this all you did during the war?" Take the time and write out what the Soldier did. Include how long they worked on projects. Put down numbers and facts, leave nothing out. Now, I don't want you to make up or be overly "creative" either. If the Soldier is a rock star, say why.

To the Families, thanks again for all you've done to support our Soldiers. This deployment would be a lot harder without you. I can only imagine what each of you is going through. I am sure that as we get closer to our return, you will also start to get anxious. Stay strong and maintain that support and time will pass quickly.

As always it is an honor to be your command sergeant major!



**Command Sgt. Maj.
Ted L. Copland**



CHAPLAIN'S CORNER



Maj. Lawrence Allison

Blessed,

Good Decisions Today Will Give You A Better Tomorrow.

"It seems obvious that good decisions help to create a better tomorrow, yet many people don't appear to connect their lack of success to poor decision making. Nobody says that good decisions are always simple, but they are necessary for success."

-Former President of Notre Dame University Theodore Hesburgh, admonished:

"You don't make decisions because they're easy; You don't make decisions because they're cheap; You don't make decisions because they're popular; You make decisions because they're right."

-By John C. Maxwell Author of Make Today Count.

My prayer for 311th Soldiers and Families is that the lord bless each of us with insight to make good decisions as change takes place in our lives.

Blessings,
CH Allison
311th ESC
Command Chaplain
ASAP-"Always Say A Prayer"



INFORMATION AWARENESS UPDATE

Stand-alone Government Systems & Software:

Before introducing any approved removable media from any non-Government or confiscated systems that media should be scanned in a 'Stand-Alone Government System'. All helpdesks should have systems that allow for the scanning of CD/DVDs and approved USB Devices. Also units can obtain and use Stand-Alone systems.

Malware being introduced into the government networked system will flag the "user account" that places the media on the network and the 'computer system' that was used. If Malware is flagged, then both the "user" and the "system" can be flagged as posing a risk to the government network. Remedial user training and/or wiping of the system may be required which may include all data being lost and nothing allowed to be saved.

Both McAfee and Norton are free-of-charge for U.S. military personnel and DOD Civilians and can be downloaded from the DOD Repository (CAC Required). This software can be placed on personal computers and on government stand alone computers. This software can be used on any operating system including Windows 8 and Macintosh-operating systems.

RESILIENCY TASK FORCE



Here we are, we've passed the halfway point of our deployment! With less than four months to go, we should all be a lot more comfortable with our jobs and situations. I know you've heard it a million times and probably a few in other articles of this month's Beans and Bullets, but not getting complacent, is of course, still important as ever.

This month, the Resiliency Task Force has continued to plan training that will specifically meet the needs of our Soldiers and Family. We want to help us all transition and bound forward into our lives after deployment. These plans and actions need to start now. It was briefed earlier in the month that it's good to look ahead and start planning for when we get

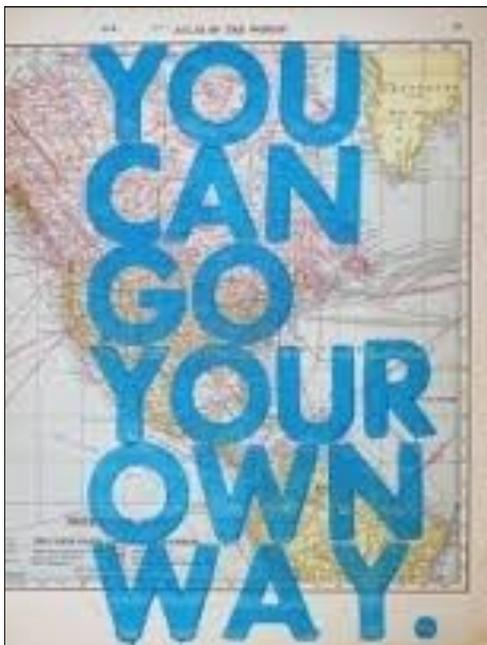
back! Start making those vacation plans. I've talked with a few Soldiers here in Det. South and they have trips planned and reserved for Vegas, cruises to the Caribbean, a giant road trip out of Fort Hood, and many more. I want to challenge you; the next time you have a few moments to scroll through Facebook and see what everyone else is doing, take that time to do a Google search on something or somewhere you want to go after September. It can give you a very resilient feeling to have something to look forward! Just imagine the details you can organize with four months of planning.

Brig. Gen. Scottie D. Carpenter has mandated that monthly resiliency training is mandatory for all Soldiers. The point of this isn't to make everyone sit in a room and think happy thoughts. It's to ensure our leaders are practicing and supporting their Soldiers. And if you don't have any Soldiers, it's to ensure you can support your leaders. You can't improve your coping skills if you aren't physically present for the training and practicing what is taught. We are a very large family here and together we will make a difference and go home better Soldiers and Civilians than we are today.

By 1st Lt. Erin Venturelli

Information obtained from:

<http://www.army.mil/readyandresilient/>



INSPECTOR GENERAL'S NOTES

As the 311th Expeditionary Sustainment Command hits its mid-deployment stride, we all personally and collectively take a step back to ensure that we are looking out for each other and focusing on the mission. The inspector general section continues to do its part by internally assisting personnel who have concerns, reinforcing trust in the leadership through engagement, preventing issues, and spending a majority of time and effort out with the units in the field who are far away from a command flagpole to develop skills and unit cohesion.



Maj. Casey Miner



Maj. John Hoyman continues to ensure our portal and deployed leaders handbook are current and relevant for our leaders who are spread throughout the country. He also greatly assists our section from Kuwait by sustaining the operational connection with our G3 and SPO to ensure we meet our section obligations and requirements. He recently completed the SHARP and ASIST courses, which greatly enhances our capability within our section when dealing with sensitive issues.

Master Sgt. Christina Fowler has greatly improved our organization of products and maintained an updated case load. She continues to provide the research, connections and sound advice that enables our section to prevent and mitigate concerns. Her tireless efforts free up our other staff to travel and support our thousands of other troops.

Sgt. 1st Class August Corley is becoming our inspection expert as he prepares to execute a required inspection in the near future. He has also recently completed several products that we not only use internally for unit visits, but external entities have requested to "borrow" them as well. He continues to be our lead for the IG notes and does a great job ensuring our leaders remain informed of recent resources and trends.

The 311th ESC IG section will continue to reinvent itself and our focus depending on trends, the deployment cycle, and guidance from our commanding general. The day is never over and our soldiers continue to support and train all the soldiers within the 311th ESC. We know there are some tough days ahead and there is no doubt we are up to the challenges that we will face. We can't deny that we are looking forward to sharing memories with our families during the yellow ribbon events when we get home! Sustain the force, Secure the Victory.



SURGEON



**Maj. Jarret Sands,
Command Surgeon**

Greetings from the Surgeon Section!



P-H-What?

I wanted to take a moment to clarify the three types of Periodic Health Assessments that all our Soldiers require.

Periodic Health Assessment (PHA) – this is an annual requirement for all Soldiers. This is what we refer to as an “administrative” visit. The Soldier fills out an online questionnaire, answering questions regarding family history, medical history, medications and mental health. Each Soldier then sits down with a medical provider, who will refer to the questionnaire and complete/finalize the PHA. If referrals or further evaluation are needed to address a medical issue, a follow-up appointment is made to specifically address those concerns.

Post-Deployment Health Assessment (PDHA) – this is a required online questionnaire that all Soldiers will fill out in the last 30 days of the deployment. This has questions about deployment related medical issues/concerns. Any injuries or illnesses that occurred during the deployment will be notated. When the Soldier redeploys (most of the 311th will go through Fort Hood, Texas), each Soldier will have an appointment with a medical provider to review this questionnaire. Any required labs, radiology studies or consults to see specialists, will be done at that time.

Post-Deployment Health Re-Assessment (PDHRA) – this is the required follow-up questionnaire and appointment for all soldiers. This will occur between 90-180 days after a Soldier returns home. This entails another online questionnaire and an appointment with a medical provider.



These questionnaires and appointments are the perfect time and opportunity for Soldiers to ensure their medical concerns are addressed and documented. All of this will be briefed in detail in the coming months as the unit gets closer to redeployment.

In May, several 311th ESC Soldiers will attend Combat Life Saver (CLS) training. Sgt. 1st Class Rodriguez (311th combat medic) and myself have been leading the course that teaches life saving, battlefield medical techniques. This training will end when we test their newly acquired skills in a simulated mass casualty (MASCAL) exercise here on the 311 compound.

As always, we thank you for your compliance with emails and requests to get your immunizations updated. It is because of you, we have an overall unit medical readiness of over 95 percent! Do not hesitate to come by and grab some sunscreen, check your MEDPRO’s status, or just say hello.

311 ESC Command Surgeon Cell



Kandahar Town Hall with the CAR

Story by Sgt. Phillip Valentine, 311th ESC Public Affairs Office

KANDAHAR AIRFIELD, Afghanistan — “The most important thing is to hear what is on your mind and have some dialogue and open discussion.”

With that, Lt. Gen. Jeffrey W. Talley opened a Town Hall meeting with Army Reserve Soldiers here April 27. Talley, who serves as chief, Army Reserve, and commanding general, U.S. Army Reserve Command, visited Kandahar Airfield to help celebrate the 105th birthday of the Army Reserve during a two-day visit. Before leading the discussion, Talley opened with a simple request.

“There is nothing off limits. Anything you want to ask is fine with me,” said Talley. “But, if I disagree with you, I’ll say I disagree, but don’t back down, be Army Strong. Don’t let me off the hook. Challenge everything.”

Q: Will there be money for training?

Sequestration and budget cuts have “zero impact” on funds for Soldiers attending their mandatory battle assemblies said Talley. He continued by dispelling rumors of future cancellations of battle assemblies and didn’t see any future changes that would affect them. Talley talked about the possibility of increased overseas/joint forces training to increase stronger bonds within the armed forces and our allies. There was also mention of finding troop program unit positions with major commands like U.S. Africa Command and Southern Command headquarters.

Q: Will there be a drawdown?

“Right now the Army Reserve is where it needs to be as far as structure, force size and capability, but if sequestration continues, the Army Reserve may have to look at future reductions. We can’t let the budget drive strategy,” said Talley. “Let’s look at the strategy and ask, ‘What is the mission of the Army Reserve? It is to support the active duty Army and what they need.’”

Q: Active/Guard Reserve? Is the program going away and why is it difficult to obtain a position?

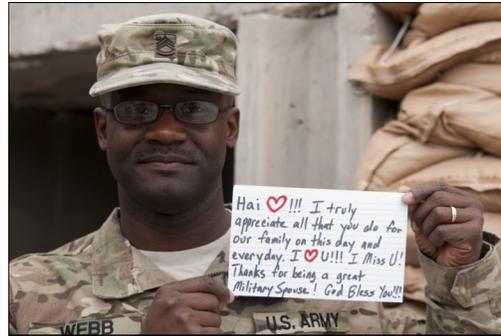
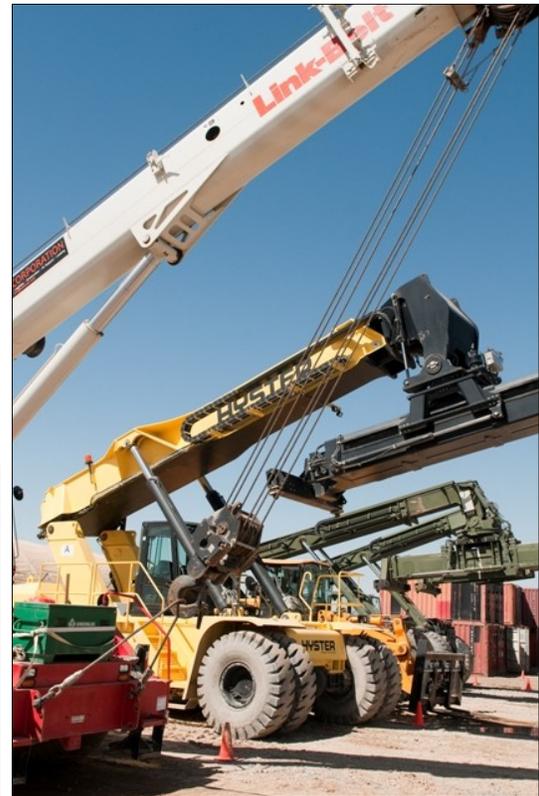
Talley’s response to the first part of the question: “That’s crazy talk, there is no way we will get rid of our full-time staff, especially our AGRs.” He explained that without these people, “the Army Reserve might as well shut their doors.” He also made a comment that brought laughter to those gathered for the town hall: “Who ever gave you that information, they should go and get a urinalysis, because they are crazy,” he said.

The answer for the second part of the question involved quality. He explained that all Soldiers in the Army Reserve, which includes AGR Soldiers, have to be quality Soldiers. He said there would not be changes that make it “easier” for those looking to become AGR. What he wants to change is the “back-door” ways in which some Soldiers obtain AGR status. Talley plans on making the process fair across the board for all those Soldiers who are qualified.

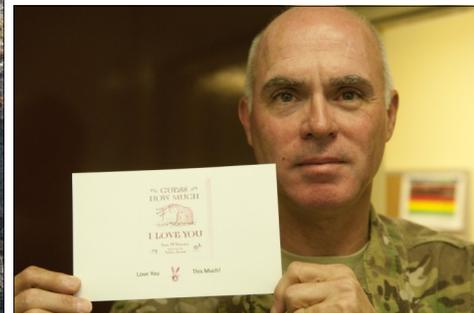
Q: Will there be changes to the Army Reserve retirement program?

Talley said he hasn’t heard any serious discussion about changing the Army Reserve retirement system. He did hear about changing the active component to be more like the Army Reserve system. He segued into dispelling rumors about changes in pay for battle assemblies. Currently, Army Reserve Soldiers get paid for four days for two days of battle assembly. It is known to those involved, Soldiers don’t get reimbursed for travel or time spent on “off duty” hours. If they did change it, Talley said there would be a mass exodus in the Reserve component.

“Every time that issue comes up, it gets pummeled to death within seconds,” he said.



IMAGES OF 311TH





“ SAFETY ISN'T
JUST A SLOGAN,
IT'S A WAY OF
LIFE ”



311TH ESC SAFETY GRAM

COMMITMENT TO SAFETY EXCELLENCE

HAND INJURY PREVENTION

Just for one day—say, tomorrow—try paying attention to what your hands do. Start from the time you turn off the alarm clock. Really notice what you do with your hands while you're shaving, washing, dressing, eating, driving, working, writing, etc. Make yourself conscious of your hands all day long. Notice the sensitivity of your fingertips. Note the jobs your hands do that need a light, careful touch and those that take strength. Let yourself discover how wonderful your hands really are.

Then picture what your life would be like if you lost even the partial use of a hand. Can you afford to take your hands for granted? They come just one pair to a customer. They're the only hands you'll ever have, so take care of them.

You don't have to have a serious accident to temporarily lose the full use of your hands. Think back to any time when you had a relatively minor injury such as a torn fingernail or a cut that made it painful or awkward to freely use your hand or fingers. Do you remember how helpless you felt trying to write your name, use a knife and fork, button your shirt, or do any of the simple, everyday things that you normally take for granted?

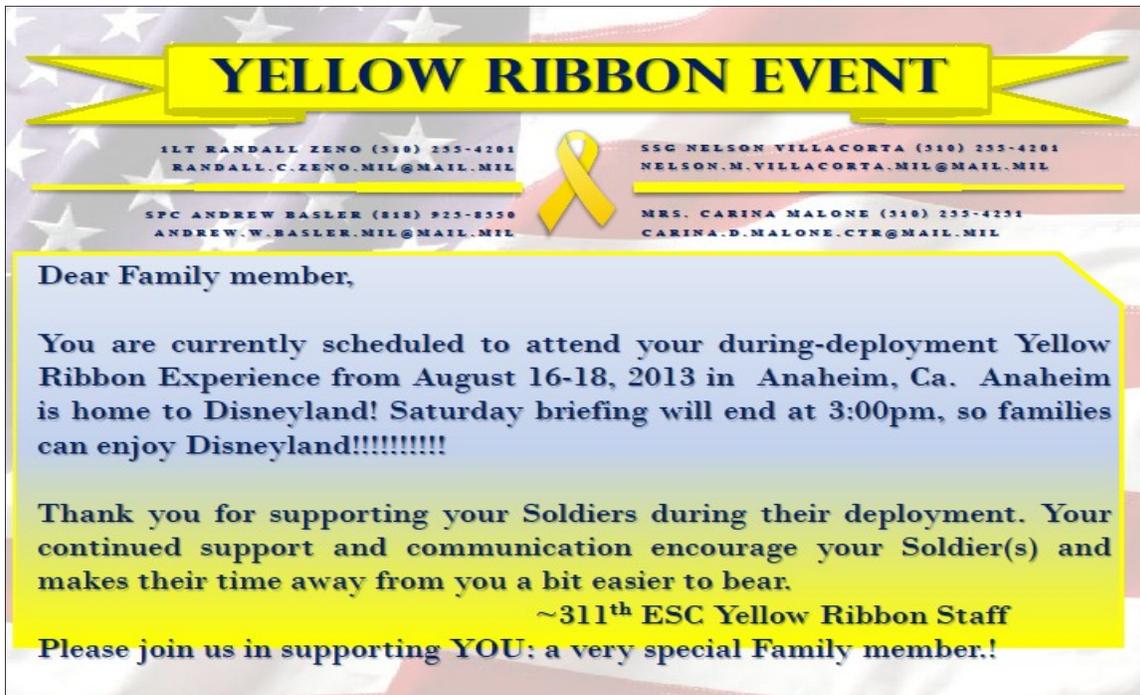
Protection

There are times when it can be unsafe to wear gloves, such as when working with machinery with exposed moving parts. However, there are many activities where using a proper glove will prevent an injury or at least minimize the severity of the injury.

- Ensure to remove all rings and jewelry prior to performing maintenance, loading & unloading vehicles and convoy operations .
- When involved in material handling activities, take the time to put on a good pair of leather gloves. Without the use of gloves, rough or sharp edges, burrs, protruding bolts, and wood splinters can all cause minor to severe lacerations and punctures.
- Prior to handling chemicals, read the material safety data sheet (MSDS) to know what, if any protection is needed, and follow the instructions.
- When handling hot or extremely cold materials, a proper thermally protected glove will guard against burns.
- If handling glass or metal with very sharp edges or if using cutting materials, a cut resistant glove would be best.

**Complacency Kills – Know the Standards, Follow the Standards and
Enforce the Standards**

311TH FAMILY READINESS



YELLOW RIBBON EVENT

1LT RANDALL ZENO (310) 255-4281
RANDALL.C.ZENO.MIL@MAIL.MIL

SSG NELSON VILLACORTA (310) 255-4281
NELSON.N.VILLACORTA.MIL@MAIL.MIL

SFC ANDREW BASLER (818) 923-8358
ANDREW.W.BASLER.MIL@MAIL.MIL

MRS. CARINA MALONE (310) 255-4254
CARINA.D.MALONE.CTR@MAIL.MIL

Dear Family member,

You are currently scheduled to attend your during-deployment Yellow Ribbon Experience from August 16-18, 2013 in Anaheim, Ca. Anaheim is home to Disneyland! Saturday briefing will end at 3:00pm, so families can enjoy Disneyland!!!!!!!!!!

Thank you for supporting your Soldiers during their deployment. Your continued support and communication encourage your Soldier(s) and makes their time away from you a bit easier to bear.

~311th ESC Yellow Ribbon Staff

Please join us in supporting YOU: a very special Family member.!

CAR TOWN HALL CONT...

Q: Will the Army Reserve be more involved in emergency relief efforts in the United States?

The National Defense Act of 2012 includes the involuntary mobilization for missions with combatant commands involving catastrophic events in defense of the homeland for up to 90 days. Talley said it happened for the first time in history with the activation of three pump units for Hurricane Sandy. He said they had 24 hour's notice. They grabbed their bags, performed their mission and returned to their homes.

"The best part of that is, there is no mobilization site," he said with a laugh.

He said that he wants to expand the Army Reserve mission with Homeland Security, but he also said he wasn't trying to get into the Guard's mission.

Q: Why are only entry-level jobs posted on employment sites sponsored by the Army Reserve?

"It's not true that they are all entry level. The key is, you have to actively engage and work with those folks," said Talley referring to the Employer Partnership of the Armed Forces.

Talley gave several examples of Soldiers he talked to that obtained well paying and prestigious jobs through Army Reserve sponsored civilian employment offices. He told the story of a drilling company that hired 40 Soldiers and were so happy with their new employees, they wanted 20 more.

The CAR plans on implementing plans to track the civilian employment status of Army Reserve Soldiers, to check on their well being. He also wants Soldiers educated on employment programs available to them, especially when they return from deployments.

"When you get deployed, you change," said Talley. "You have to make the decision to come back a better person and better leader for your family and employer."

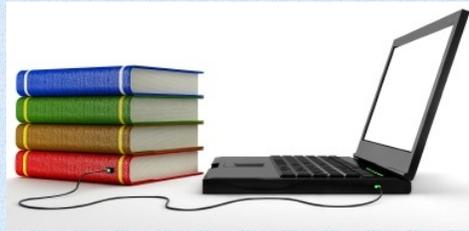
He said Soldiers had so much responsibility while deployed, the job they had in the civilian sector wasn't quite good enough.

"You want something more and that's a good thing. Let the Employment Partnership Office help you."

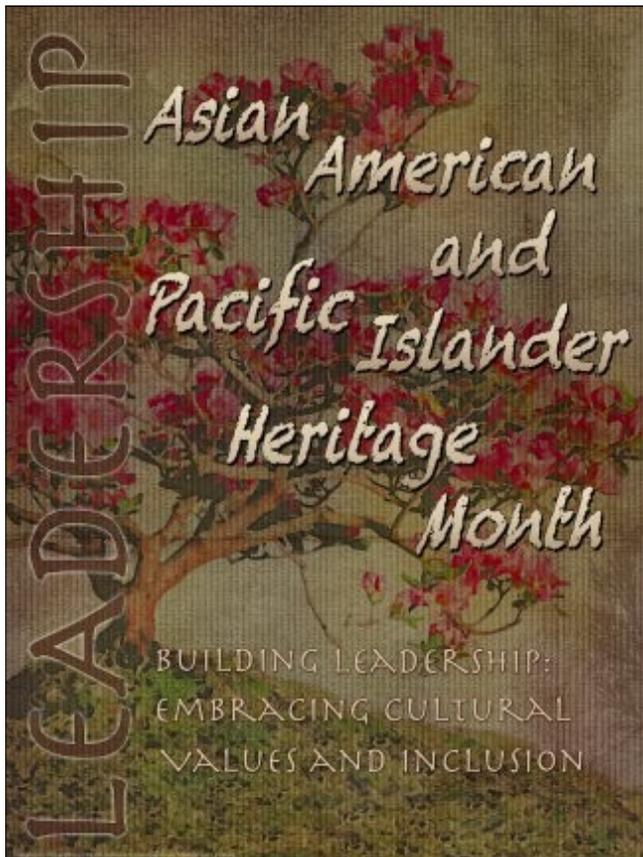


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EQUAL OPPORTUNITY



The month of May is recognized as the Asian Pacific American Heritage Month. This month was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad by a majority of Chinese immigrants on May 10, 1869.

This year's theme, Building Leadership: Embracing Cultural Values and Inclusion, acknowledges all that the U.S. Army has gained from the Asian and Pacific Americans and communities and how the nation has been strengthened and enriched by embracing their cultural diversity.

The Army gives sincere thanks and appreciation for the past and present contributions made by the Asian Pacific American Soldiers, civilians and family members. The Army also publicly honors them by planning and executing appropriate commemorative activities to celebrate Asian Pacific American Heritage Month.

KANDAHAR LEGAL ASSISTANCE CENTER

OIC: John T. Driscoll, Capt., Judge Advocate

Legal Assistance Attorney: 1st Lt. Estefania Baird, 3rd SB Legal

NCOIC: William S. Myers, Staff Sgt., Paralegal NCO

Paralegal NCOs: Cat Mai, Staff Sgt., Paralegal NCO,
Steven Rafanan, Sgt., Paralegal NCO



It is the intent of the 311th ESC that all service members have access to resources to assist them in addressing important legal concerns while they are here so that they can focus on their mission. These concerns cover the spectrum from pure military regulatory guidance to personal legal issues. Our goal at the Kandahar Legal Assistance Center is to implement this intent throughout our sphere of influence, which includes at a minimum: the South, South-West and Western half of the Combined Joint Operations Area-Afghanistan. We also provide legal assistance to dependents, retired military, DoD civilians; and notary services to contractors accompanying the armed forces.

We take every service member's concern very seriously because the decisions they make here can have long lasting impacts on their careers or their personal lives. It is important to us, regardless of what decision they ultimately make; that they are made aware of the potential consequences of choosing one particular path over another.

The paralegal NCOs work tirelessly to carefully explain the significance of the documents they are preparing for our clients. Often times the client doesn't necessarily know what it is they need to accomplish their goals until they sit down with Staff Sgt. Myers, Staff Sgt. Mai or Sgt. Rafanan and are informed of their options. The paralegal NCOs primarily provide power of attorney and notary services day-to-day; however, since we have been here they have done a lot more. We are very proud of our initial outreach campaign to get the word out to as many service members as we could regarding the availability of our services. We intend to continue this with monthly campaigns focusing on different areas to ensure that we maximize our exposure.

The paralegal NCOs are invaluable in keeping the office running efficiently with a new attorney appointment system primarily instituted to meet the needs of Soldiers that can't make it to KAF and thus call in from outlying (FOBs). The 311th downtrace paralegals have also been helpful in providing crucial support for Soldiers on outlying FOBs. We have been fortunate to have some part-time paralegal assistance and a part-time attorney from our higher and lower commands to help manage the significant volume of clients we see on a monthly basis.

SIT-REP / EXECUTIVE SUMMARY LANGUAGE – SJA/LEGAL ASSISTANCE OFFICE

The 311th ESC Legal Assistance Office is dedicated to ensuring that service members in the CJOA-A have access to the highest quality legal assistance possible to enable them to focus on their current mission. Through March, The Kandahar Legal Assistance Office has provided 2,559 client services to eligible legal assistance clients, valued at over \$127,000. The office engaged in an unprecedented marketing campaign to service members and eligible clients including: postings and mass distribution of informational flyers, targeted telephone and electronic mail advisements, as well as a direct-mail campaign to commanders within the office's coverage area.

Internally, the Legal Assistance Office has transitioned to an appointment based attorney counseling system which provides all service members (especially those assigned to outlying areas) confidence that an attorney will be available in order to address their legal issues immediately. The office continues to welcome walk-in clients for Power of Attorney delegations, notary services, and attorney counseling.

POC: Capt. JOHN T. DRISCOLL, 318-841-1163

BAGRAM AIRFIELD, Afghanistan — Soldiers at Kandahar Airfield received a visit from the Chief of Army Reserve, Lt. Gen. Jeffrey W. Talley, April 26, to help celebrate the 105th birthday of the Army Reserve during a two-day visit.



PERSONNEL

PDMRA, What's in it for me?

By CPT Michael J. Mosso, 311th ESC, G-1 Personnel Services Chief

The Post Deployment/Mobilization Respite Absence (PDMRA) program compensates Soldiers with days of non-chargeable leave when required to deploy with a frequency beyond established rotation goals. This program applies to mobilizations underway on or commencing after January 19, 2007.

The PDMRA program applies to both the Active Component (AC) and Reserve Component (RC) Soldiers. **For deployments on or after October 1, 2011, the PDMRA calculation was adjusted to two days PDMRA a month for Service in Iraq and Afghanistan, one day a month PDMRA for service in a designated combat zone tax exclusion (CZTE) area other than Iraq or Afghanistan (i.e. Saudi, Kuwait, Qatar, Bahrain, etc.).** To qualify:

AC Soldiers must have deployed in excess of 12 months during the most recent 36-month period to qualify for PDMRA. Creditable time for AC members starts once BOG and commences on departure of BOG.

RC Soldiers must have mobilized in excess of 12 months during the most recent 72-month period to qualify for PDMRA. Creditable time for RC includes mobilizations under sections 12301(a), 12302, or 12304. Mobilization for this purpose includes the day the Soldier is mobilized through the date the mobilization is terminated.

PDMRA leave will be processed at the demobilization station. The DD Form 214 and REFRAD order will act as the authority for retention beyond mobilized service. Special rules apply to RC Soldiers who are also government employees to elect a special PDRMA payment at a rate of \$200 for each PDMRA day in lieu of the absence. This article summarizes the program. For full details of the program, consult the reference below. Questions may be addresses to the G1, Essential Personnel Services, DSN 318-421-8044, or email 311ESCG1EssentialPersonnelServices@afghan.swa.army.mil.

Reference: DoDI 1327.06, June 16, 2009, Incorporating Change 1, September 30, 2011. Personnel Policy Guidance for Overseas Contingency Operations, 1 July 2009 (Periodic Review) (Last updated 27 March 2013)

HISTORICAL NOTES

A Brief History of the American Red Cross

Clara Barton and a circle of her acquaintances founded the American Red Cross in Washington, D.C., on May 21, 1881. Barton first heard of the Swiss-inspired global Red Cross network while visiting Europe following the Civil War. Returning home, she campaigned for an American Red Cross and for ratification of the Geneva Convention protecting the war-injured, which the United States ratified in 1882.

Barton led the Red Cross for 23 years, during which time we conducted our first domestic and overseas disaster relief efforts, aided the United States military during the Spanish-American War, and campaigned successfully for the inclusion of peacetime relief work as part of the global Red Cross network—the so-called “American Amendment” that initially met with some resistance in Europe.

The Red Cross received our first congressional charter in 1900 and a second in 1905, the year after Barton resigned from the organization. This charter—which remains in effect today—sets forth the purposes of the organization which include giving relief to and serving as a medium of communication between members of the American armed forces and their families and providing national and international disaster relief and mitigation.

Prior to the First World War, the Red Cross introduced its first aid, water safety, and public health nursing programs. With the outbreak of war, the organization experienced phenomenal growth. The number of local chapters jumped from 107 in 1914 to 3,864 in 1918 and membership grew from 17,000 to over 20 million adult and 11 million Junior Red Cross members. The public contributed \$400 million in funds and material to support Red Cross programs, including those for American and Allied forces and civilian refugees. The Red Cross staffed hospitals and ambulance companies and recruited 20,000 registered nurses to serve the military. Additional Red Cross nurses came forward to combat the worldwide influenza epidemic of 1918.

After the war, the Red Cross focused on service to veterans and enhanced our programs in safety training, accident prevention, home care for the sick, and nutrition education. We also provided relief for victims of such major disasters as the Mississippi River floods in 1927 and severe drought and the Depression during the 1930s.

The Second World War called upon the Red Cross to provide extensive services once again to the U.S. military, Allies, and civilian war victims. We enrolled more than 104,000 nurses for military service, prepared 27 million packages for American and Allied prisoners of war, and shipped over 300,000 tons of supplies overseas. At the military’s request, the Red Cross also initiated a national blood program that collected 13.3 million pints of blood for use by the armed forces.

After World War II, the Red Cross introduced the first nationwide civilian blood program that now supplies more than 40 percent of the blood and blood products in this country. During the 1990s, we engineered a massive modernization of our blood services operations to improve the safety of our blood products. We continued to provide services to members of the armed forces and their families, including during the Korean, Vietnam, and Gulf wars. The Red Cross also expanded our services into such fields as civil defense, CPR/AED training, HIV/AIDS education, and the provision of emotional care and support in the wake of disasters. Since 2006, the Red Cross and FEMA have worked together helping government agencies and community organizations plan, coordinate and provide feeding, sheltering and family reunification services for people affected by disasters.



Transitioning from MultiCams to Business Suits

By 1st Lt. Alex J. Longo and Maj. Casey Miner, 311th Sustainment Command (Expeditionary)

Many Soldiers in the Army Reserve and the 311th Sustainment Command (Expeditionary) will be transitioning back to a changed civilian job landscape. Some will return to their civilian careers without pause and pick up right where they left off. Others however, may not be as fortunate. This last decade of war has seen an unprecedented need to call upon the Army Reserve to serve for extended periods of time, and some have remained on extended active duty orders to answer that call and support their families. With the end of the war in Iraq, sequestrations, and the drawdown in Afghanistan, the job market has seen a flood of veterans looking for jobs and many are wondering where to begin and what resources are available to assist in this transition.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) protects service members' reemployment rights when returning from a period of service in the uniformed services, including those called up from the reserves or National Guard, and prohibits employer discrimination based on military service or obligation. However, as a Citizen Soldier Federal law doesn't protect the jobs of Reservists who find themselves deployed during corporate restructuring, buyouts, or any number of other instances where their jobs are lost due to circumstances not related to their military service.

A number of rewarding and free resources exist to assist Citizen Soldiers in their job searches and as a veteran you do have a hefty advantage when compared to other job seekers in the market. These resources and programs range from the White House to local cities and municipalities. One federal program tailored specifically to veterans is the American Corporate Partners program (ACP). According to their website, the ACP is a nationwide mentoring program that matches employees from some of the nation's largest corporations and universities with OIF/OEF/OND veterans for the purpose of mentoring, networking, and career counseling. The ACP program features in-person mentoring in 16 major cities across the country, as well as offering a robust national mentoring program for individuals living outside of the program's primary metropolitan service areas. Now, the ACP is not a jobs program but it focuses on strengthening relationships between the private sector and our veterans. The best part about it: The program is absolutely FREE!

[1st Lt. Longo:] I signed up with the ACP program back in 2008 and was matched with an executive from General Electric (GE) in Houston, Texas. As I was working multiple temp jobs and in need of full-time employment, my new relationship with my corporate partner became an invaluable source of mentorship as we worked on everything from my resume to discussing my short term and long term career goals and discussed at length what challenges lay ahead in breaking back into a serious civilian career and not just a 'job'. As I am writing this, I have been in contact with that same corporate partner from 5 years ago and he and I are discussing the job market and my resume once again as I prepare to return home-again without civilian employment.

[Maj. Miner:] I was accepted into the program during my last year in the Washington, D.C. area from 2011-2012. I was paired with a Vice-President of Verizon who was a former Army officer. We spoke several times a month and we met at least once a month in person, usually at his office where I was presented with an abundance of senior level leader experiences. I was able to discuss organizational leadership, effective meetings, decentralized management, personnel development, and although I was not specifically interested in the telecommunication industry, I was able to understand organizational culture, business plans and leading through uncertainty in a highly accountable and competitive field. One of my highlight experiences included how to lead your personnel through trust and loyalty when efficiencies and productivity may decide future positions on a weekly basis. It is a tough environment that includes a lot of personal stress. I still remain in contact with my mentor.

American Corporate Partners' program is competitive and not everyone who applies will be selected. Currently, ACP has more than 350 slots available for mentorship in multiple sectors, including finance, health care, manufacturing and starting or building your own small business. To learn more about the program or to apply on-line, please visit www.acp-usa.org.

The 311th ESC is currently working to stand up a job resources webpage for our Soldiers to assist them in the many facets of their civilian transition to include links to job websites, resume and employment resources, educational information and benefits and many other programs they may not yet know about. We are also starting a working group to discuss interviewing, researching and resume building this week in KAF. We encourage all of our units to assist their Soldiers in their job preparations and endeavors and to mentor them at every opportunity.

Every Soldier must understand that they and they alone are responsible for their own success and that it is never too early to start networking and job searching. But why stop there-if you see a job posting online that's a fit for you then why not apply for it now? You may still have months before you redeploy but what do you have to lose? As you transition from multicams to your business suits, planning, mission analysis, and preparation will pay dividends as you grab the reins and start anew your civilian career.

Some helpful job links:

- | | | |
|----------------------------------|---------------------------------------------------|--------------------------|
| www.job-search.engine.com | www.recruitmilitary.com | www.monster.com |
| www.simplyhired.com | www.logisticsjobsite.com | www.careerbuilder.com |
| www.hireveterans.com | www.proudtoserveagain.com | www.taonline.com |
| www.recruitingablegrads.com | www.employerpartnership.org | www.linkedin.com |
| www.jofdav.com | www.va.gov/jobs/ | https://h2h.jobs |
| www.cpol.army.mil | http://vetcentral.us.jobs/vet_index.asp?stype=moc | www.usajobs.gov |
| http://us.experteer.com | www.vetjobs.com | www.theladders.com |
| www.gethired.com | www.whitehouse.gov/joiningforces/resources | www.indeed.com |
| www.headhunter.com | www.militaryonesource.mil/MOS/f? | www.job.com |
| www.sologig.com | p=MOS2:SEARCH:0:::P10_SEARCH:employment | http://us.jobs |
| www.dice.com | www.hireheroesusa.org | www.gijobs.com |
| www.businessworkforce.com | www.careeronestop.org | www.militaryfriendly.com |
| www.militaryconnection.com/jobs/ | | |
| www.militaryhire.com | | |
| www.recruitmilitary.com | | |

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How are you staying in shape?



Sgt. 1st Class
John Brown
Los Angeles, Calif.

"I lift weights and walk. I do it to meet the army standards and for my occupation back home as a corrections officer. I also do it to live a longer and healthier life."



Sgt. 1st Class
Michael Franz
Barstow, Calif.

"I go to the NATO gym to work out. I go at night because it's not as crowded and there's easy access to the equipment. I do it for general health and prepare for physical fitness tests."



Spc.
Jessica Mack
Hereford, Ariz.

"I do Crossfit for the challenge. They mix it up and it's fun too. Sgt. Cavan mentored me to get physically fit."

311TH BIRTHDAYS

Capt. Raymond Harper	May 17
Sgt. Alexander Sanchez	May 18
Capt. Kelly Eanes	May 24
Spc. Manuel Livas	May 24
Sgt. Dean Lindstrom	May 25
Maj. Alicia Johnson	May 26
1st Lt. Richardson Lindsay	May 29

Chief Warrant Officer 2 Eloy Diaz	June 03
Maj. Mark Schoenfeld	June 03
Capt. Samari Davis	June 05
Sgt. 1st Class Manuel Cano	June 10
Sgt. 1st Class Peter Jun	June 10
Sgt. 1st Class Michael Puccio	June 10
Sgt. Nathan Doffing	June 14

**Please remember
to wish our
311th Family a
Happy Birthday!**

Spc. Rosa Moncada

June 15

