The U.S. Army's Journal for Homeland Defense, Civil Support and Security Cooperation in North America



Caldwell takes command of U.S. Army North, Pg. 6

Army North meets community during U.S. Army All-American Bowl, Pg. 20

Page 2	ARNORTH Monthly	February 2012
Pg. 5	Fort Sam Houston honors retirees	
Pg. 8	Quad animal caretaker looks after deer, peacocks, peahens chickens, ducks	,
Pg. 10	Army North facilitates DHS/DoD future requirements confer	ence
Pg. 12	Cub Scouts work, learn at Camp Bullis	
Pg. 14	Army North hosts dual-status commanders orientation	
Pg. 15	Navy leaders sign Memo designed to help Fort Sam's Wour Warriors get jobs	nded
Pg. 17	Northern Command helps Border Patrol with Southwest mi	ssion
Pg. 18	JTF-CS, Massachusetts National Guard partner	
Pg. 21	Military, civilian communities bid farewell to Army's oldest	general
Pg. 22	Alaska Engineers provide JTF – N support for Border Patro	l mission
Pg. 24	News briefs	
Pg. 25	Tri-signed retention policy	

Front Cover: FORT SAM HOUSTON, Texas — Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, shares his insights with a gathering of fellow senior military leaders, elected officials, Family, friends, fellow service members and civilian partners during his Assumption of Command ceremony Jan. 12 at Fort Sam Houston's historic Quadrangle. (Photo by Staff Sgt. Keith Anderson, Army North PAO)

Back Cover: FORT SAM HOUSTON, Texas — The U.S. Army North Honor Guard, led by Command Sgt. Maj. David Wood, senior enlisted leader, Army North, render honors Jan. 12 during the Assumption of Command ceremony for Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, in Fort Sam Houston's historic Quadrangle. (U.S. Army photo by Staff Sgt. Keith Anderson, Army North PAO)



The ARNORTH Monthly is an authorized publication for members of the U.S. Army. Contents of the ARNORTH Monthly are not necessarily views of, or endorsed by, the U.S. Government, Department of the Army or U.S. Army North. The appearance of advertising in this publication, including inserts or supplements, does not constitute endorsement by the Department of the Army, U.S. Army North or the ARNORTH Monthly, of the products and services advertised. All editorial content of the ARNORTH Monthly is prepared, edited, provided and approved by the U.S. Army North Public Affairs Office. Do you have a story to share? The ARNORTH Monthly welcomes columns, commentaries, articles, letters and photos from readers. Submissions should be sent to the Editor at keith.m.anderson@conus.army.mil or the Public Affairs Sergeant Major at eric.d.lobsinger@conus.army.mil and include author's name, rank, unit and contact information. The ARNORTH Monthly reserves the right to edit submissions selected for the paper. For further information on deadlines, questions, comments or a request to be on our distribution list, email the Editor or call commercial number (210) 221-9035 or DSN 471-9035.

Army North showcases community support during Western Heritage Parade



Photos by Maj. Stephen Short, Army North PAO

SAN ANTONIO, Texas — Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, stands with Steve Bridges, chairman of the board, San Antonio Livestock and Rodeo, Alex Pena, operations director, San Antonio Stock and Rodeo Western Heritage Parade and Fred Petmecky, president, San Antonio Livestock and Rodeo, Feb. 4 during the Western Heritage Parade. Bottom: SAN ANTONIO, Texas — The 323rd Army Band, "Fort Sam's Own," plays music Feb. 4 during the Western Heritage Parade.





Queens for troops

Photo by Staff Sgt. Keith Anderson, Army North PAO

FORT SAM HOUSTON, Texas — Wounded Warriors Spc. Jack Zimmerman and Sgt. Jack Williams visit with Erica Lloyd and Celesta Harvey, co-chairmen of Queens for Troops, along with Lauren Graham, 2011 Miss Rodeo Texas, Dec. 21 at the Warrior and Family Support Center. Queens for Troops provided Wounded Warriors with a catered barbeque lunch and handed out gift cards and other gifts for service members and their families. American Idol semi-finalist John Wayne Shulz also performed at the event. Erica and Celesta formed Queens for Troops in February 2011 after visiting the WFSC with rodeo cowboys during the San Antonio Rodeo.



Photo by Sgt. 1st Class Manuel Torres-Cortes, Army North PAO

Recipient.

FORT SAM HOUSTON, Texas — Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, presents the Purple Heart to Pfc. Kevin Trimble, 3rd Battalion, 21st Infantry Regiment, 1st Stryker Brigade Combat Team, 25th Infantry Division, during a ceremony Jan. 31 at the Warrior and Family Support Center.

www.arnorth.army.mil

<u>Arrivals</u>

Lt. Col. Elijah Petty Jr., G4 Maj. Marvin Linson, G4 Maj. Gerald Rebeschini, G3 Maj. Armando Riveron, G3 Maj. Cesar Sotoramos, G3 Capt. Anthony Anderson, PMO Sgt. 1st Class

James Glenn, DCE RG IX,

Sgt. 1st Class William Peppers, OCG Sgt. 1st Class William Velez, G2

Departures

Lt. Col. Richard Vinas, G3/5/7 Maj. Nathaniel Byrnes, CCP Maj. Rene Rodriguez, HSC Sgt. 1st Class Michael Ballard, DCE RG IX Sgt. 1st Class Steve Bracero, DCE RG II Sgt. 1st Class Eddie Brinkley, DCE RG I Staff Sgt. James Numa, DCE RG VI

Fort Sam Houston honors retirees



Photo by Sgt. 1st Class Manuel Torres-Cortes, Army North PAO

FORT SAM HOUSTON, Texas — Service members, Family, friends and loved ones say farewell to retirees Jan. 26 in U.S. Army North's historic Quadrangle grounds. Retirees are (from left to right) Col. Karl Kuckhan, 502nd Mission Support Group; Lt. Col. Jennifer Bredell, U.S. Army Medial Command; Command Sgt. Maj. Clinton Jackson, Mission and Installation Contracting Command; Master Sgt. Pamela Small,U.S. Army South; and Master Sgt. Reginald Gatewood, Fort Bliss, Texas.

Reenlist

FORT SAM HOUSTON, Texas — Staff Sgt. Edmund Perez. enlisted aide to Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, reenlisted indefinitely Jan. 19 during a ceremony in the Quadrangle. Perez and his wife, Angie, were joined at the ceremony by their daughters, Ariana, Ava and Alicia. Perez chose to reenlist in front of the Monterev Oak tree he dedicated to the memory of his daughter, Alyssa.



Photo by Staff Sgt. Keith Anderson, Army North PAO

Caldwell takes command of U.S. Army North Son shares father's legacy as Fifth Army CG



By Sgt. 1st Class Manuel Torres-Cortes Army North PAO

FORT SAM HOUSTON, Texas — Lt. Gen. William Caldwell IV assumed command of U.S. Army North (Fifth Army) and as the senior commander of Fort Sam Houston and Camp Bullis before a gathering of fellow senior leaders, state and local government officials, Family, service members and civilian partners Jan. 12 at Fort Sam Houston's historic Quadrangle.

Caldwell carries on a family legacy that commenced 34 years earlier when his father, Lt. Gen. William Caldwell III, took command of Fifth Army in San Antonio in 1978; he served as the unit's commanding general until his retirement in 1980.

Caldwell said his new command is one he truly looks forward to – particularly since it involves the



Photo by Staff Sgt. Keith Anderson Staff Sgt. Sean Graham, intelligence analyst, U.S. Army North, presents a bouquet of flowers to Stephanie Caldwell, wife of Lt. Gen. William Caldwell IV.



Photo by Staff Sgt. Keith Anderson, Army North PAO

Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, receives the Army North colors from Gen. Charles Jacoby Jr., commanding general, North American Aerospace Defense Command and U.S. Northern Command, during Caldwell's Assumption of Command ceremony Jan. 12 in the Fort Sam Houston's historic Quadrangle.

vital mission of protecting the American people.

"The size of this state is equal to the size of our mission," said Caldwell. "Our missions – Homeland Defense, Defense Support of Civil Authorities and Security Cooperation – are a nofail sacred trust to the American people."

The importance of this mission directly lines up with that of U.S. Northern Command, the unit's higher command.

"As NORTHCOM's Army Service Component Command, Army North has been on the watch for almost a decade," said

www.arnorth.army.mil

Gen. Charles Jacoby Jr., the commanding general of North American Aerospace Defense Command and U.S Northern Command.

"Army North has been the key component in executing our joint missions. During that time, the command's achievements have been impressive."

The history of the Army in San Antonio is well documented, said Caldwell, and nowhere else is that history more clear than here in the historical quadrangle.

He said he will work with his fellow Army commanders and Air Force partners to ensure Fort Sam

Houston and Camp Bullis remain exemplary Army communities.

Prior to assuming command of Army North, Caldwell served as the commander of North Atlantic Treaty Organization Training Mission-Afghanistan and Combined Security Transition Command-Afghanistan from November 2009 to November 2011.

Prior to his deployment, he served as the commanding general of the Combined Arms Center at Fort Leavenworth, Kansas, the command that oversees the Command and General Staff College and 18 other schools, centers and training programs located throughout the United States.

Jacoby said Caldwell's previous experience in providing support to the American public in its time of need shows that he is the man for the job.

"Today, I'm delighted to pass this mantle of this great command to Lt. Gen. Caldwell," said Jacoby, "to lead this organization to build upon those great achievements. Bill led the deployment of 3,600 paratroopers in helping to evacuate 6,000 residents and treat over 1,300 patients in Hurricane Katrina.

"This leader knows how to do Defense Support of Civil Authorities."

Caldwell hails from a long line of Soldiers, with a William B. Caldwell serving in every conflict the United States has participated in since World War I.

His great grandfather, William B. Caldwell, served in the Army during the first World War; his grandfather, Colonel William B. Caldwell II, served during World War II and retired after 37 years of military service; and his father, Lt. Gen. William B. Caldwell III, retired after 32 years of service, which included combat tours of duty in Korea and Vietnam and culminated in his final two years as the Fifth Army commanding general.

In closing, Caldwell said he looks forward to working with his civilian and military partners, and that developing relationships is key to the mission.

"Our success in such an endeavor is really measured by the by the success of others," said Caldwell. "Therefore, it is imperative that we develop trusted partnerships with other governments, U.S. agencies and entities.

"This command will continue its unwavering resolve in our mutual fight against Trans-National Criminal Organizations, and I personally look forward to building our trusted relationships."



Photo by Staff Sgt. Keith Anderson Staff Sgt. Jeffrey Forthman, buglar, 323rd Army Band, plays Retreat and To the Colors during Caldwell's Assumption of Command ceremony Jan. 19.



Photo by Sgt. 1st Class Manuel Torres-Cortes, Army North PAO

Lt. Gen. William B. Caldwell IV, (center, from left to right), commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis along with Gen. Charles Jacoby Jr., commanding general, North American Aerospace Defense Command and U.S. Northern Command, and retired Lt. Gen. William Caldwell III, join family members and friends in rendering honors to the flag during Caldwell's Assumption of Command ceremony Jan. 12 in the Quadrangle.

<u>www.arnorth.army.mil</u>

ARNORTH Monthly

February 2012

Quad animal caretaker looks after deer, peacocks, peahens, chickens, ducks

Story and photos by Lori Newman FSH News Leader

Page 8

FORT SAM HOUSTON, Texas — Animals have been known to inhabit the Fort Sam Houston Quadrangle for more than 100 years and Adam Quintero has been taking care of them for more than 40 of those years.

He spends his day with nine deer and several peacocks, peahens, chickens and ducks.

"Sometimes we have good days; sometimes we have a little 'underthe-weather' days. That's fine ... we all go through that," Quintero said. "But I enjoy every minute of it. They're part of me. They seem to communicate with me."

"We don't really know when the deer were first introduced at the Quadrangle," said John Manguso, Fort Sam Houston Museum director. "The first time they're mentioned in a newspaper is about 1891.

"The earliest picture we have of a peacock is 1920 and there was an alligator in the quad at one time, but it froze."

The animals were always just there and whomever the headquarters commandant was at the time was responsible for taking care of them, Manguso explained.

Before Quintero became the animal caretaker, he worked in the old hospital at Beach Pavilion in the basement laboratory doing blood work.

One day, a noncommissioned officer who worked at Army North came in for a routine check-up,



Adam Quintero feeds the peacocks Dec. 8 in Army North's historic Quadrangle grounds. Quintero, animal caretaker for the Quadrangle, has been taking care of the deer, peacocks, ducks, geese, chickens and other animals there for more than 40 years. "I just want to work with my animals as long as I can, because I enjoy them," Quintero said. The Quadrangle is open to the public 6 a.m. to 6 p.m. Monday through Friday, and noon to 6 p.m. Saturday and Sunday.

Quintero explained.

"We started talking and he asked me if I would like to work with animals, so I went to the Quadrangle to see what the job was all about," he said. "I didn't even know the Quadrangle existed or that there were animals there.

"I went home and thought about it. The next day I decided, 'This is what I really want to do.""

Quintero feeds the animals, makes sure they are healthy and coordinates veterinary treatment with the veterinarian on post. He also waters the newly planted trees in the Quadrangle and cleans up after the animals.

"The deer are tagged so they can be indentified for treatment proposes," he explained. They are vaccinated and dewormed.

www.arnorth.army.mil

"At one time, there were 19 deer in the quad. That was way too many," Quintero said. "When rutting season came around, the bucks would get very aggressive."

About 4 years ago, the decision was made to have only female deer in the quad.

Occasionally, a deer makes a break for freedom.

"One of the bucks got out and went as far as the Fort Sam Houston National Cemetery," Quintero said. "That was an experience."

More recently, one of the does escaped, but she returned on her own.

Quintero has a small office on the far side of the Quadrangle so he can look out and see the animals.

"Sometimes when I'm in the

office, the deer come to the window to see what I'm doing," he said.

"People tell me I spoil them – yes, I have them very spoiled." He said. "I bring the deer treats and sometimes they let me pet them or scratch their ears."

People think deer will eat anything, and they even try to feed them their lunches, the caretaker said.

"The deer like carrots. If you want to bring them a carrot, you're more than welcome too," Quintero said. "They also like apples and grapes."

A predator, perhaps a fox, has also been coming into the quad and killing some of the chickens and ducks.

"When I lose an animal it hurts. They're a part of me," he said.

After more than 40 years, Quintero still loves his job. Even though he doesn't work on the weekend, many times he finds an excuse to come onto post, just so he can check on the animals.

"I just want to work with my animals as long as I can, because I enjoy them," he said.

The Fort Sam Houston Quadrangle is open to the public 6 a.m. to 6 p.m. Monday through Friday, and noon to 6 p.m. Saturday and Sunday. The Fort Sam Houston Muesuem also hosts periodic "Quad Quest" events that include historical booths and tours.



Before Quintero became the animal caretaker, he worked in the old hospital at Beach Pavilion in the basement laboratory doing blood work. "I didn't even know the Quadrangle existed or that there were animals there," Quintero said. After being approached by a Soldier from Army North about working with the animals, Quintero considered the offer and then jumped at the chance."I went home and thought about it. The next day I decided, 'This is what I really want to do."



Adam Quintero, the animal caretaker for the Quadrangle, looks over the deer in Army North's historic Quadrangle. At one time, there were 19 deer in the Quadrangle. In 2004, leaders decided to reduce the deer population to a more manageable size and only to have female deer. Deer, peacocks, ducks, geese and other animals have been known to inhabit the Fort Sam Houston Quadrangle for more than 100 years.



Story and photo by Staff Sgt. Keith Anderson Army North PAO

FORT SAM HOUSTON, Texas — U.S. Army North facilitated the Department of Homeland Security/ Department of Defense Fiscal Year 2013 Requirements Conference here Jan. 10-11.

The conference brought together more than 75 planners and officials from more than 20 government and military organizations as part of a new DHS/DoD strategic approach to protecting the Southwest border of the United States.

"It is a whole-government approach," said Christian Abbott, deputy director, plans division, DHS. "We are initially focusing on the Southwest border, but we are applying a foundation that will apply nationally. We are doing things more efficiently and more effectively."

Representatives at the conference included those from DHS – to include U.S. Immigration and Customs Enforcement, U.S. Customs and Border Protection, U.S. Northern Command, the U.S. Coast Guard, which are components of DHS – along with those from U.S. Army North, Joint Task Force – North, the National Guard Bureau and representatives from Calif., Ariz., N.M., and Texas, the U.S. Department of the Interior and many other departments, agencies and units.

They discussed border threats, the availability of DoD resources and capabilities, and plans to



Richard Chavez (center, speaking), director, Office of Operations Coordination and Planning, U.S. Department of Homeland Security, makes introductory remarks during the senior leader briefing following the DHS/Department of Defense Fiscal Year 2013 Requirements Conference here Jan. 101. (From left to right) Edward Young, executive director of operations, U.S. Customs and Border Patrol Office of Air and Marine; Tony Crowder, executive director, Air and Marine Operations Center, CBP Office of Air and Marine; Luis Sierra, operations chief for Southwest border, Homeland Security Investigations, Immigrations and Customs Enforcement; John Stanton, executive director, Joint Operations Directorate, CBP; Chavez; Maj. Gen. Francis Mahon, director of Strategy, Policy and Plans, U.S. Northern Command; and Maj. Gen. Walter Davis, deputy commanding general, U.S. Army North, introduced themselves and made introductory remarks before being briefed on the conclusions of the conference.

streamline and integrate the DHS and DoD processes.

"The focus of the conference was the identification of fiscal year 2013 requirements and to build an enduring process for non-Stafford Act support requirements (DoD) and other federal partners," said David Mantiply, chief, Special Plans Branch, Army North. "This enhanced collaboration among federal and state partners during the planning process helped to build a common understanding of threat operations and friendly operations,

www.arnorth.army.mil

identify areas for potential cost savings and greater effectiveness, provide a clear delineation of supporting DoD forces and increase integration of stakeholders at key planning and coordination activities."

The U.S. military supports border protection in many ways, including day and night ground and air reconnaissance, transportation, medical evacuation, law enforcement and geospatial intelligence support, the construction of roads, bridges and barriers, counter-drug field tactical police operations, tunnel detection, sustainment operations, training and other forms of support.

Transnational criminal organizations, terrorism and other threats have made border protection more important than ever – and more complex.

"We understand that it takes a network to defeat a network," said Mickey Valdez, associate chief, integrated plans, CBP. "Army North's support in this conference allows us to improve operational discipline in regard to planning."

Representatives from the border states of California, Arizona, New Mexico and Texas said they felt the conference was productive.

"The conference gives the states the ability to show DHS what we have available, and it gives us a chance to help them understand some of the constraints upon the use of military forces and assets," said Col. Jerry Madison, Joint Counter Narco-Terrorism Task Force, Arizona National Guard. "It also helps us understand what type of support DHS might ask the military to provide."

Madison thanked Army North for facilitating the conference.

"Army North has done a great job taking the lead in this effort to foster greater understanding and cooperation amongst the DHS and DoD organizations working to protect the Southwest border of the U.S.," said Madison.

Luis Sierra, operations chief SW Border, ICE, said that, ultimately, the conference has an important impact.

"We can learn to better utilize and work with the DoD," Sierra said.

DoD support to Southwest border operations is crucial, he said.



Photo by Staff Sgt. Keith Anderson, Army North PAO

Sled

FORT SAM HOUSTON, Texas — A child sleds down a snow ramp Jan. 30 at the Warrior and Family Support Center's Winter Wonderland. Wounded Warriors and their family members threw snowballs, sledded down the snow ramp, danced in the snow and feasted on tamales. They didn't let the rain stop them as they spent the evening in the imported snow and got a taste of winter. "A lot of these families have never seen snow or haven't seen it in quite a while," said Judith Markelz, WFSC program manager. "If we can help create a memory for them, it's worth whatever it takes from us." The WFSC provides coordinated services to patients, next-of-kin and extended family members with a primary focus on Wounded Operation Iraqi Freedom and Operation Enduring Freedom Warriors.

Cub Scouts work, learn at Camp Bullis

Story and photos by Col. Wayne Shanks Army North PAO

CAMP BULLIS, Texas — Scouts teamed with staff from Camp Bullis to prevent erosion and learn about the environment here Jan. 21.

Approximately 40 scouts and parents from Cub Scout Pack 500 moved two huge piles of mulch to build up roughly 25 percent of a 1.35-mile hike and bike trail near the cantonment area of Camp Bullis.

Led by Bryan Hummel, a natural resources technician from the 502nd Air Base Wing's Civil Engineering Squadron, the scouts used wheelbarrows, rakes and shovels to spread mulch and build up the downhill edges of the trail to prevent erosion.

"The mulch is important to build up the soil and make a nice path for Soldiers to use," said Hummel.

He described "water ranching" techniques to the group, showing how to slow erosion and keep a drop of rain where it falls. "By slowing the water in the uplands, the water soaks into the limestone hills, where it helps to recharge local groundwater and aquifer systems," Hummel said.

Sandra Drabik, a scout parent, said that the project was great to get the boys outdoors and worked to channel their energy.

"What boy doesn't like to play in the dirt?" she added.

Hummel explained the importance of not littering to the boys and adhering to the scouting principle of "leave no trace."

He also pointed out how native grasses and wildflowers slow



CAMP BULLIS, Texas – Bryan Hummel, a natural resources technician from 502nd Air Base Wing's Civil Engineering Squadron, points out exact map locations for a volunteer conservation project to Cub Scouts and parents of Pack 500 here Jan. 21.

erosion and provide a food source for pollinators that, in turn, help to preserve the training lands for the military. He showed them how various wildlife also used the area, pointing out turkey vultures, squirrel nests and feral pig damage.

Ben Kruse, 12, a Boy Scout from Troop 475 and den chief for Pack 500, said the project was all about having fun and sticking to the path.

"It helps prevent erosion by keeping the dirt from washing away," he explained.

When asked what they had learned, many hands sprang into the air and Hummel called on them one by one.

"I learned how to use a wheelbarrow," the first boy said.

"Water runs downhill!" shouted one scout.

Another said he learned how to make a dam out of mulch to keep the rain from washing everything away.

"Everybody can help!" a third exclaimed.

"Falling on mulch hurts and is dusty," another added.

Hummel said the mulch was recycled from trees that had died in the recent drought and may have caused hazards for troops training.

The day began with a few hours of hard work, with many hands working together towards a shared goal, but ended with several young minds more aware of how to protect the environment thanks to the dedication of the Camp Bullis natural resources staff.

Hummel said Camp Bullis is an amazing resource for Scouts.



CAMP BULLIS, Texas -Cub Scouts of Pack 500 use rakes and shovels to spread mulch and prevent erosion during a volunteer conservation project here Jan. 21. The mulch was recycled from trees that died in the recent drought and may have caused hazards for troops training. Ben Kruse, 12, a Boy Scout from Troop 475 and den chief for Pack 500, said the project was all about having fun and sticking to the path. "It helps prevent erosion by keeping the dirt from washing away," he explained.



CAMP BULLIS, Texas — Bryan Hummel, a natural resources technician from 502nd Air Base Wing's Civil Engineering Squadron (front left), poses with Cub Scouts and parents of Pack 500 before the group used wheelbarrows and tools to spread one of two huge piles of mulch to prevent erosion during a volunteer conservation project here Jan. 21.

Army North hosts dual-status commanders orientation



Photo by Sgt. Maj. Eric Lobsinger, Army North PAO)

FORT SAM HOUSTON, Texas — Maj. Gen. Charles Gailes, the commanding general of U.S. Army North's Task Force 51, discusses the value and the role of dual-status commanders Feb. 7 and the importance of their relationships with Army North during the Dual Status Commanders Orientation at Army North's Main Conference Room at the historic Quadrangle. Gailes hosted the briefing and provided the opening remarks. The one-day stop at Army North was part of a larger series of conferences conducted by U.S. Northern Command for commanders who serve in a combined federal-state position.



Conference

FORT SAM HOUSTON, Texas — Maj. Gen. Charles Gailes (center), the commanding general of U.S. Army North's Task Force 51, along with visiting dual-status commanders, listen to a command briefing Feb. 7 during the Dual Status Commanders Orientation at Army North's Main Conference Room at the historic Quadrangle. Gailes hosted the briefing and provided the opening remarks.

Photo by Sgt. Maj. Eric Lobsinger, Army North PAO)

Navy leaders sign Memo designed to help Fort Sam's Wounded Warriors get jobs

Story and photo by Staff Sgt. Keith Anderson Army North PAO

FORT SAM HOUSTON, Texas — Army and Navy leaders signed a memorandum of understanding here Jan. 18 designed to help wounded service members find jobs as they transition out of the military.

Navy Rear Adm. Steven Eastburg, vice commander, Naval Air Systems Command, Naval Air Station Patuxent River, Md., along with Frank Blakely, manager, Fort Sam Houston Army Support Activity, and Douglas Lundberg, director, Office of Civilian Human Resources, U.S. Navy, came together and signed a memorandum of understanding at the Warrior and Family Support Center that enables the Navy to provide assistance for local wounded service members in building their resumes and to be matched with government and private sector jobs.

"This is a tremendous opportunity for us to partner with the Department of the Navy and NAVAIR to provide employment opportunities to our Wounded Warriors," said Blakely.

Locally, there are more than 100 wounded service members looking for work right now and, on average, approximately 30 transitioning out of the military each month who could be helped, said Zackery Gant, transition coordinator, Brooke Army Medical Center Warrior Transition Battalion.

The joint Army-Navy effort seeks to identify wounded or



Frank Blakely (left), manager, Fort Sam Houston Army Support Activity, signs a memorandum of understanding with Navy Rear Adm. Steven Eastburg, vice commander, Naval Air Systems Command, Naval Air Station Patuxent River, Md., and Douglas Lundberg, director, Office of Civilian Human Resources, U.S. Navy, at the Warrior and Family Support Center Jan. 18 designed to help find jobs for Wounded Warriors as they transition out of the military.

injured transitioning military service members who will receive a disability rating of 30 percent or greater upon separation from military service or for those wounded or injured individuals who may be eligible for other special hiring authorities. Services will be provided both during periods of active duty (rehabilitation) and post-separation as requested by the service member.

"At NAVAIR, we view this as a key workforce strategy," said Eastburg. "We will partner with BAMC as we build the workforce of the future. We believe in giving back to those that have given so much."

Eastburg said naval human

www.arnorth.army.mil

resources personnel would visit Fort Sam Houston quarterly to help service members build resumes and to match them with open positions that fall within their skill sets.

Also, job-hunting assistance and preparation will be available through the Soldier and Family Assistance Center.

"The SFAC is designed to be a one-stop shop for Warriors in transition and their Families," said Gabriele Dias, director, SFAC.

NAVAIR and Naval OCHR hope to increase the program eventually, said Eastburg.

"This is not the end of our business, but it's really the very beginning of what hopefully will be a very long and enduring relationship," said Eastburg.

Army North CG donates tree for his father – former Fifth Army CG





Photo by Staff Sgt. Keith Anderson, Army North PAO

ABOVE: FORT SAM HOUSTON, Texas — Lt. Gen. William B. Caldwell IV, commander, U.S. Army North (Fifth Army) and senior commander, Fort Sam Houston and Camp Bullis, places identification tags on a newly planted Live Oak tree in the Quadrangle Jan. 11 to dedicate the tree to his father, retired Lt. Gen. William Caldwell III, who commanded Fifth Army in San Antonio from 1978-1980.

LEFT: FORT SAM HOUSTON, Texas — Lt. Gen. William Caldwell IV (right), along with his father, retired Lt. Gen. William Caldwell III, who commanded Fifth Army in San Antonio from 1978-1980, stand next to a newly planted Live Oak tree in the Quadrangle. Caldwell placed an identification tag on the tree Jan. 11 and donated the tree for his father, who proudly wears the second ID tag. Caldwell brought his father and several of members of his family to the Quadrangle Jan. 11 for a tour of the grounds and the historic building.

Page 17

Northern Command helps Border Patrol with Southwest mission

Story and photo by Brandon Pollachek, PEO IEW&S PAO

EL PASO, Texas — Technology originally created for use in tracking improvised-explosive device networks in Afghanistan and Iraq is finding new purpose in supporting U.S. Customs and Border Protection by providing mission overwatch during border patrol missions.

The Product Manager for Observe, Detect and Identify, assisted Joint Task Force – North, U.S. Army North, with an operation called "Big Miguel" by providing payloads and operators similar to those utilized by Task Force ODIN during Operation Enduring Freedom in Afghanistan and Operation Iraqi Freedom and Operation New Dawn in Iraq.

The sensor payload offers Electro/Optical and infrared, or EO/IR, laser illumination, which greatly increased situational awareness for border patrol ground agents. Additionally, the product manager arranged the contracts that secured a Caravan aircraft as well as the pilots, operators and mechanics.

In less than a year of support, Big Miguel assisted the U.S. Border Patrol with more than 200 missions resulting in the detection of more than 5,500 suspects and 63,000 pounds of marijuana with an estimated street value of \$50.5 million. Detection missions involving the Big Miguel platform also assisted law enforcement in seizing multiple weapons, vehicles and equipment utilized by criminal smugglers along the Southwest border.

In defining what has made Big Miguel a success, the product manager responsible for the program found that the personnel involved in the missions have been just as important as the quality of the sensor payload.

"I attribute a great deal of Big Miguel's success to the back-end operator," said Lt. Col. Moises Gutierrez, PdM ODI. "The mission commander/operator serves as the strength of this program. Flying in the air, talking on the radio while maneuvering that ball at the same time is a tremendous skill set which is not easily found and requires years of experience."

A major benefit to the JTF-N mission came from utilizing operators on Big Miguel aircraft who were veterans of Task Force ODIN, which allowed them to leverage their experiences from operating the same payloads in Afghanistan and Iraq while flying border missions.

"Lessons learned from OEF and OIF and Task Force ODIN contributed tremendously to the success of Big Miguel," said Jim Ledet, who served as ISR mission commander to JTF-N Big Miguel during fiscal year 2011. "We applied critical TTPs (Tactics, Techniques and Procedures) to each mission as taught and utilized in OEF/OIF and TF ODIN. Air to ground talk-on tactics, radio communications, and target identification played a significant role in the success of Big Miguel."

www.arnorth.army.mil



During a recent Joint Task Force – North mission "Operation Big Miguel," operators in a Caravan aircraft with an Intelligence Surveillance Reconnaissance payload assisted in the detection of more than 5,500 suspects and 63,000 pounds of marijuana worth an estimated street value of \$50,500,000.

Due to the success of Big Miguel, the PdM ODI office has been asked to continue support of the border mission with additional capabilities to those that were used during the initial mission. New to the mission will be the ability to conduct intelligence processing exploitation and dissemination, or PED, to gain additional value from the information captured by the Caravans sensors. PED will allow for forensic backtracking and increase JTF-N's ability to disseminate collected information throughout the various organizations involved in the border protection mission.

Continuing to soak up lessons learned from each new situation, Gutierrez has found that as aircraft return from Iraq, and in a few years from Afghanistan, supporting missions similar to Big Miguel may become the future of some of the current TF ODIN aircraft.

JTF-CS, Massachusetts National Guard partner

By U.S. Navy Petty Officer 2nd Class Brian Dietrick JTF-CS PAO

FORT EUSTIS, Va. — Leaders from the Massachusetts Air and Army National Guard visited Joint Task Force – Civil Support to get a better understanding of the task force's chemical, biological, radiological and nuclear response operations.

U.S. Air Force Brig. Gen. Gary W. Keefe, who was accompanied by five staff officers, said the main purpose for the visit was to create a partnership between the two forces, which is essential for working together effectively.

"As the National Guard and states continue to prepare to respond to man-made and natural disasters, we need to develop a relationship with DoD and other federal agencies where we can capitalize on the skill sets and resources they have in case we are ever called in to help," said Keefe, the assistant adjutant general for the Air, Massachusetts National Guard.

JTF-CS is the only standing chemical, biological, radiological, and nuclear joint task force in the U.S.

If called upon to support state-level emergency response operations, such as responding to a nuclear detonation or catastrophic chemical spill, JTF-CS provides command and control of 5,200 federal military forces throughout the U.S. that make up the Defense CBRN Response Force.

The Response Force is comprised of allocated military units throughout the U.S. who



Photo by Gunnery Sgt. Jim Goodwin, JTF-CS PAO Karl Ludwig, a communications engineer from Joint Task Force – Civil Support, discusses the communications capabilities of the Emergency Response Vehicle to staff officers of the Massachusetts National Guard Jan. 19 at Fort Eustis, Va. Six Massachusetts National Guard staff officers, including the assistant adjutant general for the Air, Massachusetts National Guard, visited JTF-CS to learn how the joint task force operates before and during a catastrophic chemical, biological, radiological or nuclear event.

are on call specifically to support local, state, federal and tribal governments and agencies.

During an actual emergency response, JTF-CS and its Response Forces support state and local responders by providing a number of life-saving capabilities, such as search and rescue, air and ambulatory medical evacuations, temporary hospitalization and medical treatment, supply delivery, communications, and patient decontamination.

The Response Force also provides engineering, route clearance and a number of CBRN marking and site survey services.

Divided into four separate task forces, the Response Force is tiered to respond quickly in order to "save lives, prevent further injury and provide critical temporary support to enable community recovery," according to JTF-CS' official mission statement.

The Response Force's life-saving components, such as the Marine Corps' Chemical, Biological Incident Response Force, are trained and equipped for response in 24 hours or less to any domestic CBRN disaster.

"We can provide all those kinds of assets at a moment's notice with a very quick response time," said U.S. Army Lt. Col. Scot Peeke, JTF-CS operations.

During last August's eastern seaboard destruction left by Hurricane Irene, JTF-CS did just that – 54 personnel deployed from

Fort Eustis and oversaw multiple aerial surveillance missions in support of the Federal Emergency Management Agency's recovery efforts in North Carolina.

JTF-CS and its Response Force is part of a larger, tiered military response force of about 18,000 federal and state-level military units specially trained and ready to support state and local emergency responders at a moment's notice.

According to Keefe, he had limited knowledge of what role JTF-CS plays during emergencies and what tools the task force uses to respond quickly.

"It's been an eye-opener for us," said Keefe. "We look forward to building a future relationship with JTF-CS and tap into the skill sets they have here."

Keefe said that if Massachusetts is faced with an emergency, the state's forces may need augmentation so it is beneficial to establish a relationship with various agencies that will have the manpower and capability to provide support, such as JTF-CS. Keefe also said that since Massachusetts is closely surrounded by many other states, an emergency in one of them could affect many – making it all the more important for his team to understand what capabilities and limitations JTF-CS, and other federal and state responders, possess.

In addition to viewing JTF-CS' facilities and communications gear, Keefe and his staff received briefs from key JTF-CS staff members on the various command and control processes that allow JTF-CS to quickly and efficiently integrate into response operation.

Through the "mission assignment" process, JTF-CS can quickly convert requests for support from state agencies, via a primary federal agency such as the FEMA, and turn them into operational orders that direct the Defense CBRN Response Force into action.

The key to success during an actual catastrophic response, however, is collaboration and

integration before an incident ever occurs, according to Peeke.

"Before an incident actually occurs we are already integrating with local authorities, civil authorities, National Guard assets and planning and preparing well ahead of time," said Peeke.

"I am well aware of the robust capabilities the National Guard provides to a CBRN-type incident. Understand that we will be layering on top of that if the need arises."

The Massachusetts National Guard's visit was part of a larger collaborative effort between JTF-CS and its "community of partners" – the various federal and state agencies JTF-CS would work with during an actual response operation.

JTF-CS also recently hosted teams from the Florida and Virginia National Guards.

"This trip has opened my eyes to the important role that JTF-CS plays as part of homeland protection and making sure the citizens are taken care of in the wake of an emergency," Keefe said.



Photo by Gunnery Sgt. Jim Goodwin, JTF-CS PAO

FORT EUSTIS, Va. — U.S. Air Force Brig. Gen. Gary W. Keefe, assistant adjutant general for the Air, Massachusetts National Guard, discusses disaster response operations with staff representatives of Joint Task Force – Civil Support Jan. 19 here. The visit was part of a larger collaborative effort between JTF-CS and its community of partners. The task force also recently hosted teams from the Florida and Virginia National Guards.

Army North meets community during U.S. Army All-American Bowl

Story and photo by Staff Sgt. Keith Anderson Army North PAO

SAN ANTONIO — A few service members and civilians from U.S. Army North spent a few days away from Fort Sam Houston to man the unit's display in the Army Strong Zone at the Alamodome for the 2012 U.S. Army All-American Bowl.

Sgt. 1st Class Brandon Williams, network administration operations noncommissioned officer, Army North, was one of those who stood by Army North's Sentinel and the Emergency Response Vehicles and explained the vehicles' purpose and the unit's mission to the thousands of visitors to the Army Strong Zone.

"Participating in the All-American Bowl has been a great experience," said Williams. "Interacting with the local community and explaining the capabilities of Army North has been rewarding."

Williams said he especially enjoyed speaking with area high school students, teenagers, parents and players about Army North and the U.S. Army.

Though Army North's trucks stood opposite a virtual reality helicopter simulator, a pushup station with Army drill sergeants, a humvee outfitted with booming speakers and video games and other crowd favorites, the sentinel and ERV still managed to draw numerous curious onlookers.

"It was really interesting, really cool stuff in there," said Adrian



SAN ANTONIO — Sgt. 1st Class Brandon Williams, G6 operations noncommissioned officer, U.S. Army North, talks to high school students about the capabilities of a video teleconferencing device Jan. 6 at the Army Strong Zone during the 2012 U.S. Army All-American Bowl. The Army North Sentinel and Emergency Response Vehicle display provided the unit an opportunity to showcase its role and its benefit to the community.

Delgado, a ninth-grader at Medina Valley High School. "It makes me want to know more about it."

Angela Hall, mother

of Michael Hall, a MVHS sophomore, said she appreciated learning about the many functions the U.S. Army performs.

"It's nice to be able to see all the equipment that you use," Hall said. "It's not just to fight; you're also there to help out during emergencies and natural disasters."

www.arnorth.army.mil

Matt Hopper, a telecommunications specialist at Army North who also represented the unit at the display, echoed Hall. "Providing the public the information on our

organization has been very rewarding," Hopper said. "When I explain what we do, and how we accomplish it, they are genuinely appreciative of what we provide American citizens. Americans helping Americans is what it is all about."

Military, civilian communities bid farewell to Army's oldest $\star \star \star \star$ star general



Photo by Staff Sgt. Keith Anderson, Army North PAO

ABOVE: FORT SAM HOUSTON, Texas — Fort Sam Houston's Caisson section and Honors Platoon lead a solemn procession to the interment area at the Fort Sam Houston National Ceremony Dec. 3 for the interment of retired Gen. Ralph Haines Jr. Soldiers from Fort Sam Houston and Fort Hood joined with community members to pay their respects for Haines, who was 98 years old at the time of his death and was the oldest living 4-star general and the senior retired officer. Haines served as the Vice Chief of Staff of the Army from 1967 to 1968. RIGHT: FORT SAM HOUSTON, Texas -Military and civilian community leaders pay their respects as Soldiers from Fort Sam Houston remove a casket from the hearse and move it to a horse-drawn caisson at the Fort Sam Houston National Cemetary Dec. 3.



Photo by Sgt. Maj. Eric Lobsinger, Army North PAO

Alaska Engineers provide Joint Task Force

Engineers conduct airborne operation at Fort Huachuca

By Natalie Lakosil The Fort Huachuca Scout

FORT HUACHUCA, Ariz. — Alaska-based engineers jumped into Fort Huachuca Jan. 6 as part of a training mission in support of Joint Task Force – North, U.S. Army North.

The 30 Airborne Soldiers jumped into Fort Huachuca's East Range from the U.S. Air Force C-17 Globemaster III aircraft that transported them from Alaska to Arizona after completing a sevenhour flight.

The Soldiers from the 1st Platoon, 84th Engineer Support Company, 6th Engineer Battalion (Combat) (Airborne), 2nd Engineer Brigade, based at Joint Base Elmendorf-Richardson, Alaska, arrived at Fort Huachuca to execute a JTF-N engineer mission in support of the U.S. Border Patrol's Tucson Sector.

"The combat engineers deployed from Alaska to construct 0.7 miles of border road and lookout roadways, along with the required road drainage systems, in support



Photo by Sgt. 1st Class Dexter Marquez An airborne engineer makes a landing Jan. 6 at Fort Huachuca, Ariz., as part of a training mission with JTF-N.



Photo by Sgt. 1st Class Dexter Marquez, Fort Huachuca PAO Paratroopers from the 1st Platoon, 84th Engineer Support Company, 6th Engineer Battalion (Combat) (Airborne), 2nd Engineer Brigade exit a C-17 Globemaster III aircraft during an airborne operation conducted at Fort Huachuca, Ariz.

of the U.S. Border Patrol," said Armando Carrasco, public affairs officer, JTF-N.

"The mission site is located three miles west of the Nogales port of entry, along the U.S. and Mexico border; this is phase one of a three phase project that will be completed in fiscal year 2012," said Carrasco.

Fort Huachuca provides training and logistical support to military units and government partners, as part of its support of the nation's homeland defense mission.

As part of continuing interagency operations, JTF-N routinely deploys military units and assets to support the Border Patrol mission.

"The Department of Defense partners constructing the new border access roads and drainage systems in the Nogales area are

www.arnorth.army.mil

valued support to the Border Patrol mission," said Steven Passement, public affairs officer, Border Patrol's Tucson Sector.

"JTF – North engineer support missions provide the Soldiers with great training opportunities that are directly related to their military duties, while netting the U.S. Border Patrol additional infrastructure that will enhance their agents' response times to any threats along border," Carrasco said.

Military engineer units from all services execute approximately 12 JTF-N engineer support missions along the Southwest border annually. The missions offer military engineer units unique training opportunities in a variety of construction projects at multiple skill levels, Carrasco said.

North support for Border Patrol mission

New road 'win-win' for Border Patrol, airborne Soldiers

By Natalie Lakosil *The Fort Huachuca Scout*

NOGALES, Ariz. — The first phase of a new road being constructed by 40 airborne engineers from Alaska will pave the way for quicker Border Patrol response times along the U.S. and Mexico border.

The Soldiers of 1st Platoon, 84th Engineer Support Company, 6th Engineer Battalion (Combat) (Airborne), 2nd Engineer Brigade, based at Joint Base Elmendorf-Richardson, Alaska, arrived at Fort Huachuca Jan. 6 to execute a Joint Task Force North engineer mission in support of the U.S. Border Patrol's Tucson Sector.

"The Soldiers have begun construction on close to a mile stretch of road for the U.S. Border Patrol. The road will facilitate a quicker reaction time for agents responding to illegal crossings and drug trafficking," said U.S. Border Patrol Supervisory Agent Steven Passement, Tucson Sector, public affairs officer.

The mission is scheduled to be completed Feb. 24 and is the first of three phases.

"We have done the cutting, clearing and grubbing. Incoming units will do drainage and the shaping of the road," said 2nd Lt. Michelle Zak, mission commander, 84th Eng. Spt. Co..

"This is definitely a win-win situation to support the Border Patrol and get training at the same time," she added. "This is important because the Soldiers need to know how to operate in



Soldiers from the 1st Platoon, 84th Engineer Support Company, 6th Engineer Battalion (Combat) (Airborne), 2nd Engineer Brigade use state-of-the-art engineering equipment to build a 0.7-mile road for the U.S. Border Patrol, Tucson Sector. The new border road will be completed in three phases.

tight spaces and steep hills, and we get that here."

"This is an opportunity to get real-world training that the Soldiers can use overseas, and Border Patrol gets a new all-weather road," Passement said.

"We drive on whatever roads are accessible, and where there aren't roads, we get out and hike it. In the past it would have taken an hour or two hours to drive what just took us 10 minutes, because of the new road," he said. "During the monsoon season, roads get washed out and we have to go around, but they are creating all-weather roads that should hold up for a while."

The mission site is located three miles west of the Nogales Mariposa Port of Entry, along the U.S. and Mexico border.

News

Army vice chief retires after 40 years' service

By Master Sgt. Doug Sample Army News Service

WASHINGTON — The thunderous sound of the gun volley that echoed across Washington Jan. 31, marked the end to an acclaimed and storied military career for Gen. Peter W. Chiarelli.

Chiarelli served for the past three years as the Army's vice chief of staff.

At the end of his career, he was applauded for his contributions to Soldiers, their families and the Army institution.

The ceremony was hosted by Chief of Staff of the Army Gen. Raymond T. Odierno, and attended by lawmakers, Department of Defense officials and senior military officers.

Secretary of Defense Leon Panetta used the Italian phrase "buon uomo," meaning "good man," to describe Chiarelli, a man he includes amongst his friends. He said it is the strength and fortitude of men like Chiarelli that make the Army the greatest in the world.

Panetta said former Secretary of Defense Robert Gates saw in Chiarelli a depth of knowledge, skill and passion for Soldiers and their families that led the former secretary to choose the general to serve as his "right hand man" and senior military assistant.

In that role, Chiarelli would inform Gates on a full range of pressing security matters. He would also advise the secretary on how his decisions would impact service members on the battlefield. "If there is one thing that has been the hallmark of Pete's career, it is the depth of his concern for the welfare of every Soldier," Panetta said. "It's that quality that made him the perfect choice to be the vice chief of staff of the Army."

Odierno thanked the Chiarelli family for their support – including both his children and wife, Beth, who stood by him during a 40-year military career and through 25 permanent change-of-station moves.

"As an Army wife and mother, you have made many sacrifices," Odierno told her. "I believe this observance is trivial compared to all you have given us. As we all know, soldiering is a family affair, and there's no better example to us than the Chiarelli family."

Gen. Martin Dempsey, chairman, Joints Chiefs of Staff, told the media their headline should read: "We have never had a finer man in uniform than Pete Chiarelli." Dempsey described the general's innovativeness and skill as an officer and also his character as a person.

Dempsey said Chiarelli has long carried the mantle as being one of the best trainers in the Army. He said when Chiarelli's 1st Cavalry Division was being sent to Baghdad to take over operations, the general sent his staff to Austin, Texas, to learn how city officials there run the city.

"Only Pete Chiarelli, truthfully in those days, would have thought to spend his time and prepare his staff in that way," Dempsey said.

Secretary of the Army John McHugh said he is reluctant to see great men like Chiarelli leave the service. And for that reason McHugh said as a member of Congress he never supported term limits, "Because we have in this great man an example of someone who had much more to give," he added.

NORAD, NORTHCOM commander endorses bilateral agreements NORAD PAO

PETERSON AIR FORCE BASE,

Colo. — Army Gen. Charles Jacoby, Jr., commander of the North American Aerospace Defense Command and U.S. Northern Command, joined Lt. Gen. Walter Semianiw, Canada Command commander, in Ottawa Jan. 24 to sign three key bilateral documents that further develop the combined defense and security of Canada and the U.S.

Both commanders were in Ottawa to attend the meetings at the Permanent Joint Board on Defense.

The documents signed by the two commanders during the meeting include the Civil Assistance Plan, the Combined Defense Plan and an Information Sharing Memorandum of Understanding. The CAP, which was first signed on February 14, 2008, was renewed for two years, while the CDP establishes a planning framework between Canada Command, U.S. Northern Command, and NORAD for enhanced defence cooperation between Canada and the U.S. should governments require each other's assistance.

The Information Sharing MOU updates and formalizes existing arrangements between NORAD, US-NORTHCOM and Canada Command that help identify and provide for ease of sharing information amongst the three organizations.



Leaders,

Over the next few years, our Army will reduce its end strength and shape the force for future requirements. As we begin this deliberate process, it is imperative we retain those Soldiers with the greatest potential for future service – ones truly deserving to remain a part of our Army Team.

To help us get to our desired end strength, we will fundamentally change the Active Component retention program. This will provide our brigade-level Commanders the flexibility and agility needed to retain those who best meet the needs of our Army.

In March 2012, the reenlistment window opens for Soldiers who ETS in fiscal year 2013. Army Commands, Army Service Component Commands, and Direct Reporting Units will establish brigade-level reenlistment objectives, and, just like the past, Commanders will be directed to retain a percentage of the eligible population. However, unlike the past, Commanders will not exceed this objective. This is not intended to be a race to meet the target...it is about retaining quality and keeping the right Soldiers in the Army.

Commanders will receive specific implementation guidance from the Army G1, addressing Soldiers in overstrength, balanced, and shortage Military Occupational Specialties (MOS). In addition, when determining which Soldiers are best for retention, Commanders should use the "Whole Soldier" concept, including attributes, competencies, leadership potential, adherence to standards, duty performance and evaluations that demonstrate ability to serve in any MOS. Under this concept, some Soldiers will be required to reclassify from overstrength career fields to understrength or balanced ones to meet Army requirements. It is imperative that Commanders and Command Sergeants Major ensure Soldiers receive performance counseling, as this will be one of the key tools of determining retention.

Tough decisions are ahead. Some fully qualified Soldiers will be denied reenlistment. To be successful, leaders at all levels must be personally involved in the retention program. Commanders must carefully assess their Soldiers and ensure only our best Soldiers are retained to meet the needs of our Army.

umud & Clund les

Raymond F. Chandler, II Sergeant Major of the Army

Raymond T. Odierno General, United States Army Chief of Staff

John M. McHu

John M. McHugh Secretary of the Anny

