NAVY Recruiter

Magazine for Navy Recruiters

2000 Recruiters of the Yea

NAVY Recruiter

December 2000 Volume 49 Number 12

Articles

4 Navy Recruiting Honors TOPS in the Business
6 He's a part of it in NEW YORK, NEW YORK
8 NRD Omaha packs a 1, 2 Punch...with Officer ROY and Medical Officer ROY
10 Failing is not an Option
12 "DEJA VU all over again"
13 Motivated and Dedicated
14 RinC and ROLL - The CHIEF keeps 'em going
15 Nation's Top Advanced Programs team credits record-setting suc cess to 'Total Team Effort'
16 A *CLASS*ifier all her own!
17 Engineering is BUILDING THE NAVY -The Hardman method
18 He Represents the Clear-Cut Definition
19 The College Campus and NAVY LEADERSHIP go hand in hand.
20 Communication is the KEY!!! - Most Improved Recruiter Talksthe TALK
21 SUPPORT is MISSION essential for this SAILOR
22 CAN YOU SMELL WHAT NRS HARLEM IS COOKING?
24 Keys to DEP Success: Espirt De Corps, Knowledge & Having Fun - NRS Oxon Hill has it on LOCK.

Departments

27 **Best Stations in the Nation**

Front Cover photo by PH2 Veronica Birmingham, CNRC Creative Production & Visual Information Division

SALUTING THE VERY BEST RECRUITERS OF THE YEAR 2000

Commitment, enthusiasm, and dedication resounded during the event-filled "Recruiters of the Year" celebration in Washington, D.C., last month. In recognition of their superlative achievements, the command's top recruiters and their families were honored at a series of festivities in the nation's capital. With this issue of *Navy Recruiter*, we salute their award-winning accomplishments while they share with us their proven recruiting strategies.

Articles this month highlight the techniques and skills that put this year's 28 honorees on top. The determination to excel and to persevere despite myriad obstacles is reflected in their stories and serves as inspiration for each of us. As you browse through the insights and comments of your fellow recruiters in this issue, ask yourself how their ideas and methods might be adapted to your recruiting practices. What are the top performing recruiters doing to reduce attrition, improve the retention of the DEP pool, and meet the challenge of achieving the needed program mix of recruits? How can their recruiting techniques improve your own success rate and make you one of the best in the year 2001?

Since becoming the Navy's head recruiter in September, I have had the opportunity to meet with hundreds of you and learn about recruiting from the front line. I will continue to do so. Importantly, as I observed the recruiting process first-hand and listened to your suggestions and comments, I became even more convinced that today's recruiters are tackling the Navy's most challenging shore duty assignment. The demands of our 21st century Navy not only require you to bring in more than 56,000 new Sailors this year, but to bring in only top quality recruits. And despite the bonuses, pay increases, and benefits the Navy has to offer, competition from corporate America remains stiff in the current economy. Nevertheless, day in and day out, you wage — and win — the war for talent.

Successful recruiting is a team effort, and I remain a firm believer in the team concept. Through your efforts, the Navy Recruiting team exceeded its national accession goal for FY 2000, putting 55,147 new Sailors in the fleet. Together, we now accept the challenge of meeting our FY 2001 recruiting goal of 56,348.

While this month's issue pays special tribute to our Recruiters of the Year, it also presents an opportunity to recognize and commend each of you for the contributions you routinely make toward our goal of filling all gapped billets in the fleet. Without exception, this year's top recruiters credited a large part of their individual successes to the team effort of their recruiter shipmates. Each of you is an integral part of this winning team, and I congratulate you on your success. I am honored to be part of this organization, which is so critical to the future of the institution that we all serve. **NR**

Navy Recruiting Honors the TOPS in the BUSINESS

BRAVO ZULU and so much more....

Story by JO2 Bashon W. Mann
Editor, Navy Recruiter Magazine

With style, grace and pageantry the 2000 Recruiter of the Year (ROY) ceremony commenced a week-long celebration of a year of great success for our Navy recruiting team. The Navy brought its top recruiters from across the nation along with their spouses to take part in a festive array of luncheons, meetings, and receptions fit for royalty.

This is the 18th annual ROY Week and the occasion was certainly a celebratory affair. 2000 marks the second consecutive year Navy recruiting has reached its accession goal and the top Navy officials wanted to praise all of those who made it possible.

Secretary of the Navy (SECNAV) Richard Danzig shared a breakfast with the recruiters and their spouses taking time for pictures and handing out his personal SECNAV coin. Danzig acknowledged the outstanding accomplishment of the recruiters and the commitment of the spouses who stood beside them. "We thank you for your ambassadorial role you play in showing America the good in the Navy and for that we owe you a debt of gratitude," said Danzig.

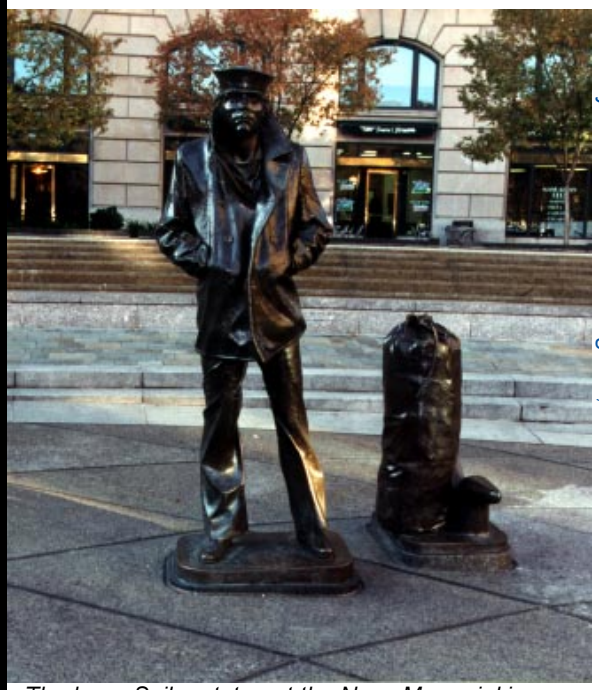

Photo by PH2 Veronica Birmingham, USN

The Lone Sailor statue at the Navy Memorial is a constant reminder to all Sailors of those who came before.

Photo by PH2 Veronica Birmingham, USN

The ROY awardees pose for a group picture outside of The White House during their trip to Washington, DC.

The week was filled with a myriad of meetings, luncheons, tours and office visits, but most important was the chance for peers to come together and be recognized for their exceptional job performance throughout the recruiting field.

Commander, Navy Recruiting Command, RADM

Photo by PH2 Veronica Birmingham, USN

The 2000 Recruiters of the Year took time while in DC to visit Arlington National Cemetery and place a wreath at the Tomb of the Unknown Soldier.

George E. Voelker remarked during the ROY awards ceremony, "…recruiters do so much more than relay the story of Navy opportunities to young prospects," Voelker continued, "They labor daily to help young people find the paths that can provide personal and professional fulfillment of their individual goals and dreams," said RADM Voelker. These sentiments were echoed many times over by every Navy official the Sailors came into contact with throughout the week.

Assistant Secretary of the Navy for Manpower and Reserve Affairs, Carolyn Becraft, made sure the efforts being made by her office in conjunction with recruiting headquarters were in fact making a difference. "These Sailors have dedicated themselves to recruiting the best and brightest into our Navy and we must provide them the tools to do so," said Becraft.

The recruiters themselves took time to reflect on the importance of the week and how it effects their daily lives. ETCS(AW) Stanley E. Olsen, the Advanced Program Recruiter of the Year expressed his feelings about meeting with the top Navy officials by saying, "Having them come and talk to us about the Navy and quality of life really encourages me to do my job everyday, I'm ready to go into the fire for these guys."

The top recruiters also impressed the Navy's leaders with a few observations of their own as SECNAV and CNO read from each recruiter's individual biographies.

Secretary Danzig continued his praises by saying, "You are all indeed inspiring the leadership of those above you." Danzig made sure to note the role spouses play in supporting the neverending job of a recruiter. Chief of Naval Operations ADM Vern Clark made it known that of his top five priorities in the Navy today — priority number one is people.

"The test of our Navy is in making sure our people prosper, we need everyone to represent success," Clark said.

The CNO was adamant about recruiters representing the covenant leadership existing within the Navy and expressing how much the Navy is changing.

"The future of the Navy is in your hands and we cannot make it without you," Clark said."

Once the meetings were concluded and the tours brought to an end it was time to celebrate a year full of goals and team accomplishments.

The Navy Memorial provided the back drop for an evening of celebration where RADM Voelker concluded, "These recruiters diligently work to fill the gapped billets in the fleet with dedicated, conscientious Sailors, knowing in the future their shipmates' lives-and their own-may depend upon those they recruit."

Voelker continued, "Navy recruiters are shaping the Fleet of the 21st century, and we must never forget-nor fail to appreciate-the importance of the work they do."

Our future is shining brighter knowing these Recruiters of the Year 2000 have the watch. ***NR***

Chief of Naval Operations, ADM Vern Clark, recites the Oath of Enlistment during a promotion ceremony with EN1 Nelson R. Beltran-Albuja.

Photo by PH2 Veronica Birmingham, USN

He's a part of it in NEW YORK, NEW YORK...and the TOP recruiter is making it there!

Story by Mr. Bruce Howard
NRD New York Public Affairs Officer

EN1 Nelson R. Beltran-Albuja helped 66 new Sailors begin their journey in the United States Navy this year. It's a journey he understands well, having served in Guantanamo Bay, Cuba, and in Panama, as well as aboard the aircraft carrier USS *John F. Kennedy* (CV 67) and the amphibious assault ship USS *Ashland* (LSD 41).

"Recruiting is not an easy job, however, don't give up, set your goal and try to accomplish it, no matter what. The winner will be yourself and your family," said Beltran-Albuja.

The 35-year-old long-time New York resident has used his knowledge of the city and its people to turn each of his Delayed Entry Program personnel (DEPpers) into mini-recruiters. This was a win-win situation for all of them, helping the DEPpers get advanced faster and helping Beltran-Albuia's referral pool.

"To be a successful recruiter takes dedication, persistence and belief in yourself, our product and the applicant. I like to give them the same opportunities that I had when I joined," said Beltran-Albuja.

Beltran-Albuja has set his sights even higher as he intends to become the Master Chief Petty Officer of the Navy one day. He is well on his way. ***NR***

Petty Officer Beltran shows why getting out and meeting your public is essential to successful recruiting.

Above- Talking about Navy opportunities.

Left- Taking time to talk with an interested possible applicant.

Below-Petty Officer Beltran even greets men and women as they come off the subway.

NRD Omaha packs a 1, 2 PUNCH...with Officer ROY and Medical Officer ROY

Story by JO1 Bob Everdeen
NRD Omaha Public Affairs Officer

Normally, when two people compete for something, there's only one winner. This wasn't the case for the two officer recruiters at Navy Recruiting District (NRD) Omaha.

LT Jeffery D. Buss and LT Glen J. O'Loughlin of Navy Officer Recruiting Station (NORS) Iowa City, Iowa, were recently named Commander, Navy Recruiting Command's Officer Recruiter of the Year and Medical Programs Officer Recruiter of the Year, respectively. By setting clear goals early in their recruiting tours, the two were able to strategize and strive for perfection with every endeavor. However, attaining the top recruiter spots was only an underlying objective.

"First and foremost, our idea was to have fun with our jobs," said Buss. "This past year has been nothing but friendly competition."

Buss added he and O'Loughlin always maintain positive attitudes while recruiting. "If you talk to young people and show them the benefits of naval service, have a smile on your face and truly believe in what you are presenting, they can't help but say, 'This looks awesome. I want to do this.'"

His philosophy clearly works. The 30-year-old La Crosse, Wis., native earned the Officer Recruiter of the Year title by achieving an incredible 47 officer accessions in fiscal year 2000. Of these, two were in-year nuclear officers and nine were nuclear propulsion officer candidates. These numbers become even more impressive when taken in context. A year ago, NRD Omaha's officer recruiting program ranked 22nd in the nation, Navy presence in the area was minimal, and unemployment was below 2.5 percent. Buss overcame these obstacles, and at the same time managed to make time for his wife, Kathleen, and their two daughters, Payton and Jena. Additionally, he maintained a 3.8 grade point average while finishing 15 credit hours at the University of Iowa in his quest for a master's degree in business administration (MBA).

Although he has attained the top spot in officer recruiting, Buss has no plans to rest on his credentials. "I'm going to do what I can to maintain my current success. I also want to make sure my daughters grow up healthy and happy. I plan to finish my MBA, and I'll do what I can to help my wife get through dental school," he said.

O'Loughlin is just as motivated. "If I could stay in recruiting the rest of my career, I would," he claimed. "I don't care if it's as a recruiter, a manager or an instructor."

This type of dedication to Navy recruiting is one of the driving forces behind O'Loughlin's success, but he is quick to point out additional factors in his and Buss' prosperity. "We had phenomenal support from Carol Deters (Iowa City NORS processor) and everyone at NRD Omaha. Without them, none of this would be possible.

But there's another person who was key in the native Iowan's success and played a unique role in his day-to-day business. His wife, Karen, actually assisted him on "90 percent" of his recruiting visits. O'Loughlin said his wife "was able to answer a lot of the questions that people had concerning family members and those from a civilian point-of-view."

O'Loughlin and his wife have three children: Crystal, Jim and Ben. He also has two stepchildren: Matt and Brandon Cooper. "My future goals include being a good father, to stay in recruiting as long as possible, and to maintain our current success at NORS Iowa City," he said.

There is one main idea that O'Loughlin keeps in mind while recruiting. The people he puts in the Navy today are going to be the Sailors of tomorrow.

"I find out if the Navy has something that interests the applicant. If not, I tell the person up front. I would not want to send anyone into the Navy that wasn't truly interested in a naval career," he said. So not only does O'Loughlin contract quantity, he

Photo by PH2 Veronica Birmingham, USN

RADM(Ret) Henry McKinney, President of the Navy Memorial, presents the Lone Sailor Award to LT Jeffery D. Buss as Officer Recruiter of the Year.

contracts quality. Apparently, it's a mutual respect between recruiter and applicant. "The highlight of my recruiting tour so far has been the large number of thank you letters that I get from people who have joined the Navy, and telephone calls from their proud parents telling me of the right decisions they've made."

While the latest technologies like cell phones, laptop computers and Palm Pilots certainly make the job of the recruiter more bearable, Buss and O'Loughlin have proved that you can't overlook the basics. Both say setting goals—and having fun reaching them—is essential in the drive to the top. ***NR***

Photo by PH2 Veronica Birmingham, USN

Surgeon General of the Navy, VADM Richard Nelson, talks with LT Glen J. O'Loughlin and his wife, Karen, during a recent office call.

Failing is NOT an option

Story by JOC Joe Winton
NRD San Diego Public Affairs Officer

Leadership. It's a word often used in the military … but not as often understood. ADM Arleigh Burke said, "Leadership is understanding people and involving them to help you do a job. That takes all of the good characteristics, like integrity, dedication of purpose, selflessness, knowledge, skill, implacability, as well as a determination not to accept failure." He felt failure was unacceptable, and not an option. Often, in everyday life, that decision is the difference in so many endeavors, and in most everyone's lives.

Commander, Navy Recruiting Command's Chief Recruiter (CR) of the Year 2000 is a leader. NCCM Alice Ervine, the CR at Navy Recruiting District (NRD) San Diego, was chosen from the most experienced recruiters in the nation because of her ability to train, motivate and lead her district's recruiters. The Dallas, Texas, native said her strategy was simple. "We built an awesome team. We set the tone and built the groundwork by allowing everyone, from the zone supervisor, to the recruiter-in-charge, to the indi-

NCCM Alice Ervine from Dallas, Texas discusses recruiting practices with recruiters from NRS National City, Calif.

Photo by PH2 Veronica Birmingham, USN

NCCM Alice Ervine addresses the audience during the ROY award ceremony at the Navy Memorial.

vidual recruiter in their high schools understand that we had expectations of them and that they had ownership for their area of responsibility. That's how we empowered them, and the more people feel empowered, the harder they work at something, because it's theirs. They are more receptive to training, and more apt to ask for assistance if they need it. When people are empowered, you never hear excuses about lack of training, or 'I just couldn't do it.'" She added, "I think that if you get enough Sailors together, and you treat them with dignity and respect, treat them the way you would want to be treated, they just want to do a good job. I really believe that real success comes when the decision is made to accept no less than your very best. It's clear to them … You own this, you have to get it done. How do you get it done? Do Your VERY BEST."

NCC(AW) Jimmie J. Woods of New Orleans, La., was a zone supervisor under Ervine's leadership. He stated, "She would listen to us. Sometimes she put her foot down. Sometimes we changed her mind. It was always give and take, and that give and take would sometimes test your conviction in your belief. You had to want it. If you show her you want something, whether it was to try an idea, or take a position of more responsibility, she would give it to you. It was yours to keep, or yours to lose." He added, "She's good people. It's more of a family atmosphere than anything."

Ervine's success didn't come from personal effort alone. She is quick to point out any recognition coming her way is due to her team. "As a CR you try to create an environment that makes them successful. You have to keep an ear to the deckplate, and have an idea of what the recruiters want and need, and try to be sensitive to that." Ervine said. She added, "They have to know you care about them … There is a difference. There are a lot of leaders who will say they care about their people, but the people have to know it."

CDR Ray Wynne, commanding officer of NRD San Diego has complete confidence in Ervine. He said, "Master Chief Ervine is always straightforward, she tells me the truth, what you need to hear, not what she thinks you want to hear. When she assures me that my district will achieve a certain goal by a certain date, when she assures me that a person has what it takes to succeed in a given job, when she gives me advice on how to run a recruiting district, I listen, because she is the best, bar none."

Ervine is a recruiter's recruiter, always willing to help a shipmate, and always aiming toward a new goal. Currently transferring to NRD Dallas, she said her new goal is to become the Officer Recruiter Of The Year in 2002. Her simple philosophy almost guarantees success. "I believe that if you do the things that we have been taught in recruiting it is impossible to fail. The majority of the time that's true in any district. When we're not putting a sufficient number of people in the Navy, we're not doing a sufficient amount of the things that we've been taught to do. To be successful as a recruiter in the Navy, the solution is simple… Talk to people. Don't be afraid to get out. If you talk to enough people about the opportunities available in our Navy, you will put some in the Navy. It's that simple." ***NR***

"DEJA VU all over again"

Been there, Done that and Doing it well.

Photo by PH2 Veronica Birmingham, USN

RADM George Voelker, CNRC congratulates NCCS(NAC) Dwight K. Keola on his accomplishments as Zone Supervisor of the Year.

Story by JO1(AW) William Jones, Jr.
NRD Los Angeles Public Affairs Officer

NCCS(NAC) Dwight K. Keola quickly deflected the accolades to his recruiters after being named the national Zone Supervisor of the Year. "I'm honored, but I know my recruiters-in-charge and recruiters' efforts made this award possible for me."

Keola is assigned as the Island Zone supervisor for Navy Recruiting District (NRD) Los Angeles seven overseas stations, including Japan, Maui, Hilo and Guam. The 18-year veteran from Honolulu, Hawaii, said becoming a successful zone supervisor means taking an active part in your recruiters' daily regimen. "You've got to take care of your people and be the expert. You've also got to show rather than tell."

Keola also believes zone supervisors should let recruiters in the field know they have their best interests at heart, while they are trying to bring people into the Navy. "These recruiters need to feel and know that as a zone supervisor, I'm interested in their welfare, both professional and personal."

Keola's Navy career has given him a broad base from which to draw upon when dealing with Sailors under his care. His duty stations include USS *Kitty Hawk (CV-63)*, NARF Alameda and VXN-8. Now living in Honolulu with his wife, Danette, and their daughter, Janette, Keola states his most satisfying tour of duty has been as zone supervisor for NRD Los Angeles Island Zone.

"Seeing a couple of my first class petty officers get selected to chief and having my RinC awarded the RinC of the Year Award for 2000, have all been the highlight of my career." Keola admitted, "Recruiting is a tough business, but recruiters that need help should get into the habit of asking for it." Keeping it all in perspective, Keola is quick to give credit where credit is due. "I'd like to thank all of my RinCs and recruiters for "doing it" (recruiting) with integrity and humility." **NR**

Motivated and Dedicated

Story by JO1(AW) William Jones, Jr.
NRD Los Angeles Public Affairs Officer

Keeping Delayed Entry Program personnel (DEPpers) interested in the Navy is a job ITCM(AW/SW) Michael R. Calloway doesn't take lightly. "These kids are at a critical time in their lives once they've joined the Navy's Delayed Entry Program," he said. "They have a lot of outside influences and peer pressure that can either keep them interested in joining or change their minds."

Calloway has been selected as the national DEP Manager of the Year for fiscal year 2000, but doesn't see his selection as resulting from anything he's done. "I'm honored to be selected for this award, but the real credit goes to the hard work of the men and women at Navy Recruiting District (NRD) Los Angeles," said the 45-year-old Wichita, Kan., native.

A 27-year veteran, Calloway has been "haze gray and underway" on various ships during his career, including: USS *Truxtun* (CGN 35), USS *Harry W. Hill* (DD 986), USS *Carl Vinson* (CVN 70) and USS *Oklahoma City* (CLG 5). A husband and father of three, Calloway attributed his success as a DEP manager to "leadership skills gained in the fleet," and faith in the zone supervisors and recruiters-in-charge, as well as the recruiters."

A strong desire to succeed and following the DEP Guide "to the letter," are attributes Calloway said will develop an effective DEP program. "Recruiters should become as familiar with the guide as they are with the other information they need to know as recruiters."

He added DEP meetings are great ideas too, but said DEPpers need more than just a Saturday morning meeting to keep them focused on joining the Navy. "Taking your DEPpers to a base and letting them board an aircraft carrier, destroyer or other ship will add emphasis to what you are trying to sell," said Calloway. "It's not enough to just talk about the Navy to these kids, you've got to show them the Navy up close."

Calloway said the highlight of his recruiting tour is "Being the CMC (command master chief) of the best NRD in the nation." He also has some good advice for DEP managers about his own personal leadership style.

"Don't forget that your recruiters are Sailors FIRST," he said. "They are looking for leadership, and if you provide them with the proper leadership, they will follow you anywhere." He added, "Anybody can be a leader when times are good, but the true test of a leader is how he or she handles adversity." **NR**

Photo by PH2 Veronica Birmingham, USN

Charles Corbin, Navy Club USA presents a gold watch to ITCM(AW/SW) Michael R. calloway for his achievements as the DEP Manager of the Year.

RinC and ROLL

The CHIEF keeps 'em going and going and going...

Story by JO1(AW) William Jones, Jr.
NRD Los Angeles Public Affairs Officer

"I feel very proud of my recruiters," remarked NCC(SW) Recto A. Evangelista upon hearing he had been selected as the national Recruiter-in-Charge (RinC) of the Year for fiscal year 2000.

The 22-year Navy veteran and Honolulu, Hawaii, native believes taking care of your recruiters will reap benefits toward the mission: recruiting. "Always take good care of the recruiters, Evangelista added. "Treat them with respect and set a good example for them."

In addition to instilling a good work ethic to his recruiters, Evangelista said, "a positive mental attitude and teamwork" is the driving force behind his success as the RinC of Navy Recruiting Station (NRS) Pearlridge, Hawaii, and his seven years as a recruiter. His Navy career has allowed him to "hone" his leadership skills during tours at Submarine Base, Pearl Harbor, USS *John F. Kennedy* (CV 67) and USS *Coral Sea* (CV 43).

Photo by PH2 Veronica Birmingham, USN

Chief of Naval Personnel VADM Norb Ryan, congratulates NCC(SW) Recto Evangelista and his wife, Jovita during the recent ROY awards celebration.

As a RinC, Evangelista is not involved with production, but that doesn't mean he doesn't have a hand in the day-to-day "putting people in the Navy" routine recruiters perform. "It's very important for me to train my recruiters in all aspects of recruiting," he said. "From handling paperwork to taking care of the applicant, these are all things the recruiter must know if he or she is going to be successful."

Evangelista is direct about what it takes to become a successful RinC. He attributed his ability to work hard alongside his recruiters and stay focused on the recruiting mission, as the foundation of becoming a top RinC.

This husband and father of two has professional goals that tie in directly with his assignment as the RinC of NRS Pearlridge. "Receiving my master's degree in human resources management will help me tremendously in our recruiting efforts," he said. "I also want to help my recruiters become successful in their professional lives."

Evangelista said despite the accolades and the success of his recruiters and their station, the biggest highlight of his recruiting tour comes when he sees one of his Delayed Entry Program members change from civilian to Sailor.

"It makes me feel really good when a parent of one of these kids calls the station to thank either myself or my recruiters on the job we've done with their son or daughter."***NR***

Nation's Top Advanced Programs Team Credits Record-Setting Success to 'Total Team Effort'

Story by JO1 Lisa A. Mikoliczyk
NRD San Francisco Public Affairs Officer

ETCS(AW) Stan Olsen feels the key to the success of Advanced Programs recruiting is recruiters working as a team toward one common goal – the overall success of the command.

Although Navy Recruiting District (NRD) San Francisco was the highest Nuclear Field (NF) goaled district in the nation, Olsen has led his team of three first class petty officers to success, leading to his selection as Commander, Navy Recruiting Command's Advanced Programs Recruiter of the Year for fiscal year 2000. Together, they achieved an unparalled 150 percent NF new contract attainment, contributing to the command's record of 19 consecutive months of exceeding goal.

Aside from their statistical accomplishments, Olsen said his team exemplifies the benefits of total team commitment. "I didn't do this alone," he said. "I have very sharp first class petty officers who work this program with me, and it doesn't stop with the Advanced Programs team. Every zone supervisor, recruiter-in-charge, and recruiter at NRD San Francisco was instrumental in our nuclear field recruiting successes."

By having a good working relationship with the recruiters, Olsen, ET1(SS) Harold Bjork, EM1(SW) Russell Johnson and ET1(SS) Freeland Peterson are able to establish credibility out in the field. In doing so they are trusted by applicants. They also credit their great success to an aggressive high school presentation program.

Photo by PH2 Veronica Birmingham, USN

"The presentations we do at schools have had a great impact on the program's success, as well as Navy awareness," said Johnson. "Without the presentations we wouldn't be giving them the insight into the opportunities the Navy has to offer them. If the recruiters have any applicants who are potentially qualified, we go to them and talk to them one-on-one, and can answer any questions they have about Advanced Programs."

Recruiters must believe in what they sell to applicants to successfully meet their needs. "If you believe this is the best you can possibly give to somebody, they're going to buy it," said Olsen. "No one out there can match the opportunities that we can give these kids."

According to Olsen, an 18-year Navy veteran, his goals are always kept in perspective when he reflects on the impact he has on his shipmates at sea. "I came here with the idea of making a difference in the 'nuke' manning in the fleet," he said. "Everyday I remind myself what I do makes a difference to the men and women out there in the fleet." **NR**

A *CLASS*ifier all her own

Story by Christina Johnson
NRD Houston Public Affairs Officer

In her first trip to Washington DC, BM2 (SW) Virginia Bailey of Oakland, Calif.,ornia wanted to see as much as she could. By the end of the week she still wanted more and her career with Navy Recruiting District (NRD) Houston was the same way - she wants to do more! Petty Officer Bailey walked into NRD Houston three years ago and has been going strong ever since. Now with 12 years behind her including past duty stations USS *Mount Hood* (AE-29) and Submarine Base Pearl Harbor, BM2 Bailey's past experiences have helped her learn that with teamwork you can accomplish anything. "The driving force behind a classifier's success is doing what it takes to get the mission accomplished". When asked how she felt about being Classifier of the Year "I feel like I did my job," Bailey said. She has some words of wisdom to share on becoming a successful recruiter, "By doing and learning all you can about your applicants and having a good Positive Mental Attitude, the applicant will know you are there to help them and therefore will feel more comfortable."

Petty Officer Bailey is currently working owards a degree in Human Resources and also plans to retire from the Navy.

A word to recruiters: Always believe in your product. Petty Officer Bailey says the highlight of her Navy Recruiting duty was being able to go to Washington for the ROY celebration. ***NR***

Photo by PH2 Veronica Birmingham, USN

Secretary of the Navy Richard Danzig poses with BM2(SW) Virginia Bailey during a breakfast for the ROY awardees.

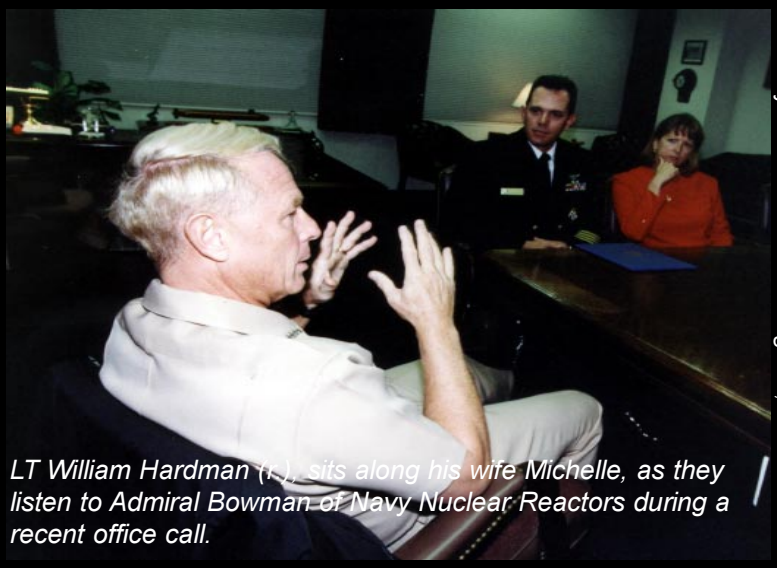

Photo by PH2 Veronica Birmingham, USN

LT William Hardman (r.) sits along his wife Michelle, as they listen to Admiral Bowman of Navy Nuclear Reactors during a recent office call.

Engineering is BUILDING THE NAVY- The Hardman method

Story by JO1(SCW) Michael Mitchell
NRD Portland Public Affairs Officer

Each year thousands of engineering students graduate from universities and colleges across the country. With diplomas in hand, they rush off to pursue a new life in their career of choice. Their expectations of a satisfying and exciting new career; are the bread-and-butter of Navy Recruiters like Lieutenant William Hardman.

Recently named the national Engineering Officer Recruiter of the Year, Hardman used his devotion to the Navy and channeled it into an effective recruiting tool. "Each year has been progressively better for me," said Hardman, "but this award represents the culmination of three years of hard work."

According to Hardman, his enthusiasm and passion for the Navy are what allow him to approach prospects with the sincere feeling of giving them one of the best opportunities of their life. His success as a recruiter in Salt Lake City, Utah, has only served to reinforce those feelings as he looks forward to serving with the very people he helped begin their Navy journey.

Hardman freely admits his excitement for the Navy sells, both in the civil and nuclear engineering fields, far more easily than the monetary incentives that go along with these programs. "Industry is extremely competitive with our programs and sometimes the applicants just need an excuse to work for them instead of us."

"The recruiting process can be very convoluted," said Hardman. "It's easy for applicants to become disgruntled along the way," he continued. "If you do not strive to make it simple for the applicants, then you risk losing some highly qualified individuals."

How do you get past the initial reaction to service in the U.S. Navy? "Spend some time on their turf," said Hardman. "They must get the distinct impression that what you have is something they want," he said. "The U.S. Navy is a prestigious organization and I make sure my applicants know it."

"Young people, in particular, understand that I am offering much more than any job that corporate America has to offer," said Hardman. "For example, nothing in my life compares to standing watch on the bridge of a submarine, with dolphins jumping over the bow wake."

"It's my past experiences that make me more than just a salesman," said Hardman. "It really comes easily as you describe scenarios like driving a submarine on the ocean's surface."

What strategy will work best for you? "Look to other successful recruiters for effective marketing techniques and mail advertisements, as well as advice," said Hardman. "Be open to any techniques more effective than what you are currently doing and make them part of your own pitch."

If you expect the best, you have to give your best, and that is just part of what it takes to become a Recruiter of the Year. **NR**

He Represents the Clear-Cut Definition

Story and Photos by
ETCS (SS) Robert J. Acheson
NRD Philadelphia Public Affairs Officer

HM2(FMF) Montgomery discusses Navy officer opportunities with a student at Howard University.

Webster's dictionary defines diversity as "essential difference and variety." The Navy wants its force to represent society as a whole, and gain from this difference and variety. Navy Recruiting District (NRD) Philadelphia's HM2(FMF) Kenneth J. Montgomery had an extremely successful year recruiting for a diversified Navy, and for his efforts was selected as Commander, Navy Recruiting Command's Diversity Recruiter of the Year.

Working at the officer programs office in Hyattsville, Md., the 36-year-old, Cassopolis, Mich., native had a remarkable year, with 27 officer accessions. Of these, he recruited three medical officers, an orthopedic surgeon and 19 health professional scholarship program officers. He accounted for 180 points in the officer competition system, constituting approximately 21 percent of NRD Philadelphia's points. His success came from looking in places other recruiters didn't.

"I worked the universities previous recruiters bypassed because they had the idea the students were not competitive enough," he said.

After serving in the Air Force, Montgomery joined the Navy for medical training, and has served with the Marine Corps as a hospital corpsman. This has given him a working knowledge of three different military services, and he benefits from this as a recruiter.

"I meet the school faculty and students of universities and tell them I am looking for the best and brightest students to serve in the Navy, and ask them for their assistance accomplishing this goal." He works hard to help people understand the benefits the Navy offers.

"I'm a salesman, and I sell what the Navy does best, protecting this nation and taking care of its people."

Montgomery's background with other services has made him a commodity on most campuses, and many students seek him out for advice.

"It is easier to compare the services when you have worn the shoes of different services," he said. His ease of communication with people of different cultural and ethnic backgrounds helped him make connections at Howard University's School of Engineering, an historically African American university. Recruiting one Howard student into the Nuclear Propulsion Officer Candidate program blossomed into an opportunity for bigger rewards in the future.

Montgomery is the first to say he's not a one-man show at the Hyattsville office, where he usually arrives at 0330 daily. He works with the team, but knows the benefits of unusual strategies. "I tailor my hours around my applicant's schedule rather than normal office hours."

Montgomery's upbeat, can-do attitude is contagious and has enhanced a great recruiting team, and his future looks bright. Not one to be complacent, he's working toward a bachelor's degree in business administration, and looks forward to his next Navy challenge. His ultimate professional goal is to become a master chief and serve as the command master chief at a major medical facility. **NR**

The College Campus and NAVY LEADERSHIP go hand in hand

Story by JO2 John Domalewski
NRD Kansas City Public Affairs Officer

There is a book or manual covering everything in the Navy … everything from how Sailors are supposed to look in uniform, to fixing electronic components on an aircraft. Instructions show the way things are best done in the Navy, and recruiting is no different. The Navy recruiting "Leadership and Management Manual" is the bible for recruiters. AMH2(AW) Khristopher N. Bryan, a recruiter at Navy Recruiting Station (NRS) Tulsa South in Navy Recruiting District (NRD) Kansas City credits much of his success and recognition as the Navy's 2000 College Recruiter of the Year and NRD Kansas City's Enlisted Recruiter of the Year to that manual.

After more than one year of training, learning from experiences and support from everyone in his station, Bryan took that knowledge and racked up 48 contracts for fiscal year 2000, 19 of them were from local two and four year colleges.

Is there a secret to his success? "Absolutely not! It takes persistence, proper goal setting and time management," said Bryan. "Basically, the Navy Recruiting Leadership and Management Manual tells everything in a nutshell. My success is something anyone can do if they're properly trained and go by the book. All the tools are there."

Photo by PH2 Veronica Birmingham, USN

Chief of Naval Personnel, VADM Norb Ryan, poses with AMH2(AW) Khristopher N. Bryan and his wife, Angie, during a recent office visit.

His recruiter-in-charge (RinC), NC1 George W. Bass, contributed immensely to Bryan's success. "Having a good mentor is equally important," Bryan said. "For most it will be a RinC. This is the case for me. Petty Officer Bass helped me when I needed help, and never let me slow down."

"Bryan came here in full stride. He came here with the right attitude and eager to learn. People like Bryan really make it a pleasure to take them under your wing and get them going in the right direction. I never doubted he would be one of the most successful recruiters in the country."

Bryan feels he has several other intangibles working in his favor. "I am recruiting at home, so I believe there is comfort and a better understanding of people and the environment," Bryan said. "Although I didn't go to school with the young men and women in school now, knowing Tulsa and in general what kids in this area really need and look for helps out a great deal."

Another intangible is his family. "I could not achieve the goals I set out for without the unfailing support of my wife."

NRS Tulsa south is a perfect example of a team," he said. "Keeping in mind we are a team and we are all trying to keep the station exceeding goal every month is important. We work together to ensure everyone has the tools to succeed and we all take good care of our DEPpers. Without them, we in the field and the Navy would have problems."

"Good people make those in their presence even better people; and these are good people," Bryan said. ***NR***

Communication is the KEY!!!

Most Improved Recruiter Talks the TALK

Story and photo by
JO1 Michael B. Murdock
NRD Seattle Public Affairs Officer

BM1(SW) Brian A. Cissell, center, and Kimberly Magnuson, a JNROTC Cadet Executive Officer from Stadium High School in Tacoma, Wash., inspect a member of Magnuson's company.

Everyone has a quality they believe makes them successful at what they do. For BM1(SW) Brian A. Cissell that quality is his ability to talk to others.

"I feel my ability to talk to people, from centers of influence to Delayed Entry Program personnel, is what has made me a successful recruiter," said Cissell a native of Louisville, Ky.

Communication has obviously paid off for Cissell, who works out of Navy Recruiting District Seattle's Tacoma Mall recruiting station, he was selected as Navy Recruiting Command's Most Improved Recruiter of the Year for fiscal year 2000.

"It's an awesome feeling," Cissell said, after finding out he had won the award. "It's good to know that hard work pays!"

Another trait that helped make Cissell successful is his love for the Navy.

"I love the Navy and I express that to others," he said. "I want people to know what it can do for them. I truly believe the Navy is here to help everyone, like it did me."

The Navy has benefited Cissell, who is nearing his personal goal of completing a bachelor's degree, so he can work as a criminologist after he retires. At the same time he is also working to achieve his professional goals, which are to advance to chief petty officer and apply for selection as a chief warrant officer.

After 13 years of Navy service, Cissell admits his more than two years as a Navy recruiter have been his most challenging.

"Recruiting is a tough business," said Cissell. "In my 13 years in the Navy it has been the hardest job I've taken. You really have to make sacrifices. You have to want to be a recruiter and help others succeed."

Helping him succeed have been his wife, RP2 Tammy L. Cissell, and their three children.

"My family has been my biggest support," said Cissell. However, that's not the only place he finds inspiration. He also receives letters from the recruits he's put in the Navy. "They tell me how much fun they've been having and thank me."

In the face of the challenges and sacrifices Cissell has persisted, putting 43 recruits into the Navy during fiscal year 2000, more than five times his total for the previous year.

"Never give up," he said. "The thing that made me never quit or give up is that I knew my shipmates needed me. They need all of us to keep the Navy afloat and keep the manpower in an upward swing. That's what is important." ***NR***

SUPPORT is MISSION essential for this SAILOR

Story by Bonita Perkins
NRD Atlanta Public Affairs Officer

STS2(SS) Jason W. Gulledge has been in the Navy for more than eight years; two of them in recruiting. Over the years, he has served aboard USS *Providence* (SSN 719) and USS *Scranton* (SSN 756), after attending the Naval Submarine School in Groton, Conn. Gulledge feels assisting his command in every way possible is vital for Navy Recruiting District (NRD) Atlanta to meet their mission. He believes the support person should always give their best and be prepared for any situation. These qualities led to his selection as Commander, Navy Recruiting Command's Support Person of the Year for fiscal year 2000.

CDR Michael R. Desrosiers, commanding officer, Navy Recruiting District (NRD) Atlanta, said Gulledge is one of the district's true "superstars." One of the district's top recruiters during 1999, he moved to the Local Effective Accession Delivery System (LEADS) department to become a force multiplier by training field recruiters in LEADS utilization. Gulledge is responsible for ensuring proper accountability, distribution and processing of all officer and enlisted LEADS generated by direct mail, newspapers and Internet advertisements as well as actively recruiting hot LEADS. In this role, he capitalized upon his strong computer skills, and gained access to college email lists, and markedly improved officer LEADS conversion.

Gulledge is no stranger to national awards. In 1999 his intense recruiting efforts were rewarded when he was named LEADS Recruiter of the Year.

According to LEADS Production Team Supervisor NCC Michael Yagnich, Gulledge's productive impact and maximum effort resulted in a significant increase in all production categories. Exceptionally willing and successful as a team worker, he has matured as a petty officer and has dedicated himself to professional and educational advancement. **NR**

Photo by PH2 Veronica Birmingham, USN

STS2(SS) Jason W. Gulledge is congratulated by Chief of Naval Personnel, VADM Norb Ryan, during an office visit.

CAN YOU SMELL WHAT NRS HARLEM IS COOKING?

It's a healthy dose of success...

Photo by PH2 Veronica Birmingham, USN

Recruiting Force Master Chief MMCM Steve Holton (l.) stands with Eugene Smith (r.), President of the Fleet Reserve Association and award NRS Harlem members (l-r), STG2(SW) Andre Delarosa, Jr., FC1 Derrick L. Wilkerson, MM3 Luis A. Gomez, GM1 Christopher J. Jusino, ET2(SS) Jamal L. Gibson, FC1(SW) Thomas M. Ascura, and GM2(SW) Leonaldo Ramos.

Story by Mr. Bruce Howard
NRD NewYork Public Affairs Officer

What ingredients did Navy Recruiting Station (NRS) Harlem use to become the Navy Recruiting Station of the Year? According to GM1 C.J. Jusino, recruiter-in-charge (RinC) of NRS Harlem, it was, "Teamwork, understanding, and seeking the best for our applicant's futures."

STG2(SW) Andre A. De Larosa added, "Good chemistry and great training from our RinC."

FC1 Derrick L. Wilkerson said, "Camaraderie and the similar personal backgrounds of the recruiters at the station."

GM2(SW) Ramos spiced up the mix with, "Dedication to duty, motivation and enthusiasm." Add ET2(SS) Gibson's "Sacrificing of personal goals and remembering that success is a planned evolution to ensure a successful outcome."

MM3(SS) Luis A. Gomez gently folded in, "Helping the community to better itself in entering the world's finest Navy." The combined talents of each recruiter and their leadership from within are strong characteristics which have helped NRS Harlem to make an indelible mark on the state of Navy recruiting today.

With these winning ingredients NRS Harlem will feast on recruiting success for a very long time to come. ***NR***

Right- MM3(SS) Gomez takes time to meet and talk with young people on the streets of New York.

Left-GM2(SW) Leonaldo Ramos shows a DEPper what a ship looks like underway.

Right- RADM Voelker awards NRS Harlem with a group presentation at the ROY awards ceremony.

Photo by PH2 Veronica Birmingham, USN

Keys to DEP Success: Espirt De Corps, Knowledge & Having Fun

NRS Oxon Hill named DEP Leadership Station of the Year

Story and photos by JO1(SW) Dave Fitz
NRD Philadelphia

Outside Navy Recruiting Station Oxon Hill in District Heights, Md., one notices an impressive collage of Navy posters and displays enticing today's youth to volunteer. After visiting a video store next door, Ricquel Burrell's eye noticed the awesome marketing display and decided to do some window-shopping.

Seeking more information, the 22-year-old entered the recruiting station in awe, as she saw Navy signal flags, pictures of ships, subs and aircraft. Especially impressive were the personal awards the recruiters had earned during their careers.

MM2 Eddie Flowers greeted Burrell and made an immediate impact on her. In a short time she went from a civilian to a future hospital corpsman, as she enlisted in June and will ship 30 Jan. 2001. The station's Delayed Entry Program (DEP) yeoman, said she's nervous but excited about recruit training.

"I know I will be well prepared and a step ahead thanks to the hands-on experience I have received during delayed entry meetings," Burrell stated.

With the professionalism of the six recruiters assigned to NRS Oxon Hill, it is fitting the station was selected as Navy Recruiting Command's DEP Station of the Year for fiscal year 2000.

Last year, the station averaged a 75 percent attendance average and reduced their DEP attrition by 4.4 percent, and their Recruit Training Command (RTC) attrition by 6.7 percent. Their DEP members referred 23 of the station's new contracts, resulting in advancements for five of them. Their outstanding DEP leadership, guided by Recruiter-in-Charge DKCS(SW/AW) Loran Bather, resulted in eight personnel filling the leadership position of recruit chief petty officer and two personnel receiving meritorious advancements while at RTC.

The station's DEP manager, BM2 Norman Black, credits the positive atmosphere and the Recruiting Leadership and Management Manual for their success. "We give our kids more than a one-on-one recruiter approach. We have the DEPpers interact and get personal attention from each of the recruiters in the station. We have a wealth of Navy experience and knowledge from supply, deck, administration and engineering to share with our DEP pool," stated the Dayton, Ohio, native.

Black added DEPpers often lead meetings. "We have found that if they follow orders from their peers in their own age group from our DEP chain of command they will adapt easier when it comes time for recruit training. We give them the training and they run with it. They take pride in getting their PQS signed and participating in physical fitness training each meeting."

Potomac High School senior Harold Smith was ecstatic after his first DEP meeting, held in November. "It was fun, I can't wait for my next meeting," the varsity high school football player said. "The recruiters made it fun to learn the proper Navy way of doing business. The knowledge I gain from these meetings is bound to help in boot camp."

At the same meeting, the 11 DEPpers present generated 62 referrals by holding a raffle for two Navy t-shirts. The station is always looking for new and unique ways to keep

Photo by PH2 Veronica Birmingham, USN

Secretary of the Navy Richard Danzig is shown here with the NRS Oxon Hill cadre, from l-r, DKCS(SW/AW) Loran M.Bather, BM2 Norman Black, GSM1 Osebe Cecil, YN1(SW/AW) Sherry Strothers, MM2 Eddie Flowers, and EM1(SW/AW) Kevin Chamblin.

DEPpers interested, and make them feel they belong to a winning organization. The station conducts trips to Navy bases, facilitates contests, and simulates Navy role-playing scenarios, to name a few.

Last spring, the station arranged for 30 DEPpers to travel to Naval Amphibious Base Little Creek, Va. The one-day event consisted of a base tour including a visit to the destroyer, USS *Peterson* (DD 969), an up-close look at an aircraft tower and a harbor cruise.

"The future Sailors got to see their prospected rates in action, and see the Navy in real life," Bathers explained. "The trip was such a success that we took no attrition and had three DEPpers try to move up their ship date."

Bather, a St. Catherine, Jamaica, native, said the station is constantly competing with the civilian world for today's best prospects. "It is our job to give the Navy quality recruits, not just from the upper mental groups," Bathers said. "During our meetings we motivate them to always give the Navy 100 percent of their effort, and we try to make their transition to boot camp as easy as possible. I'm most proud when they visit us after boot camp and see how proud they are to wear the Navy uniform!"

A copy of the Sailor's Creed has become one of Burrell's most treasured Navy possessions from her visits to the station. "When I recite the Sailor's Creed a lot of pride and history is instilled in me. I feel proud to be part of this special organization. I can't wait to prove to my recruiters that I am one of the best when I go to boot camp." **NR**

Navy Recruiting Command would like to thank the "Friends of the Navy" for their generous contributions during the 2000 Recruiter of the Year celebration.

-Fleet Reserve Association

-Navy Club of the USA

-Navy League of the United States

-Surface Navy Association

-Naval Reserve Association

-Naval Sea Cadet Corps

-Naval Enlisted Reserve Association

-Disabled American Veterans

-Catholic War Veterans, USA, Inc.

-Naval Submarine League

-FRA, Branch 4

-FRA, Branch 99

-FRA, Branch 6

-FRA, Branch 67

-FRA, Branch 60

-FRA, Branch 182

-FRA, Branch 24

-FRA, Branch 181

-Ladies Auxiliary, Fleet Reserve Association

-Navy Wives Club of America

-Naval Order of the United States

-National Capital Council, NLUS

-U.S. Navy Memorial

Top Stations For the month of October

NRD Atlanta
NRS Aiken
NRS Charleston
NRS College Park
NRS Columbia
NRS Covington
NRS Dublin
NRS Duluth
NRS Easley
NRS Evans
NRS Griffen
NRS Lagrange
NRS Lawrenceville
NRS Macon
NRS Mount Pleasant
NRS Orangeburg
NRS South Dekalb
NRS Stone Mountain
NRD Buffalo
NRS Auburn
NRS Batavia
NRS Bridgeport
NRS Cheektowaga
NRS Hornell
NRS Lockport
NRS Middletown
NRS New Haven
NRS Peekskill
NRS Potsdam
NRS Watertown
NRD Chicago
NRS Aurora
NRS Bloomington
NRS Crystal Lake
NRS East 92nd Street
NRS Evergreen Park
NRS Harvey
NRS Melrose Park
NRS Merrillville
NRS Pekin
NRS Racine
NRS Valparaiso
NRS West Addison
NRD Dallas
NRS Altus
NRS Ardmore
NRS Arlington
NRS Athens
NRS C. Fort Worth
NRS Carrollton
NRS Cleburne
NRS Corsicana
NRS Denton
NRS Desoto
NRS Duncan
NRS Edmond
NRS Fort Worth
NRS Garland
NRS Grapewine
NRS Irving
NRS Jacksonville
NRS Lawton
NRS Lewisville
NRS McAlester
NRS McKinney
NRS Mesquite
NRS Mount Pleasant
NRS Norman
NRS Oak Cliff
NRS Paris
NRS Plano
NRS Pleasant Gove
NRS Richardson
NRS S. Oklahoma City
NRS Seminary
NRS Shawnee
NRS Tyler
NRS Waco
NRS Weatherford
NRS Wichita Falls
NRS Yukon
NRD Denver
NRS Cimarron
NRS Craig
NRS Montrose
NRS North Valley
NRS Smoky Hill
NRD Houston
NRS Alvin
NRS Bear Creek
NRS Huntsville
NRS Lufkin
NRS New Iberia
NRS Northline
NRS Rosenburg
NRS Westbury
NRD Indianapolis
NRS Auburn
NRS Aurora
NRS Columbus
NRS Crawfordsville
NRS East Gate
NRS Elkhart
NRS Florence
NRS Fort Wayne North
NRS Hamilton
NRS Marion
NRS Muncie
NRS Pleasant Ridge
NRS Terre Haute
NRS Western Hills
NRD Jacksonville
NRS Lake City
NRS Melbourne
NRS Ocala
NRS Way Cross
NRS West Orlando
NRD Kansas City
NRS Blue Spring
NRS Broken Arrow
NRS Chillicothe
NRS Fayetville
NRS Grandview
NRS Pittsburg
NRS Sedalia
NRS St. Joseph
NRS Wichita East
NRD Los Angeles
NRS Guam
NRS North Hollywood
NRS PearlRidge
NRS San Fernando
NRS South Central
NRS Bakersfield
NRD Miami
NRS Arecibo
NRS Brooksville
NRS Largo
NRS Port Richie
NRD Michigan
NRS Battle Creek
NRS Cheboygan
NRS Eastpoint
NRS Gaylord
NRS Grand Blanc
NRS Holland
NRS Livonia
NRS Ludington
NRS Monroe
NRS Saint Joseph
NRS Sterling Heights
NRS Trverse City
NRS Warren
NRS West Branch
NRS Westland
NRD Minneapolis
NRS Appleton
NRS Baraboo
NRS Burnsville
NRS Escanaba
NRS Fond Du Lac
NRS Hopkins
NRS Madison
NRS Mankato
NRS Midway
NRS Marquette
NRS Oshkosh
NRS Owatonna
NRS Rhinelander
NRS Rice Lake
NRS Sheboygan
NRS Steven's Point
NRS Wausau
NRS West Bend
NRS West St. Paul
NRS Winona
NRD Montgomery
NRS Anniston
NRS Cullman
NRS Dotham
NRS Eastwood
NRS Enterprise
NRS Greenwood
NRS Jackson
NRS Jasper
NRS Mobile
NRS Prattville
NRD Nashville
NRS Antioch
NRS Bristol
NRS Clarksville
NRS Cleveland
NRS Columbia
NRS Decatur
NRS Evansville
NRS Gallatin
NRS Guntersville
NRS Hixson
NRS Preston Hwy
NRS Somerset
NRS Vincinnes
NRD New England
NRS Auburn
NRS Bangor
NRS Hyannis
NRS Southbridge
NRS Western MA
NRD New Orleans
NRS Benton
NRS Bossier City
NRS Fort Smith
NRS Hammond
NRS Monroe
NRS Mountain Home
NRS Natchitoches
NRS North Baton Rouge
NRS Russellville
NRD New York
NRS Bay Ridge
NRS Bay Shore
NRS Bloomingdale
NRS Elizabeth
NRS Elmhurst
NRS Flatbush
NRS Huntington
NRS Jamaica
NRS Jersey City
NRS Kings Plaza
NRS Lindenhurst
NRS Long Island City
NRS Melrose
NRS Newark
NRS North Bergen
NRS North Plainfield
NRS Patchogue
NRS Richmond Hill
NRS Ridgewood
NRS South Street Seaport
NRS Westchester Square
NRS White Plains Road
NRD Ohio
NRS Akron
NRS Athens
NRS Barberton
NRS Chillicothe
NRS Defiance
NRS East Cleveland
NRS East Liverpool
NRS Euclid
NRS Fremont
NRS Lakewood
NRS Lima
NRS Maple Heights
NRS Medina
NRS Newark
NRS Norwalk
NRS Parkersburg
NRS Wooster
NRD Omaha
NRS Bismark
NRS Detroit Lakes
NRS Dubuque
NRS Kearney
NRS Minot
NRS North Platte
NRS Omaha West
NRS Sioux City
NRD Philadelphia
NRS Camden
NRS Columbia
NRS Frederick
NRS Gaithersburg
NRS Germantown
NRS Glen Burnie
NRS Holmes
NRS Lansdale
NRS Laurel
NRS Levittown
NRS Marlton
NRS Norristown
NRS Oxon Hill
NRS Salisbury
NRS Toms River
NRS Towson
NRS Washington D.C.
NRS Westminster
NRS West Chester
NRD Phoenix
NRS Arrowhead
NRS Bell Canyon
NRS Christown
NRS Flagstaff
NRS Four Hills
NRS Gallup
NRS Las Lunas
NRS Marana
NRS Prescott
NRS Rio Grande
NRS Santa Fe
NRS Sierra Vista
NRS Superstation
NRD Pittsburgh
NRS Butler
NRS Cumberland
NRS Meadowbrook
NRS Monroeville
NRS Sharon
NRS Uniontown
NRS Warren
NRS Wheeling
NRD Portland
NRS Gresham
NRS Klamath Falls
NRS Newport
NRS Ontario
NRS Roseburg
NRS Vancouver
NRD Raleigh
NRS Burlington
NRS Greenville
NRS Hendersonville
NRS Shelby
NRD Richmond
NRS Fairfax
NRS Huntington
NRS Princess Anne
NRS West End
NRD San Antonio
NRS El Paso Central
NRS El Paso East
NRS El Paso West
NRS Harlingen
NRS Hollywood Park
NRS Kerrville
NRS Kingsville
NRS Laredo
NRS Marble Falls
NRS North Austin
NRS Round Rock
NRD San Diego
NRS Anaheim
NRS Chula Vista
NRS Corona
NRS Fullerton
NRS Garden Grove
NRS Hemet
NRS Henderson
NRS Las Vegas North
NRS Orange
NRS Temecula
NRS Tustin
NRD San Francisco
NRS Alameda
NRS Elk Grove
NRS Fallon
NRS Modesto
NRS Salinas
NRS Santa Cruz
NRS Sonora
NRS Woodland
NRD Seattle
NRS South Anchorage
NRS Wasilla
NRD St. Louis
NRS Belleville
NRS Effingham
NRS Festus
NRS Millington
NRS Poplar Bluff
NRS West County

**** Italic lettering denotes previous FY01 winners.***

Bravo Zulu
to our entire
Navy Recruiting Team

UNITED STATES NAVY
RECRUITING COMMAND