

NAVY **Future of the Fleet** RECRUITER

Chattanooga Strong

**Women In
Service**

**New Tattoo
Policy**

**March - April 2016
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From the Admiral



Rear Admiral Jeffrey W. Hughes
Commander, Navy Recruiting Command



Navy Recruiting Warriors,

As we find ourselves in the middle of the FY16 recruiting year, I couldn't be more proud of the way we are doing business and getting the job done. Your dedication, tenacity and ability to accomplish the mission despite the various challenges you face is truly awe inspiring! The command has never performed better with production, fit and quality performance metrics assessed as the best in command history; validated by every objective measure we apply. Keep up the great work!

Earlier this year, Navy recruiting headquarters had the privilege of hosting the 2016 Joint Recruiting Commanders Meeting. During the meeting, my service counterparts and I took the opportunity to discuss common recruiting challenges and issues, including the state of the recruiting market, force protection and best practices. During the meeting it became clear to me that a great opportunity exists for us to posture ourselves as the leader among the armed services in the talent acquisition market.

Navy recruiting goals for accessions in all categories periodically change from time to time based on the needs of the Navy. A major part of the Navy's total force vision for the 21st Century is to draw our strength and innovation from the diversity of our nation. Since FY2010, we have focused our efforts on various emerging talent markets to include an increase in female accessions to increase the female population in sea-going billets, which will improve fleet readiness and unit cohesiveness. The stories in this issue highlight examples of the phenomenal work of our female shipmates!

We are well on our way to achieve our female accession targets for both the officer and enlisted missions. Your professional and innovative methods have enabled you to take advantage of this burgeoning market to recruit high quality females who will make significant contributions to our Navy. I commend you all for this outstanding effort! On May 1, 2016 new changes to the Navy Recruiting Command tattoo policy in accordance with Navy Uniform Regulations and NAVADMIN 082/16 took effect. Tattoo location and size are the two newest changes that will affect Future Sailors in DEP and new applicants, while current policy regarding content and cosmetic tattooing remains unchanged. Take some time to familiarize yourself with these new policy requirements.

Continue to maintain a healthy balance between mission execution and your professional/personal well-being. It is incumbent on all of us to take care of ourselves, our shipmates and our families. I'm proud to be among you. The future of our Navy starts with us!

Rear Admiral Jeff Hughes



FRONT COVER:

Alexis Deese poses for photo outside her family's home in Sevierville, Tenn., three days before she leaves for Navy boot camp.



BACK COVER:

Capt. Kathryn P. Hire, former NASA astronaut, current director of innovation at the United States Naval Academy, thanks Navy Recruiting Command for their support in promoting STEM career paths.

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Women's History Month: NSAB Sailor Tackles Her Goals

Story by Andrew Damstedt,
Naval Support Activity Bethesda Public Affairs

Navy Master-at-Arms 1st Class Colleen Dibble knows about being the only female in the room as she works in a male-dominated field and is part of the 15 percent of women who are active-duty U.S. military.

She was the only female master-at-arms during her first assignment to Misawa Air Base in Misawa, Japan, for 11 months and has been one of the few women to work in Naval Support Activity Bethesda's Security Department since she came to the installation in 2013.

But she views herself as just another member of the team.

"You can't have bias," Dibble said. "You have to see yourself as an equal and you have to be an equal. So you're in the same boat. We're all Sailors - not male, not female - we're all Sailors, we're all trying to get the mission accomplished."

Dibble still sought out a female mentor to work through challenges she has faced as a woman working in a male-dominated field. As her leadership is all male, she had to go outside her command to find Navy Lt. Cmdr. Melissa Burke, a former master-at-arms who now works with the Warrior Family Coordination Cell, to guide her through some of the challenges Dibble has faced.

Burke said she gives Dibble advice on how to handle stressful situations and passes on advice she received from female colleagues when she was a master-at-arms in the '90s.

Burke said she's seen Dibble grow during her time at NSAB and that she's honored to be her mentor.

"She's branched out from 'I'm a Sailor and now let me think what needs to be done,' to 'Let me think about



my fellow Sailors and how I can mentor them and how I can help them," Burke said.

March is Women's History Month - and the theme this year is "Working to Form a More Perfect Union: Honoring Women in Public Service and Government."

Another woman Dibble said she looks up to is Navy Vice Chief of Naval Operations Michelle Howard, who became the first female vice chief of naval operations and four-star admiral in 2014.

"She speaks a lot on different leadership traits which I like," Dibble said. "I look up to her. She comes here often, but I haven't seen her yet."

During her time at NSAB, Dibble been tasked with starting the crime prevention program and one of her biggest responsibilities was putting on a National Night Out event.

"She networked with so many people out in the local community, inside the base populations and she far exceeded anyone's expectations," said NSAB Security Department Leading Petty Officer Master-at-Arms 1st Class Raymond Herrera.

"There was food, vendors, and so many things put together that it completely blew people's minds ... she didn't have to do that. She could've done something really small, but she took it upon herself and said 'I want this to be huge, I want it to be lasting, and I want it to continue on even when I'm gone from this installation.' She set the bar really high."

That event was a major accomplishment for Dibble, not because it was a big event but because it got the Sailors excited about working in the community.

"The Sailors enjoyed themselves and they keep asking me, 'When's the next event?'" she said.

Dibble, 28, said she joined the Navy because her goal

is to join the Judge Advocate General's Corps. She is a step closer to that goal as she is cross-rating to legalman and leaving NSAB to go to Naval Justice School in Newport, Rhode Island.

She is the first member of her family to enlist and her reenlistment is set to take place at a Washington Capitals game at the Verizon Center in April.

Dibble always has been interested in sports, but it wasn't until she came to NSAB that she actually decided to play football, which is one of her favorite sports. Before playing on a team she coached a youth football team and was the coach of the Naval Air Facility Misawa Command Team.

"I never felt that I was good enough to play football," Dibble said. "I always thought of football as a guy's sport."

That changed after she played on her Purdue alumni flag football team where she saw a flyer to try out for the all-women's tackle football team: the Washington Prodigy. She now plays left guard on the offensive line for the team and said she likes being able to get in hits and tackles during each play.

"I've gone against some people that are three times the size of me," Dibble said. "It's just such a good game - that's why I love playing it."

Dibble will only be able to play half of this year's season since she is moving to Rhode Island, but said she plans to continue being involved with the sport in some fashion.

Dibble and Burke both said they've seen changes in allowing woman to perform roles in the military that were traditionally done by men.

"We continue to break down barriers and show we actually have a lot to bring and a lot to offer to those [security] fields," Burke said.

When asked if she sees herself as a role model, Dibble said she wouldn't necessarily call herself one.

"I just try to set [my Sailors] up for success," she said. "I make sure that the other Sailors are motivated and I want everyone to succeed."

For more news from Naval Support Activity Bethesda, visit www.navy.mil/local/nsabethesda/

"We're all Sailors - not male, not female - we're all Sailors, we're all trying to get the mission accomplished."

Female Focused Meetings Ease Anxiety, Reduce Attrition

Story by MC2(SW) Shane A. Jackson,
Navy Recruiting District Dallas Public Affairs

Throughout the delayed entry program (DEP), recruiters hold regular meetings to prepare Future Sailors for boot camp and eventually the Fleet. These meetings sometimes focus on specific fields such as special warfare and nuclear engineering. After transferring from Navy Recruiting District (NRD) Philadelphia, Navy Counselor 1st Class Priscilla Haughey noticed that despite specialized meetings being common enough, she had not yet heard of DEP meetings for females entering the Navy.

Now assigned to NRD Dallas, Haughey holds quarterly meetings designed specifically to address the concerns of and instruct the female Future Sailors.

"In NRD Philly, we would have female Sailors get together and go to a national women's museum, so that was common, but nothing for Future Sailors," said Haughey. "Maybe it's because the Future Sailors were never invited, but I feel like it should be no different."

Almost immediately after her transfer to NRD Dallas in Jan. 2015, Haughey organized and implemented the meetings covering a wide spectrum of topics related to female Sailors, ranging from grooming standards, to fraternization and sexual assault. While both her male and female Future Sailors receive equal training on these topics during weekly DEP meetings, she feels it's important to have separate talks to give the Future Sailors a time where they feel comfortable discussing topics they may not feel comfortable bringing up around their male counterparts. As a result, Haughey has noticed a positive trend in retention rates of the Sailors she ships to boot camp.

"These actually have reduced our female attrition and I believe it builds camaraderie among the females in the military," said Haughey. "The males always seem to outnumber the females in the military and I want to change that."

Haughey's goal of retaining more females through boot camp and into the Fleet is also shared by Secretary of the Navy Ray Mabus and Vice Chief of Naval Operations Adm. Michelle Howard, who challenged recruiters to increase active duty

females in the Navy to 25 percent of the force by 2025. As of March 2015, females only made up 15 percent of the Navy's active duty force.

Lt. Cmdr. Amy Simek, operations officer for NRD Dallas, spoke at Haughey's first meeting of 2016.

"A majority of our recruiters, DEP pool and our Navy are male and sometimes females don't feel comfortable asking questions about birth control or having children later in their careers with a male recruiter," said Simek. "I think when you offer them the opportunity to speak to another female, you ease a lot of anxiety that if not dealt with here can surface at boot camp which ultimately leads to an attrite."

Hope Blankenship, one of Haughey's future Sailors, who only attended one meeting since entering DEP in January, says the meeting opened her eyes to things she had not considered prior to beginning her enlistment and also helped many in her group.

"I think it's helpful for them to know we're not alone," said Blankenship. "We take a lot of pride that there are so many female leaders in the military and that even our group is getting more females."

While Haughey is pleased with the impact her meetings have had on women entering the Navy from Dallas, she has bigger hopes for the future of the program and the Navy.

"I hope to see this become a standard for Navy recruiting," said Haughey. "If we can put more talented and motivated women into the Navy like we have here, I don't see a reason for this not to spread."

For more information on NRD Dallas, visit: <http://www.cnrc.navy.mil/dallas/>

Future Sailors from Orange County recruiting stations learn more about each other as part of a female mentoring session at Navy Recruiting Station Santa Ana. (U.S. Navy photo by MCC Anastasia McCarroll)



above: EOD1 Colter Morgan, assigned to Explosive Ordnance Disposal Mobile Unit 1, explains different types of explosives to cadets during the annual Navy Junior Reserve Officer Training Corps Area 11 field meet championship. (U.S. Navy photo by MCC Anastasia McCarroll)

Eye on the Field

below: AO1 Anthony Heath, a recruiter assigned to Navy Recruiting District (NRD) Dallas, right, encourages a Future Sailor to hold a plank during a weekly delayed entry program meeting. (U.S. Navy photo by MC2 Shane A. Jackson)



NORU Wins at CNIC Captain's Cup

Story by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

Navy Recruiting Orientation Unit (NORU) placed first in the 2015 Naval Air Station (NAS) Pensacola leg of the Commander, Navy Installations Command (CNIC) Captain's Cup held Mar. 4.

The CNIC Captain's Cup is an annual athletic tournament designed to increase morale and encourage competitiveness in Sailors by providing them with the opportunity to represent their commands.

NORU, Navy Recruiting Command's schoolhouse, participated in all 21 events and took first place in five events, second place in three events, third place in three events and fourth place in three events.

"This is both humbling and rewarding experience but it's not by accident that we won," said Senior Chief Navy Counselor Hollis W. Kelly, Captain's Cup coordinator for NORU. "Our team applied the same strategies and principals that we do for everything in Navy Recruiting Command. We zeroed in on our goal, rallied our team together, inventoried our resources and then executed our plan to accomplish our overall objective of making mission and bringing home the Cup."

The competition consisted of sports such as swimming, softball, bowling, darts, corn hole, volleyball and table tennis.

While the competition allows Sailors the opportunity to hone their skills as athletes, the overall goal of the tournament is to build camaraderie and promote physical fitness in Sailors.

"This victory would have been impossible without the support of every person at NORU," said Kelly. "Winning the 2015 cup is great because it echoes some the same messages of team work, persistence, and spirit decor that we are conveying to our new recruiters going to the field for the first time."

Each registered command competed in small tournaments throughout the year to accumulate points. The command that earned the most points throughout the year is presented the Captain's Cup Trophy. The trophy is displayed at the winning command until defeated.

This year's trophy will be on display at NORU's command at Naval Air Station Pensacola, Fla., until another command can take the title.

NORU is the Navy's singular recruiting school in charge of the instruction of enlisted and officer personnel in professional sales, prospecting techniques, marketing, applicant processing, recruiting technology, leadership, ethical behavior and activity analysis.

For more information on NORU, visit www.cnrc.navy.mil/noru/Default.htm

For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter.

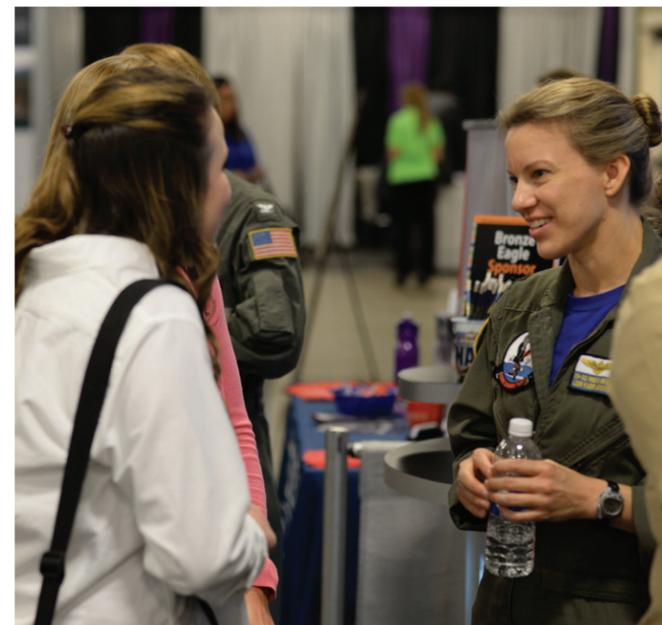


Athletes assigned to Navy Recruiting Orientation Unit (NORU) pose with their first place trophy from the Commander, Navy Installations Command Captain's Cup held Mar. 4 in Pensacola. (U.S. Navy photo by IT3 Kyle Tilet)



Women in Aviation

Representatives from Navy Recruiting District Nashville attended the 27th Annual International Women in Aviation Conference on Mar. 11, to discuss the opportunities for women in naval aviation. Women in Aviation is a nonprofit 501(c)(3) organization dedicated to providing networking, mentoring and scholarship opportunities for women and men who are striving for challenging and fulfilling careers in the aviation and aerospace industries. (Photos by MC1 Timothy Walter, NRD Nashville)



First Female Recruits Issued “Dixie Cup” Covers at RTC

Story and photo by Susan Krawczyk, Recruit Training Command, Great Lakes Public Affairs

The first female recruits at Recruit Training Command were issued their new enlisted white hats, or Dixie cups, as part of the Navy’s efforts for uniformity in service members’ uniform, April 4.

While the rest of the enlisted female E1-E6 Sailors have until Oct. 31 to begin wearing their Dixie cups, the recruits at the Navy’s only boot camp have already begun to do so as per NAVADMIN 236/15.

The Navy redesigned several uniform elements for Sailors that improve uniformity across the force as well as improve the function and fit of their uniforms. The changes will eventually make uniforms and covers more gender neutral.

“This feels incredible as we are making a part of history,” said Seaman Recruit Madeleine Bohnert, of St. Louis, Missouri, as she tried on her cover. “It’s really awesome how something as simple as our cover is so symbolic in regards to equality and the uniformity in the military. It’s a sense of pride knowing that we are a part of getting the first Dixie cups.”

During uniform issue, the female recruits lined up wearing their new covers as their Recruit Division Commanders ensured they were being properly worn.

As Engineman 2nd Class Shanice Floyd, RDC, helped adjust a recruits’ cover for proper fitting, she instructed those with longer hair in braids or buns how to make correct adjustments to accommodate the Dixie cup.

“We’re already part of a team and this just promotes it in a better way,” said Floyd. “Junior enlisted males and females already wear the same dress white uniform so this way when we get into the same dress blues uniform we’ll look more as a unit.”

“This feels incredible as we are making a part of history.”

The Alternative Combination Cover (ACC) and current male combination cover for officers and chief petty officers can now be worn by both men and women in service dress uniforms. All officers and chiefs will be required to wear the ACC Oct. 31.

“I am very excited to be one of the first females to be given the opportunity to wear the Dixie cup, and I believe we’ve come really far as a country and as a service,” said Seaman Recruit Maria Frazier, of Springfield, Ohio.

“I think it’s really beneficial because as we work side by side, we have to work as a team. For me, it’s important that as we’re working together, we look uniform so we can work in uniform.”

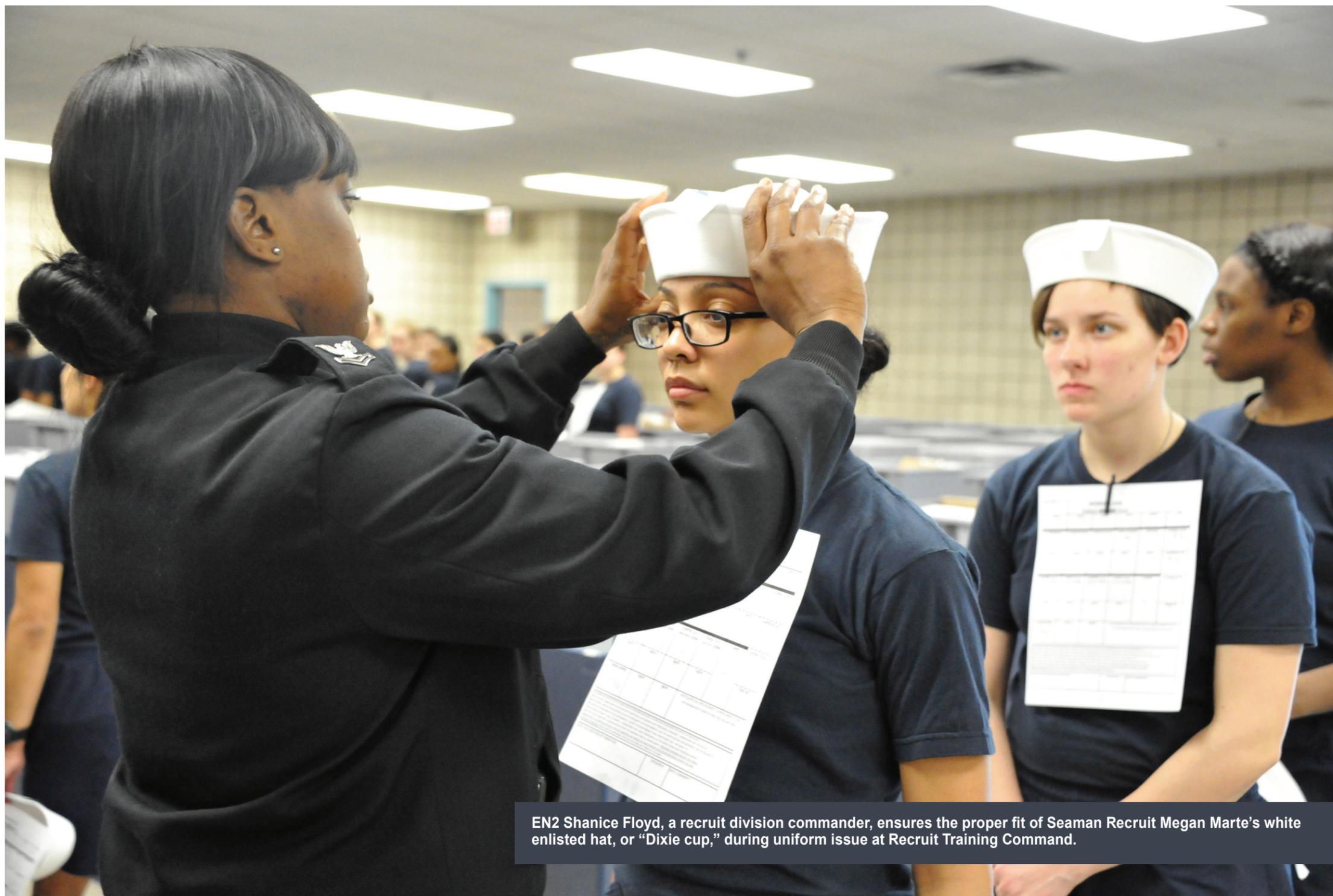
The Dixie cup will match the recently redesigned Service Dress Blue uniforms in jumper style for both men and women, beginning Oct. 1.

The jumper will incorporate a side zipper and the slacks will have a front zipper to help with changing in and out of uniform. This will be the eventual end

of the female version of the “crackerjack” uniform with a jacket and tie for female petty officers and junior Sailors.

“I feel that females have been performing to the standard equal to their male counterparts, and right now, with these new covers, we look more as a team,” said Floyd.

For more news from Recruit Training Command, visit www.navy.mil/local/rtc/.



EN2 Shanice Floyd, a recruit division commander, ensures the proper fit of Seaman Recruit Megan Marte’s white enlisted hat, or “Dixie cup,” during uniform issue at Recruit Training Command.

Ike All-Female Cat Team Gets the Job Done

Story by MC3 J. Alexander Delgado, USS Dwight D. Eisenhower Public Affairs

Inherently dangerous and what can be best described as organized chaos, the flight deck of an aircraft carrier is no place for the faint of heart.

Among the brave service members who operate on the flight deck, the women of Air department's V-2 division are manned and ready to launch aircraft off of USS Dwight D. Eisenhower (CVN 69) (Ike) as an all-female catapult crew.

As aviation boatswain's mates (equipment) (ABEs), they are responsible for maintaining and operating the systems that launch multi-million dollar aircraft off the flight deck. In this profession, where those beside them are

predominantly male, these women have proven they are just as capable of doing the difficult and demanding work as their male counterparts.

"Working in this rate is actually pretty amazing," said ABE Airman Tanya Funez. "Being dirty and greasy most of the time doesn't bother me. I can do what any other male can do, and an all-female cat crew basically just proves there's a lot more females out there who can pull their own weight on the flight deck."

ABE 2nd Class Spela Marinsek said that the job is not just a dirty one, it's also one of the most dangerous on the ship.

"It is scary at times," Marinsek said. "You always have to keep your head on a swivel. A motto every ABE lives by. It only takes a split second for you or someone else to get hurt."

As a result of working together through the dangerous, yet organized, chaos, ABEs become like family members to each other, men and women alike.

"They are our sisters and brothers, and we all have a job to do," Marinsek said.

Funez said the tight bonds she forges with her fellow ABEs permit her to trust that the work will get done well and that her shipmates will look out for her every day.

"My favorite part about being on the flight deck is being able to know whoever is up there with me has my back, and that we're more than Sailors, we're family," Funez said.

Women first served aboard aircraft carriers only 22 years ago, and within that span, they have overcome numerous challenges and stereotypes to prove they are just as capable as male Sailors. An important milestone for women's history occurred aboard Ike in October 1994 when the ship and its strike group deployed to the Arabian Gulf with 400 women aboard. Prior to 1994, women were not allowed to serve on combatant ships.

Today, the women who launch aircraft off the flight deck don't stress over gender expectations, they simply recognize that a job needs to get done.

"There isn't much difference, honestly," said Aviation Boatswain's Mate (Equipment) 2nd Class Jillian Riddall. "At the end of the day, we still have a job to do, male or female. I wasn't raised where you had a choice to get dirty or stay clean—a job is a job. Get it done to the best of your ability."

Despite the grease and the hard work, these women all said they enjoy the job they do and the experiences they share on the flight deck.

"It's probably one of the most exciting things I've ever done in my life," said Aviation Boatswain's Mate (Equipment) Airman Recruit Raquelle Bonds. "I still get nervous when I go up there sometimes, but launching aircraft is an amazing sight to see, and I get to watch it every day."

For more news from USS Dwight D. Eisenhower (CVN 69), visit www.navy.mil/local/cvn69/.



ABE2 Spela Marinsek (center) inspects a catapult retraction engine aboard the aircraft carrier USS Dwight D. Eisenhower (CVN 69), the flagship of the Eisenhower Carrier Strike Group. Ike is underway conducting a Composite Training Unit Exercise (COMPTUEX) with the Eisenhower Carrier Strike Group in preparation for a future deployment. (U.S. Navy photo by MC3 Anderson W. Branch)



above: HT2 Justin Washington welds a bracket in the welding shop aboard aircraft carrier USS *Harry S. Truman* (CVN 75). *Harry S. Truman* Carrier Strike Group is deployed in support of Operation Inherent Resolve, maritime security operations, and theater security cooperation efforts in the U.S. 5th Fleet area of operations. (U.S. Navy photo by MCSN Lindsay A. Preston)

Eye on the Fleet

below: Officer of the Deck, Lt. jg. Ryan Monagle, right, watches as Ens. Michael Manwell and Ens. Alexandria Asuncion maneuver the guided-missile destroyer USS *Michael Murphy* (DDG 112) virtually during an Office of Naval Research (ONR) demonstration of new and improved training tools that combine software and gaming technology to help naval forces plan for diverse missions and operations. (U.S. Navy photo by John F. Williams)



above: FC2 Philip Torsell inspects the ammunition drum of a close-in weapons system aboard guided-missile cruiser USS *Anzio* (CG 68). *Anzio* is deployed as part of the *Harry S. Truman* Carrier Strike Group in support of Operation Inherent Resolve, maritime security operations, and theater security cooperation efforts in the U.S. 5th Fleet area of operations. (U.S. Navy Photo by MC3 Jacob Richardson)

below: Capt. Kyle Moses, commodore of Commander, Task Force (CTF) 56, left, and EOD Technician Master Chief Chris Borkenheim, command master chief of CTF 56, conduct pier inspections during International Mine Countermeasures Exercise (IMCMEX) 16 (U.S. Navy photo by MC2 Sean Furey)



Chattanooga Strong:

The Story of One Woman's Journey from Tragedy to Boot Camp

Stories and photo by MC1(SW/AW) Timothy Walter, Navy Recruiting District, Nashville Public Affairs



Alexis Deese is crying. After staring off into a window filled with bare trees and the Great Smoky Mountains, she glances at the Navy ball cap on her kitchen table.

Deese will be leaving her family and regular civilian life on Feb. 1. She only has three more days before she leaves a place that she has grown to love. But the tears welling up in her eyes are different. They are not for her departure. Instead, she cries for the departed. As she recounts what happened almost a year ago in Chattanooga, Tenn., the consequences of that day sink in and overwhelm her.

"I always feel kind of guilty. I get to sit here and talk about how I made it out but there are little kids that will never get their dad to come back home," she says.

On July 16, 2015, Deese had an appointment with Culinary Specialist 2nd Class Jonathan Green at Navy Recruiting Station Chattanooga. She was excited to join the Navy. This meeting would be her final check-in before she went to the Military Entrance Processing Station (MEPS) to choose her job and swear in.

As she prepared to leave though, she realized that there was a problem. The family car was missing. She found out that her mother had taken it. So the 10 a.m. appointment came and went.

Just 45 minutes later, a car did appear, but at a different location. A man in a silver convertible with the top down drove up to the Armed Forces Recruiting Center off Lee Highway in Chattanooga. Then he did something no one expected. The driver began firing shots at the building. Bullets ripped through the front windows of the recruiting stations and everyone dove for cover. The seat where Deese was supposed to sit and review her paperwork was inches from the glass.

As news came in that day, reports were scattered. Different locations and varied details were thrown about as the media tried to get a handle on the attack. It was a terrifying shock to the community and particularly to Deese when she finally heard the report that one of the targets was a recruiting station.

Miraculously, none of the recruiters from the various branches lost their life. But a few minutes across town at the Navy Operational Support Center, four Marines and one Sailor were not as fortunate.

"It wasn't just an attack on the recruiter's office. It was an attack on our community ... Everyone was affected."

The Chattanooga shooting quickly became a nationwide concern. People mourned in states hundreds of miles away. Some civilians organized armed patrols outside recruiting stations and others just tried to figure

out exactly what had happened.

But what about the community in Chattanooga? As Deese tells it, the aftermath was striking.

"Right after that, you think people would be scared and upset. But no, everyone was positive. Everyone was together. It wasn't just an attack on those five families. It wasn't just an attack on the recruiter's office. It was an attack on our community. It was an attack on Chattanooga. It wasn't just that section. Everyone was affected," she said.

In some ways, she is an unlikely spokesperson for the city that until the shooting was known more for scenic views and having one of the fastest internet systems in the Western Hemisphere. In fact, most of her life was spent in Florida in places like West Palm Beach, Inverness, and Cape Coral. She had only been in this city for a little over a year when the attack happened. Yet Chattanooga changed her even before her missed appointment. When asked what she considers her hometown, she is passionate.

"It's Chattanooga," she says.

The tragedy of the shooting only cemented her love of a city and community that at first seem strange. She recalls how she didn't understand the immediate friendliness of strangers, who would share their life story without prompting, even at a gas station. It was a unique culture that she grew to love.

"I think that is what helped everyone get through it. It was the community. I've never seen anything like that where everyone just came together," she says.

She points to her phone with a picture of the flags and trinkets that made up the impromptu memorial outside the recruiting station in the days that followed. At first, she didn't want to even look at it because of what it meant. But she finally did visit and she was surprised at what happened to her.

"I was looking at it and I was crying. And this lady — I didn't even know her — just comes up and hugs me and she's crying. She says, 'I see your shirt and I'm so grateful.' And before I knew it I had three people hugging me. And I'm like, I haven't even done anything. I wore a shirt and people were already so grateful."

The shirt she wore was a simple blue shirt with a Navy logo right above the heart. However, it meant that she was a future Sailor.

Her recruiter wasn't sure she would wear one. After the attack, he figured she might change her mind.

"I thought she was going to run away after that," said Green, a native of Lumberton, N.C. "But I called her up and she was still motivated. She still wanted to join."

Just a few weeks after the attack, she raised her right hand and swore in as one of the newest members of the U.S. Navy. It was a choice that was recognized on Aug. 15 by the Secretary of Defense Ash Carter during the memorial service for the fallen service members in Chattanooga. In fact, Carter called her out by name.

"She had been talking to recruiters in Chattanooga

Alexis Deese poses for photo outside her family's home in Sevierville, Tenn., three days before she leaves for Navy boot camp. Deese was scheduled to be in the recruiting office in Chattanooga, Tenn., during the shooting attack that took place on July 16, 2015. She missed the appointment after her mother took the car for work. Despite the attack, she joined the Navy just a few weeks later.

before the shooting, but this senseless violence only made her want to serve her country more. It only strengthened her resolve to stand up against fear and hatred," Carter said of Deese.

Deese cried when the Secretary of Defense mentioned her. In part, she felt unworthy to be named because she could see the families who lost so much sitting just a few feet in front of her. Yet her resolve was strengthened.

"Everyone is getting so mad over this stuff but they are running away from the fire. Who is going to run into it to put it out? I want to be that person. People need to do something. And I believe you can. You just have to put your mind to it," she says.

She adds that something more than idealism though brought her back to the Navy. It was something that in a time of tragedy brought sanity.

"If it wasn't for the recruiters in Chattanooga, I probably wouldn't have gone back. They really are some of my best friends," she says.

A couple months after the attack, her family moved north to Sevierville, Tenn. It took her away from the community of Chattanooga. So whenever she needed to gather something from her storage unit in the city, she made a point to stop in with cookies to see the recruiters who helped her make sense of a terrible day and helped give her a means to express her conviction.

Today, she sits at her kitchen table with just three days before she finally leaves for boot camp. She thinks about the recruiters, about the attack, and about her family. Her cat sits in the chair next to her, seemingly unaware of what is about to happen. And those who know her keep asking if she is nervous.

"I'm anxious. I'm more nervous about saying goodbye to my parents than I am about actually going. I just want to go. I've watched probably every video on YouTube about boot camp. I could probably draw the place for you. I'm just ready to go," she says.

She quickly switches to excitement as she thinks about all the opportunities that may be around the corner.

"If I can go on a submarine, I want to go on a submarine. Not a lot of people can say that they are doing this, or were able to, or got the chance or opportunities to do what I'm about to do," she says.

At 3:38 a.m. on Feb. 1, she is sitting on a bus and she is nervous. She is surrounded by others on the same journey to boot camp. She sends out a text.

"It's finally hitting me that I'm actually leaving. Saying goodbye is so hard, but I know it'll be good eventually. I have butterflies so bad though. I'm so excited!" she writes.

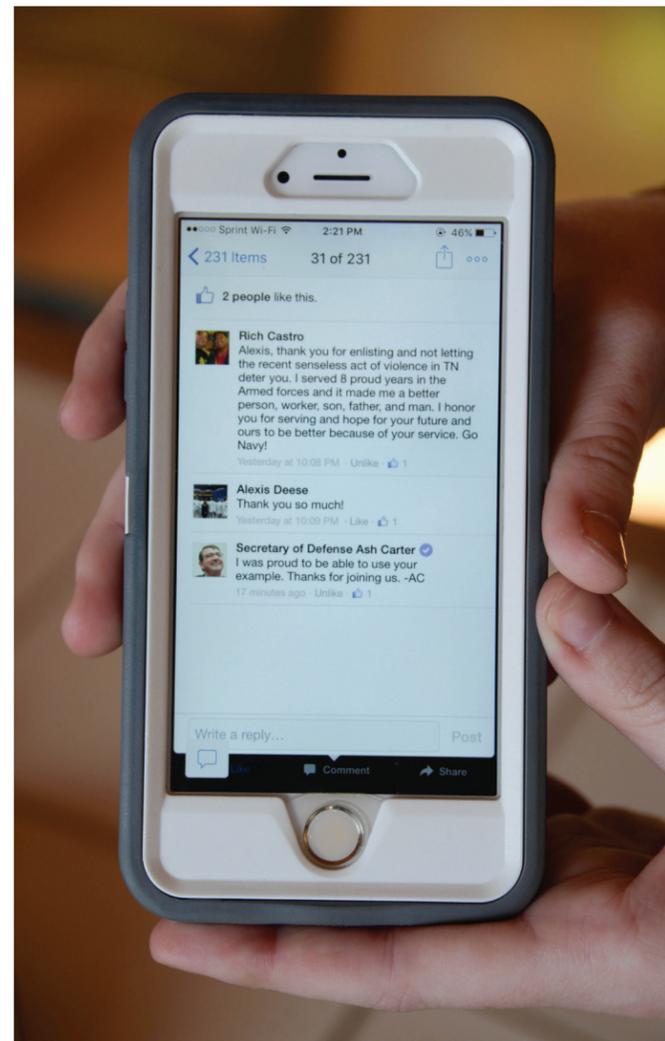
Soon she is in a different world with uniforms and new rules. But no matter where her Navy career takes her,

she already made up her mind about Chattanooga.

"When I'm done, I'm coming back. This is where I want to end up."

Navy Recruiting Station Chattanooga is one of more than 30 stations belonging to Navy Recruiting District Nashville. More than 100,000 square miles are assigned to NRD Nashville including counties in Tennessee, Arkansas, northern Alabama, northern Georgia, northern Mississippi, southern Kentucky and Southwestern Virginia.

For more information on NRD Nashville, visit us at <http://www.cnrc.navy.mil/nashville/> or on Facebook at <http://www.facebook.com/NRD.Nashville>



Alexis Deese shows a Facebook comment made by Secretary of Defense Ash Carter concerning his speech at the Chattanooga Memorial Service on Aug. 15, 2015 where he mentioned Deese who had just joined the Navy. Deese was scheduled to be in the recruiting office in Chattanooga, Tenn., during the shooting attack that took place on July 16, 2015. She missed the appointment after her mother took the car for work. Despite the attack, she joined the Navy just a few weeks later.

NRC Diversity Officer Receives NSBE Award

Story by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

Lt. Robert Whitecotton, diversity program manager for Navy Recruiting Command (NRC), was awarded the National Society of Black Engineer's (NSBE) Gene Washington Champion of Champions Award at the NSBE Board of Corporate Affiliates' meeting held in Boston, Mar. 23.

The award recognizes individuals who go above and beyond the call of duty within their organization in promoting diversity initiatives and recruiting.

Whitecotton has worked with affinity groups through Navy recruiting for the past two years to make diversity programs better.

"We, as a Navy, have the ability to change people's lives," said Whitecotton. "It always comes back to the people. We provide a tremendous life opportunity for people to enhance their lives through the Navy. Diversity outreach is mutually beneficial because not only are doors opened for the individual but it also allows our Navy to benefit from the background and experiences that differing communities can bring."

The award comes as Whitecotton's first honor for his continued effort in raising awareness in diversity.

"This award is a tremendous honor," said Whitecotton.

"It truly highlights all the hard work that everyone at NRC have put in to promote diversity and celebrate the variety of cultures that make up our Navy."

NRC's diversity outreach program is tasked with raising awareness of the Navy within minority communities that can develop over generations. Through outreach efforts, the Navy can obtain and maintain relationships with key groups and figureheads that will continue to benefit everyone involved.

Through their partnership with NSBE, the Navy is able to engage with students, parents and key influence groups throughout the nation to attract, recruit and retain the brightest minds the country has to offer.

NRC's mission is to acquire America's best talent for the Navy by accessing high quality Sailors and officers and achieve all recruiting goals.

For more information about NSBE, visit www.nsbe.org/home.aspx

For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter.



Lt. Robert Whitecotton receives the Gene Washington Champion of Champions Award from National Society of Black Engineers' (NSBE) Chairperson Neville Green (left) and NSBE World Headquarters representative Don Nelson (right) at the NSBE's 42nd Annual Convention. (U.S. Navy photo by MCC Kurt Anderson)

Navy Helps Usher in the Next Generation of STEM at Conrad Challenge

Story and photos by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

“Always work to hone your skills because you never know when a great opportunity is going to come your way. . .”

Participants at the 2016 Spirit of Innovation Conrad Challenge get a look at the Atlantis Space Shuttle on display at the Kennedy Space Center on Apr. 23.

Four Navy Officers participated as judges in the 2016 Spirit of Innovation Conrad Challenge at the Kennedy Space Center in Cape Canaveral, Fla. from Apr. 20-23.

The Conrad Spirit of Innovation Challenge is an annual, multiphase innovation and entrepreneurial competition that brings in teams of high school students from around the world who invent, design, create and promote inventions in one of four fields: Aerospace and Aviation, Cyber Technology and Security, Energy and Environment, and Health and Nutrition.

The event kicked off with the participants, also known as diplomats, giving their first round of power pitches. A power pitch is the name for the presentation the teams gave about their individual inventions or prototypes. These pitches were judged by a group of experts for accuracy, originality and marketability.

After their preliminary pitches, the teams had to give their presentations in front of their fellow competitors and a panel of judges including the Navy officers. The second round of pitches was judged based on the style, content and delivery of the presentation.

“The presentations were very advanced and complicated and I think what impressed me the most was how thoughtful the students were in approaching problems that were current and applicable to things that we face today,” said Lt. Cmdr. Jami J. Peterson, a Medical Corps fellow at the Bureau of Medicine and Surgery in Falls Church, Virginia, and judge of the Health and Nutrition panel.

The first set of presentations was in the category of Cyber Technology immediately followed by the Aerospace and Aviation portion.

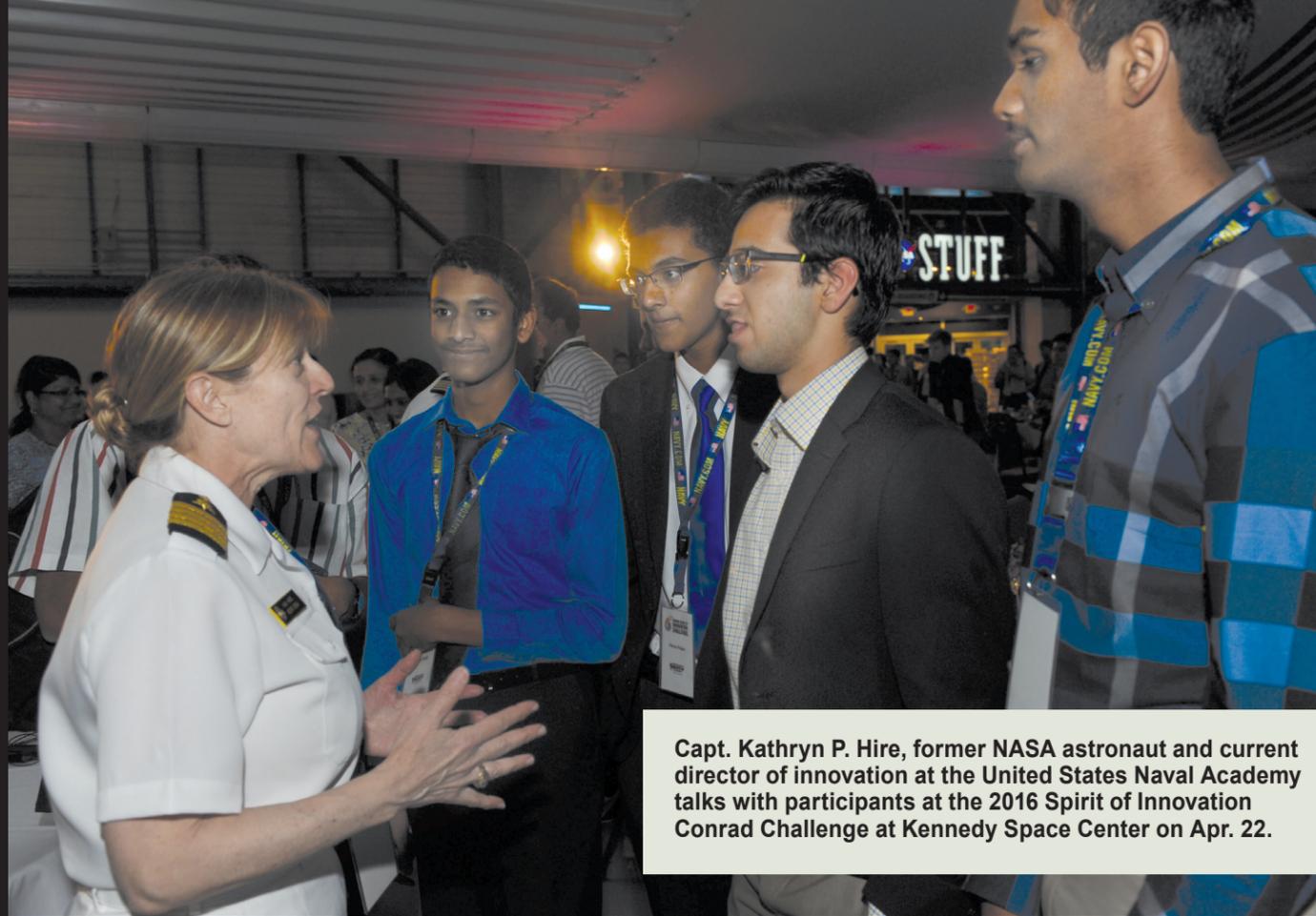
During the presentations, the Navy judges were able to see and critique some of the newest innovations in their fields of study.

“The prototypes were pretty well thought out and obviously they spent a lot of time researching what they needed to build and they succeeded tremendously,” said Lt. Cmdr. Christopher T. Coy from the staff of Office of Naval Intelligence and judge on the Cyber Technology and Security panel. “One of my favorites was the HeatRescue, a device that allows you to tell if there is a living being in a hot car without needing to be around the vehicle.”

Following the power pitches, participants visited the Apollo/Saturn V Center and were able to take a tour of the center and learn the history behind the many space explorations that led to the 1969 moon landing. Along with the tour, the diplomats were also given the opportunity to listen to a variety of speakers from various backgrounds, including Capt. Dave Bouve, marketing and advertising director at Navy Recruiting Command (NRC).

“It was a real pleasure and an honor visiting the Kennedy Space Center, the site where so much history happened and where the Navy has had the great fortune to provide so much of a contribution to our space program,” said Bouve. “The energy, intelligence, optimism and creativity these young adults displayed was inspiring. The real trick is making sure we continue to effectively communicate the Navy message, because the better we are able to capture the attention and aspiration of young adults like this, the better off our Navy is going to be.”

From there, diplomats had the chance to have a group conversation with Capt. (ret.) Jon McBride, resident Kennedy Space Center Visitor’s Center



Capt. Kathryn P. Hire, former NASA astronaut and current director of innovation at the United States Naval Academy talks with participants at the 2016 Spirit of Innovation Conrad Challenge at Kennedy Space Center on Apr. 22.

Astronaut. McBride discussed his experiences as an astronaut and fielded questions from the audience about his vision for the future of space exploration.

After the chat with McBride, the teams began giving their second power pitch in the field of Energy and Environment which was followed by pitches in the field of Health and Nutrition.

"Interests in the areas of STEM are so important," said Cmdr. Kenneth Roman, director of Submarine and Nuclear Accessions at NRC, and judge for the Energy and Environment panel. "The Conrad Challenge is really an opportunity for the students to present these innovative ideas and push this area forward. STEM being an important field in the Navy, we need individuals coming up that are able to do the research and operate these amazing pieces of machinery."

Following the second set of power pitches, diplomats engaged in a group discussion on how to improve communication in the community and the means for making lasting connections.

As part of the Conrad Challenge, guests were given a chance to take part in the Atlantis Exhibit/Shuttle Launch Experience. From there, the diplomats and their families and coaches were able to listen to a variety of guest speakers.

The event concluded with the announcement of the winners and award ceremony.

Taking first place in the Aerospace and Aviation category was Team Noodles with their Sixth Sense Helmet, an invention designed to help filter out toxic chemicals in space. In the Cyber-technology and Security category, Team Kosmos took first place with an invention that allowed first responders the ability to be able to access a patient's medical records

from an app to provide the best care possible. Team Firebird took gold in the Energy and Environment category with their NaSoPod, an invention designed to absorb heat from the sun during the daytime and release that heat inside of a home in the evening. In the final category of Health and Nutrition, Team Ilm earned top honors for their invention DStress, an invention designed to lower stress levels in patients and improve overall health.

"New opportunities are emerging all the time for everyone and whether you are a student or in the military, as you leave I encourage you to continue to learn and continue your education," said Capt. Kathryn P. Hire, former NASA astronaut, current director of innovation at the United States Naval Academy and judge for the Aerospace and Aviation panel. "Always work to hone your skills because you never know when a great opportunity is going to come your way and we need people who are willing and ready to take those strides into the future."

The Conrad Spirit of Innovation Challenge Conrad Challenge was founded by Nancy Conrad in honor of her late husband, Apollo astronaut, innovator, and entrepreneur, Charles "Pete" Conrad Jr. The Conrad Challenge is an annual, multiphase innovation and entrepreneurial competition focused on innovations and technologies that will benefit the world.

For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter



above: Retired BMCM Carroll "Scotty" Scott, center, celebrated the 80th Anniversary of his enlistment in the U.S. Navy, which was April 15, 1936. (U.S. Navy photo by MC1 Felicito Rustique)

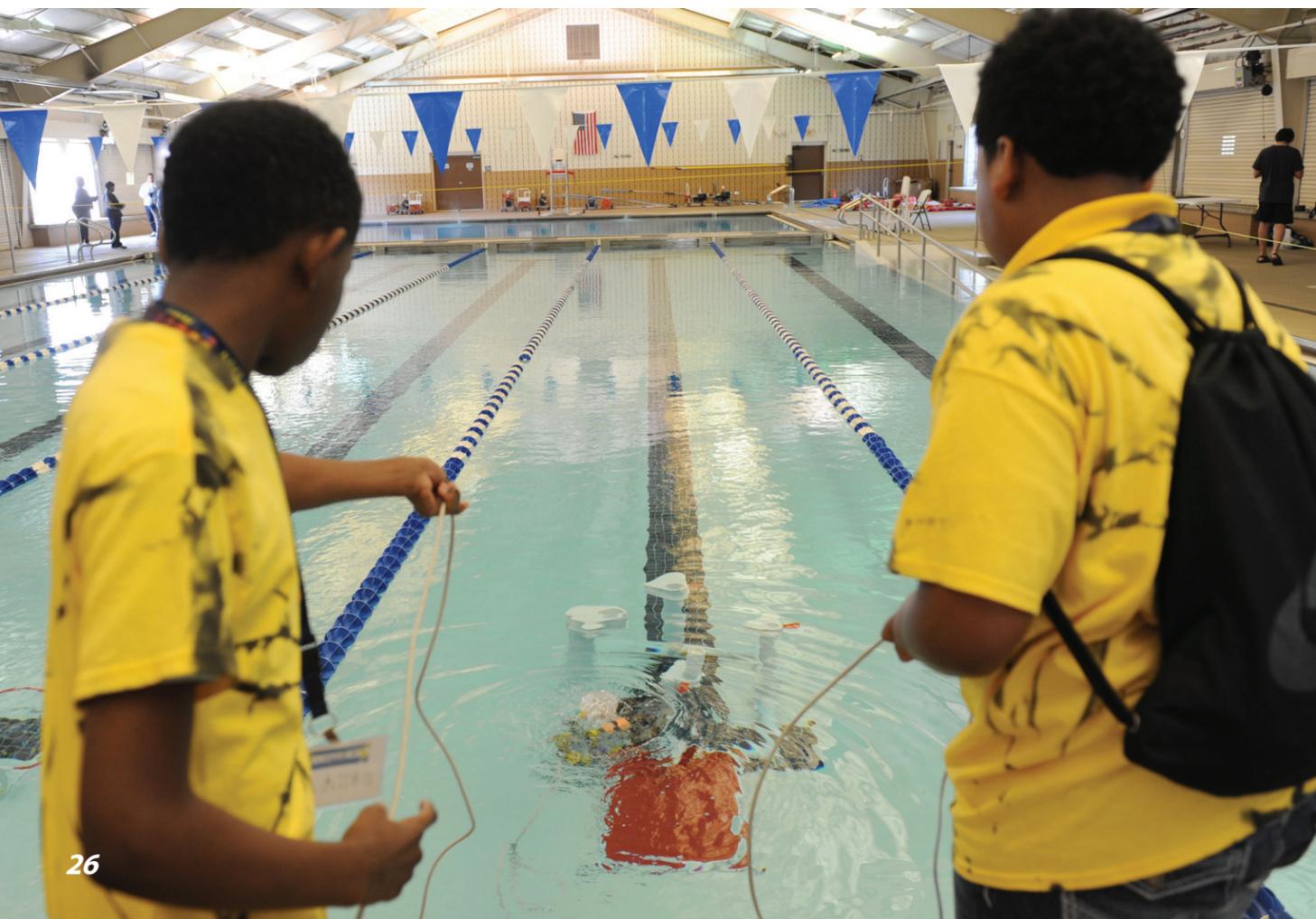
Eye on the Field

below: ET1 Shay McClurg supervises a student at Heritage High School as he uses a virtual reality headset from the Navy STEM Tour. (U.S. Navy photo by MC1 Timothy Walter)



Inaugural Memphis SeaPerch Competition

Recruiters from Navy Recruiting District Nashville hosted a SeaPerch Competition at the Bickford Aquatic Center in Memphis, Tenn., on April 9. SeaPerch is an innovative underwater robotics program sponsored by the Office of Naval Research that equips teachers and students with the resources they need to build an underwater remotely operated vehicle in an in-school or out-of-school setting. The competition is designed to engage 5-12th grade students and spark interest in Science, Technology, Engineering and Math fields. This year marked the first time that Memphis has hosted SeaPerch. (Photos by MC3 Brandon Martin, Navy Recruiting Command Public Affairs)



Fleet Feedback Leads to New Navy Tattoo Policy

Story and photos by MC3 Brandon Martin, Navy Recruiting Command Public Affairs

On Mar. 31, the Navy announced changes to its tattoo policy as part of NAVADMIN 082/16.

The policy update came in response to feedback from fleet and senior leadership who recognized the popularity of tattoos with currently serving Sailors. The change also ensures that the Navy does not pass up the opportunity to recruit applicants who may have tattoos.

“There is no way to accurately predict the affect these changes will have on recruiting; however, there may be a few applicants having one tattoo on the neck no larger than one inch which will allow them to enlist,” said Chris Pond, enlisted policy analyst for Navy Recruiting Command (NRC). “Prior to this change, they may not have been able to enlist.”

Changes to the policy relate to the size and location of the tattoo. Now Sailors are authorized to have one tattoo on the neck that shall not exceed one inch in

dimension (height/width). The neck, for Navy purposes, is defined as the area between the collar line of a crew neck t-shirt and the base of the jaw bone. Tattoos meeting these requirements are acceptable behind the ear. Tattoos are still not permitted on the head, face and scalp.

In terms of size, the tattoo restriction only applies to those tattoos that are located on the neck and behind the ear only. Tattoos on the legs and arms can be any size.

Due to the recent updates, there are some misunderstandings that have accompanied the changes.

“Misconceptions were applicants would be able to enlist if they have tattoos on their neck,” said Pond.

“In reality, it’s one tattoo no larger than one inch in measurement. Another misconception is we can now enlist applicants with large or full sleeve tattoos on their arms. The size restriction in the Navy uniform

regulations was always waivable. The only disqualifier was content, or tattoos on the neck or above.”

While most of the attention has been on how the changes will affect who will be recruited, there are still some questions regarding who will be allowed to do the recruiting.

“The new policy will not affect the guidelines for becoming a Navy recruiter,” said Master Chief Navy Counselor Charles Whitfield, national chief recruiter at NRC. “Tattoos will still be part of the Special Duty screening form. Tattoos will be reviewed by the members’ commanding officer and command master chief; pictures of the tattoos will be submitted as part of the package. Questionable tattoos will be looked at for approval by the career recruiting force detailer.”

The new tattoo policy announced in NAVADMIN 082/16 became effective May 1. Future Sailors in the

Delayed Entry Program, prior to Apr. 12, not meeting this policy are grandfathered and authorized to ship, provided a documented tattoo waiver NAVPERS 1070/613 is placed in the member’s service record. Applicants enlisting on or after May 1 must meet new policy requirements to be accepted.

NRC consists of a command headquarters, two Navy Recruiting Regions and 26 NRDs which serve hundreds of recruiting stations across the country. The overall mission of NRC is to recruit the best men and women for America’s Navy to accomplish today’s missions and meet tomorrow’s challenges.

For more news from Commander, Navy Recruiting Command, visit us on the web, www.navy.mil/local/cnrc/; on our Youtube channel, U.S. Navy Recruiter; on Facebook, www.facebook.com/NavyRecruiting; and on Twitter, @usnavyrecruiter.



left: AD3 Max Reis, from Los Angeles, and AD2 Dane Gabriel, from Honolulu, torque an upper pitch control rod bolt on an MH-60R Sea Hawk helicopter assigned to the Raptors of Helicopter Maritime Strike Squadron (HSM) 71, in the hangar of the guided-missile destroyer USS *Stockdale* (DDG 106). (U.S. Navy photo by MC3 Andre T. Richard)

above: HT3 Evan Betz constructs a commemorative plaque in the carpentry shop aboard aircraft carrier USS *George Washington* (CVN 73). Washington is deployed around South America as a part of Southern Seas 2015. (U.S. Navy photo by MC3 Jonathan Nelson)

Navy Recruiting Breaks New Ground



This month we chart the immediate progress and achievements made by recruiters in the wake of the repeal of the combat exclusion law. Navy Recruiting is breaking new ground almost daily in the recruitment of women, in nearly all rates and specialties.

Now that the combat exclusion law has been repealed, we have the flexibility to assign the best people to the right jobs, regardless of gender. This flexibility will not only distribute sea-shore rotations more fairly, but also make our jobs as recruiters more rewarding. Most importantly, this flexibility will improve readiness. The bottom line is that it is the people we hire who will make the difference between our Navy's success or failure.

One example I would like to point out is the case of Amy Hageman. An outstanding student at Kansas State University with a perfect academic record, she had already been selected in October of 1993 to enter the Nuclear Power School class instructor program. While this was a prestigious achievement, she was not eligible to serve as a nuclear engineering officer. Under the new guidelines, however, she has applied for and been accepted as a candidate in the Surface Warfare Nuclear Propulsion Officer program. It was the heads-up response of her recruiter, LT Vernon E. Bagley of NRD Kansas City, that tied all the loose ends together. Fine work LT!

We are now developing a fleet of sailors who not only fully understand the importance of equal opportunity and cohesiveness, but are also trained to prevent harassment and discrimination. Our diligent efforts are ensuring that women are fully integrated into the force, so that they can make a lasting contribution to the fleet.

Today nearly 56,000 women are serving in the Navy, or about 10.9 percent of the force. They are recognized and respected as contributing members of the Navy-Marine corps team, and soon they'll be serving in nearly every capacity. In FY 94, 15 percent of our recruits will be women. That proportion will increase in the upcoming years as logistical hurdles, such as the reconfiguration of berthing spaces, are overcome.

The women and their recruiters reported in this issue are harbingers of our not-too-distant fleet, and I'm proud to be part of that distinction. Their contributions will continue to positively impact fleet readiness as they forge paths in the newly opened non-traditional ratings. You can all take great pride in your role in shaping an equal opportunity Navy that employs only the "best and brightest."

Admiral's Five-Star Recruiters

February 2016

NRD Atlanta - BM2 Courtney Austin
NRD Chicago - HT2 Zeterian Marshall
NRD Denver - EN2 Juliano
NRD Jacksonville - HM3 Demetrius Alford
NRD Los Angeles - HT2 Jarrett Zubiato
NRD Michigan - BM2(SW/AW) Brandon Rambus
NRD Nashville - AM2(AW) Kingston
NRD New York - AME1(AW/SW) Raymond Matos

NRD Ohio - MT2(SS) Kenneth Wilson
NRD Phoenix - MR1(SW) Craney
NRD Pittsburgh - AME2 Mark Tobias
NRD Portland - LS2 Jose Soriano
NRD Raleigh - STG1 Roland Swain
NRD San Francisco - MM2(SW) Cid Oliver
NRD Seattle - ET2 Wendy Schwandt
NC1 Katherine Sopiak

March 2016

NRD Atlanta - IC1 Jimmy Rodriguez
NRD Chicago - ET2(SW) John Maschek
NRD Denver - LS2 Hopkinson
NRD Jacksonville - HM3 Demetrius Alford
NRD Los Angeles - EM1 Shing Wong
NRD Michigan - AS2(SW/AW) Amber Zerbel
NRD Nashville - BM2 Jackson
NRD New England - DC1 Vinicius Dias

NRD New York - AME1(AW/SW) Raymond Matos
NRD Ohio - HM2 Robert Steele
NRD Phoenix - AWO1(NAC/AW) Hernandez
NRD Pittsburgh - AO1 Jeremiah Carmine
NRD Portland - NC1(SW/AW) Harold Dayse
NRD Raleigh - NCC Christina Schatzle
Region West - ABF1(AW/SW) Joseph Hodge

The District's Top Stations

February 2016

NRD Atlanta - NRS Conyers
NRD Chicago - NRS Aurora
NRD Denver - NRS Fort Collins
NRD Jacksonville - NRS Valdosta
NRD Los Angeles - NRS West Covina
NRD Michigan - NRS Holland
NRD Nashville - NRS Murfreesboro
NRD New York - NRS Yonkers

NRD Ohio - NRS Toledo
NRD Phoenix - NRS Albuquerque
NRD Pittsburgh - NRS Cumberland
NRD Portland - NRS Roseburg
NRD Raleigh - NRS Hope Mills
NRD San Francisco - NRS San Leandro
NRD Seattle - NRS Wasilla

March 2016

NRD Atlanta - NRS Marietta
NRD Chicago - NRS Kankakee
NRD Denver - NRS Academy
NRD Jacksonville - NRS Valdosta
NRD Los Angeles - NRS Torrance
NRD Michigan - NRS Kalamazoo
NRD Nashville - NRS Conway
NRD New England - NRS Poughkeepsie

NRD New York - NRS Hackensack
NRD Ohio - NRS Canton
NRD Phoenix - NRS Casa Grande
NRD Pittsburgh - NRS Indiana
NRD Portland - NRS Sparks
NRD Raleigh - NRS Anderson
Region West - NRS Santa Clara

TO NAVY RECRUITING
COMMAND,

THANKS FOR
THE STELLAR
SUPPORT!

Kay Hire

CAPT USN
STS-90, 130

