



DEPARTMENT OF THE NAVY

NAVY RECRUITING DISTRICT OHIO  
P.O. BOX 3990  
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6 FEB 2015

NAVCRUITDISTOHIO NOTICE 1133

Subj: NAVY RECRUITING DISTRICT OHIO RECRUITING REQUIREMENTS FOR  
FEBRUARY 2015

Ref: (a) COMNAVCRUITREGEASTINST 3121  
(b) COMNAVCRUITREGEASTNOTE 1133 dtd 30 Jan 2015

1. Purpose. To publish Navy Recruiting District Ohio's recruiting requirements and incentives for the month of February 2015.

2. Enlisted Production:

NRD Ohio Enlisted Goal February 2015

NCO.....	Active	116
	NAT	13
	NROTC	0
Subcategories.....	NSO/W	1
	NF	12
	TTCU	55
	FTCU	27
Accessions.....	AC	127
	NAT	13
	RC P/S	8

3. Key Dates: There are 19 processing days. Enlisted processing gate days for the month are the 6<sup>th</sup>, 13<sup>th</sup>, 20<sup>th</sup> and Mission Day is the 27<sup>th</sup>

4. February 2015 Incentives:

**a. Divisional Leading Chief Petty Officer (D-LCPO)-  
(Division must make mission to receive goal reductions.**

**Special Request Chits must be routed through chain of command for liberty redemptions.)**

(1) Any division that takes ZERO in-month and first out month losses (attrites/roll outs) will receive a goal reduction of 1 contract any flavor with the exception of NSW/NSO or NUKE (i.e. NCO, Female, FTCU) for current month.

(2) The division that writes the most NUKE contracts (Minimum 4) will receive a NCO reduction of 1 NCO.

(3) The division that writes the most FEMALE contracts (Minimum 5) will receive a NCO reduction of 1 NCO for current month.

(4) The division that gets the most NAT contracts (Minimum 3) will receive a goal reduction of 1 NCO for current month. In the event of a tie both divisions will receive the cut.

**b. Leading Petty Officer (LPO)-(Station must make mission to receive goal reduction. Special Request Chits must be routed through chain of command for liberty redemptions.)**

(1) Any station that takes only **OUT-MONTH Attrition** and replaces it with a roll-in in the current month will receive a goal cut of 1 NCO for the current month. (Must be reported to Ms. Julie Foster and confirmed by NC1 Van Dyne the Senior Classifier.)

(2) The station that writes the most NUKE contracts (Large NRS Minimum 3, Medium NRS 2 and Small NRS 1) will receive a goal reduction of 1 NCO and 96-hour special liberty.

(3) The station that writes the most FEMALE contracts (Minimum 2) will receive a NCO reduction of 1 NCO for current month.

(4) The Station that gets the most NAT contracts (Minimum 2) will receive a goal reduction of 1 NCO for current month and special liberty from the CO. In the event of a tie, both stations will receive the cut.

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**c. Recruiters-(Special Request Chits must be routed through the chain of command for liberty redemption.**

(1) The TOP Priority Rating NCO producing recruiter this month will receive a 96-hour special liberty.

(2) The TOP FEMALE producing recruiter (Minimum 2) this month will receive a 96-hour special liberty.

(3) The TOP NUKE producing recruiter (minimum 2) this month will receive a 96- hour special liberty.

(4) The TOP producing NAT Recruiter (minimum 2) will receive a 96-hour special liberty.

**d. Classifiers-(Special Request Chits must be routed through the chain of command for liberty redemptions).**

(1) The classifier that loaded in PRIDE writes/re-classes the most priority rate jobs will receive a 96-hour special liberty.

(2) The classifier that places the most new contracts into the first two out months DST (until we are plus 2 or whatever Region allows) will receive a 72-hour special liberty from the Commanding Officer.

(3) The classifier that completes the most roll-ins/ups to contribute to the current months DST posture (until we are plus 2 or whatever region allows) will receive a 96-hour special liberty from the Commanding Officer.

**e. NORS-(Each Officer Recruiter in the station that meets minimum kit submission in the station will receive incentives. Special Request Chits must be routed through chain of command for liberty redemptions.)**

(1) The large and small NORS that gets the most kit submissions from the recruiter to the processor will receive a 72-hour special liberty from the CO. In the event of a tie, both stations will receive the special liberty.

The processor MUST have the kit on their processing tracker and Ms. Kira Moore will record and report awardees.

(2) The TOP Officer Recruiter (minimum 4 new kits to the processor) this month will receive a 96-hour special liberty from the CO.

**Awards will be determined at the end of the Production Month and individual recruiters will be awarded the highest level award earned during the Production Month. GOOD LUCK AND HAPPY HUNTING!!!**

5. CR Remarks, January 2015 was one of the most challenging recruiting months we as a TEAM have experienced. We got off to a sluggish start after the holidays and never quite recovered. We came up short in Female and NAT and had to be lowered to Goal in each category by the Region. IN-Month and First Out-Month attrition absolutely killed us and we must do a better job with our Future Sailors in our DEP Pool (11 Female attrites). On a positive note, we did close out NROTC mission; however we need to complete all NROTC packages in the system by March 6, 2015. Our priorities for February 2015 are:

1. SHIPPING
2. **FEMALES**
3. **FEMALES**
4. **NAT Male**
5. **NAT Male**
6. NUKE

This is NOT a typo, Female mission has increased across the Nation and we have struggled with NAT. **Every Recruiter** needs to find **1 FTCU Female and 1 NAT** this month so we can get ahead, change the banana curve cycle we are currently operating in (trying to make sub-category mission on the last day of the month). There are very limited JOBS for lower applicants, Female and NAT mission will only get completed with TTCU applicants. Thank you for everything you do for the Command, the Nation and your families.

CR OUT!

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Prospecting:

Working Tickler- (70% female) 12L: 50% 11S: 50% load WEB-R  
Tools accordingly.

Processing:

11S Male/Female(TTCU): Process All Day  
12L Female (TTCU): Process All Day  
12L Male (TTCU): Process All Day

-NO Non High School Diploma Graduates (11I, 12E, etc.) will be processed until further notice. (Females will be considered route through your DLCPO to the CR).

Every recruiter will process 1 FTCU Female in February 2015.

Every recruiter will be in their schools Monday through Thursday from 1000-1400 every day-NO EXCEPTIONS. We will go to our schools to accomplish monthly school folder goals and the following:

Set Presentations (3 per week)  
Conduct presentations (3 per week 300 total surveys a month)  
Get 10 11S Dispositions

\*\*\* If anyone has any questions about the prospecting guidance, please contact the CR 614-302-6619 or ACR 614-306-1100. \*\*\*

Placement:

(a) Placing 1 out-month and in-month losses: You must utilize roll-ups as your primary means to replace in-month losses and 12L out-month losses. The window of opportunity closes very quickly on obtaining seats in-month and 1<sup>st</sup> out-month. An aggressive approach at the beginning of the month is necessary to ensure in-month DST is made.

There will be limited ability to write New Contracts to make your in-month and 1<sup>st</sup> out-month DST, so do not count on writing NCO in order to make it.

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(b) Ensure contract placement to DST, especially New Accession Training (NAT) Contracts. It is expected that each NRD will make their in-month and 1<sup>st</sup> out-month DST.

Shipping/Attrition:

(a) All next month shippers will have their shipping exec completed in person by the Division LCPO NLT the 50% gate. The high risk shipping meeting will be held at 1300 on the 17<sup>th</sup> of February 2015 via conference call.

(b) DEP Action Reports (DARS) for all out-month attrition are expected prior to the 50% gate, and all RECLASS/Roll-In DARS must be received prior to the 75% gate.

(c) The following will apply to in-month losses:

- Any in-month loss requires the DLCPO to call the Chief Recruiter. The DLCPO will scan all DEP recertification's, in-month loss reporting documents, R-Tools record, and a brief synopsis to the OPS Officer via the CR/ACR on why the same day loss occurred by 1000.

- Any in-month or first out-month loss (attrite or roll out) will require the DLCPO to call the CR for training. For all divisions that do not take any in-month or first out-month loss, those Divisions will receive a goal cut of 1 NCO for current month.

**Attrition:** Preventable in-month and first out-month loss is a major concern for NRD Ohio. Future Sailor management is critical, and each LCPO/LPO and Recruiter shall be vigilant with their DEP pool. **Ask the pointed questions to keep your Future Sailors ready and eligible to ship. Continue to take this responsibility seriously!**

6. CO's Comments: Greetings Team Ohio! January was a hard fought month and we ended up falling short in a couple mission areas: Female and NAT. Unfortunately, this broke our string of 9 straight months meeting Total Mission. It's time to dust ourselves off and get back in the saddle. We've lost a battle, but we will NOT lose the fiscal year recruiting war. You all have proven to me that you know what it takes to be successful. Pay close attention to the

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CR's prospecting plan (outlined above) and get us back where we need to be. Work on staying ahead of the banana curve by maintaining a **constant level of effort** throughout the month. I need everyone to put in 100% each and every day.

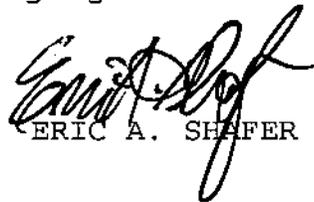
Focus on our wickets and on improving our DEP mentorship. 9 In-Month losses is not acceptable. I suspect that more than one of those losses was preventable.

Shout outs this month go to Divisions 5 and 6 for meeting Total Mission. Shout outs also go to our Officer recruiters who have already attained 30% of their fiscal year recruiting mission.

Don't forget Valentine's Day this month (14 Feb). Enjoy the time off with your significant other.

"Lead well", do your best and...

Keep the production bells ringing!



ERIC A. SHAFER

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