

NAVY **RECRUITER** magazine

Supporting Navy Recruiters

March - April 2014

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2013
RECRUITERS
OF THE
YEAR

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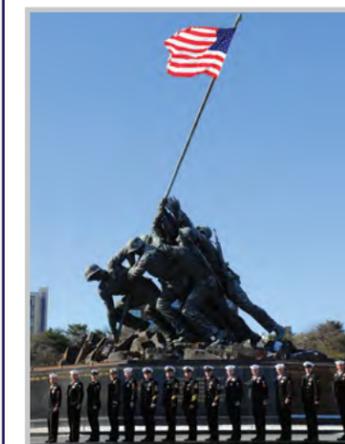
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Front Cover:
Navy Recruiting Command Recruiters of the Year for 2013 visit the library of congress during the annual ROY week in Washington, D.C. Photo by MC2 Amanda Sullivan



Back Cover:
Navy Recruiting Command Recruiters of the Year for 2013 visit the Iwo Jima memorial during their week-long trip to the nation's capital. Photo by MCSN Naomi VanDuser

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REGULAR COLUMNS...

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Navy Recruiter encourages the submission of "Letters to the Editor" and articles expressing the opinion of individuals in the Navy recruiting community. All submissions must be signed. Send submissions to: Editor, Navy Recruiter Magazine, Navy Recruiting Command, 5722 Integrity Drive, Bldg. 784, Millington, Tenn. 38054-5057 or send an email to amanda.sullivan@navy.mil.

From the Force Master Chief

Shipmates:

In this edition of Navy Recruiter Magazine we salute Navy Recruiting Command's 2013 top recruiters and support personnel. Our National Recruiters and Support Person of the Year were honored during a weeklong visit to Washington, D.C., and it was again a fantastic experience for all.

I am always humbled and honored each time that I meet the parents, spouses, family, and friends who attend the ROY Week events and I can't say enough about them and the Friends of the Navy for their enthusiastic support and dedication to our recruiters each and every day throughout the year.

During ROY Week, our Recruiters of the Year met with the Assistant Secretary of the Navy, Vice Chief of Naval Operations, Chief of Naval Personnel, Chief of Navy Reserve, Master Chief Petty Officer of the Navy and several others. These were all proud moments in the life of not only these outstanding recruiters and support personnel but their families as well.

We all know that recruiting the right Sailor for the right job is not easy, but our recruiting professionals never cease to amaze me day in and day out with their ability to meet individual and team mission. This is what it's all about: hard work, dedication, success, and the opportunity to humbly celebrate and accept awards for a job well done.

Our commander, Rear Adm. Annie B. Andrews shared her feelings with me about her first ROY experience and I would in turn like to share them with you and our entire recruiting team:

"Words alone cannot express the unique experience I had during ROY week where we recognized our Recruiters and Support Personnel of the Year. I must admit I did not know how we would pull off a full week of activities, but doing so I was able to witness the excitement, the enthusiasm and the camaraderie of our awardees and their families/friends/loved ones. Absolutely Positive and Rewarding!"

Our Recruiters were so inspiring and professional during their meetings/discussions with Secretary ASN Garcia, VCNO ADM Ferguson, PVCNO VADM Howard, CNP VADM Moran, JCS1 RDML Shepard, MCPON Stevens and Former MCPON Campa.

Our hosts and hostesses and great supporters such as USAA, GEICO, NAVY LEAGUE, NAVY CLUB of AMERICA and the various units of the FLEET RESERVE of AMERICA commented numerous times on the sharp, squared-away Sailors.

As I read the card that the family members signed and gave to us individually, as we completed the week's journey at the Capital, their comments resonated wholeheartedly. The one most memorable is and I quote;

'I feel very comfortable with people like you looking out for my son.'

I want every member of Navy Recruiting to know that "people" means all of us at NRC-getting the job done and caring about our Sailors and their families.

THANK YOU!

Another family member wrote;

'Thanks for taking the time to get to know us and making us feel important.'

Well, in fact, they are important to me (to us) and as I stated in my command philosophy - You (They) Matter!

And yet another family member wrote, and this really sums up my thoughts and sentiments exactly;

'Thank you so much for a week I will never forget.'

Having had four different assignments in Washington, D.C., I will admit that seeing the sights of Washington with this most exceptional group was nothing short of AMAZING! My sincere thanks to our entire supporting cast of headquarters personnel for a JOB EXTREMELY WELL DONE!"

Many of our awardees are career enlisted and officer recruiters, but others are hull technicians, quartermasters, electrician's mates, machinist's mates, construction electricians, and hospital corpsman who recently completed assignments in the fleet. They are truly a reflection of not only our fleet, but our diverse, dedicated, motivated and talented Navy recruiting team.

Manning today's Navy is a tough, tireless effort and our Recruiters and Support Person of the Year represent the amazing opportunity we provide to our future Sailors each and every day as part of America's Navy.

Hooyah Motivators!



2013 RECRUITERS OF THE YEAR

Enlisted Recruiter of the Year, Active
HTC(SW/AW) Dustin Grover, NRD Portland

Diversity Enlisted Recruiter of the Year
EA1(SCW) Larzon Ong, NRD San Francisco

Enlisted Recruiter of the Year, Reserve
HT1(SS) Caleb Minson, NRD New England

Diversity Officer Recruiter of the Year
NCC John Marullo, NRD San Francisco

Officer Recruiter of the Year, Active
QM1(SW) Robert Baetz, NRD Raleigh

Medical Officer Recruiter of the Year
HMC(FMF/SW/AW) Joseph Rawson, NRD Philadelphia

Officer Recruiter of the Year, Reserve
LT Kathryn Gelenter, NRD Minneapolis

Nuclear Propulsion Officer Candidate Recruiter of the Year
MMC(SW) Sergio Palacios, NRD Philadelphia

Nuclear Field Coordinator of the Year
EM1(SW/AW) Thomas Bosarge, NRD Houston

Navy Special Warfare/Navy Special Operations Recruiter of the Year
CE1(SCW) Mark Durand, NRD New England

Station Leading Petty Officer of the Year
NC1(AW) Ryan Schlotfeld, NRD Minneapolis

Support Person of the Year
NC1(SW) Archie Anz, NRD San Diego

Classifier of the Year
PS1(SW/AW) Stephanie Perry, NRD Los Angeles

Navy Recruiting Command Gold "R"
Navy Recruiting District San Francisco

Division Leading Chief Petty Officer of the Year
NCC(SW/AW) Kevin Kikawa, NRD Portland



Enlisted Recruiter of the Year, Active HTC(SW/AW) Dustin Grover

Hometown: Portland, Ore.

How long have you been in recruiting? Almost two years.

Previous commands and job titles: USS *Carl Vinson* (CVN 70); Pipe Shop LPO, Ships Locksmith, Damage Control Training Team Member.

How do you feel about being chosen for this honor? I am honored to be recognized for this outstanding accomplishment. I know that there are many recruiters out there that have the same mindset and drive and I am looking forward to their success in the future.

What advice would you give to others in your position? Relationships are everything. When you take the time to really listen to somebody, they will be able to feel that and will know that you wholeheartedly care about their future and wellbeing.

Your future goals? Complete my MBA and become a command master chief.

How has the Navy changed your life? Most importantly, I found a sense of purpose. The places that I have traveled to and the experiences that I have been able to be a part of changed me in a positive way and have taught me to be grateful for what I have and not take life for granted.

Hobbies and interests: My hobbies and interests are snowboarding, surfing, welding, fabricating, and most importantly, spending time with my family.



Enlisted Recruiter of the Year, Reserve HT1(SS) Caleb Minson

Hometown: Jacksonville, Fla.

How long have you been in recruiting? Almost four years.

Previous commands and job titles: USS *Alexandria* (SSN 757), STS3; Navy Reserve, HT3 with Mesron 8 (Expeditionary Security Unit). I was selected for recall to active duty as a Canvasser Recruiter in July 2010.

How do you feel about being chosen for this honor? I feel it validates the hard work I put into getting to this point. I was surprised and definitely very grateful for the recognition.

What advice would you give to others in your position? Find a good support system. We are about 95% of the 5% of people we hang out with. If you want to be successful, surround yourself with successful people. Also, set personal goals and hold yourself accountable to those goals. Be confident in yourself. If you aren't confident in yourself, how can you expect others to be confident in you? When we are all born, we are given

two things: Our mind and our time. It's up to us how we choose to use both. The biggest thing is, don't settle for good. Always try to achieve greatness. My favorite saying is, "Don't try to find yourself, create yourself."

Your future goals? I have decided to submit a Career Recruiting Force package and go back to school to finish my BA.

How has the Navy changed your life? When I joined the Navy I was in debt, making \$7 per hour and living with friends who would let me crash on their couch. I am now financially stable, own a house, have a nice car, I'm married, and have a two year old son who I totally adore and love. I owe all of that to the Navy. It has given me the life that everyone dreams to have, "The American Dream."

Hobbies and interests: As far as hobbies go, I love music. I play several instruments to include drums, piano, bass guitar, trumpet, and saxophone. I am also very fond of all outdoor activities (i.e. camping, hiking, fishing, skiing, snowmobiling, etc.). My interests include day trading (stock market), business, charities, community involvement, exercise, Green Bay Packers, MMA (mixed martial arts), and cigars/pipe.



Officer Recruiter of the Year, Active QM1(SW) Robert Baetz

Hometown: Bullard, Texas

How long have you been in recruiting? One year.

Previous commands and job titles: NOSC Wilmington (LPO), US Marine Corps (SGT) Low Altitude Air Defense

How do you feel about being chosen for this honor? It is a huge honor and accomplishment as my goal was not to achieve great things but to ensure that I provided the best customer service and dedication to each applicant to give them a foundation for their lives.

Your future goals? My future goals are to convert from the Reserve CANREC program to FTS CRF.

How has the Navy changed your life? The Navy has helped me by reestablishing a foundation in my life by providing stability for me and my family and belonging to an organization that is globally respected.

Hobbies and interests: Golf, hockey, family, and action movies.



Officer Recruiter of the Year, Reserve LT Kathryn Gelenter

Hometown: Omaha, Neb.

How long have you been in recruiting? Three years

Previous commands and job titles: USS *Gary* (FFG 51), Training Officer; USS *Pearl Harbor* (LSD 52), Starboard Side Main Division Officer.

How do you feel about being chosen for this honor? I am super excited to have been chosen as the national Reserve Officer Recruiter of the Year. I take great pride in my work and enjoy coming to work every day to help people's dreams of becoming a naval officer come true. I had so many outstanding applicants last year and I am glad they were selected because it will make a huge difference for their futures and I love knowing that I was a small part in making that dream a reality for them.

What advice would you give to others in your position? Stay positive. When one of the E-6s I work with found out that I received this honor, she texted me and said, "Congratulations Ma'am - good things happen to good people!" That really touched me because I try to help everyone out and make their day just a little bit better if I can - and her simple text made me feel like I do, so I would just remind everyone to stay positive.

Your future goals? My future goals are to pursue a master's degree and to start a family.

How has the Navy changed your life? The Navy has given me so many great opportunities. I am so happy with where I am right now and all that I have accomplished and I wouldn't be here without the Navy.

Hobbies and interests: Working out, trying new restaurants, planning our wedding, spending time with family and traveling.



Nuclear Field Coordinator of the Year EM1(SW/AW) Thomas Bosarge

Hometown: Eastpoint, Fla.

How long have you been in recruiting? Almost three years.

Previous commands and job titles: USS *George H. W. Bush* (CVN 77), Reactor Department Career Counselor; USS *Enterprise* (CVN 65), Maintenance Technician.

How do you feel about being chosen for this honor? I am almost at a loss for words. Just being nominated for Nuclear Field Coordinator of the Year is an incredible honor, but to win against such strong competition is just amazing. I feel humble but at the same time incredibly proud, too.

What advice would you give to others in your position? Do not let the numbers get you down, keep on working hard because it will work out in the end.

Your future goals? Further my education and receive my doctorate.

How has the Navy changed your life? The Navy has given me the opportunity to travel and see the world. I have also had the opportunity to work with some of the best people who, in turn, have become really good friends that I consider a part of my family.

Hobbies and interests: Playing games and activities with my kids, volunteering with the Boy Scouts of America, and playing sports.



Classifier of the Year PS1(SW/AW) Stephanie Perry

Hometown: Prineville, Ore.

How long have you been in recruiting? Three years.

Previous commands and job titles: USS *Carl Vinson* (CVN 70), 2nd Marine Division; CPRW-2, MCBH/MALS-24

How do you feel about being chosen for this honor? I am extremely humbled. There is absolutely no way I could have achieved this without guidance and support from my chain of command, fellow classifiers and the constant workflow from my recruiters. Recruiting doesn't work on an individual basis and I am grateful to be a part of NRD Los Angeles and NRC.

What advice would you give to others in your position? My advice is to remember that you're not dealing with a number, you're dealing with a person. There will be good days and bad days. When you try everything in your power to assist another to start a new chapter in their life and are not successful, it will break your heart. When things work as it should, it leaves

you with an immense feeling of pride and job satisfaction. Take their concerns, hopes, dreams and aspirations into consideration while discussing a career path - they are making a life-altering decision.

Your future goals: I hope to leave here as a chief with my bachelors in business administration specializing in sales and marketing.

How has the Navy changed your life? I never imagined I would go to college, or maintain a job that would offer growth and sustainability. When I joined in February 2001 and the events that would unfold worldwide, I never questioned my decision or dedication. I would not be where I am, mentally, physically or financially, had I not made that decision to swear in nearly 13 years ago.

Hobbies and interests: I enjoy volunteering with the Special Olympics (Hawaii) and Disabled American Veterans. Both are amazing organizations that includes everyone, regardless of physical capability, in their events. When not volunteering or occupied by homework, I enjoy spending time with my husband, Joe in the paradise that is my current home, Hawaii.



Station Leading Petty Officer of the Year NC1(AW) Ryan Schlotfeld

Hometown: Omaha, Neb.

How long have you been in recruiting? Three years.

Previous commands and job titles: VQ-1 (Fleet Air Reconnaissance Squadron One) Logs and Records Supervisor.

How do you feel about being chosen for this honor? It was complete shock. It's truly a testament to our team at NRS Omaha and the Big Red Division here in Nebraska. I am humbled beyond words of the accomplishment and can't thank everyone enough who has helped guide my team and myself to this position.

What advice would you give to others in your position? Never lose sight of the goals of your recruiters and always put them first. Don't ever settle for what is required, push hard to achieve something more.

Your future goals? I want to be the National Chief Recruiter.

How has the Navy changed your life? It's honestly been the best

decision I have ever made. It gave me the structure and discipline to succeed and help push the values my parents taught me as a kid. Working in the recruiting office I joined the Navy from, I have been able to see the transition first hand. It's been a fun ride!

Hobbies and interests: I spend a lot of free time coaching a select baseball team in Omaha as well as bowling in tournaments in the Midwest.



Division Leading Chief Petty Officer of the Year NCC(SW/AW) Kevin Kikawa

Hometown: Truckee, Calif.

How long have you been in Recruiting? Seven years.

Previous commands and job titles: USS *Elliot* (DD 967), Fire Control; USS *Fletcher* (DD 992), Fire Control ; USS *Belleau Wood* (LHA 3), Fire Control; USS *Shoup* (DDG 86), Fire Control; NRD Seattle, Recruiter, RINC and Zone Supervisor; NRD Portland, DLCPO.

How do you feel about being chosen for this honor? Given the multitude of leaders that could have been chosen throughout the nation, many of whom I have met and served with, and all of whom I respect, it is truly an honor to receive this award. I feel a tremendous amount of pride for my division, as this distinction is a reflection of a remarkable group of individuals.

What advice would you give others in your position? Be the example and lead from the front. Always train your Sailors, find out what inspires your Sailors and hold your Sailors accountable.

How has the Navy changed your life? The Navy has changed my life in many ways. It has given me the stage to excel and the tools to build a strong future. In my line of work, each and every day, I see and hear about the positive impact the Navy has on the lives of young people granted the privilege to serve in its ranks, and I know first-hand the benefits of this opportunity.

Future goals: For me, there can be no greater honor than the chance to continue to lead and develop Sailors, and be the best Chief Recruiter when I earn the opportunity to take the seat.

Hobbies and interests: Spending time with my family, eating great food, snowboarding, shooting, fishing, watching movies, traveling, running and weight lifting.





Diversity Enlisted Recruiter of the Year EA1(SCW) Larzon Ong

Hometown: Manila, Philippines and Roseville, Calif.
How long have you been in recruiting? Two years
Previous commands and job titles: NAVFAC Souda Bay, Greece, Primary engineering aide; Port Hueneme, EA/Radiation safety officer.
How do you feel about being chosen for this honor? I feel very accomplished by earning this award, it is a great honor. This has been a long, busy but fun year being able to help the Navy excel at our recruiting goals. I could have not done this without a great office, division and NRD team behind me and supporting me.
What advice would you give to others in your position? The same advice I was given by my first LCPO in recruiting, "Smell good, look good and feel good." A positive attitude will get you where you want to be.
Your future goals? Earn my Master's Degree in Civil Engineering. I would like to transfer back to the SEABEES, work hard as an LPO, and lead and mentor my junior Sailors.

How has the Navy changed your life? I grew up in the Philippines and moved to the United States in 2004. I was working as a bus driver in Sacramento and I wanted to better my life and get my citizenship. I bought a house before I joined the Navy and I wanted to earn enough money to take care of myself and work on my house. I decided to join the Navy in 2005 to better myself; it was the best decision I could have made. I still have my house and I am able to work on it and not worry about how to pay for it and I have earned my United States citizenship. I have had a great time in the Navy and it has helped me tremendously. This is why I chose to come to recruiting, so I can help people like myself to succeed in life.
Hobbies and interests: I am an accomplished musician. I play the drums and guitar. I love traveling and I like to design and build. I also like to work on cars.



Diversity Officer Recruiter of the Year NCC John Marullo

Hometown: Newburgh, N.Y.
How long have you been in recruiting? Ten years
Previous commands and job titles: NRD New England, DLCPO; NRD San Diego, LPO; NRRRA Pacific; COMGARGRU ONE; VF-301; VA-146
How do you feel about being chosen for this honor? I am truly humbled and honored to be chosen for this award. I would like to thank my wife and son for their patience and support throughout my career. I would also like to thank the great leadership team at NRD San Francisco for putting together the best processing team in the nation!
What advice would you give to others in your position? Take care of your family, take care of your health and take care of your Sailors. Set your goals high and come to work each day with a plan to achieve them. Share an idea, ask questions and listen. Be willing to take advice and never stop learning.

Your future goals? To become a Chief Recruiter. To win back to back National District of the Year awards at NRD San Francisco and to transfer to NRD Los Angeles to be closer to my family.
How has the Navy changed your life? The Navy has given me the opportunity to travel the world and make life-long friends. It has allowed me to accomplish my educational goals and provide a better life for me and my family. It's also given me a deeper appreciation for our country and the freedom we have.
Hobbies and interests: Spending time with my family, bike riding, weight lifting, running, cooking and baking.



Medical Officer Recruiter of the Year HMC(FMF/SW/AW) Joseph Rawson

Hometown: Philadelphia, Pa.
How long have you been in recruiting? Three years.
Previous commands and job titles: Naval Hospital Naples Italy, General Duty Corpsman; National Naval Medical Center Bethesda, Education Program Manager; Naval Hospital Camp Pendleton, Medical Photographer; 2d Battalion, Fifth Marines, 1st Marine Division, ALPO; Naval Hospital Camp Pendleton, Human Recourses LPO; 2d Medical Battalion, 2d Marine Logistics Group, Bravo Surgical LPO, S-1 LPO; 22d Marine Expeditionary Unit, Command Element LPO.
How do you feel about being chosen for this honor? It is an overwhelming honor but I did not get here alone. The support from family, fellow recruiters, the chain of command, support staff, Chief's Mess, local and regional COI's and collegiates have made this opportunity happen. I look at this as "We, Team Philly," have been chosen for this award!

What advice would you give to others in your position? First and foremost, be yourself, be honest and open, and treat every member of your team and each applicant professionally with dignity and respect. Always remember, this job is not a one person show. It takes many hands to get a member commissioned, and supporting the team aspect will make everyone successful.
Your future goals? Lead and develop Sailors and afford them every opportunity to grow and achieve their goals. It has been a dream of mine since day one of my career to be a Command Master Chief.
How has the Navy changed your life? Quite simply, it has positively changed every aspect of my life. I couldn't be more grateful for the opportunity to serve this great nation and the world's greatest Navy!
Hobbies and interests: I love spending time with the "Rawson Four" (family), the Philly Flyers and music.



Nuclear Propulsion Officer Candidate Recruiter of the Year MMC(SW) Sergio Palacios

Hometown: Fontana, Calif.
How long have you been in recruiting? Almost three years.
Previous commands and job titles: USS *Enterprise* (CVN 65), 2 Plant Reactor Mechanical ALPO; Mid-Atlantic Regional Maintenance Command, Quality Assurance LPO; USS *Enterprise* (CVN 65), 2 and 4 Plant Reactor Mechanical LCPO.
How do you feel about being chosen for this honor? This is a true honor and one of the biggest accomplishments of my naval career. At the same time I feel humbled to be recognized for my recruiting efforts for a program that I truly believe in.
What advice would you give to others in your position? To be a successful recruiter you must truly understand the underlying drive in each applicant. Always find the "Why Navy?" and utilize their own motivation to achieve their ultimate goal. I strive to find applicants that truly want to serve - recognize that excitement from that first introduction. Qualified applicants with drive make future Navy officers that love their jobs.

Your future goals? Complete my active duty career and continue to lead Sailors towards their own goals. I plan to return to the fleet and bring a new found perspective on the importance of mentoring the Junior Officers that I have helped recruit. I plan to further my education by acquiring a master's degree in engineering management.
How has the Navy changed your life? Since joining the Navy seventeen years ago, the Navy has been changed my life tremendously. It has provided me with opportunities I could never have dreamed of before, everything from higher education to home ownership. I owe many things to the military and I am forever grateful.
Hobbies and interests: I enjoy travel and sports. Fortunately for me, the great sports city of Philadelphia has allowed me to experience sports with a totally new perspective.

Navy Special Warfare/Navy Special Operations Recruiter of the Year CE1(SCW) Mark Durand

Hometown: Warwick, R.I.

How long have you been in recruiting? Almost three years.

Previous commands and job titles: Naval Mobile Construction Battalion 133, Fire Team Leader and Lead Electrician.

How do you feel about being chosen for this honor? I am honored to go to work and do my job day in and day out. To be recognized on a national level is a tremendous testament to the support of my wife and team New England.

What advice would you give to others in your position? Recruiting is not for the faint of heart. You need to be motivated, dedicated, and pay attention to detail to be successful. Trust in your Sailors and commit to working hard each and every day and success will follow.

Your future goals? My professional goal is to make the Navy a career and move as far up in the SEABEE Community as possible. My personal goals are to finish my bachelor's degree, be a great husband, and an even better father.

How has the Navy changed your life? The Navy has provided me with the intangibles needed to be successful in life. It has given me a great and rewarding career that I can be proud of. I feel privileged to wear the uniform and serve our great country.

Hobbies and interests: Some of my hobbies and interests include spending time with my family, sports, and United States history.



Navy Recruiting Command Gold "R" Navy Recruiting District San Francisco

Commanding Officer - CDR Paul Ruben

Executive/Operations Officer - LT Andrew Johnson

Assistant Operations Officer - LT Michael Quaglino

Command Master Chief - CMDCM(SCW/AW) William Rosch

Chief Recruiter - NCCM(SS) Jason Moore

Support Person of the Year NC1(SW) Archie Anz

Hometown: San Antonio, Texas

How long have you been in recruiting? Five years.

Previous commands and job titles: USS *Pinckney* (DDG 91), Cruise Missile Division LPO; NRD Dallas, Recruiter; USS *Porter* (DDG 78) Work Center Supervisor.

How do you feel about being chosen for this honor? It is a very humbling feeling and I feel truly blessed to be recognized for this honor. I truly believe that I would not be here without the support of the NRD San Diego chain of command and the outstanding Sailors that we serve. They are second to none. Lastly, I would like to thank God for this blessing and my wonderful wife for being so supportive. Thank you.

What advice would you give to others in your position? Take pride in what you do and most importantly remember to always put your Sailors first. It is our job to assist our Sailors in achieving their personal and professional goals.

Your future goals? Promote to Chief Petty Officer and complete my bachelor's degree in applied management.

How has the Navy changed your life? The Navy has provided me direction, self-discipline, and amazing opportunities for myself and my family.

Hobbies and interests: Spending time with my family, working out, and watching college football.



Navy Recruiting District San Francisco's territory covers 150,000 square miles and encompasses northern California including the major cities of San Francisco, Sacramento, and Fresno. NRD San Francisco is not only the top production district, but an NRD that truly focuses on Sailors, Future Sailors, officer candidates and the entire team.

NRD San Francisco has been on a focused mission in FY13 to continually increase quality and quantity. San Francisco led the nation in many areas and the Region in almost every measurable category during FY13. This is particularly noteworthy considering the tough recruiting market with recruiting challenges including the strong Silicon Valley economy, resistant school districts, and a small Navy footprint. San Francisco has proven that they can operate at the highest level at all times. What a phenomenal year of success!

NRD San Francisco's Enlisted Production Team assessed 2,002 total new contracts; 158 New Accession Training Sailors; 104 Warrior Challenge Sailors; 131 nuclear field contracts, and 67.5 prior service affiliations.

As a result of sound Future Sailor Delayed Entry Program management and mentoring, Team San

Francisco accessed 1,802 shippers for FY13 with only a 1.94% in-month attrition rate.

NRD San Francisco closed FY13 with the highest nuclear officer production rate (150%), attained 161% of assigned active component (AC) Medical Programs goal, all seven AC categories in a difficult and competitive market. Additionally, NRD San Francisco exceeded the requirements for the Officer "O" in diversity and reserve component production.

NRD San Francisco had personnel gain recognition as the "National Diversity Officer Recruiter of the Year" and "National Diversity Enlisted Recruiter of the Year". They also produced six of the Region's award winners: "Diversity Enlisted Recruiter of the Year," "Medical Officer Recruiter of the Year," "Diversity Officer Recruiter of the Year," "Chief Recruiter of the Year," "Recruiting Operations Officer of the Year," and the "Rookie Officer Recruiter of the Year."

Team San Francisco earned a clean sweep in every departmental award to include: Officer "O"; Enlisted "E"; NSW/NSO/AIRR "W"; Nuclear "N"; Administration "A"; Quality "Q"; Logistics "S"; and, the Bronze "R", which culminated in their ultimate selection as Navy Recruiting Command Golden "R" National District of the Year award.

Navy Recruiting Command Recognizes Top Recruiters

Story by MCSN Naomi VanDuser, NRC, Creative Division

MILLINGTON, Tenn. - The top 14 Navy Recruiters of 2013 were recognized by Navy Recruiting Command (NRC) January 29 during a Recruiters of the Year (ROY) awards ceremony held at the U.S. Navy Memorial in Washington, D.C.

Attendees of the event included Rear Adm. Annie B. Andrews, Commander, Navy Recruiting Command, and guest speaker, Vice Adm. William F. Moran, Chief of Naval Personnel.

"I always ask of you to be humble," said Andrews. "You will help the next one to be here next year and for that I am truly grateful."

Recruiters are responsible for bringing in the "life-blood" of the Navy said Moran.

"We are a modern Navy," he said. "We're going to be an incredible Navy in the future, but it's nothing without the people that we bring in



**2013
RECRUITERS
OF THE
YEAR**

MMC Joseph Wright-McGee, husband of Classifier of the Year PS1 Stephanie Perry, and HTC Dustin Grover, Enlisted Recruiter of the Year (Active), review the Giant Bible of Mainz on display at the Library of Congress. Photo by MCSN Naomi VanDuser

Navy Recruiting Command's 2013 Recruiters of the Year visit the Joint Chiefs of Staff spaces at the Pentagon during their trip to Washington, D.C. Photo by MC2 Amanda Sullivan, NRC Public Affairs



Chief of Naval Personnel (CNP), Vice Adm. Bill Moran speaks to the 2013 Recruiters of the Year at the awards ceremony in Washington, D.C. The recruiters had met with the CNP earlier in the week to discuss the challenges faced in recruiting. Photo by MC2 Amanda Sullivan, NRC Public Affairs

Navy Recruiting Command Recruiters of the Year for 2013 visit the National Archives during their week-long trip to the nation's capital. Photo by MCSN Naomi VanDuser

and can operate, that can train, that can make it come to life."

HTC(SW/AW) Dustin Grover, Enlisted Recruiter of the Year Active, said it was a huge honor to be selected for the ROY award.

"I wanted to be a recruiter because the Navy changed my life in a positive way," he said. "I really wanted to be able to give that opportunity back to people who might be in the same situation I was."

EA1(SCW) Larzon Ong, Diversity Enlisted Recruiter of the Year, says we are the "Be Ready" of the Navy.

"We recruit the best of the best," he said. "We are recruiting our replacements."

The ceremony was just one event during a week-long occasion held in our nation's





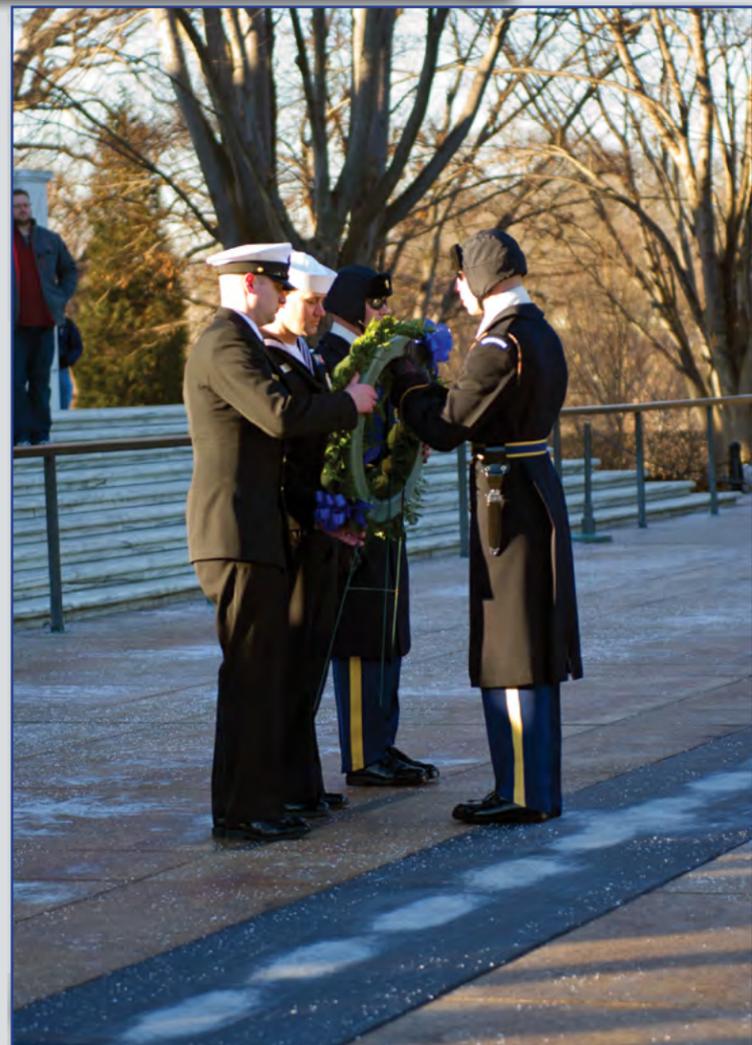
▶ MCPON Mike Stevens speaks with the 2013 Recruiters of the Year about the significance of a can of SPAM in his office. Stevens explained that the can of SPAM revealed an important lesson in perspective. Photo by MC2 Amanda Sullivan, NRC Public Affairs

capital city. The awardees and their guests had the opportunity to visit the Pentagon and meet with senior Navy leadership including Adm. Mark Ferguson, Vice Chief of Naval Operations, and Master Chief Petty Officer of the Navy, Mike Stevens.

The awardees and their guests also made a visit to the Navy Yard, The Library of Congress, the Capitol Building, as well as popular monuments such as the Lincoln Memorial, the Jefferson Memorial and the Washington Monument.

During the week, four awardees were meritoriously advanced to the next rate. Grover was advanced to chief petty officer during a ceremony with Ferguson. Additionally, QM1 Robert Baetz, EA1 Larzon Ong, and CE1 Mark Durand were meritoriously promoted to the rank of first class petty officer.

Friends of the Navy organizations such as Fleet Reserve Association, Navy Club of the USA, GEICO, USAA, Navy Wives Clubs of America, and Post University helped sponsor the event by donating awards and gift cards to the winners and providing luncheons and receptions for various events. Organizations such as these help the Navy meet its recruiting goals and keep the fleet manned and ready.



▶ HTC Dustin Grover and HT1 Class Caleb Minson pay their respects and lay a wreath to honor the Tomb of the Unknown Soldier at Arlington Cemetery. Photo by MCSN Naomi VanDuser

Navy Operational Fitness and Fueling Series

Story by MC3 James A. Griffin, NRC Public Affairs

PENSACOLA, Fla. - The excuses for not exercising are many. Not enough time to get to the gym. Not enough room in the office. No space for bulky exercise equipment.

The staff at Navy Recruiting Orientation Unit (NORU) has found the solution: Navy Operational Fitness and Fueling System or NOFFS, which is a program based on new athlete technology to make fitness and nutrition habits more convenient for a healthier lifestyle. One of the key aspects of NOFFS which makes it so useful for Sailors is that it is designed for use in small spaces with minimal equipment.

According to the NOFFS page on the official Navy Fitness website, Navy subject matter experts (SMEs) looked at existing physical training programs and exercises to see what could be done to improve performance while reducing injury so Sailors stay in fighting shape.

Navy SMEs worked with the Athletes' Performance Institute (API), now called EXOS, in all areas of the system's construction. Navy SMEs wanted to make

sure that this system could be used in all environments due to the diversity of locations where Sailors serve around the world. EXOS is known for training the most elite athletes and as leader in developing the most innovative and advanced training systems. They integrated this fitness and nutrition system that can help Sailors, from sea to shore and any place in-between, get healthy and fit.

"It does it all," said Victor Licause, SOCM(SEAL) retired, Navy Recruiting Physical Fitness Program Manager at NORU. "It reduces frequency of injuries; it increases performance with both cardio and strength. NOFFS is a system based approach to both fitness and nutrition."

Licause, a retired Navy SEAL, knows how important it is to stay fit and has worked closely with this program to help put other Sailors on a system easy enough, but also efficient enough, to get them in the best shape of their career.

According to the NOFFS page on the Navy Fitness website, "The NOFFS contains four specialized series tailored for use on submarines, surface ships,

▶ Nicole Gilchrest, a fitness specialist from the Moral, Welfare and Recreation office at Naval Air Station Pensacola, teaches assistant command fitness leaders assigned to NRD Miami the new Navy Operational Fitness and Fueling System (NOFFS). The system is built on five pillar preps of eat clean, eat often, hydrate, recover and mindset. NOFFS is designed to keep Sailors ashore and afloat in peak physical condition while reducing the risk of sports injuries and stressing the importance of proper nutrition. Photo by MCC Gabe Puello



large decks and for group physical training.” This system is specifically made for space constraints and equipment limitations.” The four platform series each have three sublevels of exercises, which contain pillar prepping, movement prep, strength A and B, cardio conditioning, and a recovery. These sublevels are based on the individual Sailor’s fitness levels and abilities.

Whether on a ship at sea or a recruiting station in middle-America, the system can provide proven results with limited amount of equipment and time.

“We use it in the [Delayed Entry Program] meetings with our Future Sailors,” said Machinist Mate 1st Class Justin S. Conrad, recruiter, Navy Recruiting Station Spartanburg, S.C. “Sometimes I use the NOFFS app if I don’t end up making it to the gym,” he added.

Recruiters have many time constraints due to the long days and busy schedules, but NOFFS is tailored with these constraints in mind.

“Some people may not have time for the gym, but they do have time to work out,” said Licause. “With this system you don’t have to go to the gym; you can do it right from home.”

Because recruiters often work on their own, or with just a few other people, NOFFS gives recruiters a tool and a resource to use independently to help them maintain their own level of fitness on their own schedule.

As Sailors learn how to be recruiters at NORU, they also learn the NOFFS system to help them stay fit.

According to Licause, “NOFFS is the only approved workout system that is approved by US Navy Bureau of Medicine and Surgery, Center for Personal Professional Development, Navy Fitness, Navy Physical Readiness, and Navy Safety Center.”

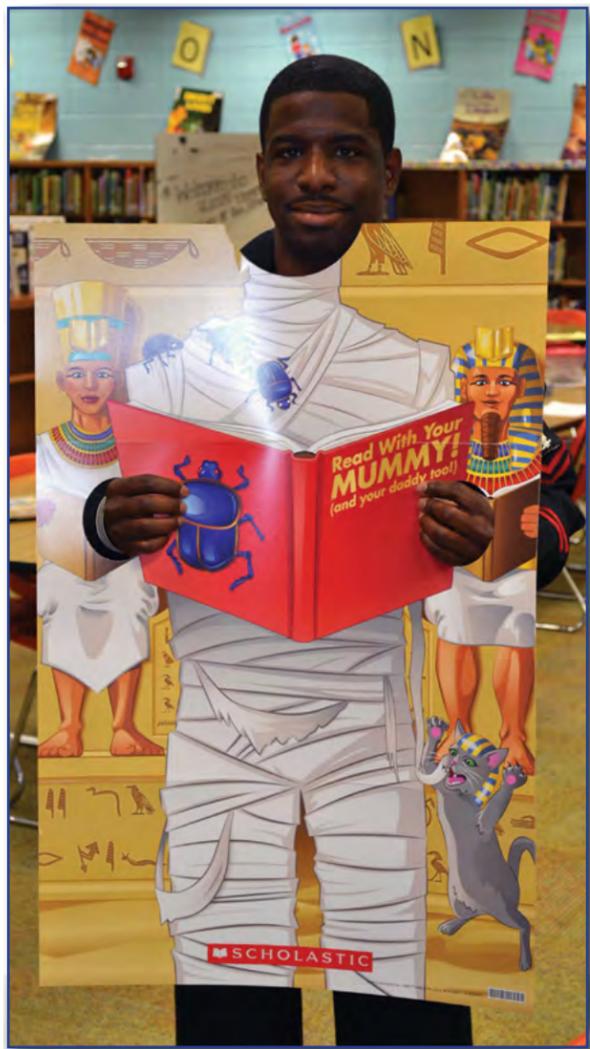
The workouts can be accomplished using a variety of simple gear that can be found at shore fitness centers and on ships of all sizes. The equipment includes resistance bands, dumbbells and any piece of cardio equipment. NOFFS consists of both training guides and nutrition packets but the NOFFS workouts also can be found on line at www.navyfitness.org/fitness/noffs/ or by downloading the NOFFS app on certain mobile operating devices.

The NOFFS system provides the Navy with an approach to physical fitness and nutrition that is easy for Sailors to follow, stay with the system and follow the instructions to train safely and effectively but also keep focused on making healthy nutrition choices. By placing both a physical and mental strain on the body, NOFFS requires a systematic approach to make sure our people are safe, efficient, and healthy.

“It’s different than previous work-out programs I’ve used in the past,” said Conrad. “But with [NOFFS] you can see the results. And once you get the moves down it works really well.”

The need to keep Sailors warfighting ready is a priority, and the combination of NOFFS and maintaining a healthy lifestyle can help, said Licause.

The Navy needs to keep improving, evolving, and becoming ever stronger to protect our interests in the face of adversity. We never set the bar down because we keep lifting it above the rest. The NOFFS system recognizes the Navy’s people are its greatest asset and it is specifically designed to keep them both healthy and safe.



← Navy Recruiter, AT2 Janai Holcomb (NRD Atlanta, NRS Macon) models a poster at Union Elementary School, Macon, Ga., during their Read To Students program. Military and business professionals throughout the community were invited to come and read to the students.

→ AT2 Holcomb reads to second graders at Union Elementary School. Photos by MC1 (SW) Michael J. Scott, NRD Atlanta Public Affairs



Pearl Harbor Survivor Visits NRC

Story by MC3 Mark P. Langford, NRC Public Affairs

MILLINGTON, Tenn. – Sailors and civilians at Navy Recruiting Command had the opportunity to relive a moment in naval history and honor an American hero during an all hands call on January 8.

As a WWII veteran and survivor of the attack on Pearl Harbor, retired Lt. Cmdr. Howard Lee, United States Navy, is a living representation of the fighting spirit of the Navy. Lee told his story as the

to my eye,” said Lee. “If it doesn’t bring a tear to your eye, you’re in the wrong business.”

When the attack began, Lee and his buddies were unsure of what to do at first. Not being part of the ship’s crew, they did not have assigned battle stations to report to.

Lee remained light-hearted throughout his remarks, recalling his young and reckless rush below decks to

retrieve the engagement ring he had just bought for his girl back home in Memphis.

“Gosh golly, I paid \$60 for that ring and I wasn’t going to lose it,” said Lee.

Lee saw firsthand the devastation suffered that day. The *Neosho*, a refueling tanker, was sitting on battleship row between USS *Oklahoma* (BB 37) and USS *California* (BB 44).

Sitting on a ship full of aviation fuel, Lee was well aware of the danger he was in, but the Japanese pilots seemed to ignore the unfamiliar vessel completely.

“I think the only thing that saved us on *Neosho* was the accuracy of Japanese dive bombers,” said Lee.

He later described the mood of the evening after the attack as dark and tense. “There were absolutely no lights that

night save for the burning of USS *Arizona* (BB 39). *Arizona* was burning for three days,” said Lee.

Lee joined the Navy in 1938 at the age of 20 in Indiana. Before enlisting, he spent a year at Purdue University studying engineering.

“I was in engineering school and I wanted to get into aviation. Well, that didn’t work out worth a darn,” said Lee. “I wasn’t cut out to be an engineer. Higher math killed me.”



▲ A Pearl Harbor survivor, retired Lt. Cmdr. Howard Lee speaks at an all hands call for Navy Recruiting Command January 8, 2013 in Millington, Tenn. Lee is a native to Memphis and is active in the local community. Photo by MC3 Tyler Fraser, NRC Public Affairs

guest speaker at Naval Support Activity Mid-South, Millington, Tenn.

On the morning of the attack, Lee, a Navy Photographer’s Mate at the time, had just come above deck to observe colors. He was with a small group on board the USS *Neosho* (AO 23) for a few days while waiting to go on leave.

“When you stand there and see all those ships raise their colors at the same time... it always brings a tear



A Pearl Harbor survivor, retired Lt. Cmdr. Howard Lee (left) speaks with members of Navy Recruiting Command. Photo by MC3 James Anthony Griffin, NRC Public Affairs

College isn't the only option. The Navy offers lifetime benefits that can't be found anywhere else in the civilian world, said Lee.

Lee's advice to Sailors today is to be patient. His patience was rewarded when he was selected to become an enlisted pilot and eventually retired from the Navy in 1960 as a lieutenant commander.

"You're never going to be in a perfect squadron or a perfect organization," said Lee. "Be patient, your boss is not always right, in your mind, but he's got a reason for what he's doing."

Even in retirement, Lee still manages to fill his calendar. He helps elementary school children every morning cross the street to the school, attends WWII meetings in Germantown and has traveled with Forever Young Senior Wish organization to Pearl Harbor in both 2012 and 2013.

"I love to do it," said Lee when asked about coming to speak to Sailors.

"We're sitting here today, Mr. Lee, because of what you did," said Rear Adm. Annie B. Andrews, commander, Navy Recruiting Command, during his introduction.

"I was just amazed to see him still at the top of his game," said Hospital Corpsman Chief Rosario Esquivel, Medical Corps HSCP/HPSP Program Manager for Navy Recruiting Command. "He could remember

every little detail and we really were fortunate to be able to hear his story."

It's the service of men and women like Lee that secured the freedoms we enjoy in America today and as Sailors.

"I salute you!" said Andrews.



OS2 Angel Montoya, attached to NRD Houston, strategically surveys the "battlefield" during a paintball match Jan. 16, in south Houston. Recruiters from NRD Houston's Division 3 along with their Future Sailors took this time to conduct Navy training as well as team building and camaraderie evolutions. NRD Houston seeks out, sources and recruits the best and brightest young men and women to sustain and maintain the cadre of ready personnel in the Navy. Photo by MC1 Jacob L. Dillon, Navy Recruiting District Houston Public Affairs

Oregon Educator Recounts Memorable Embark

Story by Robin Sanz, NRD Portland Public Affairs
Photos courtesy of Mark Davalos

ST. HELENS, Ore. - Impressive. It's the one word an Oregon school superintendent used over and over again while describing his experience aboard USS *Ronald Reagan* (CVN 76) during a recent Navy embark.

Mark Davalos is the superintendent of St. Helens, Ore., school district as well as the president of the Oregon Association of Latino Administrators. He was selected to embark *Ronald Reagan* while it was underway over Veterans Day 2013.

The Navy's Distinguished Visitor Embark Program is designed to increase awareness of the Navy's mission by placing key leaders aboard a deployed carrier. They, in turn, contribute to the public understanding of the roles and missions of the Navy by sharing their experience. Immediately upon his return, Davalos said he was describing his trip to colleagues and educators who all wanted to know how they could sign up. He said he plans on sharing his memorable experience at future conferences as well.

"Every moment was just something new," said Davalos. It started as soon as his group landed aboard *Ronald Reagan*. "When that hatch opens and you start looking outside and you see all these people and different colors, you're in a new world altogether. The sounds, the activity, the organization - it's just overwhelming. It's amazing to just be part of that."

Davalos said his favorite part was being on the deck of the carrier and was amazed at just how many people are involved in the launch of one plane. "I couldn't believe it," Davalos said. "Every thirty seconds or less a plane lands and everything's back in order. It's just amazing what they do and the efficiency with which they do it. It shows you what our kids are capable of."

Davalos says he has always been a strong military supporter. Several of his family members served and his father spent a short time in the Navy. But this trip had a big impact on Davalos and opened his eyes to the array of opportunities available to young men and women. "What I saw on this trip, is that it (Navy) serves almost every interest. All the graphic



design was done on the ship. There are advanced opportunities for kids to get their hands on technology that, for many who can't afford college right away, is an opportunity to start their learning and possibly turn into a career."

Davalos said he hopes educators realize the importance of including military options when talking with students about future opportunities. "There are a lot of communities here that I think the military is a good option," said Davalos. "It's a great opportunity for them to learn skills and make connections."





▲ AO2 Marie Berry, left, and AO3 Corey Hetrick, assigned to the "Swordsmen" of Strike Fighter Squadron 32, download rounds from the gun bay of an F/A-18F Super Hornet on the flight deck of the aircraft carrier USS *Harry S. Truman* (CVN 75). Photo by MC3 Karl Anderson

▲ Sailors aboard the *Arleigh Burke*-class guided-missile destroyer USS *Ramage* (DDG 61) fire 9mm pistols during a small arms qualification on the flight deck. Photo by MC2 Jared King

▲ HM3 Pouwedeo Faranda conducts a push-up during the Capt. James A. Lovell Federal Health Care Center's commanding officer's command physical training (PT) at Naval Station Great Lakes. Photo by MC2 Class Darren M. Moore

▲ BM1 Timothy Lumpkin practices "Taps" on the aircraft elevator of the aircraft carrier USS *Harry S. Truman* (CVN 75). *Harry S. Truman* is deployed to the U.S. 5th Fleet area of responsibility conducting maritime security operations, supporting theater security cooperation efforts and supporting Operation Enduring Freedom. Photo by MC3 Karl Anderson

▲ LS3 Noah Go, from Orange County, Calif., signals the pilot of an MH-60R Sea Hawk helicopter from the Warlords of Helicopter Maritime Strike Squadron (HSM) 51, during night operations on the flight deck of the *Arleigh Burke*-class guided-missile destroyer USS *McC Campbell* (DDG 85). Photo by MC3 Chris Cavagnaro



▲ CSSN Olga Guardado, from Fort Worth, Texas, assigned to the aircraft carrier USS *Nimitz* (CVN 68), dries off a dog at the Northwest Organization for Animal Help (N.O.A.H). *Nimitz* Sailors volunteered at N.O.A.H. as part of a community service project. Photo by MCSN Kelly M. Agee

▲ NFL Atlanta Falcons player Joe Hawley (#61) experiences the biting capability of Chucky, a military working dog aboard U.S. Navy Support Facility Diego Garcia, during a demonstration for Falcons players Jan. 29, 2014. Joe Hawley (#61), Mike Johnson (#79) and Garrett Reynolds (#75) are part of the Department of Defense's Armed Forces Entertainment tour aboard Diego Garcia to provide entertainment and morale to servicemembers during the Superbowl season. Photo by MC3 Caine Storino

▲ SN Dekeavian Wilson, from Orlando, Fla., reports the discovery of a fire during a drill aboard the *Arleigh Burke*-class guided-missile destroyer USS *McC Campbell* (DDG 85). *McC Campbell* is on patrol in the U.S. 7th Fleet area of responsibility supporting security and stability in the Indo-Asia-Pacific region. Photo by MC3 Chris Cavagnaro



▲ AT2 Class Robert Schueler, from Winona, Minn., repairs an electronics cable aboard the aircraft carrier USS *Ronald Reagan* (CVN 76). *Ronald Reagan* is moored and homeported at Naval Base Coronado. Photo by MC3 Jacob Estes

▲ HT1 Gregory Otteson briefs HN Alexander Cantu on emergency response procedures during a main space casualty drill aboard the *Arleigh Burke*-class guided-missile destroyer USS *Curtis Wilbur* (DDG 54). *Curtis Wilbur* is forward deployed to Yokosuka, Japan, in support of security and stability in the Indo-Asia Pacific region. Photo by MCSN Alonzo M. Archer

Navy Challenge Programs

The third story in a series highlighting recruitment in specialized Navy fields

Story by MC3 James A. Griffin, NRC Public Affairs

MILLINGTON, Tenn. - "It starts with one," said, AO2 Nicholas Clark, NRS Santee, Calif. "That person then tells another person and it becomes more of a referral-based system."

This is an example of how word-of-mouth works when individuals are interested in joining a Navy special warfare or special operations program. Routinely, a prospective applicant walks into a recruiting office and says he will settle for nothing less than to become a Navy SEAL, an Explosive Ordnance Disposal (EOD), Special Warfare Combat-Craft Crewman (SWCC), Aviation Rescue Swimmer (AIRR), or Navy Diver (ND). The recruiting process, however, is different for these rates and for good reason.

All Sailors must be fit and maintain solid academic records,

but to become a Naval Special Warfare (NSW) or Naval Special Operations (NSO) Sailor in today's Navy, individuals must possess a strong desire and superb academic scores along with unwavering physical and mental stamina.

The first step of the recruiting process for any Future Sailor includes talking with a recruiter to discuss qualifications and process to join. Next, take the Armed

Services Vocational Aptitude Battery (ASVAB) test and undergoing a background check and completing a physical. Additional screening, however, is required for NSW/NSO candidates, which includes taking a Physical Screening Test (PST), meeting with NSO/NSW coordinators at the Navy Recruiting Districts (NRD), and taking a Computerized Special Operations Resilience Test, better known as C-SORT.

The results of the two tests combined are what indicate whether or not a member will qualify. For example, the PST score is focused on physical

Physical Screening Test	Minimum Scores	Competitive Scores
Swim 500 yards	12:30	9:00
Push-ups	50	90
Sit-ups	50	85
Pull-ups	10	20
Run 1.5 miles	10:30	9:30



SEALs and special warfare combatant-craft crewmen (SWCC) recruiters attended the 18th annual Hispanic Track and Field Games. The U.S. Navy-sponsored event attracted 7,000 high school graduates, parents and spectators. Photo by MC2 Meranda Keller

fitness, and the C-SORT is more focused on personality and ability to operate in difficult environments. Although a member is only able to take the C-SORT once, the individual may take the PST a second time to improve his scores. This may improve the overall combined score, which could then support a minimum qualification for one of the programs. If minimum scores are not met on the PST (see the table on the opposite page), the test will show where the individual needs to work. The evaluation of a candidate in this manner directly relates to the environment in which the individual will perform. Clark routinely emphasizes the need for team work, and wants his Future Sailors to push each other to improve their scores.

"At the end of the day you all did well, but you didn't do great," said Clark. "You need to work together or you will die. You need to be strong for each other. In the fleet, these rates work in teams, form strong bonds, and they all have each other's backs."

Although there are minimum requirements on the PST, this does not mean a candidate will automatically get the rate they are interested in. Those who score at the top will have more options from which to select, so it is highly encouraged that Future Sailors strive to excel in every way possible up front.

Scores may vary between candidates. Some may perform more pull-ups but then score lower on the sit-ups. The scores are just a target, but everyone is encouraged to exceed these standards.

"I look for people at the peak of their game, but still want to and can improve," said Clark.

Athletes tend to have an upper hand in the fitness portion of NSO/NSW screening, but it's not always the ones who play football. According to NSO/NSW recruiters, some of the most successful candidates have been swimmers and runners. These athletic

skills afford the individual to do better on the run and swim. Candidates must work well together so having experience in a team sport is also an advantage.

The NSW/NSO programs certainly require physical prowess, but also mental toughness and resilience. The C-SORT looks at the Future Sailor's personality traits such as goal-setting, self-motivation, and emotional stability. The C-SORT is combined with the candidate's run and swim times. If the member scores low on the C-SORT, there is no retest. The only way to increase the C-SORT at that point is to improve in the PST.



Wyatt Stoddard, an explosive ordnance disposal candidate, performs push-ups during a NRD San Diego weekly Navy Special Warfare physical screening test. NRC conducts monthly boards throughout 26 districts to nominate the top candidates to fill Navy Special Warfare billets, which include SEAL, explosive ordnance disposal, special warfare boat operator, Navy diver, and naval air crewman. Photo by MCC Anastasia Puscian

An NSO/NSW coordinator is an individual who is already serving in a special programs rate and assigned to the NRD. Throughout the entire process the coordinator supports the Future Sailors who are candidates for the special programs. The coordinator works closely with a NSO/NSW mentor. The mentor is a retired member of the NSO/NSW community who also helps prepare the Future Sailor for their advanced Navy training.

The coordinator and mentor work at the NRDs but travel quite a bit. Districts have large geographic areas of responsibility so the mentors and coordinators must travel to connect with the recruiters and candidates.

Special Warfare Operator 1st Class Harry Mitchell with NRD Ohio drives to training stations in Ohio, West Virginia, and Kentucky.

"I'm always in search of stand-up recruits," said Mitchell. "These are the ones who always want to win and are selfless people who put the team first."

"It's all about the candidates," said retired Lt. Cmdr. Michael Naus, mentor at NRD Ohio. "This process of recruiting creates a lot of competition and these guys need to hit the numbers to be successful. My job is to help them reach their goals."

In a nutshell, the coordinator and mentor's job is helping to recruit new Future Sailors for the NSO/NSW rates and to whip them into shape. A typical training session with either one of these people begins with the Navy Operational Fitness and Fueling Series (NOFFS) warm-ups, a specially designed exercise routine which includes a combination of nearly two-hour swims, five kilometer runs, and full body work-outs. Overall the training last about two and a half hours, during which both the coordinator and mentors make sure to check in with each of their Future Sailors to ensure they are still in the game.

This helps guide them in the right direction to thrive in their rates.

"Our goal is to help these guys be a success," said Naus.

The entire recruiting process for NSO/NSW is extensive and has been in place since 2006. To date, the process has drastically increased the retention rate of candidates through graduation from Recruit Training Command (RTC). The SEALs alone have a more than 91% graduation rate, with EOD at 90%, SWCC 87%, Diver 86%, and AIRR have more than 80%. This is a dramatic improvement from the first year of the scouting process which produced about a 40% graduation rate.

"Of the eight people I've sent to RTC, seven have graduated or are currently still at Great Lakes," said Clark.

The point is scout recruiting works. It helps Future Sailors be competitive in order to meet the high demands of the field and make the cut, said Naus.

For more information about Navy Special Operations and Navy Special Warfare rates and requirements log onto <http://www.sealswcc.com>.



NRD Richmond Division 8 Comrel Project - On Friday, January 10, 2013, Recruiters from NRD Richmond's Division 8 committed their time at a local food bank. All 20 personnel assisted in bagging 264 bags for local shelters. They constructed pallets of food weighing 6,641 pounds. The canned goods and non-perishables in the bags are distributed to low income families and seniors in Newport News and Williamsburg, Va. The pallets constructed are distributed by faith-based organizations around the peninsula and given to low income families as well. Community relations is another side of recruiting most of the public don't see but this event helped the recruiters of Division 8 with team buildings skills as well as giving back to the local community. Photo by NCC Cedrick Jacobs, NRD Richmond Public Affairs

Diversity Outreach in Recruiting

Story by MC3 Mark P. Langford, NRC Public Affairs

MILLINGTON, Tenn. - The Navy prides itself on being a top diversity employer, and in the past several years, has increased its efforts to improve diversity outreach, awareness, and recruiting.

Diversity allows for a stronger, talented work force, and outreach in recruiting increases the number of individuals with whom recruiters may connect to discuss Navy opportunities.

"Today's Sailors join from all walks of life, education, and cultural backgrounds. They bring new thoughts and ideas, working together to create a kind of synergism," said Capt. Horatio Fernandez, NRC's diversity director.

In order to create such a diverse Navy, it takes a team of highly trained and motivated Sailors and recruiters whose job is to find the next generation of

leaders. As competition becomes more keen to fill positions in the fleet, it is important for recruiters to tap into all available communities and resources to find qualified men and women to join the Navy's elite team of professionals.

Being a Sailor is no regular job, and recruiting Future Sailors is no regular task. Recruiters face a variety of challenges and barriers that societal and cultural norms have established. It can be difficult to recruit in diverse communities.

"Many diverse families struggle to accept a decision to join the Navy," said LS1 Cesar Serna,

recruiter for NRD Jacksonville. "Reaching out to communities and helping them understand the mutual benefit to joining [the Navy] is where you have to start. It's not all give, give."

"Awareness is one of the biggest barriers to diversity recruiting. Many individuals and families think of military service simply as boots on the ground warfighting. While this is an important part of military service, the majority of Navy careers offer much more technical training and experience," said Serna.

The Navy's diversity outreach program helps increase awareness within communities that can develop over generations. Outreach encompasses



Capt. Cynthia Macri, a Navy doctor and a special assistant to the CNO for Diversity, speaks to members of the National Society of Black Engineers (NSBE) after giving a lecture on biomedical engineering and global health during NSBE's annual convention. The annual NSBE convention brings together professional and student engineers from around the world to one location for lectures, discussions, a career fair and awards. Photo by MC1 Joseph R. Wax, NRD Michigan Public Affairs

According to Ty Fitzgerald, PRISM Media Relations, the Navy Strategic Diversity Working Group earned the Association of Diversity Council's number one ranking in 2013 amongst notable competitors such as American Airlines, which ranked number two; Boeing, number five; General Motors, number nine; and FedEx Freight, 20.

There are approximately 323,000 Sailors in today's Navy. They serve around the world, each having been trained in their area of expertise. Many speak several languages. Many have higher education or civilian work experiences that contribute to the talent that makes our Navy the best in the world.

much more than just reaching those who may be recruiting eligible. Outreach is a necessity to plant the seed years before so there is awareness of our Navy and its mission, the benefits of service and learning a skill. Reaching younger audiences early helps establish a better understanding of the Navy which can then grow into a positive image in that community over time.

“Diversity outreach helps generations of recruiters when outreach officers are allowed and encouraged to open doors within the local communities,” said NCC William J. Riley, a Navy city outreach officer for the southeast region. “It creates personal and professional connections with key groups and figureheads who will help advance the Navy’s recruiting mission.”

NRC invests in outreach because it ultimately supports the recruiting mission. Building and maintaining relationships with key influencers across America takes time and diversity outreach supports the longer-term view.

To support the Navy’s recruiting mission, five diversity officers and an assistant are assigned to key cities across the United States; from east to west outreach officers are located in New York, Chicago, Atlanta, Houston, and Los Angeles.

Outreach officers build and maintain relationships with key diversity organizations. They coordinate events and visits to local communities in order to create a Navy presence. One of the key efforts they manage includes using tools like SeaPerch and Science, Technology, Engineering, and Math (STEM) displays.

SeaPerch is an innovative underwater robotics program that equips teachers and students with the resources they need to build an underwater Remotely Operated Vehicle (ROV) in an in-school or out-of-school setting, according to the SeaPerch website and the Office of Naval Research.

More information on SeaPerch can be found at <http://www.seaperch.org/index>.

The emphasis on core STEM subjects allows students and communities to see the skills and benefits that service in the Navy has to offer while at the same time, offering the opportunity for the Navy to learn from local communities how to help with future recruiting efforts.

“Our diversity outreach gives us unique views into a number of different local populations,” said Lt. Cmdr. Michael M. Kerley, the Navy’s city outreach officer for the Midwest, located in Chicago. “As recruiters come and go into the recruiting force, sometimes they don’t know or understand these differences. We [diversity outreach] can lend our time and experience to help them fulfill their ultimate goal of being culturally educated, and a successful recruiter.”



EN1 James K. Robinson, a recruiter assigned to NRD Dallas, entertains children at the Oklahoma University Children’s Hospital. Robinson was one of four NRD Dallas recruiters who paid a visit to the hospital during Oklahoma City Navy Days. Photo by MC1 Michael Tackitt, NRD Dallas Public Affairs

In many ways, Navy diversity outreach is a lot like college football outreach. Colleges frequently send their coaches and players out to local public schools as a way to get their name out there for kids at a young age. This type of outreach shows the benefits of hard work and a college education, while at the same time planting a seed for children who in 5-10 years’ time, will remember the experience when it is time to apply to colleges.

Navy recruiters are the coaches and team players for diversity outreach. It is important for them to understand the need for their help in outreach events. Outreach ensures the success of the recruiting mission in the future.

“The long term benefit of our program is the increased possibility of bringing Americans with various backgrounds and life experiences into naval service,” said Kerley. “Our outreach efforts and local interactions may be what makes a person consider serving in the Navy.”

For more information about Navy diversity outreach visit <http://www.navy.com/inside/diver>.

Prior Service Sailor Follows True Passion

Story and photo by Robin Sanz, NRD Portland Public Affairs

PORTLAND, Ore. - A prior service Sailor who discovered his true passion while in the Navy is one step closer to fulfilling his dream of serving God and country.

Like the majority of those who enlist, Zachary Anderson joined the Navy right out of high school. He was interested in electrical engineering, so the nuclear program was a great match. After his training, Anderson received orders to serve aboard the submarine USS *Maine* (SSBN 741). It was during that tour when he realized his true calling.

enrolled at Multnomah University in Portland, Ore. He double majored in Bible and Theology and Pastoral Ministry with a minor in Psychology in 2010. During that time, he applied online for the Navy Chaplain Candidate Program (CCPO). He encountered a few setbacks, including a few eligibility requirements he had to fulfill, so it wasn’t until two years later that on January 9, 2014, that Anderson was commissioned as an ensign into the CCPO.

The road to his commissioning was a process. While the CCPO is subject to some of the most

rigorous entrance requirements, it is also targeted at one of the most needed Navy specialties. In addition to meeting the physical and medical requirements, the Navy requires chaplains to be



- Navy Chaplains are considered noncombatants and are not authorized to bear arms.
- The Navy Chaplain Corps serves all sea service personnel, including the Marine Corps, Coast Guard, and Merchant Marines.
- Navy Chaplains come from more than 100 different faith groups currently represented.

highly educated in their own faith in and have real-world experience in a civilian ministry. CCPO candidates must have a baccalaureate degree, be in an accredited graduate theological school, have at least

two years of real-world experience as a representative of their faith and receive an ecclesiastical endorsement from their individual faith group.

Anderson is now working toward a Master of Divinity at Multnomah Biblical Seminary. He has one year to complete the Direct Commission Officer Indoctrination Course while finishing up his masters. “I’m excited to see what comes next,” said Anderson. “I’m very much open to whatever is in need. And I hope to go someplace where my wife and I can both enjoy our careers.”

For more information about the Navy’s chaplain program, visit www.navy.com/chaplain.

While aboard the *Maine*, Anderson spent his down time performing lay services, reading and facilitating theological discussions and devotional study. It brought him so much satisfaction, that he eventually decided he would pursue his real passion of ministry. “I always enjoyed expressing my faith and have always had a love of talking to people and listening to them,” said Anderson. “I was doing lay services while on the submarine and really enjoyed doing that. It seemed like an easy and natural transition to do something I really enjoy.”

Anderson made up his mind to go for it, with the intent and desire to re-join the Navy as a chaplain. So after his initial six year commitment, he separated and

Navy Awards \$1.2 Million in NROTC Scholarships to High School Seniors

Story and photos by Burrell Parmer, NRD San Antonio Public Affairs

SPRING BRANCH, Texas - Planning and making informed decisions about their future were the ethos of seven Navy Junior Reserve Officer Training Corps (NJROTC) students of Smithson Valley High School whom received more than \$1.2 million in Navy Reserve Officer Training Corps (NROTC) Scholarships at the school, Jan. 14 and 28, 2014.

Scholarships of \$180,000 were awarded to Zach Hutchins, Johnny Potts, Walker Hobson, Sawyer Marshall, Molly Beaufait, Spencer Miller, and Joshua Cervantes.

The high school seniors were presented their ceremonial checks by NC1 Gina Valdez, NRD San Antonio NROTC Scholarship coordinator along with Navy Recruiters AM2 Daniel Morales of NRS Southeast and MM2 Kyle Yoder of NRS New Braunfels.

According to retired Cmdr. Vincent Quidachay, senior naval science instructor of Smithson Valley High School, the mission of NJROTC is to teach citizenship.

"At our school, we try to take it up a notch, and teach leaders of citizens. The curriculum and the dedication to make it through this program helps to prepare students for life in the military, in college or in any organization," said Quidachay, who is serving his fifth year as the senior instructor. "These kids want to succeed, they thrive on competition."

Quidachay said that the NJROTC program at the school sets a path for students to attend college and prepares them to apply and receive scholarships.

"We strongly encourage our students to take the SAT and ACT early in their junior year, and to continue taking it until they are satisfied with their scores," said Quidachay. "Our students start their NROTC applications on 1 April of their junior year, which is when the applications on the website are available. All of our top students take AP Calculus, AP Physics and AP English. It is not a coincidence that almost all of our top cadets in our battalion (that hold the upper positions), are the ones earning the scholarships. We not only get buy-in from the students, we also get buy-in from their parents."



According to Quidachay, in the 2012-2013 school year, his students received eight NROTC scholarships, two Army ROTC scholarships and one Air Force ROTC scholarship.

Hutchins, Potts, and Hobson plan to attend Embry-Riddle Aeronautical University in Florida while Marshall will attend Texas A&M University at College Station. Beaufait and Cervantes plan to attend the University of Colorado at Boulder, and Miller will attend Prairie View A&M University.

The NROTC Program is a multi-year program that runs concurrently with a student's normal college or university educational course of study. In addition to a normal academic workload leading to a Baccalaureate degree, NROTC students attend classes in Naval Science, participate in the NROTC unit for drill, physical training, and other activities, and are generally taught the leadership principles and high ideals of a military officer.

For more information about NROTC visit:

www.nrotc.navy.mil



Admiral's Five-Star Recruiters

December 2013

- NRD Atlanta - OS1 Rochelle Salter
- NRD Chicago - STS2(SS) Jonathan Booker
- NRD Dallas - BM2 Rolando Rodriguez
- NRD Denver - ET2 Steven Frickell
- NRD Houston - LS2 Terry Bevill
- NRD Jacksonville - IC1 Christina Collett
- NRD Los Angeles - PS1 Raul Urenaabreu
- NRD Miami - SH2(SW) Tyrone Brooks
- NRD Michigan - EN2(SW) Brent Carpenter
- NRD Minneapolis - MR2(SW/AW) Fue Lor
- NRD Nashville - LS2(SW/AW) Maston Buchanan
- NRD New England - HT2 Jessica Myers
- NRD New Orleans - BU2 Chadwick Fleming
- NRD New York - EM1 Dialo Woods
- NRD Ohio - STS1 Robert Kaiser
- NRD Philadelphia - AT2 Robert Majestic
- NRD Portland - HT1(SW/AW) Dustin Grover
- NRD Raleigh - STG2 Roland Swain
- NRD Richmond - MA1 Brooke Cannon
- NRD San Antonio - STS2 Jon Snowden
- NRD San Diego - MN2 Niles Kelly
- NRD San Francisco - ET1(SS) Jared Paredes
- NRD Seattle - ABE1 Brandon Benedict
- NRD St. Louis - GSM1 Michael Miller

January 2014

- NRD Chicago - STS2(SS) Jonathan Booker
- NRD Dallas - MM1 Alex Soto
- NRD Denver - OS2 Jonathan Hohmann
- NRD Houston - AE1(AW) Robert Lafuente
- NRD Jacksonville - AT2 Richard Corrales
- NRD Los Angeles - DC1(SW/AW) Sandra Kimball
- NRD Miami - CS2(SW) Enny Mercado
- NRD Minneapolis - AM1(AW) Jason Austin
- NRD New England - AE2 Timothy Riegel
- NRD New York - LS2 Wubin Liao
- NRD Ohio - DC1 Andrew Lausten
- NRD Philadelphia - ET1 James Kearley
- NRD Portland - SW1(SCW) Sanjay Prakash
- NRD Raleigh - CE2 Edward Hutton
- NRD Richmond - ET1 Stephanie Harris
- NRD San Antonio - BM2 Deon Farmer
- NRD San Diego - AO2 Nicholas Clark
- NRD San Francisco - GM1(EXW/AW) Dane McVann
- NRD Seattle - MM1 Jacob St. John
- NRD St. Louis - EMC Jeffrey Peterson

The District's Top Stations

December 2013

- NRD Atlanta - NRS Douglasville
- NRD Chicago - NRS Chicago Heights
- NRD Dallas - NRS Weatherford
- NRD Denver - NRS Pocatello
- NRD Houston - NRS The Woodlands
- NRD Jacksonville - NRS Ocala
- NRD Los Angeles - NRS Huntington Park
- NRD Miami - NRS Ft. Pierce
- NRD Michigan - NRS Evansville
- NRD Minneapolis - NRS Brainerd
- NRD Nashville - NRS Franklin
- NRD New England - NRS Brockton
- NRD New Orleans - NRS Fort Walton Beach
- NRD New York - NRS Westchester Square
- NRD Ohio - NRS Toledo
- NRD Philadelphia - NRS Columbia
- NRD Portland - NRS Sparks
- NRD Raleigh - NRS Wilmington
- NRD Richmond - NRS Stafford
- NRD San Antonio - NRS Broadway
- NRD San Diego - NRS Oceanside
- NRD San Francisco - NRS Antioch
- NRD Seattle - NRS Southcenter
- NRD St. Louis - NRS Fairview Heights

January 2014

- NRD Chicago - NRS Hammond
- NRD Dallas - NRS South Fort Worth
- NRD Denver - NRS Ogden
- NRD Houston - NRS Alief
- NRD Jacksonville - NRS Kissimmee
- NRD Los Angeles - NRS Lakewood
- NRD Miami - NRS Winterhaven
- NRD Minneapolis - NRS Cedar Rapids
- NRD New England - NRS Providence
- NRD New York - NRS Harlem
- NRD Ohio - NRS Western Hills
- NRD Philadelphia - NRS Dover
- NRD Portland - NRS Salem
- NRD Raleigh - NRRS Columbia
- NRD Richmond - NRS Virginia Beach
- NRD San Antonio - NRS Broadway
- NRD San Diego - NRS Las Vegas West
- NRD San Francisco - NRS Fremont
- NRD Seattle - NRS Great Falls
- NRD St. Louis - NRS Farmington



www.CNRC.Navy.mil/Navy-Recruiter-Magazine.htm

