

NAVY

Future of the Fleet

# RECRUITER

First Woman Warrant Officer  
Drone Pilot

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From Nigerian Monarch

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DRONE PILOT:  
NAVY CAREER

AERIAL VEHICLE  
OPERATORS  
CLASS 05-22



# From the Admiral

Rear Admiral Dennis Velez  
Commander, Navy Recruiting Command



## Recruiting Nation,

Serving as your leader in Navy Recruiting has been a tremendous privilege for me. Together, we have accomplished so much during one of the most trying times in our nation's modern history. Enabled by your commitment to the mission and our innovative spirit, we have put into place new policies and initiatives that allow us to compete with industry and the other services for America's best talent. Above all, you have persevered through all challenges and driven us to continued success. From decreasing labor participation rates, the great resignation and the ever evolving global pandemic, you answered the call and never let the quality of your work or your commitment to our future Sailors suffer.

As we move forward, I want to remind you that what you do MATTERS! I have met most of you face to face and have been impressed and humbled by your stories, your sacrifice, and your consistent work ethic. Clouds are still visible on the horizon, but I know that you are tested and that there is nothing you can't handle. You are an agile, flexible, high-performing team, and I know you will continue to safely navigate through all the recruiting challenges ahead.

I am leaving you in the capable hands of Rear Admiral Alexis "Lex" Walker. He comes to us from Surface Warfare Schools Command and Surface Warfare Officers School Command. He understands the importance of training our Sailors and Officers in their professional competencies. He brings that experience to help set the vision for the unique mission of recruiting. I have the utmost confidence in his abilities and leadership skills and I know he is the right fit for this position. I also know you will continue to provide him the same loyalty and dedication you have given me.

Lastly, please continue to take care of each other and lead by example. You are inspiring lives and transforming civilians into Sailors each and every day. Our people are our greatest asset, and it is you who is introducing them into our premier fighting force. I will miss all of you very much, but please, if you find yourself in Norfolk, Virginia, swing by the Carrier Strike Group 10 and say hello.

Thank you again and with my profound respect!

Rear Adm. Dennis Velez

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### FRONT COVER:

Warrant Officer 1 Josia Pagler, the first woman warrant officer to complete Officer Candidate School (OCS) at Officer Training Command Newport (OTCN), Rhode Island, was selected to be part of the Navy's first Aerial Vehicle Operators (AVO), poses for a photo prior to her graduation. (U.S. Navy photo by Darwin Lam)



### BACK COVER:

Navy nuclear power has a long proud history and is one of the largest nuclear organizations and one of the most advanced programs in the world. There are three types of Nuclear Operations jobs for enlisted Sailors. All three of these ratings are eligible to receive up to a \$50,000 bonus for first-time enlistment and up to a \$100,000 bonus for re-enlistment.

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# NORU: The Recruiter Schoolhouse

Story by Jordan Smith, Navy Recruiting Command Public Affairs Office



▲ PENSACOLA, Fla. The graduating classes of the Navy Orientation Recruiting Unit (NORU) perform the chants they developed while attending training at graduation. (U.S. Navy photo by Mass Communication Specialist 3rd Class Zachary S. Eshleman/Released)

MILLINGTON, Tenn. – When it comes to recruiting the best and brightest to join the Navy, it all begins at Navy Recruiting Orientation Unit (NORU) in Pensacola, Florida. NORU is the sole recruiting schoolhouse responsible for producing the Navy’s recruiting force. NORU is where Sailors go through courses to learn the fundamentals of recruiting as well as additional skills that will help them in the field.

NORU’s courses are taught throughout the year and range from four to six weeks in length – with the time it takes to become a recruiter being five weeks. In order to attend, Sailors must meet certain standards.

“In order to attend NORU and be selected for recruiting duty, a Sailor must be the cream of the crop from within their rate,” said Chief Navy Counselor Theodore Boerner, a NORU instructor at Naval Air Station Pensacola. “Recruiting only selects the best out of all fleet Sailors. Candidates must have great evaluations and show sustained superior performance while adhering to strict BCA [body composition assessment] and discipline standards.”

In addition to having excellent qualifications, there is more that a Sailor must have and do to become a recruiter.

“You must be up for a challenge!” said Chief Navy Counselor Nivea Smith, a NORU instructor at Naval Air Station Pensacola. “Be the best in your rate; read MILPERS 1306-94 to verify you are eligible; contact your detailer to verify you can be released for special duty programs and complete the special duty screening. Once you have completed the process, you can apply for orders and attend NORU.”

While likeability and the ability to effectively communicate and listen are vital to a recruiter’s success, there are traits that are just as important for a recruiter to have in order to make mission.

“You must have the drive to want to be great,” Smith said. “You must want to help others be great and have good time management. We always say time is money! Every minute of the day counts, and you must be that go-getter Sailor who

always thinks outside the box but also is able to motivate others.”

The curriculum at NORU teaches fleet Sailors the basics of recruiting and walks them through the process of putting someone in the Navy and shipping them to boot camp from start to finish.

“The curriculum is composed of developing a Sailor to become a recruiter and being able to check in at the next command with all the fundamentals,” Smith said. “We train Sailors on sales, public speaking, time management, how to prospect, recruiting instructions, Salesforce [recruiting software] and even challenge them their last week on how the process is in the field. We have a 98% pass rate because we have a large group of motivated instructors who take the time to develop each Sailor and challenge them to be better.”

In addition to teaching Sailors the basics of recruiting, NORU has specialized and advanced recruiting courses.

“We offer the classifier course for those becoming classifiers [Sailors who assign jobs/rates to other Sailors] and the officer recruiting course for those becoming officer recruiters from E-6 to O-5 paygrade,” Smith said. “We also have the Career Recruiting Force Academy for those who love recruiting and decide to convert into Navy Counselors with a recruiting designator. Later in their recruiting career, NC(R)s can attend advance courses to include command trainer and DLCPO [division leading chief petty officer] courses.”

While Sailors do enjoy downtown Pensacola, the public beaches and the amazing local restaurants, they also tend to gravitate toward the amenities and activities the naval base has to offer, such as a well-maintained private beach, fishing trips, kayaking, paddle boarding, competitive runs and a fitness center. The benefits of being a recruiter, however, do not stop there.

“Recruiting duty is very challenging but very rewarding!” Smith said. “Once you complete a tour as a recruiter, you will increase your leadership skills and time management skills, be awarded for your performance,



have the possibility for advancement and mostly importantly [you will] know you have impacted the Navy by shaping it with the most qualified young men and women. You will have an impact on someone else’s life forever, once you become a recruiter, and that you are shaping our Navy’s future.”

When asked why Sailors should want to attend NORU, Boerner gave an impassioned response.

“This is a school like no other in the fleet,” Boerner said. “With a dedicated staff of instructors that only includes chief petty officers and above, instructors are the best of the best in recruiting and are hand selected and vetted individually to provide the students with the best outlook and preparation for recruiting. This school takes not only its curriculum seriously, but the level of motivation we uphold and spread is like no other in training commands. NORU is a school full of motivation and positivity. Students are aware of the positive energy this school exudes from the first day they report until they receive their graduation certificates. Our instructors love our jobs and take a personal commitment to ensure the most positive learning environment for all of our students.”

Becoming a recruiter is a challenge, but it can be a very rewarding job. Smith said the ideal mindset of a recruiter can be summed by thinking, “Don’t inspire to make a living; inspire to make a difference!”

▲ PENSACOLA, Fla. The newest graduates of the Navy Orientation Recruiting Unit (NORU) watch a presentation about their importance to the Navy Fleet. (U.S. Navy photo by Mass Communication Specialist 3rd Class Zachary S. Eshleman/Released)



# First Woman Warrant Officer Drone Pilot

Story and Photos by Darwin Lam, Naval Service Training Command

▶ Warrant Officer 1 Josia Pagler, the first woman warrant officer to complete Officer Candidate School at Officer Training Command Newport, Rhode Island, was selected to be part of the Navy's first Aerial Vehicle Operators, poses for a photo prior to her graduation. Josia, a Rancho Cucamonga, California native, enlisted in the Navy in 2019 and previously served as an Aviation Electrician's Mate 3rd Class with Helicopter Maritime Strike Squadron (HSM) 70 at Naval Air Station Jacksonville, Florida. (U.S. Navy photo by Darwin Lam)



NEWPORT, R.I. - The first woman warrant officer to complete Officer Candidate School (OCS) at Officer Training Command, Newport (OTCN) was selected to be part of the Navy's first Aerial Vehicle Operators (AVO) with designator 737X, Feb. 18.

Warrant Officer 1 Josia Pagler, a native of Rancho Cucamonga, California, enlisted in the Navy in 2019 and previously served as an Aviation Electrician's Mate 3rd Class with Helicopter Maritime Strike Squadron (HSM) 70 at Naval Air Station Jacksonville, Florida.

"I was originally interested in being an aviation electrician's mate for the

MQ-4C Triton unmanned aircraft system (UAS) during A-school," said Pagler. "Lt. Daniel Robinson, my division officer and assistant maintenance officer at HSM 70, really pushed me to apply for the AVO program when he knew I already had a college degree."

She earned her bachelor's degree in Health Care Administration from California State University Long Beach in 2016.

In December 2020, the Navy announced a new warrant officer specialty designator whose job will be to operate carrier-based MQ-25 Stingray unmanned aerial vehicles, which are expected to start

appearing in fleet carrier air wings in 2024, according to a Navy news release.

In order for warrant officers to operate the MQ-25 Stingray, the first carrier based unmanned aerial vehicle in the Navy, the Secretary of the Navy approved the establishment of the AVO warrant officer designator in NAVADMIN 315/20.

"It's awesome any time a woman can blaze a new trail in any new program or community," said Lt. Kyrie Slade, MH-60S Seahawk pilot and the OCS lead class officer. "It proves that we can be as resilient, smart, and tough as our men counterparts."

Slade said she was the only female during her primary selection class out of 22 students.

"My last squadron was 30 pilots and we had anywhere from two-six female pilots onboard during my three years there," said Slade.

The gravity of being the first woman warrant officer to complete OCS is still solidifying for Pagler.

"I honestly haven't wrapped my mind around being the first of anything, however, I want to tell others to not hold yourselves back for going for something you want. Don't be intimidated in a community where the majority are men," emphasized Pagler.

Headquartered in Newport, Rhode Island, OTCN oversees Officer Candidate School, Officer Development School and the Limited Duty Officer/Chief Warrant Officer Academy.

OTCN morally, mentally and physically develops future leaders of character and competence - imbuing them with the highest ideals of honor, courage and commitment in order to serve as professional naval officers worthy of special trust and confidence. 🇺🇸

▶ Warrant Officer 1 James Goodyear, Thomas Forsythe, Devin Layser, Matthew Brickley, Jacob Mettlen, Christopher Nolan and Kiel Massong; the first Warrant Officer Aerial Vehicle Operators; assemble at Officer Training Command Newport, Rhode Island, Jan. 25, prior to their graduation from Officer Candidate School class 05-22. The class is part of the Navy's second phasing-in of the Warrant Officer-1 corps. OCS morally, mentally, and physically develops civilians and fleet Sailors into newly commissioned officers and imbues them with the highest ideals of honor, courage and commitment in order to prepare graduates for service in the fleet as Naval officers, (U.S. Navy photo by Darwin Lam)



# NTAG Atlanta Holds Change of Command

Story and photos by Mass Communication Specialist 1st Class James R. Turner



◀ (March 17, 2022) Cmdr. John Williams (left) renders a salute to Commodore, Navy Recruiting Command Region Central Capt. Robert Smith, (right), while assuming the duties as commanding officer of Navy Talent Acquisition Group Atlanta.

SMYRNA, Ga. – Cmdr. John Williams relieved Cmdr. Kimberly George as commanding officer for Navy Talent Acquisition Group (NTAG) Atlanta during a change of command ceremony held March 17.

During the ceremony, George credited the command accomplishments to her Sailors and encouraged the team to continue to strive for excellence as the new commanding officer takes charge.

The time-honored naval tradition of the official passing of authority between officers is a reflection of the spirit and integrity of all Navy men and women, past, present and future.

“I couldn’t have asked for a better team,” said George. “The hard work and dedication you demonstrated month to month is astonishing. My success is due to your ability to overcome challenges and continue to man the fleet, making the world a safer place.”

The ceremony was presided by Capt. Robert Smith, commodore, Navy Recruiting Command Region Central. Smith showcased the numerous accomplishments of the command as a whole, while paying special tribute to the challenges George faced as commanding officer.

Toward the end of her remarks, George said that the command was in great hands moving forward with Williams.

“You and your team did all of this while our nation faced unique challenges,” said Smith. “Recruiting during a global pandemic and racial and political unrest definitely changed how we accomplish our mission. You were forced to make decisions balancing mission and Sailor safety and you did it well!”

“As I turn over command to Cmdr. Williams, I have no doubt you will continue to do your part to man the fleet,” said George. “Continue to overcome challenges, help each other and work as a team toward command goals as well as your personal goals. Please remember how instrumental each and every one of you are to accomplish the mission.”

“I want to welcome Williams to the chase,” said Smith. “I’m glad he is on my team and I can’t wait to see what he does by building off what George has already accomplished.”

Immediately following the ceremony, George retired after 20 years of naval service, and she thanked the command for all their hard work and support during her final tour of duty.

Under George’s command, NTAG Atlanta successfully contracted 2,638 enlisted active-duty and reserve personnel, of which 134 were in the nuclear field and 154 were special warfare contracts. In addition, NTAG Atlanta successfully recruited 131 Active and Reserve Officers and achieved 140% of the ROTC scholarship goals, awarding 16 immediate selection scholarships.

“I want to thank each and every Sailor at this command for their dedication to mission,” said George. “This has been the absolute pinnacle of my Navy career. Through some of the most challenging of circumstances, you were the ones who made it happen. I will forever be grateful and I wish you all the best of luck.”

# Recruiting Headquarters Holds Symposium for Top Leaders

Story by Mass Communication Specialist 3rd Class Elijah Newton

MILLINGTON, Tenn. - Commander, Navy Recruiting Command (NRC) held its annual Leadership Symposium to train, share best practices and dialog with leaders from NRC’s 26 Navy Talent Acquisition Groups (NTAG), February 15-17.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, 26 NTAGs that serve more than 1,000 recruiting stations around the world.

The symposium allowed for leadership from all of the NTAGs to collaborate and discuss recruiting topics such as the future of recruiting, Navy outreach and diversity, overarching recruiting goals and specific career field requirements, social media and business processes within Navy recruiting.

“The symposium allowed everyone to come together for the first time in two years,” Cmdr. Gardner, event coordinator for the leadership symposium said. “They spoke about failures and successes that will help them improve the recruiting mission.”

“Seeing everyone face-to-face and being able to have frank conversations about everything that is going on in Navy recruiting, is very important,” NTAG Mid-America’s Command Master Chief Deen D. Lady said. “It is not the same on Zoom. The conference really allowed me to get ideas and knowledge to bring back to my Sailors to assist in making my command better.”

While senior leadership discussed ways to support their Sailors to better make mission and keep a healthy work-life balance, other conversations focused on policy and leadership.

“The other great takeaway was the discussion regarding the LaDR [Navy Learning and Development Roadmap] for the career recruiting force [CRF],” NTAG Philadelphia Command Master Chief Dedrick Walker said. “From the Chief, Senior Chief, and Master Chief level for career recruiters, there’s no clear definition of what career progression looks like. But to sum it up, the takeaway from the event was that we addressed a lot of issues, both as it pertains to the Sailors’



professional growth, but also personal growth of our staff members, making it a great event.”

With COVID-19 risk mitigation requirements in place, leadership from the NTAGs haven’t been able to have in-person interactions on the same level that the symposium offers.

“Rear Adm. [Dennis] Velez, [Commander, Navy Recruiting Command], was very adamant about having the symposium in person,” Gardner said. “I was surprised by how he sat down with every commanding officer at the symposium and had a conversation.”

Admiral Velez was interested in getting everybody’s feedback on how they planned to make their recruiting goals for fiscal year 2022. NRC’s total goal is to bring in 44,000 recruits; shipped to boot camp before the year’s end.

“Having the Navy recruiting enterprise leadership together at CNRC Headquarters allowed all of us to share best practices and overcome obstacles similar to all of us,” Cmdr. John P. Hiltz, NTAG Pacific Northwest commanding officer said. “It reminded me that we must stay laser focused on getting better and finding the nation’s next generation of Sailors.”

▲ (Feb. 16, 2022) The Navy Recruiting Command (NRC) Commander’s Conference is a bi-annual event hosted in Millington, Tennessee, where Commander, Navy Recruiting Command, Rear Adm. Dennis Velez (standing) provides guidance and receives feedback on the general status of Navy recruiting. The event is attended by Navy leadership from across the recruiting enterprise. (U.S. Navy photo by Mass Communication Specialist 2nd Class Cody Anderson/Released)

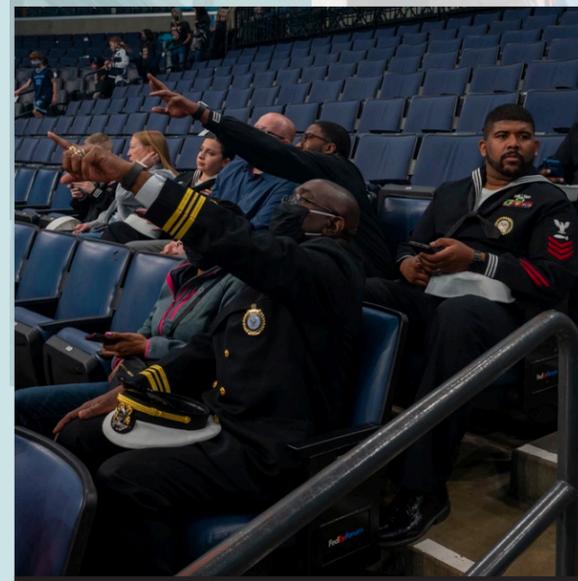
# CNRC Holds ROY Week; Memphis, Tenn.



▲ (February 16, 2022) – Recruiter of the Year (ROY) winners pose for a group photo during a tour of Memphis. ROY week is a three-day event recognizing the nation's top Navy recruiters for their talent acquisition expertise, positive impact on local communities and upholding the highest of Navy values. (U.S. Navy photo by Mass Communication Specialist 3rd Class Elijah Newton)



◀ (February 16, 2022) – Master-at-Arms 2nd Class Berly Lue, Active Component Enlisted Recruiter of the Year, assigned to NTAG Houston, poses with the duck master at the Peabody Hotel in Memphis. ROY week is a three-day event recognizing the nation's top Navy recruiters for their talent acquisition expertise, positive impact on local communities and upholding the highest of Navy values. (U.S. Navy photo by Mass Communication Specialist 3rd Class Elijah Newton)



◀ (February 16, 2022) – Recruiter of the Year (ROY) winners attend a Memphis Grizzlies basketball game. ROY week is a three-day event recognizing the nation's top Navy recruiters for their talent acquisition expertise, positive impact on local communities and upholding the highest of Navy values. (U.S. Navy photo by Mass Communication Specialist 3rd Class Elijah Newton)



▲ (February 16, 2022) – Master-at-Arms 2nd Class Berly Lue, Active Component Enlisted Recruiter of the Year, assigned to Navy Talent Acquisition Group Houston, became an honorary duck master at the Peabody Hotel in Memphis. (U.S. Navy photo by Mass Communication Specialist 3rd Class Elijah Newton)

# NTAG Heartland Sailor Develops Specialized Recruiting Strategy

Story by Mass Communication Specialist 1st Class Jason J Behnke



◀ 1st Class Moses Ortiz, assigned to Navy Talent Acquisition Group (NTAG) Heartland, conducts a presentation for Rear Adm. Dennis Velez, Commander, Navy Recruiting Command. (U.S. Navy photo by Mass Communication Specialist 1st Class Jason Behnke)

DETROIT – The job of a Navy recruiter has its difficulties. It's hard for some people to get in front of a classroom and try to properly communicate the benefits of the Navy to high school students who might already think they have their futures all planned out.

Electronics Technician (Nuclear) 1st Class Moses Ortiz struggled with this when he began recruiting at Navy Talent Acquisition Group (NTAG) Heartland in April 2021. He would speak with students who seemed to have no idea of the cost of school and the debt they were about to incur. He knew the significant benefits the G.I. Bill and the Navy could offer them, but he struggled to fully paint that picture for the students.

"It seemed that they weren't really self-inserting themselves into finding out what failure could look like," Ortiz said.

He said students often don't consider the college debt they'll be paying for the next 10 to 15 years and the reality of what goes with that debt. He wanted to find a way to better explain how committing to join the Navy could vastly change their quality of life over the next decades.

"One of the key moments, and one of the key parts of when I started actually really caring about the presentation, before I had any materials in the first place, was when I had a nuclear prospect I was trying to get into the office," Ortiz said. "He was on the fence for about two months."

When Ortiz finally sat down with the student and his mother, he learned about the student's excellent GPA and the scholarships already offered to him, but when he asked him to break down on paper his life expenses, future salaries and other statistics, both he and his mother started to see the opportunities the Navy could provide.

After that visit, Ortiz began to really dig into the numbers. It took a few more visits, but the student ultimately agreed with Ortiz that the Navy could offer him much more than the traditional college route.

"But I felt like I could have had that conversation faster if I had the materials on hand," Ortiz said.

Ortiz spent months researching and working with a designer to create an infographic with verifiable statistics specific to Indiana, the state in which he works.

"From there, when I started doing presentations, I had an immediate and direct change on how teachers viewed us," he said.

"Before, we weren't reaching the crowds I wanted to reach, which were students who were locked into the idea that college was the only option. They already knew what they wanted to be at age 17."

He said this new presentation he developed opened up a wider discussion among the students, and in those discussions, he realized that not a single one had a decent plan or knew the consequences their actions may ultimately bring.

He continued to work on his script to hone the key message, which was the importance of having a realistic and attainable plan for the future, and also how the Navy could provide a more immediate means to get to where they wanted to be. He even created a website, [www.whatisyourplan101.org](http://www.whatisyourplan101.org), where students, parents and teachers could see for themselves where he got his facts from.

"Overall, it is informative and engaging at the same time," said Gas Turbine Systems Technician 1st Class Justin Manalang, a recruiter at NTAG Heartland, after viewing his presentation. "Most of the kids don't want to listen to a recruiter because all we do is talk, but the visual presentation helps a lot to overcome that."

"I think his presentation broke down the benefits of the Navy, as far as a long term plan," said another recruiter, Torpedoman's Mate 2nd Class Andrew Williams. "It showed that you don't have to do the normal mold of graduating high school and then going straight to student debt."

Ortiz's presentation skills caught the attention of his chain of command. Late last year, he gave his presentation to NTAG Heartland leadership in Detroit. More recently, during a visit to the region, Rear Adm. Dennis Velez, Commander, Navy Recruiting Command, had a chance to speak with Ortiz and see the presentation for himself.

Velez immediately saw the wider potential and immediately saw how it could benefit recruiters nationwide. Development of tools and displays that will work for recruiters in other regions around the world are being developed based on Ortiz's presentation, including a website where recruiters can customize the information for their area or for a specific person's situation. Ortiz hopes this will help other recruiters break through to potential future Sailors who might be on the fence about joining the Navy.

"The end result [of traditional college] will almost always be five to 10 years of debt," Ortiz said.

Ortiz wants students to know the time spent incurring that debt could instead be spent earning an income and learning a high-level skill, while also earning a degree if they choose.



# U.S. NAVY RESERVE

## SECOND TO NONE: Navy Reserve Sailors Critical to 2nd Fleet Success

Story by Commander, U.S. 2nd Fleet Reserve Public Affairs and Commander, Navy Reserve Forces Command Public Affairs

Chief of Navy Reserve Vice Adm. John Mustin's number one priority is warfighting readiness, providing strategic depth to the Navy in an era of strategic competition, including to U.S. 2nd Fleet. There are currently 130 Navy Reserve billets at 2nd Fleet, more than double the number in 2019. These billets are wide-ranging and diverse for officers and enlisted, mirroring Active Duty manning in all functional areas.

Since U.S. 2nd Fleet was reestablished in 2018, Navy Reserve Sailors have surged to support its demanding tempo of exercises and operations, as well as those of sister command and critical allied partner NATO Joint Force Command Norfolk's (JFCNF).

Vice Adm. Daniel Dwyer, commander of U.S. 2nd Fleet and JFCNF, recognizes that alliances and partnerships are an incredible force multiplier and asserts that Navy Reserve Sailors are vital to that equation.

"Our Active Duty and Reserve team work seamlessly together, and I am consistently impressed by the professionalism, expertise, and technical acumen our Reserve brings to the fight," Dwyer said. "My priority is to build authentic relationships, which are key to how we fight, and Reserve Sailors are an important piece of that integration."

"2nd Fleet was reestablished with the vision to create a force able to confront the very real resurgence of strategic competition in the North Atlantic and Arctic regions. The Navy recognized early in the process that allies and partners would be key to confronting new threats there. For the past three years, 2nd Fleet and JFCNF have been building capabilities together, including a tremendous depth of support with Navy Reserve forces.

"This exponential growth has everything to do with the relationships built between the active and Reserve teams and each other's ability to better understand the needs of each other and the command's mission," said Navy Reserve Chief of Staff Capt. B.T. Smith. "We rely on and welcome Reserve support because we know that Navy Reserve Sailors deliver capability and deploy alongside us."

"Navy Reserve Sailors have not just participated in, but have been absolutely essential to 2nd Fleet operations and exercises in the past three years. Just a few of the 2nd Fleet events they have supported include Baltic Operations (BALTOPS) 2019; Large Scale Exercise (LSE) 2021, which was one of the largest naval SECOND TO NONE:NAVY RESERVE SAILORS CRITICAL TO 2ND FLEET SUCCESS exercises in history; 12 different East Coast Fleet Battle Problems (FBPs); Exercise Dynamic Mongoose; and Operation Nanook-Nunalivut.

### "Our Active Duty and Reserve team work seamlessly together..."

Steadfast Defender is another 2nd Fleet event for which Navy Reserve support is vital. Steadfast Defender 2021 was the first in a long-planned series of NATO exercises designed to ensure NATO forces, including U.S and allied Navies, are able to effectively operate together. 2nd Fleet served as the Maritime Component Command (MCC) during the exercise, meaning it was tactically in control of all the maritime units.

This was the first time 2nd Fleet acted as MCC in a NATO-led joint and multilateral exercise. Five Navy Reserve Sailors led the way, joining 2nd Fleet Staff aboard the Blue Ridge-class command and control ship USS Mount Whitney (LCC 20) to help command and control the event.

2nd Fleet also relies on Navy Reserve Sailors to help run its Fleet Maritime Operations Center (MOC) inside its three-story Fleet Command Center in Norfolk, overseeing U.S. Navy operations in the North Atlantic. At any given time there, a mass of uniforms can be seen huddled around a cluster of desks, surrounded by television monitors and projection screens, making decisions that impact the world. The current MOC Director is a Navy Reserve Sailor, Capt. Calvin Foster. He was asked to activate on orders to fill the role because of his extensive experience in the operational level of war. 🇺🇸

## Navy Recruiting Gives Up To \$50,000 In Shipping Bonuses

Story by Commander, Navy Recruiting Command Public Affairs Office

MILLINGTON, Tenn. – The Navy has today announced its updated FY22 enlistment incentive bonuses in an effort to recruit the highest quality of recruits and to ensure Fleet readiness.

Bonus amounts differ depending on program and eligibility, but max out at \$50,000, and are effective for any future Sailor initially classified or reclassified on or after of January 21, 2022.

"We recognize that young Americans today have more employment options and opportunities than ever before, so we are offering these enlistment bonuses to be competitive with the strong civilian labor market, recognizing that we are in competition for the best and the brightest young Americans from all walks of life," said Rear Admiral Dennis Velez, Commander, Navy Recruiting Command. "While military service is not just about the money, we feel the added economic incentive, on top of the existing military benefits package and the inherent excitement tied to service in the world's premiere Navy, will help us attract and retain the kind of talented young people our Navy needs to maintain our competitive advantage into the future."

### "We recognize that young Americans today have more employment options and opportunities than ever before..."

The enlistment incentives offered include Enlistment Bonus Source Rate (EBSR) and EB for Shipping (EBSHP). EBSR bonuses are tied to in demand ratings that support our nuclear Navy, submarines, information warfare and Navy's warrior challenge ratings such as SEAL and EOD. EBSHP by contrast is available to all active component ratings for future Sailors who will ship before June.

Sailors can be paid in one or multiple installments based on specific accomplishments of the bonus criteria. EBPST, EBPFA, EBCC, EBSHP and EBHS are paid upon graduation from Recruit Training Command (RTC).

Active component recruits listed below are eligible for early shipping bonuses in the following months during FY22.



A \$4,000 EBSHP is awarded to any newly classified applicant scheduled to ship from January 21 - May 31, 2022 or any future Sailor currently in the Delayed Entry Program (DEP) with a scheduled shipping date of June 1, 2022 or later that rolls in or reclassifies into January 21 – May 31, 2022.

Of note, the EBSHP bonus allots \$14,000 to those eligible with an EB maximum limit of \$50,000. While the additional shipping bonus can be added to bonuses for specified jobs, the bonuses aren't limited to future Sailors in the DEP, but are also available to applicants who contract in the specified ratings and ship within 30 days.

"All bonuses are subject to Congressional Appropriations and funding availability, so interested future Sailors should respond as soon as possible," said Lt. Nickos Leondaridis-Mena, Operations Research Analyst for Commander, Navy Recruiting Command. 🇺🇸

# Eye on the Field



◀ PITTSBURGH (March 10, 2022) Cmdr. Christopher McCurry, from Aloha, Oregon, center, renders a salute during the national anthem. McCurry relieved Cmdr. Brandon Smith, right, as commanding officer of Navy Talent Acquisition Group (NTAG) Pittsburgh, during the change of command ceremony at the historic Soldiers and Sailors Memorial Hall and Museum. Capt. Katrina Hill, commodore of Navy Recruiting Region East, officiated the transfer of command as the presiding officer. NTAG Pittsburgh, part of Navy Recruiting Command, recruits the next generation of Navy Sailors throughout areas in Pennsylvania, New York, West Virginia, and Maryland. (U.S. Navy photo by Mass Communication Specialist 1st Class Benjamin Dobbs/Released)

▶ MILLINGTON, Tenn. (March 8, 2022) Dr. Kevin Sullivan, deputy commander, executive director, Navy Recruiting Command conducts training during the 2022 Navy Recruiting Command (NRC) Public Affairs Symposium in Millington, Tenn., March 8, 2022. The NRC Public Affairs Symposium is an annual event that brings together Navy recruiting public affairs officers to provide training, guidance and feedback on recruiting enterprise efforts. (U.S. Navy photo by Mass Communication Specialist 2nd Class Cody Anderson)



ative Writer



◀ PITTSBURGH (March 10, 2022) Cmdr. Christopher McCurry, from Aloha, Oregon, right, relieves Cmdr. Brandon Smith as commanding officer of Navy Talent Acquisition Group Pittsburgh, during the change of command ceremony at the historic Soldiers and Sailors Memorial Hall and Museum. Capt. Katrina Hill, commodore of Navy Recruiting Region East, officiated the transfer of command as the presiding officer.

# Eye on the Fleet

▶ BEAUFORT SEA, Arctic Circle (March 6, 2022) Cmdr. Dan McNab, left, commanding officer of the Virginia-class fast attack submarine USS Illinois (SSN 786), shakes the hand of Meredith Berger, performing the duties of under secretary of the Navy, during Ice Exercise (ICEX) 2022 with the submarine moored to Arctic Ocean ice in the background. ICEX 2022 is a three-week exercise that allows the Navy to assess its operational readiness in the Arctic, increase experience in the region, advance understanding of the Arctic environment, and continue to develop relationships with other services, allies, and partner organizations. (U.S. Navy photo by Mass Communication Specialist 1st Class Alfred Coffield/Released)



◀ DOVER, Del. (Feb. 9, 2022) Master Chief Petty Officer of the Navy (MCPON) Russell Smith poses for a group photo with Sailors, assigned to Navy Talent Acquisition Group Philadelphia, during his visit to Navy Recruiting Station Dover. MCPON Smith spoke with local recruiters to address their concerns, thank them for their work, and answer questions focused on manning, advancement, and the overall health and wellness of individual Sailors and the force at large. (U.S. Navy photo by Chief Mass Communication Specialist Diana Quinlan/Released)

▶ Sailors assigned to Mobile Diving and Salvage Unit 2 and Explosive Ordnance Disposal Mobile Unit 12 move a kitchen cabinet during a community relations event held at a Habitat for Humanity build location in Prichard, Alabama, Feb. 22, 2022. The event was part of Mobile Navy Week, bringing Sailors from different Navy units across the U.S. to conduct focused outreach with members of the community. Navy Weeks consist of a series of events coordinated by the Navy Office of Community Outreach designed to give Americans an opportunity to learn about the Navy, its people, and its importance to national security and prosperity. (U.S. Navy photo by Mass Communication Specialist 2nd Class Emilia Hilliard)



# MCPON Smith Visits Sailors at a Local Recruiting Station in Dover

Story by Chief Mass Communication Specialist Diana Quinlan



◀ (Feb. 9, 2022) Master Chief Petty Officer of the Navy (MCPON) Russell Smith meets Navy Counselor 1st Class Reuben Mosco, a native of Durant, Okla., assigned to Navy Talent Acquisition Group Philadelphia, during a visit to Navy Recruiting Station Dover. MCPON Smith spoke with local recruiters to address their concerns, thank them for their work, and answer questions focused on manning, advancement, and the overall health and wellness of individual Sailors and the force at large. NTAG Philadelphia encompasses regions of Pennsylvania, New Jersey, Delaware, Maryland and West Virginia, providing recruiting services from more than 30 talent acquisition sites with the overall goal of attracting the highest quality candidates to ensure the ongoing success of America's Navy. (U.S. Navy photo by Chief Mass Communication Specialist Diana Quinlan/Released)

DOVER, Del. – Master Chief Petty Officer of the Navy (MCPON) Russell Smith met with local recruiters at Navy Recruiting Station Dover, Delaware, Feb. 9, during a scheduled visit to the region.

Smith spoke with Sailors, assigned to Navy Talent Acquisition Group Philadelphia, to address their concerns, thank them for their work, and answer questions focused on manning, advancement, and the overall health and wellness of individual Sailors and the force at large.

“The purpose of the visit was to speak to the recruiters and gain their feedback, as well as share a little bit about what’s going on in the fleet,” said Smith. “Which, I think, helps provide perspective as they talk to future Sailors about what the Navy is doing and what it has to offer, what we expect from our future Sailors, and hopefully give the recruiters what they need to attract the best talent in the nation.”

Smith touched on the importance of visits such as this, and having one-on-one conversation with Sailors to gain better insight on their daily operations, and to receive feedback that can help improve Sailors’ quality of work and life balance.

“It’s always insightful to hear what the struggle is at the deck plates and, I say it often and I’ll say it again, recruiting is the hardest thing we do,” said Smith. “With the COVID protocols that we’ve endured over the last couple of years, it’s really hard to get out there and do the face-to-face interaction that helps us find future Sailors. And yet, our recruiters continued to deliver.”

Representing the recruiting district’s leadership was Master Chief Navy Counselor Stephen Callaghan, chief recruiter at NTAG Philadelphia.

“It was a great honor to host MCPON at one of our recruiting stations here in Dover,” said Callaghan. “It’s vital for us to see naval leadership recognize recruiting efforts put forth by our Sailors to keep the Navy manned and ready. It is also important to have the opportunity to share our feedback on what works and what can be improved in the future.”

Callaghan also commented on the value of in-person conversations, similar to visits to the ships and major commands, but on a smaller scale, where each Sailor’s comment, idea or question may be heard.

“This visit provided a direct line for our Sailors to ask the questions they had,” added Callaghan. “MCPON shed some light on new changes that are being implemented in the Navy and the fleet in general. For example, the recent extension of the Navy’s only boot camp training from eight weeks to 10. This information helps our recruiters better educate future Sailors and their families on what to expect and prepare for as they take this important step to serve.”

NTAG Philadelphia encompasses regions of Pennsylvania, New Jersey, Delaware, Maryland and West Virginia, providing recruiting services from more than 30 talent acquisition sites. 🇺🇸

# U.S. Navy Recruiters Swear in Future Sailors at Liberty Bowl

Story by Mass Communication Specialist 3rd Class Elijah Newton



MEMPHIS, Tenn. – U.S. Navy recruiters participated in the Mississippi State University vs. Texas Tech University pre-game ceremony held at the Liberty Bowl Dec. 28.

Future Sailors walked onto the field with the executive officer of Navy Talent Acquisition Group (NTAG) Nashville, Cmdr. John Culpepper, for their oath of enlistment.

The oath of enlistment is a promise to support and defend the Constitution of the United States and obey the orders of the president of the United States and the orders of the officers above them. The oath is a prerequisite to joining the military before going off to basic training.

“It was an honor being part of these young men and women’s decision to dedicate themselves to serving their country,” Culpepper said. “I’m really impressed with the level of talent that we’re getting to help us out in the fleet and I know they’re gonna have some great adventures in front of them.”

The future Sailors took the oath in Liberty Bowl Memorial Stadium filled with football fans from all across the country. Following the oath the crowd erupted with applause to show their support and patriotism.

“It was nerve wracking at first but then I felt really good,” future Sailor Kelly Murphy

said. “Having everybody cheer for us really made me proud of my decision to go into the Navy.”

After graduating from Recruit Training Command (RTC), Murphy will be attending damage controlman “A” school in Great Lakes, Illinois.

“It was an honor being part of these young men and women’s decision”

The game concluded with Texas Tech University winning against Mississippi State University 34-7.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions and 26 Navy Talent Acquisition Groups that serve more than 1,000 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America’s Navy. 🇺🇸



◀ (Dec 28, 2021) Future Sailors wait to march on the field to participate in the oath of enlistment before the 2021 Liberty Bowl. The Oath of Enlistment is one of the first steps as new recruits begin transitioning into Sailors. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jose Madrigal/Released)

▼ Dec 28, 2021) Cmdr. John Culpepper, executive officer of Navy Talent Acquisition Group Nashville, leads future Sailors in the oath of enlistment before the 2021 Liberty Bowl. The Oath of Enlistment is one of the first steps as new recruits begin transitioning into Sailors. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jose Madrigal/Released)

# New Pathway into the Navy

Story by Mass Communication Specialist 3rd Class Elijah Newton



◀ NEWPORT, RI (March 11, 2022) Officer Candidate School (OCS) class 07-22 students at Officer Training Command Newport (OTCN), Newport, Rhode Island, maintain military bearing during their graduation ceremony, March 11. OCS develops civilians and fleet Sailors into newly commissioned officers morally, mentally, and physically while also instilling them with the highest ideals of honor, courage, and commitment for service in the fleet as Naval officers. (U.S. Navy photo by Mass Communication Specialist 2nd Class Derien C. Luce)

MILLINGTON, Tenn. - The Navy is bringing back the Baccalaureate Degree Completion Program (BDCP). This program offers various benefits for college students looking for a new way to join the Navy as a commissioned officer. BDCP will help prospective applicants commission as a Surface Warfare Officer, Special Warfare, Explosive Ordnance Disposal, Naval Aviation- Pilot and Naval Flight Officer.

"Implementing the BDCP is another Fleet recommendation from our Task Force One Navy," Rear Adm. Dennis Velez, Commander, Navy Recruiting Command said.

Those who enlist into the BDCP will start off receiving full pay and allowances of an Officer Candidate Petty Officer 3rd Class (OCPO3) (E-4). If an applicant provides a referral that results in an accession to an officer commissioning program, they will be eligible for a one-time advancement to the next paygrade. Another way to advance in paygrade is to make the dean's list two consecutive semesters or three consecutive quarters.

"A lot of college students have a job on the side while they study," Cmdr. Howard Bryant, Director of Outreach and Diversity at Commander, Navy Recruiting Command said. "This program will help free up time so they can focus on their studies, as well as guarantee a job after they graduate."

To apply for BDCP, applicants must be U.S. citizens, at least 19 years old and cannot exceed the age limit

for the specific designator. It is required to have a 2.8 grade point average or higher on a 4.0 grade scale.

BDCP is also available to people enlisted in the Navy Reserves. Applicants must be currently enrolled or accepted for transfer to a regionally-accredited four-year college or university that does not have an established Naval Reserve Officer Training Corps (NROTC) unit or NROTC cross-town agreement. Applicant must have at least 60 semester or 90 quarter hours of credit from an accredited college or university and fulfill baccalaureate degree requirements within 24 months.

"This program is meant for that person midway through college that is figuring out what's next in their life," Lt. Cmdr. James Barfoot, the branch head of general accessions at Commander, Navy Recruiting Command said. "Instead of having to delay and potentially run into a financial situation, they've got a pathway."

Upon completion of the baccalaureate degree requirements, candidates will be advanced to OCPO2, if they haven't been previously advanced. Candidates will keep their rank until they are enrolled into the next available Officer Candidate School class.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions and 26 Navy Talent Acquisition Groups that serve more than 1,000 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy.

## MARKETING TOOLS AND INSIGHTS



## INTRODUCTION

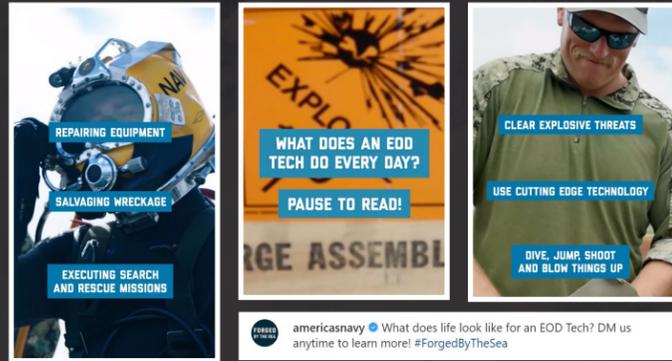
Beginning with this issue of *Navy Recruiter*, Navy Recruiting Command and its marketing agency, the Navy Partnership, will share advertising and marketing-related highlights from the previous three months, as well as provide a detailed look at NRC's key strategies and tactics for the upcoming quarter. (These Marketing Tools and Insights also can be found on the Recruiter Etoolbox website.)

The goal is to better inform the recruiting field about the strategic marketing initiatives that are executed nationally to effectively educate, inspire and convert Gen Z recruits and their influencers. We also hope this information will create new synergies between local and national marketing efforts, helping ensure that best practices are deployed at every touchpoint with future Sailors.

If there are topics that you would like to learn more about, or if you have ideas about how to improve the sharing of this information, please let us know by emailing [navypartnership@vmljr.com](mailto:navypartnership@vmljr.com)

## SOCIAL MEDIA

- The Sea to Stars Snapchat Lens campaign launched in December, which gave participants the chance to travel from the depths of the ocean to sea level aboard a Navy ship and all the way up to 25,000 feet in the air in a Naval aircraft, continued to deliver exceptional engagement results in Q2.
- On Instagram and Facebook, we launched a campaign to educate followers on the specific responsibilities and assignments within Special Warfare and Special Operations, featuring SEAL, SWCC, EOD, Diver and AIRR rates.
- We developed new “A Day in the Navy” content to share examples of what can happen on any given day for a Sailor, depending on his/her rate and location. We featured Machinist Mates, Air Traffic Controllers, Cryptologic Technicians – Network and Submariner rates – plus, showed what it’s like to launch a jet, how it feels to get hyped on the flight deck, and how to land a helicopter on a moving ship.

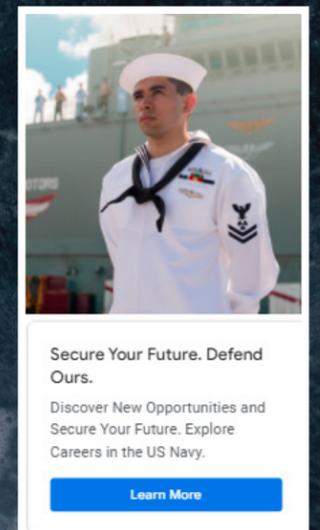
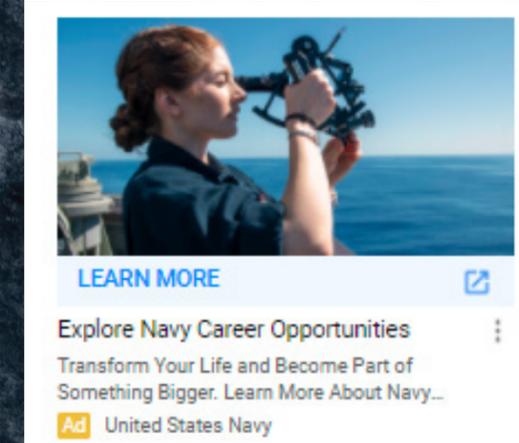
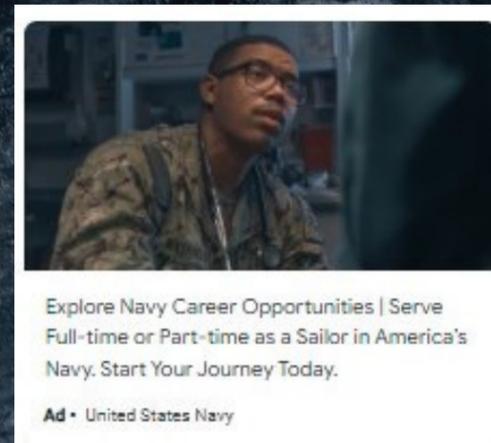
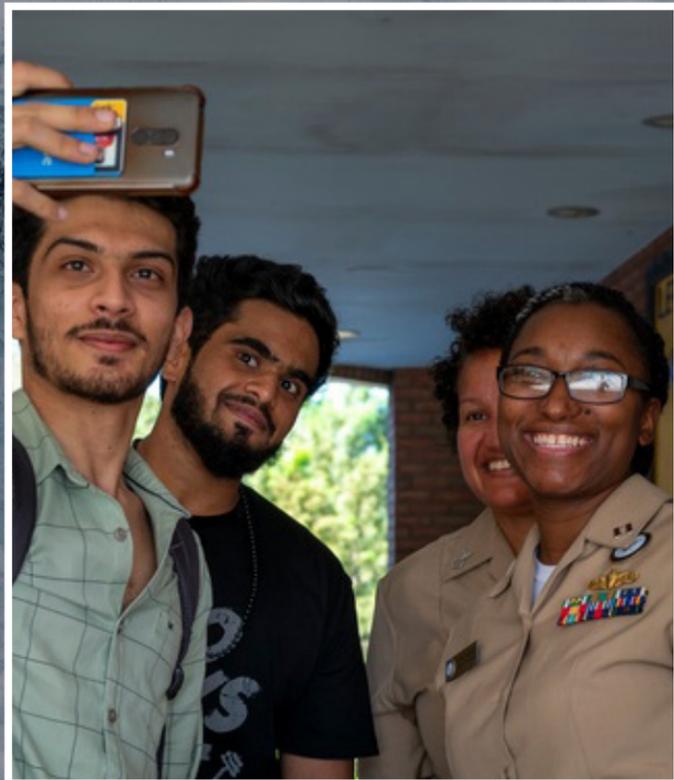


## PAID MEDIA

- The Paid Media team enhanced national advertising efforts by partnering with Google Discovery to place key Navy messages across widely used Google mobile platforms, including Gmail and YouTube.
- In Q2, Paid Media also helped promote exciting new content developed to support major cultural moments, such as Black History Month, Women’s Heritage Month and International Women’s Day. By amplifying and aligning our content across targeted paid media channels during these periods, we were able to increase the Navy’s presence with our target audiences during key tentpole moments.
- The Navy’s partnership with Enthusiast Gaming in Q2 included a regional tournament focused on drawing in top high school gamers to participate and compete with the Goats & Glory team on a large scale. The event drew in a large number of viewers within our target audience and the gaming community at large, helping to further establish the Navy’s Goats & Glory team as a fixture in the esports community.

## DIVERSITY

- The Diversity team hosted Navy Promotion Days (NPDs) in El Paso, Mobile, Birmingham, Savannah and Orlando, participating in both in-person and virtual engagements with top high school and college students in those markets, including Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions [HSIs].
- The team also engaged with high-ability prospective Sailors at regional conferences with the Society of Women Engineers in Albuquerque and Des Moines and at the National Society of Black Engineers National Convention in Anaheim. Additional regional conferences were with the American Indian Science and Engineering Society in Washington DC, South Dakota and Ithaca, New York.



## Q3 // LOOK AHEAD

### SOCIAL MEDIA

For Q3, the Social Media team will create paid and organic content on @AmericasNavy Instagram, Facebook, Reddit, Twitter, Snapchat, LinkedIn and YouTube accounts, driving qualified traffic to Navy.com and engaging in meaningful conversations with users through reactive and proactive community management efforts. Here's a look at some of the upcoming campaigns.

### SAILOR GRADUATION

This year to celebrate our graduating seniors who will soon be transitioning to Sailors, we are making their graduation day extra special. We've created Navy Rate Grad Caps in the past, and it's been so successful that we're adding new rates and designs. In fact, people have asked us to create specific rates for them. A graduating Sailor can print them out and place on his/her graduation cap to show people where their future is heading.

## Q3 // LOOK AHEAD

### PAID MEDIA

In Q3, the paid media strategy will focus on "conversion objectives" as a way to drive as many leads as possible, especially during this crucial period when recruits are making important decisions about their next steps in life. We will maximize our presence in Paid Search and Affiliates channels to encourage prospective recruits to seek out more information and ultimately speak directly with recruiters about what a future in the Navy could look like!



### TOP GUN: MAVERICK

At long last the sequel to Top Gun finally will hit movie screens in late May! While everyone will be thrilled to see the next chapter in Maverick's journey, this will also be an important cultural moment that will light a spark in the next generation of Sailors, who watch the movie and envision themselves pursuing a life as thrilling as the one on screen.



We will be implementing media tactics to share stories of the real Top Gun Aviators and encourage movie viewers to consider what a real-life role in the Navy could entail.

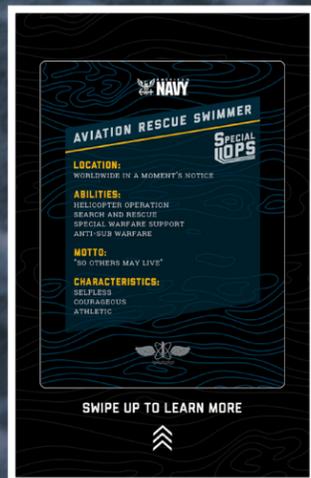
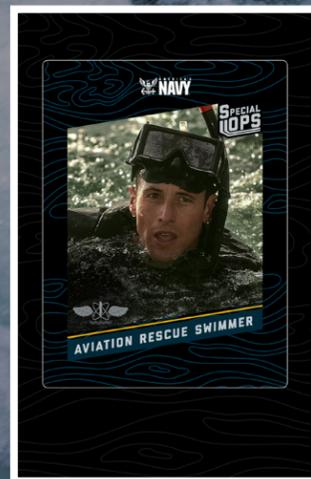
### RATE TRADING CARDS

As kids, we all loved trading cards. We read the stats, collected the cards, and traded them with our friends. What if each Navy rate had its own "trading card" with short descriptions and characteristics? This quarter, we'll be bringing back this top-performing campaign with fresh Navy rates, including Builder, Torpedoman's Mate, Aviation Structural Mechanic and Aircrewman Avionics

### HEALTH & FITNESS

For those who are not in the best physical shape, Navy boot camp fitness standards may seem nothing short of impossible. We will help potential recruits gain confidence in their ability to surmount this obstacle by providing a fitness routine to help them get in shape for boot camp. This routine will build gradually over time, starting from the couch and then increasing to help prospects achieve specific fitness goals, while making the process as painless as possible.

Have an idea to feature something on our social pages? Want to learn more about how you can leverage our national social media content at the local level? Get started by emailing [navypartnership@vmljr.com](mailto:navypartnership@vmljr.com).



### ESPORTS

The success of the Goats & Glory team in the Esports space continues to build each month! The Navy is making a name for itself in the gaming community as a force to be reckoned with and that will continue to grow this quarter as we work with an established partner to surround the gaming community with Navy messaging and continue to find ways to put the Navy team front and center.

Keep an eye out for live streams on America's Navy Twitch channel, where the Goats & Glory team will compete and show off their skills!

## CONVENTIONS

The Navy attends a variety of conventions both virtually and/or in-person throughout the year to recruit the best talent in the nation. Here is the lineup for Q3:

April

- National School Boards Association Annual Conference in San Diego, CA
- DECA International Career Development Conference in Baltimore, MD
- American Society of Colon & Rectal Surgeons in Tampa, FL

## DIVERSITY

Do you know about NPDs? A Navy Promotional Day (NPD) is a proprietary recruitment program built specifically for the purpose of attracting the brightest diverse college prospects and showcasing opportunities for military careers. Placing emphasis on diverse universities, this one- or two-day event provides leadership skills and features guest speakers with STEM backgrounds during virtual and/or in-person classroom visits. The Nimitz VR asset also makes appearances at several events for visibility.

Here is the Q3 lineup of NPDs (which include the Nimitz VR asset) and other Diversity events:

Interested in hosting an NPD or want to assist in the execution? Email us at [claudia.alday1@navy.mil](mailto:claudia.alday1@navy.mil)

## PUBLIC RELATIONS

### EARNED MEDIA PLACEMENTS

In Q3, the PR team will focus on gaining earned media coverage to promote NPDs, Nimitz activations, NROTC Scholarship award ceremonies, and other recruiting events, raising awareness and increasing attendance.

We also will amplify the second year of the Navy's Flight Academy program, which is a diversity effort that provides select high school students with the opportunity to gain pilot licenses after an intensive, 8-week summer course.



Want to share some feedback? Have a request for new content or resources? Email us at [navypartnership@vmlyr.com](mailto:navypartnership@vmlyr.com).

## ETOOLBOX RESOURCES

As a reminder, the Recruiting Etoolbox is a one-stop, online resource containing classroom presentations, social media and public relations 'how-to's,' message maps, infographics, FAQ documents, and a range of other tools designed for recruiters to integrate into local marketing efforts.

The website is accessible on a smartphone, providing easy access for recruiters traveling to schools, events or rural locations, away from their desktop computers. The Etoolbox also includes a feature on every page for recruiters to provide feedback and offer suggestions for new content types that would be useful to the field.

### SEVERAL NEW RESOURCES WILL BE ADDED TO THE RECRUITER ETOOLBOX IN Q3, INCLUDING:

- New Classroom Presentations  
Now available: NROTC COI and TOPGUN presentations
- Local Command Press Kit  
Guidance for NTAGs on how to complete Press Kits for distribution
- Conventions Tips & Tricks  
Handy "know before you go" document for those attending conventions and conferences
- State Unemployment Log-Ins  
Information on how to log into a number of state unemployment websites' databases for recruitment

# Sailor Receives Honorary Title and Award From Nigerian Monarch

Story by Creative Writer Jordan Smith, Navy Recruiting Command Public Affairs Office



▲ Lt. Victor Agunbiade, attached to Commander, Navy Recruiting Command, and his wife, Caprice Agunbiade, receive certificates of installation during the awards ceremony at the palace of the Onimesi of Imesi-Ekiti (the monarch of that kingdom in Ekiti State). The ceremony was held in part to honor Agunbiade for exemplary service in the U.S. Navy, which brings pride to Agunbiade's hometown of origin and serves as an example of success to youth in the area. (Courtesy photo provided by Lt. Victor Agunbiade/Released)

MILLINGTON, Tenn. — In the race of life, Lt. Victor Agunbiade won't reflect on the awards or the accolades, but instead on the amount of batons he is able to pass. He knows that races are won and lost in those moments, and he makes those successful hand offs his every day mission.

But that doesn't mean the awards and accolades won't keep coming. Agunbiade recently traveled back Nigeria to receive an honorary title and the Chieftaincy award for his outstanding naval service by the Onimesi of Imesi-Ekiti (the monarch of that kingdom in Ekiti State) at the Onimesi's palace on December 17.

Agunbiade's recognition was based on his meritorious service and accomplishments in the Navy while serving as disbursing officer, comptroller department, Camp Lemmonier Djibouti from October 2019 to July 2020. In that role, Agunbiade

managed the Navy's largest cash disbursing office and also maintained 100% accountability of \$23 million across six inspections and independent audits with zero discrepancies. On 26 June 2020, the Secretary of the Navy awarded Agunbiade the Navy and Marine Commendation medal for his service during that time.

The award ceremony itself served many functions, such as increasing visibility for Nigeria's local sectors and showcasing Nigerian culture, but the most important aspect of the ceremony for Agunbiade was the youth of Nigeria and how it could positively impact them.

"Any nation that neglects the youth is destroying the future of their nation," Agunbiade said. "America is great because of the because of the contribution of the youth. The youth is what I chose to live for."

As someone who was born in Nigeria

▶ LAGOS, NIGERIA (Dec. 17, 2021) Lt. Victor Agunbiade, attached to Commander, Navy Recruiting Command, Caprice Agunbiade, Prince Victor Agunbiade I and Alfreda Agunbiade take their seats upon arriving at the awards ceremony. The ceremony was held in part to honor Lt. Victor Agunbiade for exemplary service in the U.S. Navy, which brings pride to Agunbiade's hometown of origin and serves as an example of success to youth in the area. (Courtesy photo provided by Lt. Victor Agunbiade/Released)



and later migrated to the U.S. and became an American citizen, Agunbiade knows what the future can look like for Nigeria's youth. He knows what opportunities are out there for them. That unique perspective aided Agunbiade when it came to recruiting for the Navy as well.

"I don't understand the science of recruiting, but I know how to tell my story," Agunbiade said. "By telling my story, I was able to be the best recruiter in the nation."

In 2020, Agunbiade and his wife launched the Alfred A. Agunbiade Memorial Foundation in honor of Agunbiade's late father who had worked as a school teacher. The foundation's focus is youth empowerment – as is the case with Agunbiade's recognition by the Onimesi and whenever he tells young people what opportunities the Navy can provide.

"Youth empowerment has been my heartbeat because that was my father's heartbeat," Agunbiade said. "I just want to honor the memory of a good man that nobody knew."

Agunbiade and his wife give scholarships to Nigeria's youth and

assist through the foundation via donations and community improvement projects. When Agunbiade mentioned the good that he does for the youth, he also talked about the good that others have done for him. The U.S. and the Navy gave Agunbiade opportunities. His father gave him a passion.

For Agunbiade, this recognition of his naval service was for the youth more than anything. It showcased a good example of accountability and integrity, and those are the types of things Agunbiade hopes to pass onto the youth to motivate them to do great things as well.

Agunbiade likened life to a race where you pass the baton to the next person on your team for them to continue the race. In a race, if you drop the baton, your team is disqualified. Agunbiade is doing his best not to drop the baton, and to pass it on, just as those before him did.

With his new title of Jagunmolu (meaning "someone who has fought and overcome") of Imesi-Ekiti, Agunbiade hopes to have another effective way of empowering the youth... another baton to pass. 🇳🇮

# Navy Recruiting Gold "R" Award Winner Announced for 2021

Story by Mass Communication Specialist 2nd Class Tyler Priestley



◀ **MILLINGTON** (February 17, 2022) Commander, Navy Recruiting Command (CNRC) announced Navy Talent Acquisition Group Rocky Mountain as the 2021 winner for the annual Gold "R" award during Recruiter of the Year ceremonies held at CNRC Feb. 17. (US Navy photo by Mass Communication Specialist 2nd Class Austin J. Breum/Released)

MILLINGTON, Tenn. – Commander, Navy Recruiting Command (CNRC) announced Navy Talent Acquisition Group (NTAG) Rocky Mountain as the 2021 winner for the annual Gold "R" award during Recruiter of the Year ceremonies held at CNRC Feb. 17.

"The Gold 'R' is the most prestigious award in Navy Recruiting Command, bestowed to only one command per year, identifying that NTAG as the best in the nation," said Master Chief Navy Counselor Heather Charara, National Chief Recruiter. "It is awarded to the command that met and exceeded expectations and consistently recruited high quality Sailors in both the officer and enlisted ranks. NTAG Rocky Mountain showed us this year that no matter how adverse the environment around us is, with strong leadership, hard work and dedication anything is possible. They have set the standard for years to come."

Not only did NTAG Rocky Mountain meet their recruiting goals, but they far exceeded them. They recruited 1,245 Sailors, 156 officers and managed to ship 1,223 future Sailors to Recruit Training Command.

NTAG Rocky Mountain also managed and directed an enlistment incentives program and loan repayment program, which allowed them to write

contracts worth over \$9,300,000 for fiscal year 2021.

"I give each and every member of my command credit for the successes we've enjoyed," said Cmdr. Jeremiah Baldwin, commanding officer of NTAG Rocky Mountain. "Give these fine men and women the freedom to make the tough decisions, day in and out. The consistent positive results have been inspirational to me. Frankly, leadership comes down to making every member sincerely feel like a vital part of the whole. Call it 'buy-in' if you will."

The quality of the future Sailors they recruited was unmatched. Over 90% of the future Sailors held traditional high school diplomas and over 75% of them scored in the upper test category on the Armed Services Vocational Aptitude Battery.

To learn more about the Gold "R" award, reference COMNAVCRUITCOMINST 1650.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, 26 Navy Talent Acquisition Groups (NTAGs) that serve more than 1,000 recruiting stations around the world. Their mission is to attract the highest quality candidates to assure the ongoing success of America's Navy. 🇺🇸

# Like Father, Like Daughter

Story by Mass Communication Specialist Seaman Kalliyah Lowe, NTAG New England Public Affairs Office

▶ **BOSTON** (January 19, 2022) Nurse corps officer, Lt. Cmdr. Aaron Cagley, attached to Officer Training Command Newport, Rhode Island, poses with his daughter, Savannah Cagley, after administering the oath of enlistment to her at the Military Entrance Processing in Boston. Savannah, 21, said her dad and family history of military service was her inspiration to enlist. (U.S. Navy photo by Chief Mass Communication Specialist Joshua Wahl/Released)



BOSTON - Lt. Cmdr. Aaron Cagley from Falls Church, Virginia, recited the oath of enlistment to swear in his daughter Savannah Cagley, Jan. 19, 2022.

The Cagley's have a military family history. Aaron Cagley's father was a colonel in the Army and helped inspire his son to join in 1995.

"I joined the Navy in 1995," said Aaron Cagley. "He arrived at boot camp, and it was a very special moment for me when he saw me graduate."

Savannah Cagley grew up watching her father's military success while traveling to new duty locations worldwide. Like most military children, she attended several schools, opposite of what her mother, Angelica Cagley, described as her own childhood experience growing up in the same Hatch, New Mexico location.

"Savannah Cagley was born in 2001, so most of her life, she has been a military brat," said her mother, Angelica Cagley. "It's not a normal upbringing; I mean, I grew up in one spot and didn't travel anywhere. She had the complete opposite lifestyle. That kind of lifestyle is now a part of who she is."

Savannah Cagley completed a year of college in 2020 but felt the Navy would offer a more suitable career path.

"It was a tough conversation with my dad," said

Savannah Cagley. "Joining the military has always been something that was in the back of my head, but I told myself, I couldn't do it, I wasn't strong enough."

Savannah Cagley attributes making her decision to join the Navy to her father. She recounted how he was a prominent figure in her childhood and said she always looked up to him.

"It always circled back to him," she said. "He has always been there and been so strong. I've always been so proud of him."

After swearing-in, Savannah received a surprise: her first challenge coin. Navy Counselor Chief Michael Abrajano, from Long Beach, California, gifted the coin and reflected on his service with her father during a Kuwait tour ten years ago.

"It's important to have good contacts you know in your military career," said Aaron Cagley. "Make friends and stay in contact with people wherever you go."

After Savannah Cagley received her first coin, she joined her family sharing tearful hugs and proud I love you's while preparing for her new journey.

"I'm confused, but I'm also so excited," Savannah said. "My dad tells me so many cool stories about the Navy, and I'm so excited to experience that too." 🇺🇸

# Recruiter Spotlight

Every week, a selected Navy Talent Acquisition Group 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](http://www.cnrc.navy.mil).

## December



Master-at-Arms 2nd Class Benjamin Garrett

Aviation Ordnanceman 1st Class Shawn Thorpe



Missile Technician 2nd Class Joshua Eynon

## January



Equipment Operator 1st Class Charles Coleman

Operations Specialist 1st Class Sade Robinson



Electrician's Mate 1st Class Jie Luo

Navy Counselor 1st Class Monique Staples



## February



Aviation Structural Mechanic 2nd Class Gary Coit

Lieutenant Ellen Halverson



Navy Counselor 1st Class Emma Tinch




# BRAVO ZULU

As part of a new initiative, Rear Admiral Dennis Velez would like to offer a Bravo Zulu to the following individuals for performing exceptionally during an unique time in Navy Recruiting.

- NC1 Donald Dolan - NTAG Carolina
- ETN1 Moses Ortiz - NTAG Heartland
- MMN2 Clarisse Schlager - NTAG Heartland
- LT. Victoria Blackley - NTAG Jacksonville
- OS2 Shaulana Williams - NTAG Jacksonville
- ABE2 Shakera Alexander - NTAG Miami
- AO1 Garrett Lambrecht - NTAG Mid-America
- EN1 Michael Orłowski - NTAG Northern Plains
- ABE1 Derrick Provo - NTAG Ohio River Valley
- EN1 Joshua Thompson - NTAG Pacific Northwest
- CDR Justin Collins - NTAG Phoenix
- NCCS Christopher Blake - NTAG Phoenix
- MA2 Laura Black - NTAG Phoenix
- CS1 Katherine Aponte - NTAG Richmond
- OS1 Colton Gove - NTAG Rocky Mountain
- ETN1 Kevin Camitta - NTAG San Antonio



E-7 and senior



Civilian



E-6 and junior

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