

NAVY Future of the Fleet **RECRUITER**

Recruiting Embraces the Future of Biometrics

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Recruiting Etoolbox: A One-Stop Shop for Recruiting Needs

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Navy's New Rating Changes

Pages 26 and 28

September - December 2019
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From the Admiral

Rear Admiral Brendan R. McLane
Commander, Navy Recruiting Command



September-December 2019 Vol. 67 No. 3

Recruiting Nation!

I hope all of you had a great holiday season and a Happy New Year!

Quarter One, Fiscal Year 2020 has been off to a good start. We have achieved our recruiting goals and our swarms have been great. BZ to NTAG Pittsburg! We swarmed the Penn State – Michigan game and talked to more than 2,000 students in 18 different high schools, community colleges and universities in the area, and wrote 35 contracts as a result of this swarm alone. Let's continue that momentum into 2020!

We have implemented weekly shipping to align with the supply chain and reduce awaiting-instruction time for our Future Sailors after basic training. We are achieving a more sustained and well-balanced monthly shipping posture. This is the biggest shift we've made to recruit shipping in the last few decades and we are optimistic we will continue to see benefits from this change.

We are working on Transformation 3.0 as we continue to evolve our recruiting model. I appreciate your flexibility while we migrate to this new way of doing business. Our biometric technology is cutting edge and has changed the game for processing our new talent. We are on track to save almost \$2 million per year on paper and printing costs alone, and that is not even the impressive part. The parallel processing has made initial processing so much better, and we will only continue to improve in this area.

We are continuing to improve processes and policies that will streamline the way we do business. As I visit our NRDs and NTAGs around the globe I am listening to your feedback and taking your ideas onboard.

I am excited for our future as we navigate this new year.

God bless you all and God bless America!

Rear Admiral Brendan R. McLane
Commander, Navy Recruiting Command

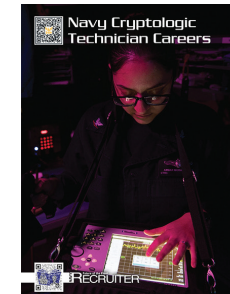
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FRONT COVER:

Mass Communication Specialist 2nd Class Brandon Woods poses for a photographic illustration. (Photo illustration by Chief Mass Communication Specialist Elijah G. Leinaar and Mass Communication Specialist 3rd Class Cody Anderson)



BACK COVER:

ARABIAN GULF (Feb. 18, 2018) Cryptologic Technician (Collection) 3rd Class Ambar Morales-Diaz tests a spectrum analyzer aboard the aircraft carrier USS Theodore Roosevelt (CVN 71). (Photo by Mass Communication Specialist 3rd Class Joseph S. Yu)

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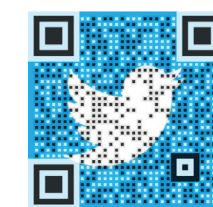
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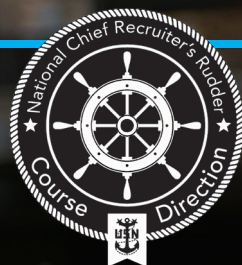


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Navy Recruiter encourages the submission of "Letters to the Editor" and articles expressing the opinion of individuals in the Navy recruiting community. All submissions must be signed. Send submissions to: elijah.g.leinaar@navy.mil

National Chief Recruiter's Rudder

Giving Course and Direction to the Enterprise



Every day the staff here at Navy Recruiting Command (NRC) are hard at work updating policies, improving processes, and coming up with new possibilities all focusing on improving recruiters' lives in the field. Without the support of all the N-Codes, we would not be able to do all the great work we do. I am truly thankful for all of the team members here at NRC.

First off, congratulations to the Swarm Penn State team who were extremely successful, breaking contract records that are still stacking up today. Not only were the chain of command and local recruiters supportive, but also I want to thank all the traveling recruiters' efforts in making it memorable. Nothing proves to me that the nation is a team better than when I see Sailors coming from across the country to help their shipmates make mission. This selfless attitude is the driving force of Swarm. This year is packed with Swarms that I know will be successful because I've seen your teamwork, dedication and high-speed motivation in action!

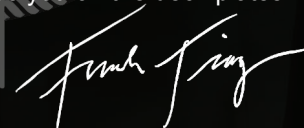
As we move through the year focused on the high quality market, we are dedicated to providing you with the necessary resources and incentives to attract America's best talent. On October 29th, NRC authorized a one-year pilot program to incentivize our nuclear field future Sailors, who are in the Delayed Entry Program, to provide referrals. Effective October 1, 2019, any nuclear field

future Sailor that provides a referral and ends up enlisting in the nuclear field program will receive a free calculator that has been approved for use at Nuclear Power School. Please continue to make nuke, and all our high quality ratings, a priority.

We will be completely live in Salesforce on April 1, 2020, and we need to be ready. We have our trainers traveling the nation, and I need your support by going to these events and being ready to learn this new system. This is a game changer and I cannot wait to see the effectiveness of our prospecting plans once it is fully online.

Finally, we have a ton of content to help you in your daily activities that you may not be aware of. If you have not already recently done so, please go to Navy.com, Recruiter Etoolbox, and access the E-DEP guide to see how these tools can greatly help you.

I look forward to continuing the conversation from here on out through the Recruiter Magazine, and feedback is welcomed. My email address is franklin.tiongco@navy.mil. See you on the deck plates!


NCCM Frank Tiongco 

FY19 Navy Recruiting Numbers Reflect Growth Despite a Strong Civilian Economy

Story by Navy Recruiting Command Public Affairs Office

MILLINGTON, Tenn. (NNS) – Navy Recruiting Command closed out fiscal year 2019 and exceeded nearly all officer and enlisted goals and set the second highest number for active duty contracts within the last 15 years. Despite a booming job market in the civilian sector and a low national unemployment rate, Navy recruiters were able to overcome competitive hiring and write 40,755 active duty contracts.

"This job market is one of the highest and hardest ones we have faced in a long time," said Master Chief Navy Counselor Frank Tiongco, NRC national chief recruiter. "Some of the key factors that have helped us stay competitive are our highly trained recruiters, our cyber recruiters and our leadership's willingness to try new and aggressive recruiting models to improve processes and bolster

outreach to inform the community."

According to a White House report citing the Bureau of Labor Statistics, unemployment dropped to 3.5 percent in September which marked the 19th month of unemployment staying below 4 percent. The nation hasn't seen unemployment this low since 1969.

"Spreading the Navy message of who we are, what we do for our nation and what opportunities we give our Sailors has been the foundation of our long-term recruiting plan," said Capt. Matthew Boren, NRC chief marketing officer. "This year's success can be attributed to the outreach and new campaign initiatives we executed, but more importantly we couldn't have done it if our recruiters hadn't believed in our mission, shared feedback that made processes better and had the drive to meet their recruiting goals."

▼ MEMPHIS, Tenn. (Sept. 26, 2019) Cmdr. Patrick Acker, commanding officer of Navy Talent Acquisition Group (NTAG) Nashville, leads future Sailors in the oath of enlistment during halftime at a Liberty Memorial Stadium football game. (Photo by Mass Communication Specialist 2nd Class Bridget Saunders)





Navy Outreach in Pittsburgh Results in 16 New Sailors

Story by Mass Communication Specialist 2nd Class Zachary S. Eshleman

▲ Navy recruiters attend the filming of ESPN College Gameday at the Penn State University vs. Michigan football game during the Penn State Swarm. A Swarm event is a large-scale recruiting effort run by the nation's top Navy recruiters to saturate a specified market with Navy outreach, information and recruiting assets. (Photo by Mass Communication Specialist 1st Class Benjamin Dobbs)

PITTSBURGH (NNS) – On the shore of the Susquehanna River in central Pennsylvania, there's a small town called Selinsgrove. Its classic looking shops and colonial architecture is not unlike the many other towns dotting the countryside, separated by farmland and the Appalachian Mountains. On October 15, 58 Navy recruiters from around the country descended on this area, making this town the base of operations for one of the most successful Swarm evolutions Navy Recruiting Command (NRC) has completed to date.

Swarming's mission is to promote Navy awareness and strengthen the ties with community members. On top of this, the increased number of recruiters creates more interactions with the public than usual, and it's ultimately meant to interest people in the Navy as a career option.

With this end goal in mind, a special recruiting team from NRC's headquarters joined with the nation's top recruiters who were hand selected for their talent and motivation for the Swarm evolution.

It takes around a month of strategic planning, scheduling and coordinating to assemble a Swarm. Once all the preparation work and event scheduling has been completed, Navy recruiters step into action.

Recruiters met for Swarm training and based their operations in Selinsgrove on October 14. The following day they dispersed in groups to high schools, colleges and anywhere they could interact with the local community. Interacting with professors, teachers and students allows recruiters to share the many benefits the Navy offers in education, trade qualifications and

higher learning among other incentives. One Swarm recruiter was Electronics Technician 2nd Class Kurt Evans. His main priority was to find students who could qualify for the nuclear and advanced electronics fields. He did this by giving presentations during various honors science and math classes. Evans grew up in the area, which gave him a special sense of giving back to his hometown.

"I know when I was in high school here, we're kind of in the middle of nowhere, Perry County, Pennsylvania," said Evans, "This information isn't readily available, so having these kind of presentations and Navy presence here is really awesome. It's something I wish I had as a kid when I lived here."

Joining the Navy can be a time-consuming process. There are many factors that can speed up or slow down the screening process that include physical-fitness mentoring, aptitude testing and medical screening.

Consequently, the full impact of a Swarm may not culminate for years to come. However, as of November 11, 2019, 16 people enlisted into the Navy as a direct result of the Swarm. Three of those contracts were for the nuclear field, which requires a high aptitude score from the applicant.

"It's harder to find applicants for the nuclear field because we are looking for applicants with intelligence, maturity, and

responsibility to operate nuclear reactors in the most challenging environments," said Lieutenant Justin Liu, NRC nuclear programs officer. "It can be a challenging career field, but being a nuke is incredibly rewarding and unique."

The Swarm culminated with a mass swear in of Future Sailors at the Pennsylvania State University vs. Fairbanks University hockey game. One of those future Sailors was Broghan Persun, a Lewisburg Area High School senior.

"It was a crazy experience," Persun said. "There is a bunch of people here. My dad got to see me. It's just really cool to be able to be a part of this."

Persun's sister, Joslyn Persun, is currently in the Navy and works as a cryptologic technician.

"It's a really proud moment for me," said their father, Matt Persun. "He knew from the beginning that he wanted to sign up when his sister went in. It makes me proud. I worked for the government for 33 years, and I tried to get my kids to serve their country in any way they can."

In the end, the Swarm team packed up from Selinsgrove and said goodbye to Pennsylvania. Their mission to spread Navy awareness and inspire people to join the Navy had ended on a high note. While the Swarm expectations are based on long term manpower gains, they inspired 16 new Navy volunteers to join them in serving America's Navy. 🇺🇸

◀ Students from Mifflin County High School use one of Navy Recruiting Command's virtual reality assets, the "Burke," during the Penn State Swarm. (Photo by Mass Communication Specialist 2nd Class Zachary S. Eshleman)

▼ Gunner's Mate 1st Class Christopher Donahue, a recruiter assigned to Navy Talent Acquisition Group Pittsburgh leads Mifflin County High School students in chanting "hooyah", the United States Navy's battle cry, during a football game held at Mitchell Field as part of the Penn State Swarm. (Photo by Mass Communication Specialist 1st Class Benjamin Dobbs)





▲ GREAT LAKES, ILL. (Oct. 9, 2019) Seaman Jaiden Mcelyea, a student at Training Support Center Great Lakes, discusses the importance of inclusion, equality and fair treatment of others with students at Forrester Elementary School. (Photo by Electronics Technician 3rd Class Christopher Paredes)



Eye on the Field



▲ STATE COLLEGE, Penn. (Oct. 17, 2019) Cmdr. Brandon Smith, executive officer of Navy Talent Acquisition Group Pittsburgh, administers the oath of enlistment to future Sailors before a Pennsylvania State University hockey game during the Penn State Swarm. (Photo by Mass Communication Specialist 1st Class Benjamin Dobbs)

◀ Bahrain (Sept. 25, 2019) A Sailor assigned to Commander, Task Group 56.1, deployed to Naval Support Activity Bahrain, shows a child how to operate an explosive ordnance disposal remote-controlled robot during a community relations event at Department of Defense Education Activity Bahrain. (Photo by Mass Communication Specialist 1st Class Justin Yarborough)

▶ GRASSE, France (Sept. 22, 2019) Rear Adm. Matthew A. Zirkle, center left, chief of staff for U.S. Naval Forces Europe-Africa (CNE-CNA), and Cmdr. Max Miller, liaison officer to the French commander-in-chief, Mediterranean, lay a wreath at the base of a statue of French navy Adm. Francois Joseph Paul de Grasse during a commemoration of the 57th French-American Navy Grasse Day at Cours Honore Cresp. (Photo by Mass Communication Specialist 3rd Class Drew Verbis)

Eye on the Fleet



◀ RED SEA (Oct. 19, 2019) Gunner's Mate Seaman Rolando Garza cleans the barrel of the Mark 45 5-inch gun after a live-fire exercise aboard the guided-missile destroyer USS Farragut (DDG 99). (Photo by Mass Communication Specialist 3rd Class Jack D. Aistrup)

▼ UKI, Japan (Oct. 18, 2019) Kindergartners from Uki, Japan give a musical performance on Wadaiko, a type of traditional Japanese drums for the crew of the Avenger-class mine countermeasures ship USS Pioneer (MCM 9) during a port visit to Uki. (Photo by Lt. j.g. Alexander Fairbanks)



Recruiting Etoolbox: A One-Stop Shop for Recruiting Needs

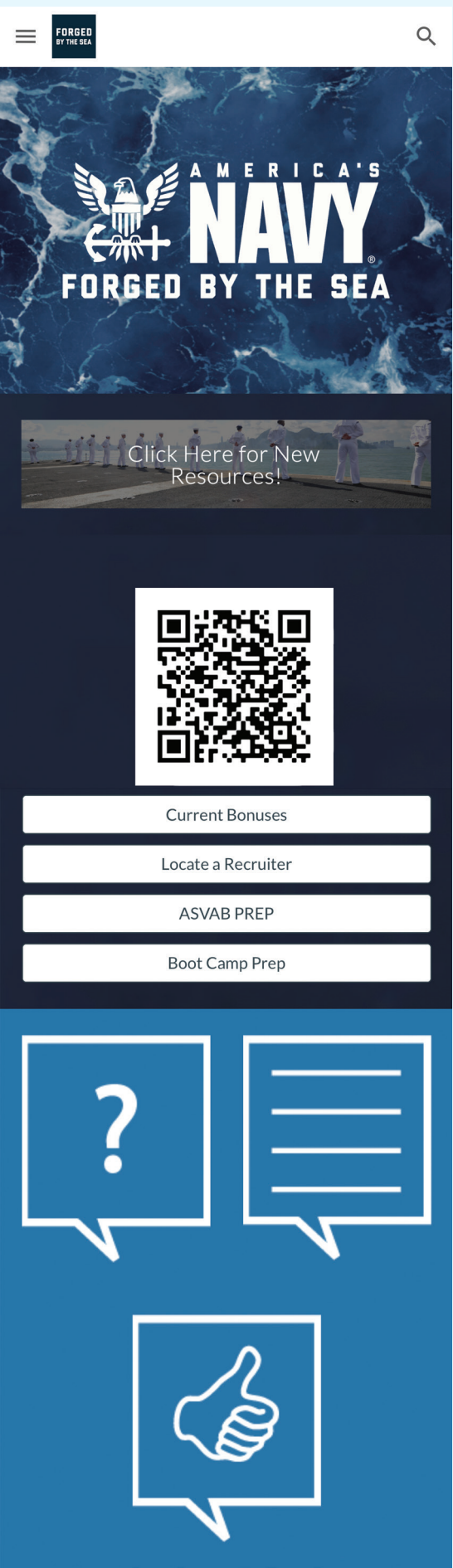
Story by Mass Communication Specialist
3rd Class Preston Jarrett

MILLINGTON, Tenn. – Navy Recruiting Command (NRC) has given recruiters a new resource where they can access information and recruiting content in the palm of their hand.

The Recruiting Etoolbox is a website designed to be accessible, easily navigated and host various recruiting resources. The website is accessible on a computer and is streamlined to be used on a smartphone anywhere a recruiter is in need. This is particularly useful to recruiters traveling to schools, events or rural locations far from the office desktop computer.

“I think it’s a great resource, especially for new recruiters who may be looking for resources to utilize right off the bat,” said Rebecca Nykiel, senior account executive at VMLY&R. “Our team was tasked with developing some additional resources to assist in five emerging needs: nuclear, warrior challenge, women in the Navy,

MECHANICSBURG, Penn. (Oct. 14, 2019) Chief Navy Counselor Grant Khanbalinov, assigned to Commander, Navy Recruiting Command, demonstrates using the Recruiting Etoolbox at Naval Support Activity Mechanicsburg during a training for recruiters attending the Penn State Swarm. (Photo by Mass Communication Specialist 3rd Class Preston Jarrett)



reserves and prior service. We then developed various classroom presentations, SAQ [self-assessment questionnaire] documents, infographics, social media how-to's and a sizable portfolio, which we then housed in the toolbox.”

It was common practice for recruiters to develop their own content before the Etoolbox, and during a brainstorming session at NRC’s recruiter school, Navy Recruiting Orientation Unit (NORU), the idea of an online one-stop shop was hatched.

Subsequently in March 2019, Navy Recruiting Command (NRC) created a task force comprised of VMLY&R’s partnership cooperative marketing team, Recruiting Tactics Instructors and selected personnel to develop the Etoolbox.

“The task force identified helpful resources that recruiters regularly use and need,” said Nykiel.

By aggregating these resources, recruiters have up-to-date instructions, policies and information that keep their sales pitch current, relative and accurate when talking to potential applicants or informing the public about the Navy’s career opportunities.

“We use the recruiter toolbox for our first DEP (Delayed Entry Program) meeting of the month where we do more of a formal meeting and sit down with our future Sailors and teach Navy ranks and recognition, ships, aircraft and other topics using the PowerPoints provided,” said Electrician’s Mate 1st Class John Kieffer, recruiter at Navy Recruiting Station Brunswick, Maine. “It’s definitely a benefit to us recruiters in the field. It gives us quick and easy access to trainings that we use to benefit our Future Sailors.”

The toolbox also includes features to receive feedback from recruiters online which is used to construct future developments and advance the website.

“If a recruiter sees something that’s not on the site, there are links on every single page to submit feedback directly to our team,” said Nykiel. “While we may not be able to visit every station and talk to every recruiter, there’s a method for them to tell us what they’re thinking via this website.”

Currently developers are working on adding more information for the officer recruiter community and Navy officer programs, but that isn’t the only expected growth for the Etoolbox.

Nykiel stated that there are multiple projects in the toolbox’s foreseeable future, and her team will continue to seek out ways to improve and expand the site.

The Etoolbox can be accessed by anyone here: <https://sites.google.com/view/recruitingetoolbox/home>

Command Master Chief Bids CNRC Farewell

Story by Mass Communication
Specialist 3rd Class
Cody Anderson



Command Master Chief Donald A. Charbonneau reported to Navy Recruiting Command (NRC) in January 2018 and had an immediate positive impact within Navy recruiting and the Manpower Training and Education enterprise. Charbonneau scheduled and executed Navy Recruiting’s first Command Master Chief (CMC) training and expectation conference where he mentored 28 CMCs on managing discipline and manning while transforming Navy Recruiting to align with the Chief of Naval Personnel’s 2025 Sailor initiatives.

“His leadership and mentorship abilities are something we should all aspire to emulate,” said Senior Chief Yeoman Robert Schardt, senior enlisted leader of NRC. “He is truly one of the top CMCs in the Navy today.”

Charbonneau continued his excellence by renovating, modernizing and improving the nation assessment team’s check sheet and processes and he developed “Command Program Inspection” which provided inspection and training for Command Master Chiefs across the recruiting enterprise. Through this program he increased the quality of sailorization programs which resulted in an atmosphere of accountability and minimized destructive behavior.

Under his guidance, recruiting leadership trained, mentored and initiated more than 1,000 newly promoted first class petty officers and he cultivated a nationwide CMC-Chief Recruiter team that resulted in two consecutive years of successful Chief Petty Officer (CPO) 360 training. This led to a flawless CPO initiation season, which resulted in the promotion of 344 Chiefs, 89 Senior Chiefs, and 12 Master Chiefs throughout his tenure at NRC.

His inclusive and engaged leadership was pivotal to NRC’s success over the last two years. His inspirational leadership played a major role in the many successes of NRC.

Charbonneau will continue to positively enhance the Navy at Naval Sea Systems Command in Washington, D.C.



U.S. NAVY RESERVE



Explaining Opportunities in the Navy Reserves

Story by Mass Communication Specialist 2nd Class Zachary S. Eshleman

▲ RICHMOND Va. (Oct. 19, 2019) Hull Technician 2nd Class Steven Story raises the rear admiral flag at Navy Operational Support Center Richmond for the visit of Commander, Navy Reserve Forces Command Rear Adm. John Schommer. (Photo by Chief Mass Communication Specialist Stephen Hickok)

MILLINGTON, Tenn. (NNS) – Many active-duty Sailors, especially those stationed on ships, may never interact with anyone in the Navy Reserves over the course of their contract. So when they go to decide what to do next at the end of their active component time, the reserves may seem like an enigma. Breaking down this wall and educating Sailors on their options is essential to maintaining appropriate manpower throughout the Navy.

Within the Ready Reserve, which is another

term for the Navy Reserves, there are two categories. The first, and perhaps the most often misunderstood facet of the reserves, is the Individual Ready Reserve (IRR).

The IRR is a manpower pool comprised primarily of individuals who have had training, have previously served in the active component or in the Selected Reserve, and have some period of their military service obligation (MSO), or other contractual obligation, remaining. The MSO for every Sailor that enlists is eight years.

However, the individual's specific active-duty obligation varies from three to six years depending on the rating they've selected.

The IRR also includes individuals who volunteer to remain in the IRR beyond their MSO or contractual obligation and participate in programs providing a variety of professional assignments and opportunities for earning retirement points and military benefits. While inactive in the IRR, the member is expected to keep their uniforms in working order, and keep themselves within physical standards, in case they are involuntarily called back to serve. However, for the first 24 months after a Sailor leaves active duty, they may not be involuntarily called back.

The IRR also includes members of the Delayed Entry Program, some service members participating in officer training programs and those in the Armed Forces Health Professional Scholarship Program.

The other reserve category is called the Selected Reserve (SECRES) which consists of units that are trained as needed, and the individuals are required to complete at least 14 days of active training a year and two days of drill a month.

Selected Reserve Units are manned and equipped to serve or train either as operational or augmentation units. Operational units train and serve as units. Augmentation units train together, but when mobilized, lose their unit identity and become part of an active component unit or activity.

Navy Recruiting Command (NRC) has

specialized recruiters who focus in recruiting Future Sailors into the Navy Reserve components. These recruiters are experts in contract specifications and the benefits that are associated with different jobs, training and benefits of the Navy Reserves.



▲ RICHMOND Va. (Oct. 19, 2019) Commander, Navy Reserve Forces Command (CNRFC) Rear Adm. John Schommer speaks with Sailors at Navy Operational Support Center (NOSC) Richmond. The NOSC visit, Schommer's second as CNRFC, provided an opportunity to meet with Reserve Sailors, discuss Reserve force priorities and answer questions. (Photo by Chief Mass Communication Specialist Stephen Hickok)

▲ RICHMOND Va. (Oct. 19, 2019) Rear Adm. John Schommer speaks during his first all-hands call as Commander Navy Reserve Forces Command at Naval Support Activity Hampton Roads. (Photo by Mass Communication Specialist 3rd Class Magan Strickland)

No Place Like Home

Story by Jordan Smith, Navy Recruiting Command Public Affairs

MILLINGTON, Tenn. — Chief Navy Counselor Jason Lewis is always going 100 miles an hour. In work, at home, and in his mind, he's always racing.

"My wife tells me, 'Slow down, Jason. You're doing good,'" said Lewis.

Lewis' fast-paced nature can be traced all the way back to his high-school days.

"I was a track runner in high school," said



Lewis. "So from the streets of Mobile, Alabama, to the deck plates of the U.S. Navy, I've been running, seeking a better life and fulfilling the purpose God placed me here for."

In 1998, Lewis joined the Navy, racing to get away from the violence surrounding the neighborhood he grew up in. Africatown, located about 5 miles north of Mobile, Alabama, was in the rearview as Lewis moved steadily forward. He took classes in Europe; traveled the surrounding countries; lived in Rota, Spain; and developed a world view that left him feeling blessed about his humble beginnings.

Little did he know, the most rewarding part of his career would be his return to the town he ran from all those years ago.

Now stationed close to home at the Navy Recruiting Orientation Unit in Mobile, his mission is to build up the town that built him.

The majority of Lewis' family still lives in Africatown. His grandparents on both sides were well known by the community for their outreach efforts. This sense of giving was instilled in Lewis from a young age.

"I lived on a farm north of Africatown and saw my grandad give vegetables he farmed away to members of the neighborhood," said Lewis. "My mom and dad always had a meal to give. My mother was always bringing people in our home to help them. I am blessed to have an awesome family. I am not special, I am just a by-product of my upbringing."



When the Navy eventually brought Lewis back to the Gulf Coast, he knew in his heart that he had to go back home and do all he could to be a positive influence. He wanted to be a bridge of hope for the kids witnessing the same inner-city issues that he saw when he was growing up.

Lewis' desire to give back to his community manifested itself in the form of Community Clean-Up Saturday operations, which consisted of everything from house painting and home repair for the elderly to lawn mowing and cleaning. Lewis, however, couldn't stop there; he also became a mentor to the youth of Africatown. Luckily for Lewis, he was not the only one with a

restless nature and an indomitable passion for helping others.

"All the Sailors from the recruiting school helped out," said Lewis. "I've never seen Sailors do what these Sailors have done over the past year. It's simply out of a story book. They volunteer willingly and stay after the event to hear the story of Africatown, and then some come back a second and third week to volunteer. Again, only God can orchestrate something like this. I truly have the best of both worlds: serving our great nation and serving with my Sailors in the community. My heart is full and purpose-fueled!"

The Sailors weren't the only ones lending a hand. Members of the community showed



their hometown pride and support by volunteering as well.

"I first learned that the Navy was participating in the Africatown/Mobile community on one of their first Community Clean-Up Saturday operations that I participated in. That is where I met Chief Lewis," said Anderson Flen, President of the Mobile County Training School Alumni Association. "There were more than 40 Sailors being coordinated by Chief Lewis that went street by street to collect a myriad of trash and debris for city pickup and

disposal. I am extremely proud that Chief Lewis has taken the initiative to get the Navy involved in his community and city. His leadership, passion and dedication has brought a personal sense of pride to our community and his peers. Also, the elders in the community see one of their own come back and give back, which makes them feel proud."

The enthusiasm Lewis had for helping the community spread like a wildfire among the Sailors, prompting many Sailors to ask if there were more ways in which they could help.

"I realized their care for the community," said Lewis, "so I sent a request to my commanding officer to adopt the town. He let me know that I had his full support and to get the Navy Recruiting District involved since the community is in their area of responsibility. This vote of confidence from him has truly led to the neighborhood adoption."

Navy Talent Acquisition Group New Orleans plans to hold a ceremony early 2020 to adopt the town, solidifying the Navy's commitment to continue supporting the community.

The young man who sprinted out of Africatown and joined the Navy all those years ago is now a distinguished agent of change in his hometown. Seeing his life come full circle in such a meaningful and



inspiring way has deeply moved Lewis.

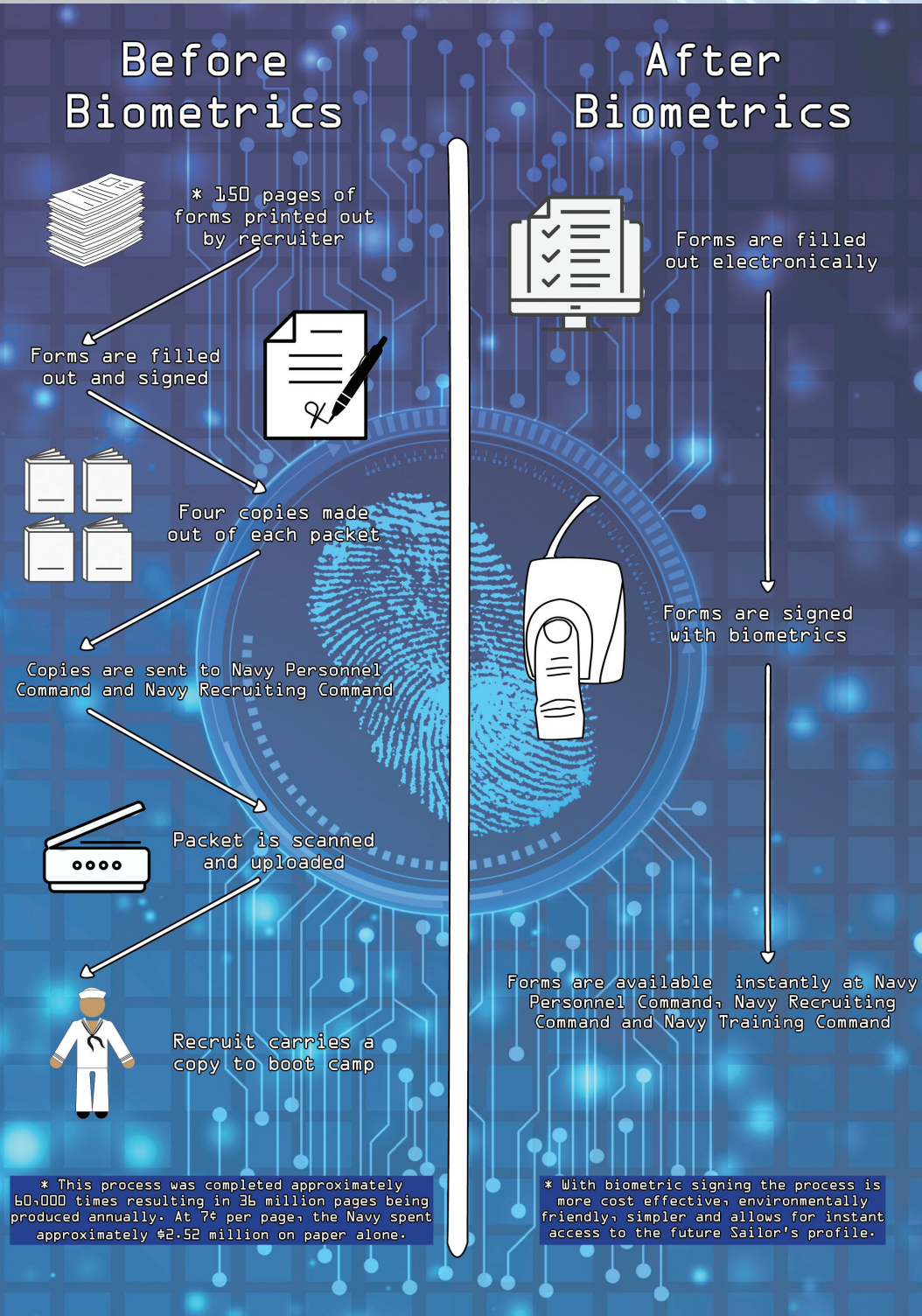
"Words can't express how I feel," said Lewis. "The Navy is a family, and we travel the world taking care of our brothers and sisters worldwide, spreading diplomacy and hope along the way. With Africatown's rich traditions and successful pioneers, one can only imagine what will happen once the Navy steps in."

Jason Lewis' mother used to say to him, "Take care of what you have until you can get better."

Jason is modifying that just a bit and applying it to his own life. He's taking care of what he has and making it better. 🦅

Recruiting Embraces the Future of Biometrics

Story and photos by Mass Communication Specialist 3rd Class Cody Anderson



MILLINGTON, Tenn. (NNS) - The use of biometrics is becoming commonplace granting people immediate access to their phones, computers, buildings and cars. This technology makes accessing personal information easier and secure using an identifier unique to each individual. As of Oct. 1, the Navy began using this technology to make the enlistment process more efficient and less wasteful.

Navy recruiters are no longer required to print out the majority of forms necessary to process a future Sailor. The traditional way to create a member's official military personnel file (OMPF) required applicants to "wet sign" all of their forms – i.e., using a pen to sign in ink on a hard copy. Through the use of biometric signing, which takes an applicant's fingerprint as a replacement for a signature, recruiters are able to work straight off the electronic version of forms, removing the extra step of creating a physical copy.

"The key thing is, if you wet sign something, it's got to be scanned and uploaded. Before you scan it, you have to print it," said Gary Morse, assistant project coordinator for the Personalized Recruiting for Immediate and Delayed Enlistments (PRIDE) application where the biometrics project has been managed under the project leadership of Jeff Keating. "If our goal is to add 40,000-45,000 Sailors to our system and it takes us processing nearly 60,000 people to do that, it's a lot of paper, a lot of ink and a lot of wear and tear on printers. So we can cut that down to where we're no longer doing all of that

printing and scanning, and we save the time that it takes."

Prior to using biometric signing, the Navy enlistment kit consisted of approximately 150 sheets of paper per person. This kit was then made in to four copies which resulted in about 600 pieces of paper per prospective Sailor. If you multiply that figure by the approximately 60,000 people that are processed annually, it results in 36 million sheets of paper per year. At the average cost of 7 cents per sheet of paper used, the cost per year, in paper alone, of processing personnel into the Navy was around \$2.5 million. As the cost of enacting the program was about \$180,000, this project has created significant cost avoidance for the Navy while having a positive impact environmentally.

"I honestly do not believe that is the most powerful piece," said Dr. Kevin Sullivan, the deputy commander and executive director of Commander, Navy Recruiting Command. "What is more powerful is the efficiency we got overall. For the first time we have parallel processing."

With parallel processing, all of the documents that are created during the acquisition process are stored digitally in an encrypted database. This database allows Navy Recruiting Command (NRC), Navy Personnel Command, and Recruit Training Command access to the original records while also enabling them to perform further processing of individuals. This process also creates a reduction in the possibility of personally identifiable information (PII) falling into the wrong hands as recruits are no longer required to carry a copy of their enlistment kit to boot camp. Now recruits report to boot camp with three pieces of paper; their orders, their meal pass, and their medical form.

As of Nov. 1, NRC successfully processed more than 700,000 forms using the new biometric method. Biometric signing is different from the biometrics used for identity verification. Devices that use biometrics store a copy of the finger print in the device and actively compare it when a user is trying to access the device. However, the Navy's technology is simply allowing users to use their biometrics in place of a signature. In the case of fraudulent activity, the Navy is able to compare the fingerprint of the signer against what was put on the document.

"A member signs these forms using two separate fingers on the

documents," said Matt Gomez, director of N6 Requirements and Project management office, Commander, Navy Recruiting Command. "We have one that we show on the actual document ... so you see an actual fingerprint and we save the other one in the background, inside of the form."

Through biometrics, the document now has something that is an actual, legal signature that is then embedded into the document. The October rollout of the project was the culmination of years of work trying to implement the technology.

"It's one thing to capture a fingerprint. It's another to do something with it," said Morse. "First, we had to get approval at the DOD (Department of Defense) and DON (Department of the Navy) level to actually be able to substitute a biometric fingerprint for a [wet] signature."

Jeff Keating and his team's work was critical in obtaining this approval. After establishing the legality of a biometric signature, the technology to sign documents biometrically had to be developed. To solve this problem, the project team worked with Adobe software engineers and designed a custom plug-in that allowed documents to be signed biometrically. This required some forms to be redesigned to accommodate the new features.

The use of biometrics is one more step forward toward becoming a paperless Navy, and although the Navy piloted this technology, it is now available for use by all DOD assets.

▲ A future Sailor uses his finger to sign documents with biometrics at a recruiting station in Millington, Tennessee. (Photo by Mass Communication Specialist 3rd Class Cody Anderson)



Investing in the Future: Navy Warrior Challenge

Story and photos by Chief Mass Communication Specialist Kathleen Gorby, Navy Recruiting District Miami Public Affairs

▲ Navy Recruiting District (NRD) Miami holds their weekly Navy Challenge Physical Standards Test (PST) at the YMCA in Weston, FL for current and potential Naval Special Warfare and Naval Special Operations (NSW/NSO) prospects. The PST includes a 500m swim, push-ups, sit-ups, pull-ups and a 1.5 mile run and is the first step these potential future Sailors must take in order to earn a contract within the NSW/NSO community.

MIAMI (NNS) - Strong warriors are made, not born, and Navy Recruiting District (NRD) Miami is investing the time, energy and materials into shaping the future of the Navy's Special Warfare team through the Navy Warrior Challenge (NWC) Program.

NWC is a program used by NRDs, Talent Acquisition and Onboarding Centers (TAOC) and Navy Talent Acquisition Groups (NTAG) to assess, mentor and train Naval Special Warfare and Naval Special Operations (NSW/NSO) prospects. NSW/NSO programs include Aviation Rescue Swimmer (ARS), Navy Diver, Explosive Ordnance Disposal (EOD), Special Warfare Combatant-Craft Crewman (SWCC) and Navy Sea Air and Land (SEAL).

"NRD Miami has made it a priority to locate, mentor and prepare prospective NSW/NSO candidates," said Chief Navy Special Warfare Boat Operator Zachary Marcus, NWC enlisted program manager. "This command has two SWCCs and two SEALs dedicated to the mission."

Marcus credits their success to the large number of recruiters dedicated to the NSW/NSO goal. Along with the four special warfare recruiters, each division has their own NSW/NSO scout. One of those scouts is Chief Hull Maintenance Technician Jarome Blake, scout for Division 3.

"As a scout, I mentor a lot of the future Sailors trying out for a NSW/NSO contract," said Blake. "I help conduct workouts, provide transportation and scout for prospective applicants in CrossFit

gyms, Junior Reserve Officers' Training Corps (JROTC) programs and schools. I also go to all Delayed Entry Program (DEP) meetings and all the stations that have interested applicants."

NRD Miami covers a vast area including all of South Florida, Puerto Rico and the U.S. Virgin Islands. Having localized NSW/NSO recruiters is vital for the program to succeed.

"The divisional scouts allow for more one-on-one with prospects," said Marcus. "This increases their chance of making it through the program and passing the physical test. They still have to have the mental and physical agility they need to succeed. We can't mentally push someone. If they want it, we help them and if they don't, they move on."

Before a prospective NSW/NSO candidate can even sign a contract, they must first pass the Navy Challenge Physical Standards Test (PST). This test includes a 500m swim, push-ups, sit-ups, pull-ups and 1.5 mile run.

"On average, 80 percent of the prospects take two to three months just to get close to passing a PST," said Marcus. "The other 20 percent, can get in within the month but earning a passing score on the PST is only the beginning. This process takes time."

Kory Knowles, NRD Miami's NWC civilian program mentor, allows the recruiters a lot of free space to run their physical training (PT) programs. This includes trainings with the prospects in the pool, at the beach or in the gym three to four times a week in Miami, Tampa and Puerto Rico. This allows for more time to develop strong prospects.

"When a recruiter brings in an applicant to the pool, I don't look at it as a goal or a person that's going to make it first time up," said Marcus. "I look at it as a prospect that could make it in the next two, three or four months. We need to focus on getting enough bodies in the pool early so we can have bodies each month that we can contract."

Building up prospects is not a new idea, but things were different when Marcus readied himself for the SWCC program 12 years ago.

"When I went through this process, I saw my mentor once a month and he gave me little to no guidance," said Marcus. "We had to figure it out on our own. They just said get stronger and pass the PST."

Through teamwork, dedication and drive, NRD Miami is building up their NWC program. The results may not be immediate but they will be impactful and long lasting.



NRD San Diego Recruiters Respond to Medical Emergency

Story and photos by Chief Mass Communication Specialist Carla Burdt, Navy Recruiting District San Diego Public Affairs

► Navy Recruiting District San Diego Recruiters Damage Controlman 1st Class Zachary Huckaby (standing) and Navy Counselor 2nd Class Nicholas Clark speak with a potential recruit about the benefits of a career in the Navy nuclear field at Navy Recruiting Station Imperial Beach November 19. The two Sailors responded to a medical emergency at the Westfield Plaza Bonita Mall in Chula Vista, Calif., Nov. 6, 2019. (Photo by Chief Mass Communication Specialist Carla Burdt)



SAN DIEGO (NNS) - U.S. Navy Sailors need to be ready for any situation whether it be fighting a fire at sea or responding to an accident back home.

Damage Controlman 1st Class Zachary Huckaby and Navy Counselor 2nd Class Nicholas Clark jumped into action when they observed a woman who had collapsed at the Plaza Bonita Mall in Chula Vista, Calif., Oct. 6, 2019. Both Sailors are assigned to recruiting duty at Navy Recruiting District (NRD) San Diego.

"I have taken a lot of CPR and first responder courses, so I didn't have to

think about what needed to be done," said Huckaby. "Clark and I took control of the scene so that we could help this woman and her family."

Huckaby saw that the woman wasn't breathing and observed other signs of a medical emergency, so he began administering basic CPR. He directed a man nearby to get an automated external defibrillator (AED) from the nearby food court.

While Huckaby provided medical assistance, Clark directed onlookers to call 911 and for the rest of the people to stay clear.

"The woman collapsed while holding a young boy, and the little boy was screaming," said Clark. "Her husband was panicking and trying to shake her."

Clark picked up and held the crying child. It was the woman's grandson. With fear in his eyes, the child's grandfather was trying to wake his unresponsive wife. The Sailors had to stay calm and in control of the situation.

"I just knew that if it were one of my family members, I would want someone like us there," said Clark. "When we heard the woman fall and then heard the kid screaming, it broke my heart. I thought of my own son. I didn't want her to die, and for this to be the last memory he has of his grandmother."

Within a few minutes of Huckaby administering CPR, the woman began to open her eyes and mumble. Moments later, paramedics arrived on the scene. Huckaby and Clark remained on the scene until the woman was transported to the ambulance.

Huckaby credits the quick response to extensive Navy first aid and emergency training.

"I feel like anyone should have done what we did," said Huckaby. "As a damage controlman, I never freak out under pressure. I don't think what I did was heroic, but I feel like I did the right thing. Not responding wasn't an option; it was an instinct to jump in and help."

According to Clark, they did what anyone would do in this situation.

"The teamwork was perfect. We were just two people who knew what we were doing and knew, through all of our Navy training, what to do without thinking about it."

Before they responded to the crisis, Huckaby and Clark were at the mall to view a prescreening of the movie 'Midway,' and the two were handing out business cards while talking to people about careers in the Navy.

Huckaby feels that he and Clark make a great team and their commanding officer feels the same.

NRD San Diego Commanding Officer, Cmdr. Jason Eckhardt, said that he is proud of the two and their incredible actions when facing an emergency.

"NRD San Diego has some of the best and brightest recruiters who are committed to doing the right thing both on-and-off duty," said Eckhardt. "They could have waited for someone else to respond, but through their training and dedication to Navy core values every day, these two recruiters helped a family in need without thinking twice."

Established January 1975, NRD San Diego encompasses 210,000 square miles covering Arizona, Nevada, and Southern California. Headquartered at Naval Base Point Loma, NRD San Diego has more than 50 recruiting stations in the tri-state region and employs more than 300 recruiters, support personnel and civilians.



◀ IMPERIAL BEACH, Calif. (Oct. 7, 2019) Navy Recruiting District San Diego recruiters Navy Counselor 2nd Class Nicholas Clark (left) and Damage Controlman 1st Class Zachary Huckaby pose for a photo after performing life-saving actions for a woman at the Plaza Bonita Mall in Chula Vista, Calif., October 6. The recruiters from Navy Recruiting Station Imperial Beach were in the mall to see the prescreening of the movie 'Midway' when they responded to the medical emergency. (Photo by Chief Mass Communication Specialist Carla Burdt)

Cybersecurity Matters

Story from the Office of the Deputy Chief of Naval Operations for Information Warfare Public Affairs

WASHINGTON (NNS) - The cyber threat to the Navy is real, and the stakes are high.

"If you're asking me if I think we're at war, I think I'd say yes...We're at war right now in cyberspace. We've been at war for maybe a decade. They're pouring oil over the castle walls every day."

• *Commandant of the Marine Corps*
"We find the DON (Department of the Navy) preparing to win some future kinetic battle, while it is losing the current global, counterforce, countervalue, cyber war. Knowing and acting on that new reality is essential for the DON."

• *Secretary of the Navy Cybersecurity Readiness Review*

While much of this war in the cyber realm is being waged by cyber professionals, anyone (military/civilian/contractor) who logs onto a Navy system or network – from any device – is entering

that cyber battlespace. Their actions impact our cybersecurity.

Other combatants in the cyber war are acquisition professionals and our industry partners: acquisition professionals because they decide how survivable future systems will be in a cyber-contested environment, and industry partners because they prevent Navy data from being stolen through cyberattacks.

Anyone with a personal computer, smart phone or smart device is also engaged in the cyber battle being waged on the home front.

Cybersecurity matters because it helps thwart cyber adversaries from disrupting normal operations, stealing data or making us doubt the validity of the data we use. The consequences of a compromise could be as harmless as unwanted ads on your



smartphone or as serious as the failure of weapons systems during a conflict.

Every October is designated as National Cybersecurity Awareness Month, and the Departments of the Navy are using the month to remind all hands of cyber dangers and their responsibilities in cyberspace.

Understanding the consequences of our actions in cyberspace is essential to combating cyber threats, and Cybersecurity Awareness Month is an important time to be reminded of the ways we can contribute to the strength or weakness of the enterprise through our day-to-day actions – at work, at home and at sea.

The elaborate defenses built and maintained by cybersecurity professionals can accidentally be undone by network and systems users, which is why we will provide resources during October at <https://www.navy.mil/local/cyberawareness/> that explain user cybersecurity best practices.

The catastrophic loss of national security data from Boeing shows how users can be exploited to breach otherwise strong cyber defenses. Using a phishing attack, Chinese hackers penetrated Boeing's network by tricking users into clicking links that downloaded malicious software. Over the next year, at a cost of only

\$400,000, the Chinese stole many of the plans for the C-17 strategic transport aircraft, which cost the US \$40B to develop over a decade, resulting in the "...most massive transfer of wealth through cyberattacks in U.S. history."

Connecting an unauthorized thumb drive that contains malicious software to the network is an innocent mistake with potentially damaging consequences. Thumb drives loaded with malicious software were connected to the network by unsuspecting Iranian technicians and used to spread the Stuxnet virus that destroyed centrifuges in one of their nuclear research facilities.

A weak password could also allow adversaries to gain a foothold in our networks for exploiting Navy systems and data.

The cyber war is largely unseen but the consequences of this ongoing conflict in cyberspace are serious for the Navy. Even if you are not a cyber professional, you play an important part in keeping the Navy cyber secure.

The Navy is counting on you to help protect it from cyber threats. Be on the lookout for updates during October that explain ways to reduce your personal cyber risk and reduce cyber risk to the Navy. We will also provide information about and for those in the cybersecurity workforce. 🇺🇸

▲ LAUREL, Md.
(Aug. 14, 2019) Sailors, assigned to Navy Cyber Competition Team (CCT), solve a capture the flag (CTF) challenge. The CCT is a dedicated effort to display cyber talent and to highlight the spirit of competition, warfighting prowess and professionalism that the Information Warfare Community brings to the Navy. (Photo by Mass Communication Specialist 2nd Class William Sykes)



▶ U.S. Navy Information Systems Technicians 2nd Class Jchaun Rountree, standing, and Hakan Ozdemir, perform operational checks on Consolidated Afloat Ships Network Enterprise Services (CANES) racks bound for their ship, the aircraft carrier USS Ronald Reagan (CVN 76) in Naval Information Warfare Center Pacific's Network Integration and Engineering Facility. (Photo by Rick Naystatt)



Navy Recruiting Command Sees Future for Third Region

Story and photos by Mass Communication Specialist 3rd Class Austin J. Breum

▲ Navy Recruiting Command's Region Three works to provide training and support to Navy Recruiting Districts (NRDs) as they transform them to become Navy Talent Acquisition Groups. (Photo by Mass Communication Specialist 3rd Class Austin J. Breum)

MILLINGTON, Tenn. (NNS) – Navy Recruiting Command (NRC) is undergoing a transformation that will streamline the recruiting command structure and improve the quality of life for recruiters, by placing individuals in specialized jobs to support the growing Navy vision.

An essential part of NRC's restructuring is the leadership of Region Three. Established in April 2016, Region Three is intended to help change how Navy Recruiting Districts (NRD) operate, introducing them to a new and more efficient model of recruiting.

The new model splits recruiters' tasks into three separate recruiting disciplines; talent scouts, assessors, and onboarders. Under the old NRD construct, recruiters had to focus

on and be experts in all of the aspects of the three disciplines. However, under the new concept, recruiters refine their focus of the specified discipline they work under. Once an NRD has transformed into the new model, it is rebranded from an NRD to a Navy Talent Acquisition Group (NTAG).

"Region Three transforms NRDs to lessen the workload and enhance work-life balance for recruiters," said Chief Navy Counselor Scott McBride, recruiting tactics instructor. "In this day and age, it's not feasible for one person to handle all the tasks anymore."

Currently, the goal of Region Three is to lead NRDs through the transformation process, streamline their recruiting workflows and enable recruiters to focus on their

strengths under the new NTAG model. An NRD moves under Region Three when it begins the transformation process. That command receives training and restructuring for approximately one year until they are established as an NTAG and return to their original region.

"We slowly but surely grew over the years," said Navy Counselor 1st Class Jason Medeiros, Region Three leading petty officer. "From the start, we continued to transform one NRD to the next NTAG, just going down the line."

Transforming isn't a black and white process. There are many different factors within an NRD that effect how they do business. How a command is spread out geographically can make a difference. How many recruiting stations they have across a region and how many recruiters they have manning those stations are additional factors. Moreover, McBride said there are personality

and cultural elements that come into play during the transformation as well.

"The hardest part of transforming an NRD to an NTAG is the culture shift," said McBride. "We're taking a crew from a mentality of 'this is how we've been doing things for the last 40 years' and we say 'this is how we're going to do it.' Creating that culture and getting that buy-in from these transforming commands can be difficult."

So far 10 NRDs have transformed to NTAGs, and 16 more are slated to transform with a projected completion date of 2021. Once all the NRDs have become NTAGs, Region Three's primary transformation mission will be complete.

"We are still working the precise details for Region Three, and while we have a solid idea of the future, we have to stay flexible," said McBride. "Watching the transformation from its inception to present state has been both a challenging and exciting experience."



**5,746 Military Personnel | 588 Civilian Employees | 162 Contractors | 17 Recruiting Districts
10 Talent Acquisition Groups | 4 Reserve Detachments | 1,315 Recruiting Stations
1 Recruiting School (NORU) | 65 Military Entrance Processing Stations**

Navy Announces Rating Name Change to Retail Services Specialist



Story From Chief of Naval Personnel Public Affairs

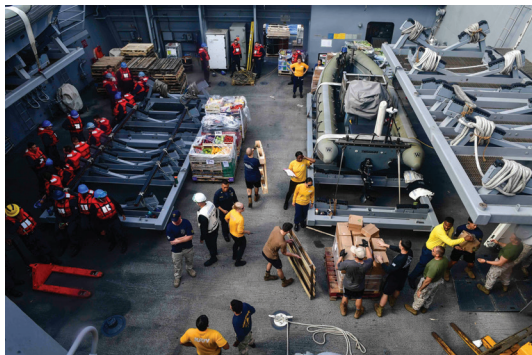
► PACIFIC OCEAN (Nov. 11, 2019) Retail Services Specialist 1st Class Olyen Scott, right, from Sheveport, La., cuts the hair of Ensign Devin Harris, from Arlington, Texas, aboard the amphibious dock landing ship USS Harpers Ferry (LSD 49). (Photo by Mass Communication Specialist 3rd Class Danielle A. Baker)



► SOUTH CHINA SEA (Oct. 30, 2019) Retail Services Specialist Seaman Epifania Hisatake, from American Samoa, stocks the ship's store with supplies aboard the Arleigh Burke-class guided-missile destroyer USS McCampbell (DDG 85). (Photo by Mass Communication Specialist 3rd Class Isaac Maxwell)



► MEDITERRANEAN SEA (Oct. 26, 2017) Marines and Sailors participate in an all-hands working party aboard the San Antonio-class amphibious transport dock ship USS San Diego (LPD 22) during a replenishment-at-sea with the fleet replenishment oiler USNS Leroy Grumman (T-AO 195). (Photo by Mass Communication Specialist 3rd Class Justin A. Schoenberger)



WASHINGTON (NNS) - The Navy announced the renaming of the ship's serviceman (SH) rating to retail services specialist (RS) in NAVADMIN 226/19, released Sept. 30.

The rating name change is in keeping with the Navy's tradition of defining a Sailor's occupation in contemporary terms in order to better illustrate the skills needed to perform their work.

"This new rating name, retail services specialist, translates more easily to the civilian sector, and better represents the professional expertise held by the members of the rating," said Vice Adm. John Nowell, Chief of Naval Personnel.

The current rating badge, consisting of a crossed key and quill, will remain the same. Individuals currently serving in the SH rating will convert to the RS rating on Oct. 1, 2019.

The SH rating was established in 1943 and represented a merger of four previous specialty ratings, barber (SSMB), laundryman (SSML), cobbler (SSMC) and tailor (SSMT).

Sailor 2025 is the Navy's program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward and retain the force of tomorrow.

For more news from Chief of Naval Personnel, follow us on Facebook at <https://www.facebook.com/usnpeople/>, Twitter at <https://twitter.com/usnpeople> or visit <https://www.navy.mil/cnp/index.asp>.

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CAREER VIDEOS



VEHICLE WRAPS



WINDOW WRAPS

"Man the Torpedoes!" Navy Announces Re-establishment of Torpedoman's Mate Rating



Story From Chief of Naval Personnel Public Affairs



▲ U.S. Sailors attach banding to a Mark 46 inert torpedo for helicopter modification aboard the guided-missile destroyer USS Jason Dunham (DDG 109) Dec. 4, 2018. The Jason Dunham is deployed to the U.S. 6th Fleet area of operations in support of regional allies and partners as well as U.S. national security interests in Europe and Africa. (Photo by Mass Communication Specialist 2nd Class Jonathan Clay)

WASHINGTON (NNS) - The Navy announced the re-establishment of the Torpedoman's Mate rating (TM) in NAVADMIN 225/19, released Sept. 30.

According to the naval message, re-establishing the rating will renew the heritage and pride of the submarine TM.

"The Torpedoman's Mate rating was disestablished in 1995, but based on feedback from the fleet we are bringing it back," said Capt. Angela Katson, branch head of Enlisted Force Shaping Plans and Policies. "In the spirit of heritage, and Sailor 2025 initiatives, we are returning to the use of the original Torpedoman's Mate rating badge."

During an all-hands call that took place at Naval Base Kitsap in Bangor, Washington, then-Chief of Naval Operations Adm. John M. Richardson fielded questions from Sailors on the possibility of re-establishing the TM rate in April. Shortly after, the Navy began the process to approve renaming the Machinist's Mate (Non-nuclear, Submarine Weapons) (MMW) rating to Torpedoman's Mate.

"I think the Navy bringing back the TM rating is going to pay incredible dividends," said Heath Mangrum, Senior Chief Machinist's Mate

(Non-nuclear, Submarine Weapons) the force torpedoman at Commander, Submarine Force Atlantic. "The excitement level amongst the Sailors is through the roof. It's the right time for a change like this to light the fire under our Sailors and embrace the heritage in the rating."

The Torpedoman rating was established in 1921 and renamed Torpedoman's Mate in 1942. Following the success of the submarine force in WWII, the rate remained until 1995 when it was merged into the Machinist's Mate rating.

"Although there are similarities between a Machinist's Mate and a Torpedoman's Mate, the TM's main focus at sea is weapons handling, force protection and maintaining an incredible level of proficiency in ordnance, small arms and the upkeep of those systems," said Mangrum.

TMs are responsible for all phases of weapons loading, unloading and storage on all classes of submarines. This includes torpedoes, Tomahawk missiles and countermeasure devices. A TM works on high pressure air and hydraulic systems to maintain loading and launching capabilities for torpedo and vertical launch tubes.

The re-establishment of the TM rating is solely administrative in nature, but will require a rating badge change for affected Sailors. The TM rating badge will be the same one in use when the rating was disestablished in 1995.

"The importance of a TM stems far beyond namesake," said Mangrum. "When the commanding officer is calling for a ready weapons posture, the TMs make sure all systems are locked, loaded and ready to go."

There will be no change to the Navy-wide exam policies for the rating beyond the change in name, and no change to the administration schedule of examinations will occur. Current policies exercised will continue unaltered.

Additionally, there will be no changes to E-7 and above evaluation and selection board processes.

Sailor 2025 is the Navy's program to improve and modernize personnel management and training systems to more effectively recruit, develop, manage, reward and retain the force of tomorrow. 🇺🇸

Region Recruiters of the Quarter

Every fiscal quarter, one Sailor from each Navy recruiting region is hand selected by their command master chief to be the Regional Recruiter of the Quarter. This person is then meritoriously promoted to the next rank. The following Sailors earned this in the 4th quarter for FY19.



ABF1 Kaleff N. Johnson (Region East)

Aviation Boatswain's Mate (Fuels) 1st Class Kaleff Johnson provided leadership, training and mentorship for 45 Future Sailors while working at Navy Recruiting Station Margate in southern Florida. He consistently works to improve his craft and tirelessly works until his team's goals are met. He has maintained a 2.2 Person Per Recruiter contracting 53 net contracts including five Reserves, two Nuclear Power and one Special Warfare.

As a second class petty officer, he acted as Leading Petty Officer (LPO) of one first class and two second classes in the long-term absence of the current LPO. He takes pride in aligning himself, his family and his peers to the Navy's Core Values. He played a vital role as Command Resilience Team Member, executing a training plan for 243 Sailors. His professionalism and military bearing are next to none.

ET1 Michael P. Johnson (Region West)

According to the Commanding Officer of Navy Recruiting District Phoenix, Cmdr. Mark Moran, Electronics Technician 1st Class Michael Johnson personifies the "whole Sailor" concept and is a shining example of what every Sailor should aspire to become. Moran said Johnson continually stands out in his peer group through his commitment to future Sailor development, community service and his own professional growth.

Johnson positively impacted his community by volunteering 160 hours and spending an additional 68 hours coaching basketball at the Boys and Girls club in Surprise, Arizona. He also planned and implemented a community cleaning and feeding Arizona event that was attended by 120 future Sailors.



OS1 Jason M. Diedalis (Region Three)

As part of Talent Acquisition Onboarding Center (TAOC) Columbus, Operations Specialist 1st Class Jason Diedalis' work as a talent scout brought in 47 new future Sailors through the 4th quarter of fiscal year 2019 (FY19). During a brief stint as an E-Sourcing talent scout, he increased production by 27% through his development and leadership of five Sailors. Through his efforts, TAOC Columbus overcame a -54 deficit and finished FY19 at plus 41.

Diedalis' commanding officer, Cmdr. Robert L. Moran, says there is no task too difficult for Diedalis to accomplish. It was his efforts and talents that directly contributed to the success of TAOC Columbus, Navy Talent Acquisition Group Ohio River Valley, and Region Three.



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.

July



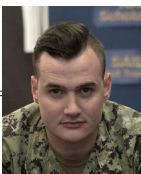
Electrician’s Mate (Nuclear) 2nd Class Douglas Ryles

Damage Controlman 2nd Class Andrew Basbas



Machinery Repairman 1st Class Justin Bacon

Aviation Boatswain’s Mate (Equipment) 2nd Class Brandon Morris



August



Lieutenant Barbara Sterrenberg

Aviation Machinist’s Mate 2nd Class Levi Dodge



Ship’s Serviceman 1st Class Jasmine Allen

Chief Utilitiesman Romulo Urraca



Chief Navy Counselor Grant Khanbalinov

September

Mass Communication Specialist 3rd Class Michael DiGabriele

Machinist’s Mate 1st Class Jordan Martin

Sonar Technician (Surface) 1st Class Wesley Lewison IX

Operations Specialist 2nd Class Nelson Cooper



Navy Recruiting Command FORGE THE FUTURE





Navy Cryptologic Technician Careers



Future of the Fleet
NAVY RECRUITER