

NAVY **Future of the Fleet** **RECRUITER**

Navy Recruiters Receive Top Honors in D.C.

Navy Recruiter Discovers Hidden Gem In American Samoa

Following Brothers' Footsteps Into Naval Service



January-May 2019

Vol. 67 No. 1



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From the Admiral

Rear Admiral Brendan R. McLane
Commander, Navy Recruiting Command



Greetings, Recruiting Nation!

You have much to be proud of as we conclude the last few months of the mission year. Our recruiting force remained hyper-focused on making mission and attaining solid numbers during some of the toughest months for recruiting, February through May – what we frequently call “FMAM.” We had outstanding numbers across the board, especially from our newly transformed Navy Talent Acquisition Groups (NTAGs), which shows that our transformation model is working. By the end of this fiscal year, 25 percent of the recruiting enterprise will be transformed from Navy Recruiting Districts to NTAGs.

Since the New Year, we launched six very successful “Swarms,” bringing additional recruiters to Miami, Orlando, Mobile, Minneapolis, Boston and New York. These Swarm events are one of many ways we reach communities that may have a small Navy footprint. Our mobile virtual reality experiences – the Nimitz and the Burke – have inspired many Future Sailors to join, but the HUMAN connections that YOU bring to our outreach engagements are the ones that make the most impact.

We are doubling-down on our long-term strategy of creating a robust community outreach program. We are reinvigorating programs like the Hometown Area Recruiting Program (HARP), which connects Sailors with their hometown recruiting stations to engage with the communities they came from, share their sea stories, and inspire the next generation of Future Sailors. We are becoming more involved in high school sports, as well as STEM and robotics programs, engaging in the eSports and online-gaming domain, and working on the local level to identify unique opportunities to engage.

Our Chief of Naval Operations recently published A Design for Maintaining Maritime Superiority, Version 2.0, a roadmap for our future Fleet. Strengthening our Navy Team for the future is one of his four lines of effort toward building a 355-ship navy by 2034, and each of you are at the front lines of this effort to man the Fleet. Our recruiting goals are driven by this vision for the future. Your hard work today will ensure we have the best and brightest men and women to lead our Navy mission for years to come! Keep it up!

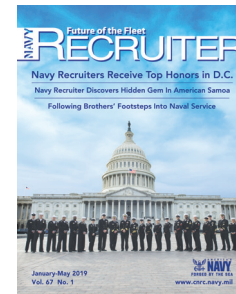
God bless you all and God bless America!

Rear Admiral Brendan R. McLane
Commander, Navy Recruiting Command

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FRONT COVER:

The recruiter's of the year pose for a photograph in front of the U.S. Capitol Building. (Photo by Mass Communication Specialist 2nd Class Zachary Eshleman)



BACK COVER:

The Ohio-class ballistic-missile submarine USS Maryland (SSBN 738) Gold Crew returns to homeport at Naval Submarine Base Kings Bay, Georgia, following a strategic deterrence patrol. (Photo by Mass Communication Specialist 2nd Class Bryan Tomforde)

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Navy Recruiting District Atlanta Holds Change of Command Ceremony

Story and Photos by Mass Communication Chief Todd A. MacDonald, Navy Recruiting District Richmond Public Affairs



Cmdr. Kim Y. Green, left, is relieved by Commander Steven J. Schultz, right, as their boss Capt. James D. Bahr, Commodore Navy Recruiting Region East, center, looks on during the change of command ceremony held at the Clay National Guard Center on Dobbins Air Reserve Base for Navy Recruiting District Atlanta.



Commander Kim Y. Green, center, leaves Navy Recruiting District for the last time as she was relieved by Commander Steven J. Schultz during the change of command ceremony held at the Clay National Guard Center on Dobbins Air Reserve Base for Navy Recruiting District Atlanta.

Cmdr. Steven J. Schultz, (left), from McGregor, Iowa, who relieved Cmdr. Kim Y. Green, (left), as Navy Recruiting District Atlanta's Commanding Officer, cut the cake just after the change of command ceremony.

Capt. James D. Bahr, commodore, Navy Recruiting Region East (right), congratulates Cmdr. Steven J. Schultz just after he takes command of Navy Recruiting District Atlanta during their change of command ceremony held at the Clay National Guard Center on Dobbins Air Reserve Base for Navy Recruiting District Atlanta.

Capt. James D. Bahr, (right), Commodore Navy Recruiting Region East, presents Cmdr. Kim Y. Green, from Lakeland, Florida with her end of tour award during the change of command ceremony for Navy Recruiting District Atlanta.



Navy Recruiting District (NRD) Atlanta held a change of command ceremony on Dobbins Air Reserve Base.

Cmdr. Kim Y. Green, from Lakeland, Florida was relieved by Cmdr. Steven Schultz, a McGregor, Iowa native, during the ceremony which was held in the Clay National Guard Center.

Green reminded her Sailors of the important role they fill for the U.S. Navy.

"Recruiters never forget, you are not just a recruiter, you are molding tomorrow's Navy leaders," she said. "You all ensure the U.S. Navy remains the strongest, most resilient, and smartest Navy in the world. You are changing people's lives for the better."

Green assumed command of NRD Atlanta on Aug. 10, 2017. Her vision for NRD Atlanta was for the command to be known throughout

Navy Recruiting Command (NRC) as one of the best districts.

Mission accomplished. During her tenure, they were awarded the Fiscal Year 2017 Commander Navy Recruiting Command (CNRC) Silver "R", the first ever in NRD Atlanta history.

"We ranked as the #1 Navy Recruiting District in Region East and the #2 district in the nation," she said to a packed auditorium. "It could not have been done without every person in the command going above and beyond what was expected of them and I thank each and every one of you for that."

Green's next assignment will be as the director of operations at Commander Navy Recruiting Command in Millington, Tenn.

Quoting Maya Angelou, she said, "If you're always trying to be normal, you will never know how amazing you can be."

She told her Sailors to always continue to grow, both personally and professionally.

"Remember," Green said. "You

should never depart a command the same person as you arrived. Leave better!"

She was relieved by Shultz who served as the executive officer for NRD Atlanta. His previous tours include the Aircraft Intermediate Maintenance Department aboard USS George Washington (CVN 73) forward deployed in Yokosuka, Japan and served at Naval Test Wing Pacific onboard Naval Air Station Point Mugu, California, as the wing maintenance officer.

Shultz said his primary goal is to do what he can to help the NRD Atlanta team achieve all production goals while also being able to spend quality time with their families.

"Commander Green's experience and knowledge of recruiting programs and requirements were a positive," he said. "Spending the past 18-months as her XO, she was able to educate me on what I need to do as a CO to continue to keep NRD Atlanta on the path of success that she created."



ICC(SW/AW/IW)
Hilary A. Martin



NC1(IW)
Carmen I. Vega



CM1
Raymond Estrella



NCC(SS)
James A. Boswell



NC1
Tyrone T. Thomas



LT
Andrew Dzyuba



IC1(SW/AW)
Marco A. Paas



MM1(SW/AW)
Jermain Gholston



NCC
Andrew C. Moses



NCC(SW/AW)
Sandra C. Kimball

Navy Recruiters Receive Top Honors in D.C.

Story by Petty Officer 2nd Class Kyle Hafer, Navy Recruiting Command

Navy Recruiting Command (NRC) recognized their 2018 top performers during the NRC Recruiters of the Year (ROY) ceremony at the United States Navy Memorial in Washington, D.C., Jan. 24.

Selection for this award is a testament to the hard work of these Sailors, their talent acquisition expertise and their positive impact in local communities.

Attendees of the event included Adm. William Moran, vice chief of naval operations; Vice Adm. Robert Burke, chief of naval personnel; Rear Adm. John Nowell, director, military personnel plans and policy; Rear Adm. Brendan McLane, commander, NRC; Rear Adm. Andrew Mueller, deputy commander, NRC; NRC

Command Master Chief, Donald Charbonneau; and national chief recruiter, Master Chief Navy Counselor Franklin Tiongo.

"You are all the best of the best, and I'm privileged to recognize these 17 individuals who have gone above and beyond their roles as Navy recruiters," said Burke. "Their dedication and commitment has really raised the bar for their fellow recruiters."

The active component enlisted ROY, Chief Interior Communication Electrician Hilary Martin, who is assigned to Navy Recruiting District (NRD) Richmond, said she is thankful to represent all those who made a positive impact on her life.

"I am elated and humbled to be selected as a Recruiter of the Year," said Martin. "I believe that I stand out because of my ability to lead, mentor, and inspire my peers, Future Sailors and prospects. The most important factor that allowed me to stand out was my team; unity is strength. No one makes it to this point alone, and I was blessed to have the backing of such a remarkable team."

As reward for her achievements in recruiting and as a Navy leader, Burke meritoriously promoted Martin to the paygrade of E7 and appointed her as a chief petty officer during the event. The ceremony concluded with a thunderous applause from family, friends and the senior Navy leadership in attendance.

"Our recruiters in the field are our weapons system, and our Sailors are our greatest strength. From coast to coast and around the world, our recruiters bring the Navy to the front doors of future Sailors," said McLane. "These recruiters of the year achieved their impressive results through hard work and innovative techniques. They represent the finest our recruiting nation has to offer and it is my absolute honor to work for them every single day."

Also recognized at the awards ceremony was NRD Miami and Navy Talent Acquisition Group (NTAG) Rocky Mountain. They were the recipients of the Gold "R" Award,

an award given to the top NRD and NTAG in the nation.

The 2018 ROY winners also included: Navy Counselor 1st Class Carmen Vega, reserve component ROY; Construction Mechanic 1st Class Raymond Estrella, active component officer ROY; Chief Navy Counselor James Boswell, reserve component officer ROY; Senior Chief Naval Aircrewman (Operator) Jason Vaught (Retired), chaplain program ROY; Navy Counselor 1st Class Tyrone Thomas, medical officer programs ROY; Lt. Andrew Dzyuba, nuclear officer ROY; Interior Communications Electrician 1st Class Marco Paas, Navy special warfare/Navy special operations ROY; Machinist's Mate 1st Class Jamain Gholston, leading petty officer of the year; Chief Navy Counselor Sandra Kimball, department leading chief petty officer of the year; Chief Navy Counselor Andrew Moses, discipline director of the year; Electronics Technician (Navigation) 1st Class Christopher Carr, classifier of the year; Culinary Specialist 2nd Class Davaile Durham, enlisted nuclear field ROY; Construction Electrician 1st Class Caroline Ballad, sourcing and sales recruiter of the year; Electrician's Mate (Nuclear) 1st Class Megan Willis, assessor of the year; Navy Counselor 1st Class Nicholas Juliano, onboarding ROY; and Personnel Specialist 2nd Class Julia Shkunda, support person of the year.



ETV1(SS)
Christopher Carr



CS2(SW)
Davaile D. Durham



CE1
Caroline Ballad



EMN1(SW/AW)
Megan P. Willis



NC1(SW)
Nicholas J. Juliano



PS2(SW)
Julia Shkunda



► **ORLANDO (Jan. 25, 2019)** Chief Navy Counselor Jamal Clarke uses virtual reality goggles to show a student at University High School what it is like to serve in the Navy during Navy Recruiting Command's "Swarm" Orlando evolution. Eighty-one Recruiters from Navy Recruiting Command, Navy Recruiting District Jacksonville and the Navy's virtual reality asset, the Nimitz, compile a "Swarming Team," which is a new recruiting strategy in support of the national policy to build a 355-ship Navy. (Photo by Mass Communication Specialist 2nd Class Kyle Hafer)

► **MINNEAPOLIS (March 8, 2019)** During Navy Recruiting Commands' Swarm Minneapolis evolution, musicians from Navy Band Northwest work with a music class at Washington Technology Magnet School, teaching them about music and life as a Navy musician. Swarming is a new recruiting strategy in support of the national policy to build a 355-ship Navy. (Photo by Mass Communication 2nd Class Zachary S. Eshleman)

Eye on the Field

► **SHAKOPEE, Minn. (March 8, 2019)** During Navy Recruiting Commands' Swarm Minneapolis evolution, Navy recruiters talk to students of Jackson Elementary School. Swarming is a new recruiting strategy in support of the national policy to build a 355-ship Navy. (Photo by Mass Communication 2nd Class Kyle Hafer)



PASS Program Offers Recruits Opportunity For Change And Growth

Story by Alan Nunn,
Recruit Training Command
Public Affairs

No two recruits arriving at Recruit Training Command (RTC) have the same background, experience or life skills.

Most adapt quickly to the demands and challenges of boot camp, but for others, negative behaviors impede a smooth transition from civilian to basically trained Sailor. For those recruits, the Personal Applied Skills Streaming (PASS) program offers a path forward.

To understand what the PASS is, one needs to appreciate what it is not. "It's not a punishment and it's not a guarantee," Aviation Electronics Technician 1st Class Keith Stanton said. "It's an opportunity for change."

Stanton, from Fayetteville, North Carolina, graduated boot camp in 2004 and returned to RTC in April of 2016 to

become a recruit division commander (RDC). He trained five divisions before joining PASS as one of three program facilitators and said he hopes to train five more on the back end of his tour at RTC.

"Petty Officer Stanton is a great representative of the PASS program," said Chief Boatswain's Mate David Williams, who became the program's leading chief petty officer in November 2018. "There is a screening process to become a PASS staff member to make sure we are getting good Sailors to do this kind of work. Petty Officer Stanton is a father, husband and a Sailor who has an outstanding attitude, exceptional people skills and the patience to find out how to help every recruit coming to PASS."

Recruits recommended for the program engage in a screening process during which staff members answer all their questions. If accepted, they are given the option to accept or decline entry into the one-week program.

"A lot of times recruits will ask, 'What happens if I decline PASS?'" Stanton said. "I tell them the truth: 'You tried it your way, it didn't work. Now, you're here. Your RDCs, ship's officer and LCPO are giving you an opportunity.'"

That opportunity provides recruits with tools and techniques they can learn and apply at boot camp and throughout their Navy career.

"The purpose of the PASS program is to change entry-level behavior and support Navy recruits in making a successful transition from home to the boot camp experience," Williams said. "It is to help recruits get in charge of their own lives by developing and displaying skills in self-confidence, anger management, dealing with authority figures, diversity awareness, transition and change management, frustration tolerance, attention skills, conflict with others, physical fitness, goal setting, and goal achievement."

The program has lowered attrition rates and positively impacted the recruit population through increased self-awareness and the teaching of problem solving and life skills. Nearly 74 percent of the 144 PASS graduates returned to training and graduated boot camp in 2018.

Program participants are removed from training, but remain in a training environment. They are responsible for daily rack and uniform inspections, homework assignments and maintaining quarters while being housed with recruits from other special programs.

"The accountability piece is every day," Stanton said. "It's important to keep the boot camp mindset. There are standards and we will hold you accountable."

PASS program recruits receive 40 hours of classroom instruction. Group discussion, guided problem-solving, role-playing, verbal and written reality checks and purposeful imagining are just a few of the techniques designed to teach recruits to think about themselves in new ways.

A new level of awareness helps recruits recognize and reflect on behaviors and attitudes that are holding them back and utilize techniques to help them focus on tasks and achieve goals.

Class time often begins with breathing exercises. The simple act of controlling and considering each breath empowers recruits to practice self-control and discipline.

"I like to tell the recruits that whatever comes out of your mouth, whatever your body does, comes out of your mind," Stanton said. "So, if you are having issues dealing with other recruits, or issues dealing with boot camp, or your RDCs, or missing home, whatever the case may be, simply taking the time to pause and take a deep breath is a big deal." Early in the week, recruits write a purpose statement — focused on their life as they see and think about it — and begin work on their shields, a poster that uses words and images to describe their past, present and future.

"Often, what they write down on the first day is completely different on Friday," Stanton said. "It's what they want to actually be in their future. It's pretty cookie cutter on Mondays, but by Fridays you'll often get a deeper, more purposeful statement."

Shields play an important role at graduation, as each recruit takes their turn at the front of the classroom to talk about themselves, share their purpose statement and explain the details of their shield to classmates, staff and guests. Stanton describes the shield as a personal reality check.

"It describes who you were, who you are and who you're going to be," Stanton said. "I make it a point when they introduce their shields to talk about who you are, things you actually do, things you care about, who you care about, why you care about them. How are you planning to live your life, how are you going to move forward?"

Seaman Recruit Brian McIntosh, 24, a PASS program graduate, said the experience helped him return to training, become an asset to his new division and graduate boot camp.

"Words I would use to describe myself before PASS would be disobedient, careless and self-centered," McIntosh said. "PASS made me very valid and well-grounded. My actions became justifiable and accountable. It gave me time away from the environment I was in. PASS allowed me to re-center my focus, to deeply meditate and think about the things in myself and how I could fit my performance to align with RTC."

Boot camp is approximately eight weeks and all enlistees into the U.S. Navy begin their careers at the command. Training includes physical fitness, seamanship, firearms, firefighting and shipboard damage control along with lessons in Navy heritage and core values, teamwork and discipline. More than 35,000 recruits graduate annually from RTC and begin their Navy careers.

Following Brothers' Footsteps Into Naval Service

Story and photos by Burrell Parmer
Navy Recruiting District San Antonio Public Affairs



Celebrating her 19th birthday, Lesley Torres of Edinburg, Texas, enlisted in the U.S. Navy at the San Antonio Military Entrance Processing Station.

Assisting in her journey of becoming a Sailor was her brother, Navy Counselor 1st Class Ivan Aguilar of Pharr, Texas, a division leading petty officer assigned to Navy Recruiting Station McAllen, Navy Recruiting District (NRD) San Antonio.

"It's a tradition in my family to serve," said Torres, a 2018 graduate of Edinburg North High School. "I wanted to follow my two older brothers into the Navy and receive a higher education to become a better person."

"Torres will become the first female in her family to serve in the military."

"When I was younger, I didn't understand why my brothers were gone from home a lot," said Torres. "When they would come home, they would tell me

stories of their travels and I became interested as I grew older.

"Aguilar, who oversees enlisted recruiting in the Rio Grande Valley, is proud of her decision to serve.

"Serving will make her more independent and a better person," said Aguilar, who graduated from Johnny G. Economedes High School in 2005. "The family has high expectations of her; the standard had been set."

"After graduation from recruit training, Torres will attend Yeoman 'A' School at Naval Air Station Meridian, Miss.

"I'm looking forward to boot camp and the challenges that await, both mentally and physically," said Torres.

Yeomen perform office personnel administration, maintain records and official publications, and perform administrative functions for legal proceedings.

NRD San Antonio's area of responsibility includes more than 30 Navy Recruiting Stations and Navy Officer Recruiting Stations spread throughout 144,000 square miles of Central and South Texas territory. 🇺🇸

Navy Counselor 1st Class Ivan Aguilar of Pharr, Texas, embraces his sister, Lesley Torres of Edinburg, Texas, after Torres took the oath of enlistment at the San Antonio Military Entrance Processing Station. Aguilar is a division leading petty officer assigned to Navy Recruiting Station McAllen, Navy Recruiting District San Antonio and helped enlist his sister into the Navy. Torres, a 2018 graduate of Edinburg North High School, is the third of three siblings and the first female in her family to serve in the military.





Naval aviators participating in a flyover to honor the life and legacy of retired Navy Capt. Rosemary Mariner pose for a photo in a hangar bay at Naval Air Station Oceana in Virginia Beach, Virginia, Jan. 31, 2019. The U.S. Navy is scheduled to conduct the first ever all-female flyover Feb. 2 in Maynardville, Tennessee as part of the funeral service for Mariner, a female Naval aviation pioneer. Back row, from left to right: Lt. Christy Talisse, Lt. Emily Rixey, Lt. Cmdr. Jennifer Hesling, Lt. Kelly Harris, Lt. Amanda Lee. Front row from left to right: Lt. Cmdr. Danielle Thiriot, Cmdr. Stacy Uttecht, Cmdr. Leslie Mintz, and Lt. Cmdr. Paige Blok. (Photo by Mass Communication Specialist 3rd Class Raymond Maddocks)

Following the Jan. 24 death of retired Capt. Rosemary Mariner, one of the first females to earn her wings and the first woman to command a squadron, eight female aviators participated in the first ever all-female “missing man” flyover to honor her. The missing man formation is an aircraft maneuver typically used as a salute to honor a fallen pilot or service member. The maneuver features four aircraft flying in formation above a funeral service as one of the aircraft leaves the formation and climbs vertically into the sky. The flyover was conducted during Mariner’s funeral service Feb. 2 in Maynardville, Tennessee, as a final salute to the former aviator who fought a years-long battle with cancer. Mariner retired from the U.S. Navy in 1997 after obtaining the rank of captain and logging seventeen carrier arrested landings and completing more than 3,500 flight hours in 15 different aircraft. Due to the accomplishments of Mariner and the other pioneering females of naval aviation, women are able to fill

an important role in accomplishing the U.S. Navy’s mission. “It’s always important to learn about the history of your organization or what happened that allows you to achieve your goals” said Cmdr. Leslie Mintz, executive officer of the Blacklions of Strike Fighter Squadron (VFA) 213 and one of the women to participate in the historic flyover. “Because of Capt. Mariner’s accomplishments, we no longer have to think about someone as being a female aviator or look at someone based on their gender, ethnicity or race.”

Continuing Legacy: Female Pilots Represent Future of Naval Aviation

Story and photo by Mass Communication Specialist 3rd Class Mark Thomas Mahmood, Naval Air Station Oceana Public Affairs



Cmdr. Stacy L. Uttecht, commanding officer of the Fighting Swordsman of VFA-32 and another participant of the first all-female flyover, said she’s seen more and more women taking to the skies since she became a naval aviator almost 17 years ago. “Specifically in the jet community, we now see more female pilots,” said Uttecht, a naval flight officer. “When I joined my first squadron in 2003, there were definitely a lot of female NFOs (Naval Flight Officers), but not many pilots. Being able to put together a team of women for this fly-over shows that there has definitely been an increase in female pilots since I’ve joined the Navy.” Though women have been flying for the Navy since 1974, there have been policy changes that may have improved recruitment and retention. Until 1993, female naval aviators were limited to training and other non-combat jobs. Partly because of the proven success of the Navy’s first women aviators, former Defense Secretary Les Aspin authorized women to fly combat missions and serve aboard warships. “I remember hearing it on the news, and at the time, I didn’t understand how much of an impact that specific policy change was,” said Uttecht. “Now, every single female on this flight line is a combat veteran and has been on a combat deployment.” Mintz said the 1993 policy change showed the public, who may have previously had a skewed perception of women in the military, that women are able to accomplish the same combat missions as men. “It was the first glimpse of the public seeing that women can serve in combat, and do so heroically, with

the same abilities as men,” said Mintz. “One of the reasons I chose to pursue naval aviation was because I would be able to serve on the front lines. I could serve at the tip of the spear.” Women being permitted to serve in the same capacity as men is one of the Navy’s prime examples of women’s equality. “The bad guys don’t care if you’re male or female,” said Uttecht. “The jets don’t know if you’re male or female. The only thing that now matters is that you’re a person with wings on your chest who knows how to operate the weapons systems.” Still, Mintz said she’s sometimes surprised to see the occasional reactions of female enlisted sailors when they first learn that their executive officer is a woman. Being a female boss allows her to be more relatable to the young women who work in VFA-213. “It’s important, whether it’s gender, race or ethnicity, for people to see their bosses are like them,” said Mintz. “There are women airmen in this squadron who I think really love the fact that they could see my accomplishments, and realize they could do the same.” Though many female pilots may not actively think about the impact they have, they serve as role models to young women, both junior Sailors and civilians, demonstrating they have the power to accomplish their dreams. “It is important to recognize and honor those who have made contributions to society by breaking down barriers,” said Uttecht. “Capt. Mariner was one of the first to show that people shouldn’t be limited to what they are allowed to do based on their gender.”

Opportunity Knocks at FVTC SkillsUSA Wisconsin Regional



Story and photos by Aren Everett, Navy Recruiting District Chicago Public Affairs

Navy Recruiting District (NRD) Chicago commanding officer Cmdr. Joseph D. Scott gives opening remarks to the Fox Valley Technical College SkillsUSA Wisconsin Regional Competition, Feb. 22.



Future Sailor Joshua Daul from Appleton, Wisconsin uses virtual reality goggles to get an inside look at life in the Navy at the NRD Chicago recruiting table at Fox Valley Technical College SkillsUSA Wisconsin Regional Competition, Feb. 22. The goggles are one tool that recruiters use to engage prospective Sailors.

Navy recruiter Operations Specialist 1st Class Shawn Pritchard speaks to prospective Sailors at the NRD Chicago recruiting table at Fox Valley Technical College SkillsUSA Wisconsin Regional Competition, Feb. 22.



Navy Recruiting District (NRD) Chicago commanding officer Cmdr. Joseph D. Scott and Navy Recruiters from Navy Recruiting Station (NRS) Green Bay and NRS Appleton attended the SkillsUSA Regional Competition, Feb. 22, at Fox Valley Technical College in Appleton, Wisconsin.

"The goal today is to provide Navy opportunities to the participants here at the Fox Valley Regional competition," said Navy recruiter Operations Specialist 1st Class Shawn Pritchard.

Pritchard said there were many openings available in the Navy nuclear engineering program,

as well as other high-demand technical fields.

High School students from across the state of Wisconsin attended the event to compete in areas of technology and engineering.

"Right now this nation needs these skills more than ever," said Scott during his opening remarks. Scott said the Navy provides a chance for these students to not only serve their country, but to further the skills they have learned.

Scott said that as Sailors, they will be able to continue their training and further their careers both in and out of the Navy. 🇺🇸



▲ **INDIAN OCEAN (March 12)** Sailors prepare to receive Landing Craft, Utility 1633 in the well deck of the amphibious dock landing ship USS Ashland (LSD 48) during well deck operations. U.S. Navy warships train together to increase the tactical proficiency, lethality, and interoperability of participating units in an Era of Great Power Competition. (Photo by Mass Communication Specialist 2nd Class Markus Castaneda)



▲ **PHILIPPINE SEA (March 10)** Boatswain's Mate 3rd Class Exavien Alvarado signals to an SH-60S Sea Hawk helicopter assigned to the Island Knights of Helicopter Sea Combat Squadron 25 (HSC 25) as it departs the flight deck of the Arleigh Burke-class guided-missile destroyer USS Curtis Wilbur (DDG 54) while operating in the Philippine Sea, March 10, 2019. (Photo by Mass Communication Specialist 1st Class Alexandra Seeley)



▲ **INDIAN OCEAN (March 12)** Sailors secure cargo to an MH-60S Sea Hawk helicopter assigned to Helicopter Sea Combat Squadron (HSC) 14 during a vertical replenishment on the flight deck of the aircraft carrier USS John C. Stennis (CVN 74) in the Indian Ocean. John C. Stennis is deployed in the U.S. 7th Fleet area of operations in support of security and stability in the Indo-Pacific region. (Photo by Mass Communication Specialist 3rd Class Grant G. Grady)

Eye on the Fleet

▼ **TACLOBAN, Philippines (March 12)** Lt. Lake Coreth poses for a photo with San Jose Central School students during a Pacific Partnership 2019 host nation engagement. Pacific Partnership, now in its 14th iteration, is the largest annual multinational humanitarian assistance and disaster relief preparedness mission conducted in the Indo-Pacific. Each year the mission team works collectively with host and partner nations to enhance regional interoperability and disaster response capabilities, increase security and stability in the region, and foster new and enduring friendships in the Indo-Pacific. (Photo by Mass Communication Specialist 2nd Class Nicholas Burgains)



▼ **PACIFIC OCEAN (March 8)** Sailors handle lines aboard the guided-missile destroyer USS Zumwalt (DDG 1000). Zumwalt is conducting routine operations in the Eastern Pacific. (Photo by Mass Communications Specialist 2nd Class Jonathan Jiang)



▼ **YOKOSUKA, Japan (Mar. 27)** Sailors assigned to the Navy's forward-deployed aircraft carrier USS Ronald Reagan (CVN 76) and Task Force 70, play on a seesaw with children during a community relations event at Yokosuka's Shunku Gakuen Orphanage. Ronald Reagan, the flagship of Carrier Strike Group 5, provides a combat-ready force that protects and defends the collective maritime interests of its allies and partners in the Indo-Asia-Pacific region.





Future Sailors in the Delayed Entry Program (DEP) at NRS Mesquite help clean up the shopping center surrounding the Navy recruiting station. NRS Mesquite supplements an extra DEP meeting once a month dedicated to volunteer work.

(Opposite Page) Chief Navy Counselor Tony Murphy, the leading chief petty officer for Navy Recruiting Station (NRS) Mesquite, participates in a trash clean up in the shopping center surrounding the Navy recruiting station. NRS Mesquite supplements an extra DEP meeting once a month dedicated to volunteer work.

INSPIRING THE NEXT GENERATION

Story and photos by Mass Communications Specialist
3rd Class Nolan Pennington, Navy Recruiting
District Dallas Public Affairs

As a Sailor, the foundation representing the embodiment and overall mission of every Sailor is the Sailor's Creed. It is a daily reminder to our Sailors that their responsibility to the nation is to be a dependable asset with good moral character standards. Not all Sailors are born dependable or virtuous. It is the duty of every senior Sailor to train, educate and pass down to other junior Sailors the importance of being a respected Sailor. For recruiters, their mission is

to inspire the next generation of Sailors and instill in them the Navy Core Values of honor, courage and commitment. A recruiter's mission of leading their new recruits starts the moment a potential recruit walks in the door of a recruiting station. There are many ways to forge a Sailor out of a civilian. At Navy Recruiting District (NRD) Dallas, Chief Navy Counselor Tony Murphy, the leading chief petty officer for Navy Recruiting

Station (NRS) Mesquite, and his recruiters apply volunteer work as a supplemental opportunity for recruiters to refine their leadership skills and to impart the values of the Navy to their future Sailors. "I believe I am teaching leadership," said Murphy. "It is our job to lead and develop leaders. If we are not going above and beyond to train our junior Sailors to be leaders then we are failing them.

"When a future Sailor enlists in the Navy, they are added to the Delayed Entry Program (DEP), where they are trained and mentored by their recruiter. Murphy believes that the additional face-to-face training benefits both the recruiter and the future Sailor. "I like to do two DEP meetings because I don't think future Sailors get everything they need in one," said Murphy. "They (the future Sailors) see their recruiter at least three times a month. During one of the DEP meetings we are doing community service work. "NRS Mesquite has volunteered in many local community projects that include food drives during Thanksgiving, toy drives during Christmas and community trash cleanup days to name a few. "I have always done community service work," said Murphy. "I have always believed in giving back and teaching the younger generation to give back, and that's what it's all about giving back." "Murphy begins developing his junior Sailor with what he defines as a solid foundation constructed from the Sailor's Creed.

"The last sentence in the Sailor's Creed says 'I am committed to excellence and the fair treatment of all,' and I think that it is the most important part of the Sailor's Creed," said Murphy. "That commitment to excellence is everything you do in life, and the fair treatment of all includes your family, your friends and your neighbors. "I want to teach the future Sailors how to give back to their community," said Murphy. "I want to instill in them Navy values. That it's not just about them. It's about what they do for other people. It is not a written law, but as Sailors, I believe it is our responsibility to give back, and future Sailors have to understand they are joining something bigger than themselves when they join the Navy." Murphy and the recruiters from NRS Mesquite have continued with their volunteer work and have gained positive feedback from their local community and from parents of future Sailors thanking them for their efforts. Their success in volunteering has also encouraged some local vendors to team up with NRS Mesquite in their volunteering efforts. "We contact stores in our area

for donations and to team up for community cleanup days," said Murphy. "If they know we are doing it for the right reasons, they will help us be a blessing to other people. "Murphy's envisions his next community work will be helping the less fortunate in the community. "We are going to reach out to the local community for donations and collect a lot of toiletries to help the homeless," said Murphy. "Nobody asked to be homeless. Nobody wakes up one day and says I want to be homeless today. I believe if you see someone in need of something, it is your responsibility to help them." To Murphy, volunteer work is not just an essential part of being a good leader in the Navy, but it is also something he must do for himself because he feels it is an innate human characteristic to give back and to help others. "I believe we were created to give back and help others," said Murphy. "I continue to do it because I love to give and I love to see people happy. When I see other people happy that makes me happy. I want future Sailors to understand that if it's important to me, I want it to be important to them."

U.S. Navy Band Performs at Texas Lutheran, Baylor

Story and photos by Burrell Parmer Navy Recruiting District San Antonio Public Affairs



To assist in spreading Navy awareness across the country, the U.S. Navy Band, under the direction of Capt. Kenneth Collins, kicked off their 2019 Concert Band National Tour, Feb. 20.

The tour serves audiences with entertaining performances but also allows America's Navy direct access to both former and future members of the Navy.

On March 1, the concert band journeyed to Seguin, Texas, to perform for a maximum-capacity crowd in the Jackson Auditorium on the campus of Texas Lutheran University.

Attending the concert were Sailors from Navy Recruiting District (NRD) San Antonio whose purpose were to engage with the community and be available to speak with students who may have an interest in joining America's Navy.

"I am very excited to be here," said Navy Counselor 1st Class Jose Zouain of Lake Mary, Florida, assigned to Navy Recruiting Station (NRS) San Marcos. "This is the first time I've had the opportunity to see the Navy Concert Band perform live. It was great being able to talk with some of the band members but more especially members of the community who came out to hear some great music."

Nina McGrath, founding director of the San Antonio Youth Wind Ensemble brought 50 of her students to the concert.

"I wanted to showcase to my students that there are opportunities in military service in which they can utilize their musical talents and skills," said McGrath, whose organization was founded in 2010 as the premier honor wind ensemble for youth in the San Antonio and surrounding areas. "San Antonio is Military City USA and my students need to know that their musical talents do not have to stop after high school or college."

According to McGrath, having the U.S. Navy Band

perform here helps maintain a connection between the public and the military.

On March 3, the band traveled to Waco to perform for the community and students in the Jones Concert Hall on the campus of Baylor University.

Senior Chief Musician Laura Grantier of Natchez, Mississippi, the woodwind chief-in-charge for the Navy Band, along with Sailors of NRS Waco, greeted guests who attended.

"It's good to bring music to areas in the country where there isn't a large Navy presence," said Grantier, a clarinetist who has been serving with the band for 24 years. "We have people of all ages come to the concerts, especially military veterans with their families, and students who may have an interest in joining the Navy through our music program."

According to Grantier, having Navy recruiters present at the concerts play a critical part in the band's mission success.

"Texas is a huge breeding ground for musicians," said Grantier. "We have a significant number of Sailors from Texas who are part of the U.S. Navy Band and Baylor University has produced four musicians who are currently serving."

One of the primary responsibilities of the U.S. Navy Band is its national concert tour. Rather than a single tour, the Navy Band's national concert tour is a collection of tours throughout the year by the various units of the Navy Band.

These tours provide the opportunity to reach out to audiences in areas of the country that may not see the Navy's premier musical ensembles on a regular basis.

NRD San Antonio's area of responsibility includes more than 30 Navy Recruiting Stations and Navy Officer Recruiting Stations spread throughout 144,000 square miles of Central and South Texas territory.



Navy Counselor 1st Class Fletcher Eccles of Indianapolis, the leading petty officer assigned to Navy Recruiting Station (NRS) Waco, speaks with an attendee about life in America's Navy during the U.S. Navy Band concert held in the Jones Concert Hall on the campus of Baylor University.



Senior Chief Musician Laura Grantier of Natchez, Miss., a clarinetist and woodwind chief-in-charge for the U.S. Navy Band, speaks with an attendee about life as a musician in America's Navy during the U.S. Navy Band concert held in the Jones Concert Hall on the campus of Baylor University.



Fire Controlman 1st Class Joseph Mota of Indianapolis, assigned to Navy Recruiting Station (NRS) Waco, speaks with an attendee about opportunities in America's Navy during the U.S. Navy Band concert held in the Jones Concert Hall on the campus of Baylor University.



Ohio Future Sailors Honored at Navy/Cincinnati Football Game

Story and photos by Chief Mass Communications Specialist Brian Dietrick, Navy Recruiting District Ohio Public Affairs



A college student operates a pair of virtual reality goggles that simulates real-world Navy operations during a Navy Recruiting District Ohio career opportunity awareness event prior to the U.S. Naval Academy Midshipmen/University of Cincinnati Bearcats football game.

Thousands of people cheered as nine future U.S. Navy Sailors from Cincinnati, Ohio were brought out on the field and honored during the U.S. Naval Academy Midshipman and University of Cincinnati Bearcats football game as part of the stadium's Military Appreciation Day.

The future Sailors, along with their recruiters, smiled and waved as their names were displayed on the screen and they received a thunderous applause from the crowd, which included many veterans and active duty members of all branches of the Armed Forces.

"Participating in events like these are great recruiting tools," said Chief Navy Counselor Gregory Perpignan. "It gives the future Sailors an early taste of pride

and just how appreciative people are for their future service to defending our great nation."

Prior to the game, the recruiters and future Sailors set up a Navy career display during the tailgating portion of the day. The display, complete with brochures, free Navy gear and virtual reality goggles, brought hundreds of people to interact with the recruiters to find out more information about leadership and career opportunities that exist when someone decides to join the Navy.

"Joining the service has always been an idea of mine after college," said Megan Johnson, a University of Cincinnati senior. "It was nice to talk to Sailors and get a fresh perspective of the things I might be able to do if I decided to join." 🦅



A future Sailor from the Cincinnati, Ohio area, assists a college student logging his information into an electronic tablet at a Navy Recruiting District Ohio career opportunity awareness event prior to the U.S. Naval Academy Midshipmen/University of Cincinnati Bearcats football game.



Navy Returns To Flying Union Jack

From Chief of Naval Operations Public Affairs

The Navy on Feb. 21 released a NAVADMIN 039/19 directing the display of the union jack instead of the first Navy jack aboard Navy ships and craft.


U.S. Navy ships and craft will return to flying the union jack effective June 4, 2019. The date for reintroduction of the union jack commemorates the greatest naval battle in history: the Battle of Midway, which began June 4, 1942.

“Make no mistake: we have entered a new era of competition. We must recommit to the core attributes that made us successful at Midway: integrity, accountability, initiative and toughness,” said Chief of Naval Operations Adm. John Richardson. “For more than 240 years, the union jack, flying proudly from jackstaves aboard U.S. Navy warships, has symbolized these strengths.”

The union jack is a flag consisting of 50 white stars, representing each of the 50 states, on a blue background. A version of this jack first flew in 1777 and was updated as new states joined the union.

“The union jack is deeply connected to our heritage and our rise as a global nation with a global Navy,” said Richardson. “The Navy is a symbol that projects American values to the world. Just as the Navy embodies the values and principles that we hold dear, our very appearance in port and at anchor communicates important messages.”

The Navy will re-establish the custom in which the commissioned ship in active status having the longest total period in active status, other than USS Constitution, will display the first Navy jack until the ship is decommissioned or transferred to inactive status. As of June 4, 2019, the only warship authorized to fly the first Navy jack is USS Blue Ridge (LCC 19).

This policy change does not affect the wearing of the first Navy jack patch as an optional uniform component on TYPE II/III Navy Working Uniforms. 

Eye on the Field



▲ EL CENTRO, Calif. (March 2) Lt. Cmdr. Brandon Hempler, lead solo pilot for the the Blue Angels, signs autographs for Boy Scouts during a breakfast event at Naval Air Facility (NAF) El Centro, March 2, 2019. The Blue Angels are conducting winter training at NAF El Centro, California, in preparation for the 2019 show season. The team is scheduled to conduct 61 flight demonstrations at 32 locations across the country to showcase the pride and professionalism of the U.S. Navy and Marine Corps to the American public in 2019. (Photo by Mass Communication Specialist 2nd Class Christopher Gordon)



▲ MINNEAPOLIS (March 7) During Navy Recruiting Commands’ Swarm Minneapolis evolution, Navy divers interact with people and swim in the aquarium at the Mall of America. Swarming is a new recruiting strategy in support of the national policy to build a 355-ship Navy (Photo by Mass Communication 2nd Class Zachary S. Eshleman)

► RICHARDSON, Texas (March 11) Musician 1st Class Amy Broadbent, from Rockville, Md., performs with the U.S. Navy Band Sea Chanters chorus at the Charles W. Eisemann Center for the Performing Arts in Richardson, Texas. The group performed in 18 cities in nine states, connecting Americans to their Navy. (Photo by Senior Chief Musician Adam Grimm)



Navy Recruiter Discovers Hidden Gem In American Samoa



Capt. Glen O'Loughlin, region west commodore Navy Recruiting Command (NRC), right, and commanding officer Cmdr. Peter Kelleher visit Kanana Fou High School in American Samoa speaking about Navy opportunities for island locals.



Capt. Glen O'Loughlin, region west commodore Navy Recruiting Command (NRC), right, Cmdr. Peter Kelleher, commanding officer Navy Recruiting District Los Angeles, left, Petty Officer Ronald Kaopuiki pose with future sailors of American Samoa.



Capt. Glen O'Loughlin, region west commodore Navy Recruiting Command (NRC), middle, and fellow recruiting command representatives enjoy a tour of America Samoa Training Facility from former NFL player Jonathan Fanene in American Samoa.



Capt. Glen O'Loughlin, region west commodore Navy Recruiting Command (NRC), left, commanding officer Cmdr. Peter Kelleher and Navy Counselor 1st Class Ronald Kaopuiki were live on 93KHJ radio in American Samoa speaking about Navy opportunities for island locals.

“The struggle is real” is a common phrase used in our generation to describe everyday challenges in life. Just scroll through social media and you'll find stories of people describing their day with the theme of the struggle. For Petty Officer First Class Ronald Kaopuiki, from Navy Recruiting Station (NRS) Hawaii, the struggle is embracing the challenge of visiting American Samoa to building relations with the Matai “leaders of the village”.

American Samoa, a five and half hour plane ride west of Honolulu, HI, has been on Kaopuiki's planner twice a year, for the last 12 years so that he can make a big impact to some big hearts.

“I would love to come to the island much more than I do because the locals support the Navy and it's many opportunities,” said Petty Officer Kaopuiki.

“Most recruiters don't have to pack a full sea bag and prepare for a mini deployment to do high school presentations and conduct appointments with applicants,” said Kaopuiki.

The island is limited in resources such as an internet connection, phone service, transportation and other logistic support that a recruiter would normally have in the continental United States.

After landing at Pago Pago International Airport, Kaopuiki is immediately greeted by the island's future sailors and given lei like a distinguished visitor; this is a testament to the locals' family traditions and loyalty to the Navy. Future Sailor Penelope Marie Falesui has been in the Navy's delayed entry program for 60 days and says:

“I joined the Navy to give back to my family. When I'm off this island my heart is here, although I know I need to make a brighter future away from here”

After a quick itinerary brief with the island's Future Sailors, Kaopuiki embraces the struggle of conducting multiple appointments out of a hotel lobby. Meanwhile, future sailors are seen as recruiters because they are stable representatives of the Navy on the island continuously throughout the year.

“We are excited when our recruiter comes, because it feels like the Navy is here and we are a part of the team!” said Falesui.

The island receives visits from Kaopuiki on a limited basis due to a process that faces many logistical challenges. Typically Kaopuiki operates out of NRS Pearlridge in Hawaii and recruits locals who have an awareness of the Navy's benefits. In comparison to American Samoa, the locals learn of opportunities in several days and are convinced of the Navy's benefits. “Due to the rich family values in the region, most applicants are ready to join. I typically need an interview with the parents to bless the enlistment process” said Kaopuiki.

After the locals pour into the makeshift office, Kaopuiki can set an average of 4 appointments a day in the time span of a week. His average is 13 fully eligible applicants in 3 days. “In the last 12 months, 23 of our future sailors have joined as a result of my bi-annual island visit,” said Kaopuiki:

“Most American Samoans are the kindest people I have ever met. They have big hearts and family traditions just like our Navy”

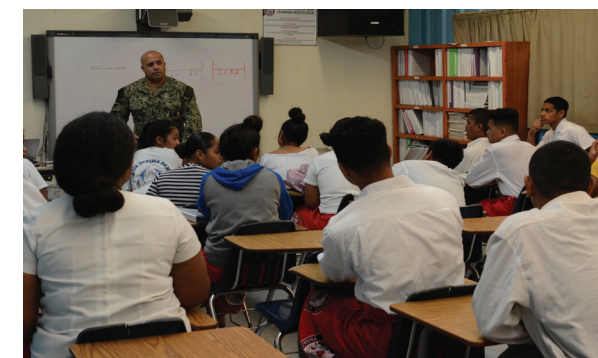
Navy Recruiting Command (NRC) is gathering insights in order to effectively streamline the process for this island, full of potential future sailors.

Navy Recruiting District Los Angeles enlists more than 2,600 highly qualified men and women yearly, throughout its more than 26,000 square mile territory, which encompasses portions of Southern California, Hawaii, Guam and military installations in Japan.

Story and photos by Mass Communications Specialist Petty Officer 1st Class Richard Perez, Navy Recruiting District Los Angeles Public Affairs



Rear Adm. Brendan McLane, commander of Navy Recruiting Command, visits Navy Recruiting Station Pearlridge and speaks with the local recruiters about the regions challenges.



Petty Officer Ronald Kaopuiki gives a high school presentation at Fagaitua High School in American Samoa.

PREPPING FOR THE PFA:

4 Things You Need To Know

By Mass Communication Specialist 3rd Class Michael Botts,
USS George Washington (CVN 73) Public Affairs

With the holiday season complete and the start of the new year well underway, Sailors should remember the importance of maintaining their physical readiness in anticipation of the upcoming Physical Readiness Test (PRT).

The PRT is a semi-annual physical fitness test all Sailors must take. The PRT consists of three separate events including push-ups, curl-ups, and cardio, for which Sailors can choose between doing a one and a half mile run, a 12-minute bicycle fixed-time test, or a 500-meter swim.

Prepare in Advance

It is vital that Sailors start preparing well in advance of the PRT so they can obtain passing scores in each category.

“Sailors who prepare for the PRT only a few weeks in advance are setting themselves up for failure,” said Personnel Specialist 3rd Class Angel Ortega, from Oxnard, California, an assistant certified fitness leader (ACFL) aboard USS George Washington (CVN 73). “You shouldn’t be afraid to start working out. The hardest part for most Sailors is starting out. Once you start working out, you should make a routine and follow it. It is extremely important to be consistent with it. The more you work out, the easier it will get.”

Seek Help if Needed

With the next PRT only weeks away, Sailors who are struggling with their physical fitness should reach out and get help.

“You should contact one of the ACFLs on the ship if you are struggling with the PRT,” said Personnel Specialist 3rd Class Jacob Billingsley, from Tacoma, Washington, an assistant certified fitness leader (ACFL) aboard USS George Washington (CVN 73). “We can help you establish a workout routine and provide guidance on ways to help you achieve your goals. Also, Navy Operational Fitness and Fueling System is a resource that is available to all Sailors and is a good starting point for Sailors who need help with the PRT.”

Navy Operational Fitness and Fueling System (NOFFS) provides Sailors with physical fitness and nutrition information. Sailors who are interested can find out more about NOFFS and what it offers at www.navyfitness.org/fitness/noffs-training.

Know the Requirements

To achieve a passing score on the PRT, Sailors must obtain at least a “probationary” in all three of the categories. Depending on your age and gender, the standard which Sailors must meet will be different. Sailors who want to find out what scores they need to pass the PRT can sign in to the Physical Readiness Information Management System (PRIMS) to locate them. 🦅

Recruiter Spotlight

Every week a selected Navy Talent Acquisition Group or Navy Recruiting District chooses one Sailor with a special story to tell. We are highlighting them here so people across the country can see who our recruiters truly are. To learn more about these extraordinary Sailors visit our website at www.cnrc.navy.mil.

December



Navy Counselor 1st Class Michael McCarthy

SAILOR SEEKS CHALLENGE AND ADVENTURE, FINDS IT IN RECRUITING

Aviation Boatswain’s Mate 1st Class Koffi Atanley

ADAPT and OVERCOME



Fire Control Technician 2nd Class Ricardo Munoz

THE TALENTS OF A RECRUITER

January



Interior Communication Electrician 2nd Class Ivane Mendoza

SAN DIEGO RECRUITER BRINGS NAVY EXPERIENCE TO HER HOMETOWN

Navy Counselor 1st Class Jonathan Estrada

RECRUITER BUILDS RELATIONSHIPS THROUGH SECOND LANGUAGE



February



Machinist’s Mate 1st Class Christopher J. Holder

SENIOR SAILOR MAKES DIFFERENCE AS A RECRUITER

Aviation Maintenance Administrationman 3rd Class Cyndra Kohfeldt

A DYNAMIC LIFE



Hospital Corpsman 2nd Class Jillian Bowles

NEW ENGLAND RECRUITER FINDS PERFECT FIT IN THE NAVY

Engineman 2nd Class Kiara Watson

RECRUITING ON THE WORLD WIDE WEB



March

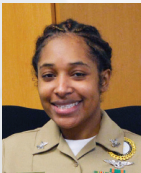
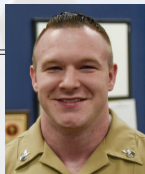


Engineman 1st Class Yong Yo

TUCSON NAVY RECRUITER SETS HIGH GOALS

Electrician’s Mate (Nuclear) 1st Class Austin McNeill

MAN OF IRON, FORGED BY THE SEA



Aviation Ordnanceman 2nd Class Amber Nicole Holmes

SERVING ON THE HOMEFRONT

Aviation Boatswain’s Mate (Handling) 2nd Class Brandon Latimer

NRD OHIO RECRUITER READY FOR THE CHALLENGE



Boatswain’s Mate 2nd Class Oscar A. Gotya-Vega

FINDING HIS PLACE

