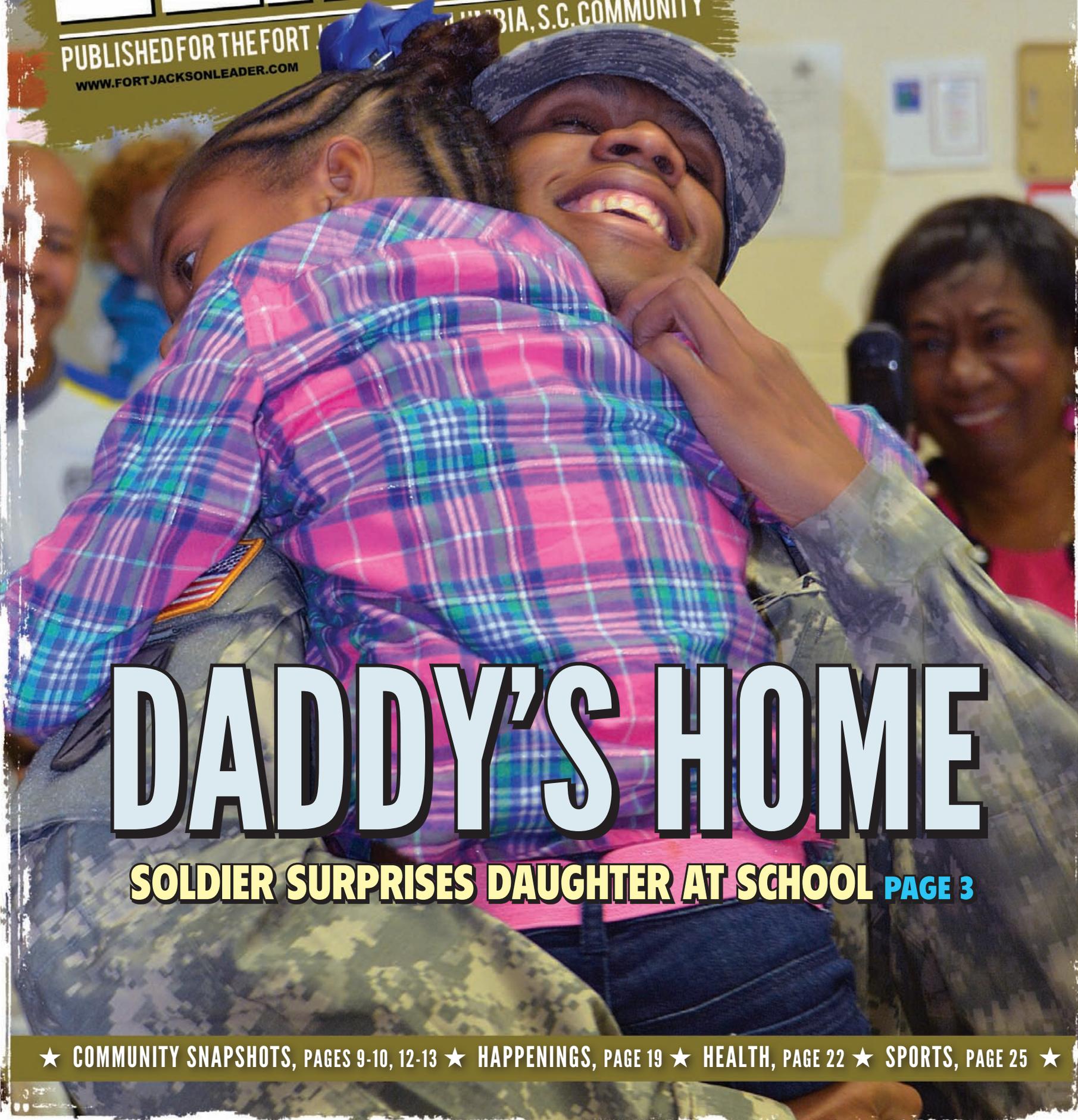


THURSDAY, OCT. 30, 2014

# THE FORT JACKSON LEADER

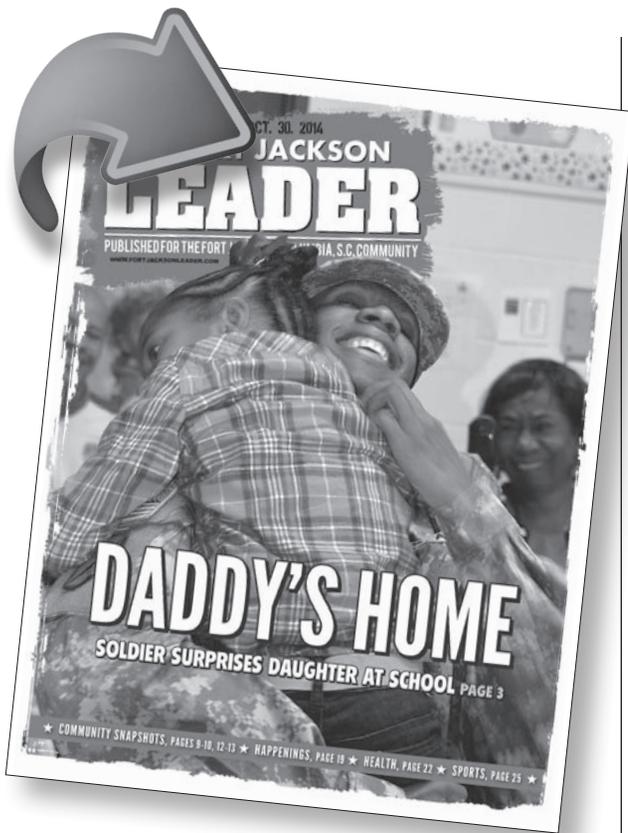
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## DADDY'S HOME

**SOLDIER SURPRISES DAUGHTER AT SCHOOL** PAGE 3

★ COMMUNITY SNAPSHOTS, PAGES 9-10, 12-13 ★ HAPPENINGS, PAGE 19 ★ HEALTH, PAGE 22 ★ SPORTS, PAGE 25 ★



## ON THE COVER

Photo by WALLACE McBRIDE

**Sgt. Alshawn Culmer embraces his daughter Kimani Baptist-Culmer after returning from a nine-month deployment. SEE PAGE 3.**

## THE FORT JACKSON LEADER

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Commanding General.....Maj. Gen. Bradley A. Becker  
 Garrison Commander.....Col. Michael S. Graese  
 Public Affairs Officer.....Michael B. Pond  
 Editor/Staff writer.....Susanne Kappler  
 Staff writer.....Wallace McBride  
 Staff writer.....Andrew McIntyre

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## NEWS

# IMCOM revises overseas tour policy for civilians

By AMANDA S. RODRIGUEZ  
 IMCOM

SAN ANTONIO A new U.S. Army Installation Management Command policy will open development doors to its general schedule employees in grades nine and above by reducing a backlog of employees past their five-year overseas tour rotations and placing them in stateside positions to create a leadership development cycle.

The IMCOM Enhanced Placement Program policy 690-15, which goes into effect Monday, uses the Priority Placement Program, or PPP, mechanism to rotate overseas civilians past their five-year tour into positions stateside, opening overseas tour development positions to others.

The policy's outcome equates to growth, development and advancement opportunities that shape IMCOM careers and support the reshaping of America's Army, according to Karen Perkins, IMCOM director of Human Resources.

"This initiative supports the Department of Defense five-year tour limitation policy by enhancing placement opportunities of IMCOM overseas talent who have been extended beyond five years," Perkins said. "It provides placement assistance to positions back in CONUS. As part of this strategy, the OCONUS vacancies created by the program will open up additional opportunities for our CONUS employees who wish to obtain experience in the overseas environment. This facilitated mobility of the IMCOM workforce is a key component of LOE1 and the strategic human capital plan to facilitate talent management and leader/workforce



development."

Beginning Monday, IMCOM non-displaced overseas employees registered in PPP will be matched to stateside placement opportunities within the command and receive increased priority.

The combination of strictly adhering to five-year overseas tour limits and increased placement opportunities for OCONUS employees in PPP will create succession for leadership professional development facilitating talent management throughout the command, according to policy proponents.

To take advantage of the opportunities, Perkins said IMCOM employees, supervisors and leaders should immediately familiarize themselves

with the policy and procedures, available on IMCOM Sharepoint at [https://home.army.mil/sites/operational/g1/ASD/docs/PolicyMemo\\_690-15\\_IMCOMEnhancedPlacementProgram.pdf](https://home.army.mil/sites/operational/g1/ASD/docs/PolicyMemo_690-15_IMCOMEnhancedPlacementProgram.pdf). Employees should carefully review and update resumes and, in overseas locations, work with local Civilian Personnel Advisory Centers staff to ensure proper coding and registration is completed.

IMCOM developmental assignment programs, Department of the Army career programs and specified garrison key leader selection processes remain in place.

For general information about IEPP, contact IMCOM Human Resources at (210) 466-0416 or the local CPAC.

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Photo by WALLACE McBRIDE

Kimani Baptist-Culmer, 4, reads to her father, Sgt. Alshawn Culmer, during his unexpected homecoming Oct. 22. Culmer surprised his daughter in her kindergarten class at Pierce Terrace Elementary School after he returned early from a nine-month deployment.

# Heartwarming homecoming

## Soldier surprises daughter with early return from deployment

By WALLACE McBRIDE  
Fort Jackson Leader

Bettie Hart's class came to a halt shortly before lunch Oct. 22.

It wasn't unexpected. The kindergarten teacher at Pierce Terrace Elementary School knew a surprise was pending and was reading to students when Sgt. Alshawn Culmer quietly entered the room. All eyes were turned away as Hart continued reading.

One by one, students began to realize there was a stranger in the room. Even then, it took Kimani Baptist-Culmer, 4, a moment to recognize her father, whom she hadn't seen in nine months. Within seconds, though, she was across the room and in his arms.

For the last nine months, Culmer, who is assigned to

USARCENT, has been in Kuwait. The father of three, his youngest turns 1 in November.

"I have been a teacher for 35 years and this is the first time I've seen something like this," Hart said. "(Kimani's) mom contacted me last week, so we knew he was coming home. At first, we thought he'd be back Tuesday, but we didn't know when he would definitely arrive until Friday."

Even then, there were threats of delays.

"My flight was delayed — a lot," Culmer said. "The flights going to Columbia had left before we got to the States. Me and a first sergeant drove down here. I had to get back to my baby. We drove all night."

"He drove from Baltimore to here to make it on time," said Culmer's wife, Sekeya Baptist-Culmer. "As far as (the children) knew, he wasn't going to be home until Halloween."

Kimani introduced her father to her friends in the classroom, who had unknowingly prepared a banner for her father. Hart had the children sign their names under the slogan "Thank you for your service," but didn't tell them it was for anyone specific.

Afterward, Kimani sat down with her father for a few minutes to show him how her reading skills had developed while he was away. She read the book, "Tam and Sam Go to the Zoo," for him from cover to cover.

Culmer said he had stayed in touch with his family via Skype and Facebook during the last nine months. The Internet connection in Kuwait was not always dependable, though.

"It does the job," he said. "It could be better, but I can't complain. As long as I'm talking to my family, I'm perfectly fine with that."

Milton.W.McBride3.ctr@mail.mil

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Photos by ANDREW McINTYRE

Staff Sgt. Chancellor Thompson, right, Company D, 1st Battalion, 61st Infantry Regiment, speaks to Soldiers in his platoon about their role at the entry control point Tuesday at Victory Forge. Thompson attended basic training as a staff sergeant after serving 11 years in the Air Force.

# Getting back to basics

## Staff sergeant goes through Basic Combat Training

By ANDREW McINTYRE  
Fort Jackson Leader

Whereas many of the Soldiers in this week's Basic Combat Training graduation are privates fresh out of high school, one staff sergeant can look back on two deployments to Iraq and 11 years of prior service.

"While serving in the Air Force I've worked mostly in joint service environments," said Staff Sgt. Chancellor Thompson, Company D, 1st Battalion, 61st Infantry Regiment. "So the few times I have worked with Army warrant officers they all seemed to be pretty on top of their game, and I was pretty impressed by them, so I figured it was something that I wanted to do in the future."

Thompson, a 32-year-old staff sergeant in Basic Combat Training, is a candidate for Army Warrant Officer Candidate School. He switched service branches after meeting an Army Warrant Officer who impressed him with his professionalism.

"My decision to change service branches came after 11 years of service in the Air Force as a signal communications intelligence specialist and being introduced to an Army Chief Warrant Officer 2 by the name of Raymond Mack," Thompson said. "On my second deployment to Iraq he was my officer-in-charge, and I liked how he handled things."

Thompson said Mack's professionalism, attention to detail and command presence impressed him the most.

"CW2 Mack was not one of those people who could tell you to do something and not know how to do it," he said. "He actually could do it and show you how to do it, as well. That just impressed me. I figured that I could do the same thing."

Thompson served with Mack at Royal Air Force Menwith Hill, United Kingdom, and at Forward Operating Base Delta in Al Kut, Iraq, from 2009-2010. He later decided to change service branches and join the Army to become a warrant officer.

"One of the best things I think I've learned from him was Army discipline and being a good teacher of your skills," Thompson said. "With the ability to teach, you can always have the opportunity to show someone else something that you've learned."

Thompson said Mack told him that when you learn something always be willing to help others learn the same knowledge that you've learned. He said these lessons learned from Mack helped him and his battle buddies during basic training.

"With my prior service, I've learned a lot. And so here what I try to do is when (my battle buddies) get a task I try to help them see where they fit into the overall big picture and remind them that no task or responsibility is too small because that could save their lives or their battle buddy's life," Thompson said.

Thompson said his decision to change service branches was no shock to his wife and three children. However, being a staff sergeant in basic training was somewhat

surprising to his drill sergeants and battle buddies.

"When I first got here, I was wearing civilian clothes so I was treated as every other private," Thompson said. "As soon as I put on the uniform and they saw my rank, I got a lot more special attention from the drill sergeants asking me why was I here, what did I do to have to come back here. ... Now that I look back on it, I think it was more humorous because of all the confusion."

As of Jan. 1, according to Army Regulation 350-1, prior service members wanting to join the Army who are coming from the Air Force must attend Army Basic Combat Training if they have not received Air Force or Naval special operations training or Air Force security police training.

"I have been deployed to Iraq twice, I thought, 'What the heck, it can't be that bad. ... It's just another deployment,'" said Thompson said.

Thompson said his attempts to show young Soldiers what being an "old man" with experience is all about is working. He is tied with another Soldier in the company for the highest male Army Physical Fitness Test score.

After graduating Nov. 6, Thompson will go to Warrant Officer Candidate School for seven weeks of training and then to his first duty station at Fort Meade, Maryland.

"When graduation comes I will be happy that I am accepted into the Army and I am fully trained and can serve my country," Thompson said. "I will just be happy and proud that I get to don the Army uniform."

Andrew.R.McIntyre.civ@mail.mil

# U.S., Canadian chaplains train together

By SGT. 1ST CLASS ANDY YOSHIMURA  
U.S. Army Civil Affairs and Psychological  
Operations Command (Airborne)

An earthquake hits a coastal town in Azerbaijan, causing devastation to the normal daily routine of its citizens. During the disaster, a mosque is forced to shut down because of damages sustained to its western wall. As a result, the locals are upset and unrest sets in. They fight among themselves, trying to figure out where they can worship since overcrowding is now an issue at the nearby mosques.

These are just some of the many situations chaplains from the U.S. Army Reserve and the Canadian military dealt with during the Combined Religious Area Advisement Training at the U.S. Army Chaplain Center and School.

Hosted by the U.S. Army Civil Affairs and Psychological Operations Command (Airborne) Chaplains Office, this event marked the first time chaplains from both countries trained with each other outside their normal duties as spiritual advisers. They spent five days working on different scenarios they might come across during overseas operations.

Religious Area Analysis is part of the U.S. Army chaplains' doctrine, which enables them to research and disseminate analyzed information while advising the operation commanders.

"When we train as chaplains, we have a dual role as an internal and external religious advisement," said Chaplain (Cpt.) Elizabeth Léclair, the Family Life Chaplain and trainer with USACAPOC(A). "Internal are your religious services, which is what most Soldiers see. Another role is external religious advisement for the commanders.

"The Canadian chaplains are more pastoral," Léclair said. "Their roles is more of a 'shepherd in the flock.' They want to get more up-to-speed on what we are doing on the external side."

The Canadian chaplains were assigned to different services in different provinces. They traveled south to the school house's Simulation Cell where they teamed up with their U.S. counterparts to train off of their doctrine.

"The idea is that going forward we realize that the interoperability piece is becoming more and more important and it is important for us to come together to train and understand our command ground," said Chaplain (Lt. Col.) Leslie Dawson, Canadian Army command chaplain.



Photo by SGT. 1ST CLASS ANDY YOSHIMURA,  
U.S. Army Civil Affairs and Psychological Operations Command (Airborne)

**U.S. Army Chaplain (Capt.) John Betz, 15th Psychological Operations Battalion, sits with Canadian army Chaplain (Capt.) Dan Gilroy during a simulated cell exercise at the U.S. Army Chaplain Center and School. Soldiers from both nations spent a week training together as religious advisers.**

"(Our chaplains) are learning the whole analysis piece around the religious area assessment," Dawson said. "We also want to learn how our counterparts, here in the U.S., do religious area assessments and religious leader engagements."

Dawson said she felt it was a productive and interesting educational process between both countries.

Chaplain (Capt.) Lauren Nofsinger of the 351st Civil Affairs Command at Moffett Field, California, said she felt that working alongside the Canadians was very similar to what might happen overseas.

"Training with the Canadians has been fascinating,"

Nofsinger said. "So many of our operations are multi-national, so learning how the Canadians function and being aware of those differences and being able to communicate between the differences has been helpful. We also were able to pass off each other's knowledge with different experiences of deployment. So that has been fruitful."

The trainers at USACAPOC(A) foresee a future of a continued working relationship between the two countries.

"Who knows what conflicts we'll see in the future, but we will see them more and more," Léclair said. "(The chaplains) are here to learn. They take it seriously, and they are fun to work with."

## Fort Jackson Thanksgiving Gate Hours

### Nov. 27

Gate 1	Closed
Gate 2	Open around the clock
Gate 4	Closed
Gate 5	Closed

### Nov. 28

Gate 1	Closed
Gate 2	Open around the clock
Gate 4	Closed
Gate 5	Open from 5 a.m. to 8 p.m. for inbound and outbound traffic

Normal hours will resume Nov. 29.

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Adult \$5.50/Child (6-11): \$3.00

3D: Adult \$7.50/Child (6-11): \$5.00

3319 Jackson BLVD

\*\*Ticket sales open 30 minutes prior to each movie\*\*

\*Movie times and schedule are subject to change without notice\*

Friday October 31

**Annabelle** (R) 7 p.m. 1h 39m

Saturday November 1

**Free Military Appreciation Showing 2 p.m.**

Sunday November 2

**Annabelle** (R) 2 p.m. 1h 39m

**The Maze Runner** (R) 4 p.m. 1h 53m

Wednesday November 5

**The Maze Runner** (PG-13) 2 p.m. 1h 53m

**The Equalizer** (R) 4 p.m. 2h 12m

Friday November 7

**The Boxtrolls** (PG) 7 p.m. 1h 36m

Saturday November 8

**Annabelle** (R) 2 p.m. 1h 39m

**The Good Lie** (PG-13) 4 p.m. 1h 50m

Sunday November 9

**The Maze Runner** (PG-13) 2 p.m. 1h 53m

**The Judge** (R) 4 p.m. 2h 11m

Wednesday November 12

**The Maze Runner** (PG-13) 2 p.m. 1h 53m

**The Equalizer** (R) 4 p.m. 2h 12m

# Experts discuss civilian development

By **AUDRA CALLOWAY**

*Civilian Workforce Transformation*

WASHINGTON — Empowerment is a two-way street between subordinates and supervisors, said Gen. David Perkins, Training and Doctrine Command commanding general, during the Association of the United States Army's Annual Meeting and Exposition in Washington.

Perkins was the keynote speaker for the AUSA Civilian Professional Development Seminar Oct. 15. His address was followed by a two hour-long civilian panel discussions. The first panel focused on improving the supervisor-employee relationship, and the second discussed professional development programs available to Army civilians.

Most of the empowerment Perkins has received throughout his career has not come from his bosses, he said, but from his subordinates.

"If you're a battalion commander and you're conducting a deliberate attack; and all of a sudden your company commander goes out and sees that there's two bridge crossings, now you can use either one," Perkins explained to the audience.

This is empowering, he said, because, "now my subordinate has given me options. My subordinate is setting me up for success."

Perkins said empowering others is the best way to progress and develop your career.

"If you are a subordinate — which we all are — spend most of your time figuring out how you can empower your boss, not what your boss can do for you. Because then what happens is, (he or she will) feel very comfortable with empowering you," he said.

Although the Army has many programs in place to develop civilian talent, Perkins added that employees often learn the most through their relationships with co-workers.

"It's that relationship between peers, supervisors and subordinates where most development actually occurs," he said. "That's not to say that the former part of it is not important. It is very important."

In the past few years, the Army has added new profes-

sional development programs and training opportunities for Army civilians.

The Army has created the Senior Enterprise Talent Management Program, or SETM, which focuses on continuing development for GS-14 and GS-15-level employees. The Enterprise Talent Management Program, or ETM, concentrating on GS-12 and GS-13-level civilians, will be unveiled soon, and the Army is also developing additional professional development opportunities aimed at civilians at the GS-12 level and below.

The Army also needs to invest time and effort into developing supervisors, because they have a singularly important role in the Army and in accomplishing the mission, said Ellen Helmerson, panelist and TRADOC deputy chief of staff for personnel and logistics.

This is because supervisors set the conditions, environment, relationship and communications, she said.

"It really starts with the supervisor, although I believe employees have a very important role in that discussion, and it is as important, but that supervisor really has the lead. And (the Army needs) to make sure that we are fostering and strengthening that supervisor's ability to do that," she said.

### CENTRALIZED SUPERVISOR TRAINING

To better train supervisors, the Army's current 40-hour supervisor development course is being redesigned, said Kim Summers, panelist and director of the Army Management Staff College.

"That is being looked at and will be part of the redesign and revision process that we're going through with an expected deliver of sometime (in fiscal year 2016) for that revision," he said.

He added that the "transparency, trust, the commitment that you have for the workforce and what they do speaks volumes to the idea of developing skills as a supervisor."

### LOCAL TRAINING

Supervisor training can also be added locally at installations.

The Engineer Research and Development Center, or

ERDC, U.S. Army Corps of Engineers, has established local performance management training for supervisors and members of the Senior Executive Service.

During the training, senior leaders receive realistic supervisor challenges and work with their peers to determine how the situations should be properly handled.

"It's helped us put the trust back between the supervisors and our employees," said panelist Peggy Callaway, director for Human Capital with ERDC. "Ultimately it's about enabling our supervisors to enable our employees."

### PROFESSIONAL DEVELOPMENT

"I think Army civilians interested in (temporary duty) and return mission are probably more prepared than you think," said panelist Ricky Yates, who participated in a SETM 179-day professional development TDY at U.S. Southern Command.

"If you're interested in the SETM program, you're going to find it both professionally and personally rewarding and challenging," Yates said.

The panelists urged potential applicants to speak with their supervisors and determine a plan to back fill their positions during their absence.

Panelist Clay Brashear attended the Army War College through the SETM Senior Service College, and panelist Bill Metheny attended the Naval War College through the Defense Senior Leader Development Program. Both these programs require participants to sign mobility agreements.

There will always be responsibilities that will fall to someone else while you're gone, said Jenn Gunn, who completed a 90-day public affairs developmental assignment with Civilian Workforce Transformation in the Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs.

"Don't withhold an opportunity like this from your deserving employees just because you know it's going be painful to lose them from the office for a little bit," Gunn said. "Your staff can benefit from this if you take the opportunity to cross-train while they're gone. You can build on the skills of your organization and you might be surprised at who steps up to the plate when given a chance."



Photos by ANDREW McINTYRE

Protestant Women of the Chapel members begin to fill shoeboxes with items that children in various countries can use for education, hygiene or as toys. Donated items ranged from toothpaste, clothing to reading materials for toddlers.

# Chapel making holiday wishes come true

By ANDREW McINTYRE  
Fort Jackson Leader

This year, children in need in various countries will have a Christmas gift to unwrap thanks to the efforts of the Fort Jackson Protestant Women of the Chapel, or PWOC.

Fort Jackson PWOC members came to the Main Post Chapel Tuesday to fill shoeboxes with toys, hygiene items and letters of encouragement for the children and their families.

“Today, we hope to package at least 75 shoeboxes. These children in need can use hygiene items, toys and mostly a smile on Christmas day,” said Suzanne Hall, PWOC president.

Hall said many of the women will bring packages from home as well to add to the shipment.

PWOC, a fellowship of Christian women associated with the military, worked with Operation Christmas Child, an organization that supplies relief gifts to children from countries all over the world, to send the boxes.

“The children who will receive these boxes will be overjoyed when they receive their gifts,” Hall said. “To know that someone thousands of miles away cares enough to take the time to package a Christmas box means a lot. To be able to help these children and families in other countries I think this is a privilege and a responsibility of ours as Christians.”

Patricia McBride, PWOC member and volunteer, who helped coordinate the Operation Christmas Child event and has been packing boxes for 15 years, shared her experience about helping a child in Guyana.

“This past July, I was sorting through shoeboxes and I became tired and frustrated,” McBride said.

She said she doubted her efforts and asked God if all the



Protestant Women of the Chapel members host Operation Christmas Child to help support children and families in need during the holidays. Shoeboxes were filled with toys, hygiene items and clothing.

work put into packing these shoeboxes was really worth it. She decided to take a break and read a few emails. One of the emails was from Operation Christmas Child.

“As I began to read the email I saw this sweet girl’s picture (taken) by an OCC staff member traveling with our U.S. Youth Team who delivers shoeboxes on behalf of organizations in the U.S.”

The email said the girl was Sabrina from Leguan Island, Guyana, and that she was excited to receive a picture and a note from the family who packaged her Operation Christmas Child shoebox.

“I was totally amazed and so excited to see our family picture that this little girl was holding up,” McBride said. “I believe God orchestrated this to be the answer to my

question.”

One of the youth who was on the shoebox distribution team wrote McBride an email to share details about Sabrina’s excitement.

“I just wanted to say thank you so much for packing shoeboxes and even putting in a picture of your family in as well,” he wrote. “You have no idea how it makes a kid feel to receive a shoebox and have a picture of the family that packed it... so thank you so much for helping to give a child some hope for the future and just bringing a smile to (her face).”

For more information on how to connect with PWOC contact Suzanne Hall at [jacksonpwoc@gmail.com](mailto:jacksonpwoc@gmail.com).

[Andrew.R.McIntyre.civ@mail.mil](mailto:Andrew.R.McIntyre.civ@mail.mil)



Photo by DAVID SHANES, command photographer

### Retiring from service

Twelve Soldiers are honored during Retirement Review Tuesday at the Post Theater. The retiring Soldiers are Lt. Col. Teddy Hart; Maj. Michael Smith; Maj. Oscar Howard Jr.; Maj. Angela Vaughan; Maj. Theonis Brown Jr.; 1st Sgt. Gregory Herrera; Sgt. 1st Class Carol Beauford; Sgt. 1st Class Stanley Farley; Sgt. 1st Class Glenda Martin; Sgt. 1st Class Paul Barney; Sgt. 1st Class Morton Campbell; and Staff Sgt. Timothy Porter. Combined, they have more than 250 years of service.



### Strong advocacy beginnings

Children with the Strong Beginnings program march in support of breast cancer awareness Friday. Above, Abbigail Alexander, 4, carries pink ribbons in support of breast cancer awareness. Strong Beginnings prepares 4- and 5-year-old children for kindergarten.

Photos by ANDREW McINTYRE



## Spooktacular Rock Force

Family members with the 3rd Battalion, 34th Infantry Regiment (Rock Force) enjoy the unit's second annual trunk-or-treat event last weekend at Twin Lakes. The day ended with a barbecue.

*Courtesy photos*

## Staying Army Strong

Staff Sgt. Gary Gray, a drill sergeant with Company A, 120th Adjutant General Battalion (Reception) takes the oath of enlistment during his recent re-enlistment ceremony. Gray is a 12-year veteran who is scheduled to move to Alaska for his next duty assignment. Pictured with Gray is Capt. Johanna Johnson, commander of Co. A, 120th.

*Courtesy photo*



# Army considering major recruiting changes

By GARY SHEFTICK  
Army News Service

WASHINGTON — The U.S. Army Recruiting Command is considering a number of dramatic changes to help deal with what it perceives as an extremely challenging recruiting environment in coming years.

Virtual recruiting is already being tried in remote areas where no recruiting stations are located, and the Army is using personality screening to augment aptitude testing for some candidates, said Maj. Gen. Allen Batschelet, commanding general of U.S. Army Recruiting Command.

Batschelet outlined other possible changes to recruiting policy and doctrine at a press conference last week, during the Association of the U.S. Army's Annual Meeting and Exposition.

The Tailored Adaptive Personality Assessment System, or TAPAS, is being administered at Military Entrance Processing Stations to some candidates. This "non-cognitive" screening can identify whether the values and characteristics of potential recruits are compatible with the values of the Army, Batschelet said.

Over the past year, TAPAS has been used to "screen out" some candidates who might not have strong personal characteristics, but Batschelet said it could also be used to "screen in" candidates who are adaptive, resilient and have dedication, but perhaps scored only marginally on the Armed Services Vocational Aptitude Battery, known as the ASVAB.

"We think there is a great potential there to expand the use of that non-cognitive screening," Batschelet said.

"You may find someone who is less cognitive or academically skilled, but has strong personal characteristics, who may in the long term be a much more adaptive Soldier and better performing one."

The Army is looking at conducting a pilot longitudinal study on expanding the use of TAPAS next year, Batschelet said.

The Army is also looking at other ways to screen for resilience and adaptability, said Lt. Gen. James McConville, the Army's G-1.

"There are certain folks who tend to handle stress better," McConville said, "and what we have to do is be able to better capture that."

"It's not necessarily SAT scores, it's not necessarily GPAs, it's people who have grit. And so how do you define grit — how do you measure that?"

He said the Army knows it needs resilient Soldiers for the future to be able to handle uncertainty in a complex world.

This past year the Army met its recruiting goals for the active force and "quality is at some of the highest levels we've seen," Batschelet said, but he has concerns about



Photo by GARY SHEFTICK, Army News Service

**Maj. Gen. Allen Batschelet, commanding general of the U.S. Army Recruiting Command, speaks about possible changes to recruiting policy during a press conference in Washington, Oct. 13.**

the future.

"We are seeing some societal issues emerge" he said, such as obesity in youth. With physical, cognitive and other Army requirements, a dwindling percentage of American youth are eligible to serve in the military, he explained. And of those who end up serving, he said 40 percent never finish their first term.

Efforts must be made in the future to reduce first-term attrition, Batschelet said. About 15 percent of enlistees don't make it through initial-entry training, and about another 25 percent leave during their first permanent duty assignment in the operational Army, he said.

That's a reason to look for resilience and "stick-to-it-ness" in recruits, he explained.

"The way we define quality today is pretty narrow — that high school diploma and results on an ASVAB test," Batschelet said. "Maybe that needs to be looked at. Maybe there are other ways to define quality to get after those individual characteristics we're looking at for Soldiers of 2025."

Lateral accessions are something the Army is looking at possibly expanding in the future, Batschelet said. The Army has already been laterally recruiting some doctors and chaplains and nurses who have been successful in their

professions, he said.

"We've never extended it more broadly beyond those specialty or professional areas," he said. "So we're taking a look at how we might be able to apply some of the lessons learned and concepts we use in bringing in those professionals more broadly to the enlisted force."

"Nothing has been decided yet," he stressed, "but it looks like there's some merit to doing that."

The Army Research Institute is looking at ways to better identify resilience and other desirable traits in recruit candidates, McConville said. The RAND Corporation is also looking at different ways to recruit and screen enlistees.

A Recruiting 2020 Forum was held last month with senior Army leaders and researchers from RAND and elsewhere meeting in Arlington, Virginia, for a day and a half. They explored a number of innovative ideas, Batschelet said, such as using "biomarkers" to help determine what occupational specialties recruits would best be suited to undertake.

Another idea would stop recruiters from promising enlistees specific military occupational specialties. Instead, the Army would assess how well new Soldiers perform during the initial weeks of basic combat training and then "steer them" toward an appropriate MOS.

**ANTITERRORISM**

**VIGILANCE**



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*Courtesy photos*

## Fit to Win

Soldiers with Headquarters and Headquarters Company, 187th Ordnance Battalion, conduct a training event Monday at the Fit to Win 2 course. The Soldiers started the day with a combatives class, then negotiated several objects that required them to jump over walls, crawl through culverts, climb cargo nets and crawl under barbed wire. The training event aimed to test the physical fitness and personal courage of the Soldiers while boosting morale and building team spirit in the company.

## Emergency readiness

Soldiers and civilians with the Directorate of Emergency Services conduct an active-shooter exercise Oct. 21 at the Strom Thurmond Building. The exercise verified the emergency plans in place for the building and reinforced lockdown procedures to protect building occupants. The exercise was followed by an After Action Review to review the lessons learned and refine plans.

*Photo by Gerald Lawson,  
Directorate of Emergency Services*

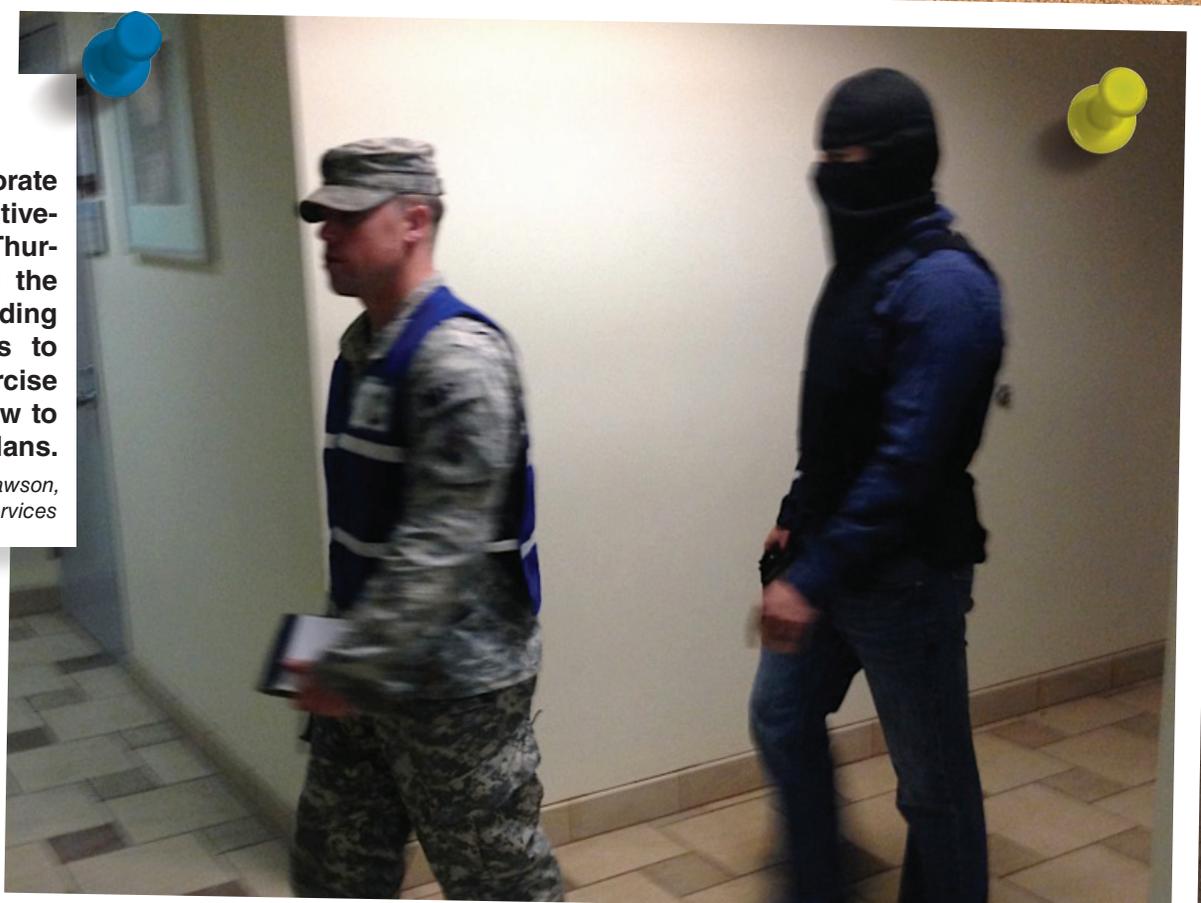




Photo by JUAN JUSINO, special to the Leader

## Terror trail

Fort Jackson community members got their spook on early with the Terror at Twin Lakes Haunted Trail Saturday. The theme of the scary trail trip was 'It Came from Outer Space.'



Photo by COL. GLENN SANDERS, 81st Regional Support Command

## Out of the darkness

Soldiers and civilians with the 81st Regional Support Command field a team for the "Out of the Darkness Walk" in Columbia Sunday. The American Federation for Suicide Prevention hosts the event to raise awareness and improve research for suicide prevention and resources around the country. The AFSP partners with several military organizations, including the 81st RSC.

# Army creates app for water needs

By KELLY FIELD

U.S. Army Research Institute of Environmental Medicine

NATICK, Mass. — Clean, potable water is one thing the world cannot live without. It hydrates. It cleans. It keeps us alive and well. No doubt, water is very valuable to Soldiers.

However, as many mission planners know, water planning can be a nightmare. Too much water can strain already heavy combat loads, perhaps forcing some Soldiers to pack too little in favor of a lighter pack. When Soldiers don't have enough water, dehydration could set in, decreasing performance and increasing the risk of serious heat illnesses.

"Water is a huge logistical problem for training and field missions," said Nisha Charkoudian, a research physiologist from the U.S. Army Research Institute of Environmental Medicine, known as USARIEM, Thermal and Mountain Medicine Division. "Obviously, planners do not want too much, but having too little can lead to serious problems. Dehydration exacerbates symptoms caused by heat and altitude exposure, and makes a lot of things worse, including the ability to perform physical tasks in hot and high-altitude environments."

To help solve this logistical problem, Charkoudian worked with researchers from USARIEM — Sam Chevront, Robert Kenefick and Laurie Blanchard — and a team from the Massachusetts Institute of Technology Lincoln Laboratory — Anthony Lapadula, Albert Swiston and Tajesh Patel — to develop an app that will help unit leaders accurately predict water needs with the goal of minimizing the burden of water transport and sustaining hydration.

"Research into heat stress has been going on for over 50 years at USARIEM," Charkoudian said. "We have been providing guidance to the Department of Defense about sweat loss and hydration, and refining it for many years through TB MED 507. Paper doctrine provides generalized look-up tables generated from complicated equations. The app meets requests from the increasingly digital battlefield

for paperless guidance that is simple, accurate, mission-specific and available in real time."

Called the Soldier Water Estimation Tool, or SWET, this Android-based smartphone app is a decision aid that translates a complicated biophysical and physiological sweat prediction model into simple user inputs regarding the anticipated intensity of activity (low, medium, high, including example activities), three category choices of military clothing ensemble and weather conditions (air temperature, relative humidity and cloud cover).

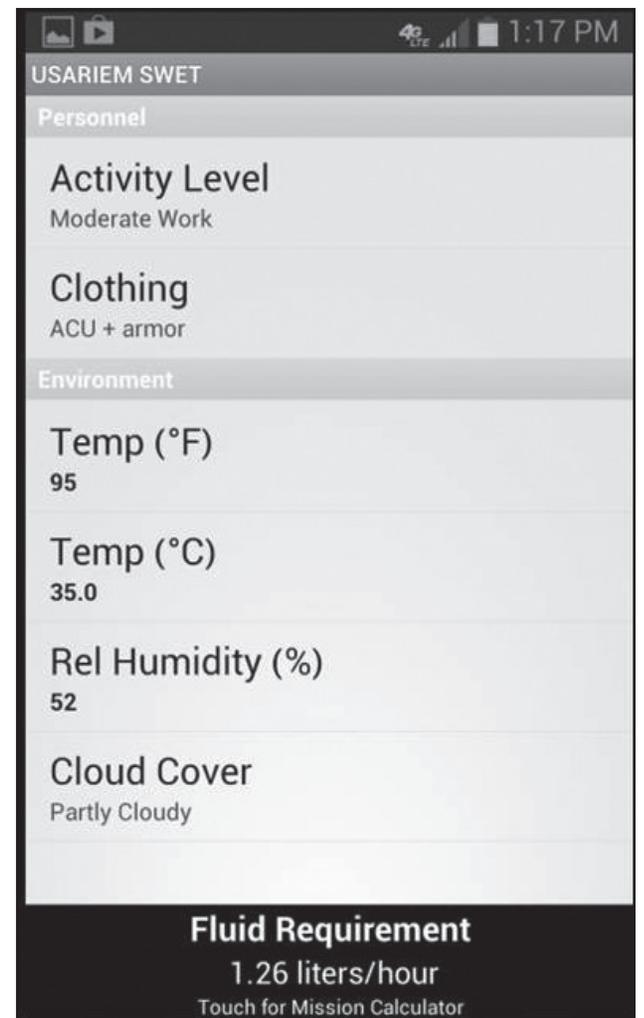
The SWET app has user-friendly inputs and provides the user with the amount of water required for the specified conditions in liters per hour. A separate "Mission Calculator" tab further simplifies planning by providing total amounts of water required for a given unit (number of people) for a given mission duration (total time, in hours). Total water amounts are provided in liters, one-quart canteens, two-quart canteens and gallons.

Charkoudian said this app was designed for unit leaders to determine group water needs. The average amount of water needed per person does not reflect individual differences, but the model error for individuals is estimated to be small. Soldiers should expect to see this app within the year on the Army's Nett Warrior platform.

"This will be one of the first apps rolled out in the Nett Warrior platform," Charkoudian said. "I am so excited to be doing stuff that is directly helping Soldiers in the field. I think that's just so cool."

In the meantime, Charkoudian said that the app has already undergone limited user testing with the Army Mountain Warfare School in Jericho, Vermont, where Soldiers gave very positive feedback. She is looking forward to more feedback once the app goes live, to make updates and possibly explore its uses in the commercial world.

"There is the potential here for future versions of SWET for sports and sports drink companies, for team sports, as well as for humanitarian and disaster-relief organizations," Charkoudian said. "People want apps; that's what they are excited about. It's something everyone can relate to."



U.S. Army graphic

**Pictured is the Soldier Water Estimation Tool app main screen. This Android-based smartphone application is a decision aid that translates a complex sweat prediction model into simple user inputs.**

## Environmental News

### TRAINING OPPORTUNITIES

■ Environmental Compliance Officer Course: Nov. 18-19; Safety Center Classroom, 3240 Sumter Street. For more information and to register, call 751-5011 or email [pearline.jackson@us.army.mil](mailto:pearline.jackson@us.army.mil).

■ Administrative Environmental Compliance Officer Course: A shorter electronic ECOC is available for administrative organizations/personnel on Fort Jackson. For more information call 751-5971 or email [lisa.a.mcknight11.ctr@mail.mil](mailto:lisa.a.mcknight11.ctr@mail.mil).

■ Spill Prevention Control and Countermeasures training: This training is required annually for all personnel involved in oil handling, transfer, storage or maintenance of oil equipment. For more information, call 751-9511 or email [mark.d.merritt6.civ@mail.mil](mailto:mark.d.merritt6.civ@mail.mil).

■ Hazardous Substance Management class: Jan. 15, 8:30 a.m., 2563 Essayons Way. For more information, call 751-4231 or email [heather.s.thomas8.civ@mail.mil](mailto:heather.s.thomas8.civ@mail.mil).

### AMERICA RECYCLES DAY

Fort Jackson will celebrate America Recycles Day from 9 a.m. to 2 p.m., Nov. 14 at the Recycling Center. Collections this year include scrap metal, plastics, cardboard, paper, pallets, glass, tires, electronic waste and fire extinguishers. In addition, paper shredding is available. For more information, call 751-5971.

### FALL CLEANUP

Fort Jackson fall cleanup is just around the corner. Some things to remember are:

- All yard debris and waste — such as

leaves, branches, trees and limbs — must be taken to the Mulch Site on Golden Arrow Road.

- Remove all plastic bags and metal debris from the waste before placing it in the proper location at the Mulch Site.

- Wooden pallets are also accepted in this area if they are broken and unpainted.

- Roll-off containers are available for large, bulky items that will not fit in a dumpster (i.e. broken furniture).

### DID YOU KNOW ...

- Batteries may contain hazardous substances such as lead, sulfuric acid and mercury. Because of this, batteries are a universal waste, or UW, and are regulated under state, federal and Army requirements.

- All lithium ion, nickel cadmium, small lead-acid, nickel metal hydride, magnesium, nickel zinc and mercury batteries are a UW. Alkaline and zinc batteries (common dry cell type) are non-hazardous and may be disposed in the normal trash.

- Batteries must be individually bagged and stored in a box or other container. The container must be sealed and marked with the date and the words "used batteries." The container must be turned in to the Environmental Division for recycling within six months of the start date. Bags are available at Building 2563. For more information, contact Heather Thomas at 751-4231.

- Large lead-acid batteries (heavier than 11 pounds) must be turned in to DLA-DSJ. Call 751-7112 for turn-in guidance.



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# PTAE helps troops prepare for deployment

By SGT. 1ST CLASS JOE CASHION  
South Carolina National Guard

EASTOVER, S.C. — Though the U.S. military draw-down in the Middle East continues, troop deployments to that part of the world have not stopped. To the contrary, units are still being tasked with preparing and deploying to the region for a variety of missions.

One of the units currently preparing to depart is Detachment 66, 352nd Civil Affairs Command based at Fort Jackson. Helping them to prepare for their mission is the South Carolina National Guard's Pre-mobilization Training and Assistance Element, or PTAE, located at McCrady Training Center.

Recently, Det. 66 took part in Counter Improvised Explosive Device, or CIED, training conducted by the PTAE — training that is critical to saving lives in dangerous environments.

"Counter IED training is huge," said Staff Sgt. Brian Richards of the PTAE team who led the training. "That's where most of our casualties come from. So we make sure we cover CIED intensively for all units. We cover all the bases."

Col. David Schimsa, commander of Det. 66, said the training was very good and extremely beneficial for his Soldiers.

"It's certainly good for situational awareness," Schimsa said. "Some of it is a refresher as all but one of our Soldiers have deployed before to either Afghanistan or Iraq. However, the enemies continue to change their tactics, so we need to continue to evolve with those changes."

In addition to the CIED training, the PTAE will train Det. 66 on a variety of other tasks prior to their departure to the assigned mobilization station.

"We'll train them in combatives and drivers training as well as other critical tasks to get them ready for their combat deployment," Richards said. "We'll sink everything we know into them to try to get them ready to go overseas."

It may seem unusual for an active duty or Army Reserve unit to use the National Guard for deployment training. However, it's actually quite common for the PTAE to train



Photo by STAFF SGT. ROBERTO DI GIOVINE, U.S. Army National Guard

**Col. David Schimsa, commander of Detachment 66, 352nd Civil Affairs Command, provides security during Counter Improvised Explosive Device training at McCrady Training Center Oct. 24.**

units from other components.

"We've trained Army active duty units, Army Reserve units, Navy units and others so we do more than train South Carolina Guard units," Richards said.

For his part, Schimsa had high praise for the PTAE team charged with getting his eight-person unit as prepared as it can be for its upcoming mission.

"Training with this team has been outstanding," he said. "(The Soldiers) are very knowledgeable, very easy to work with, and it's really been an asset I didn't know existed until we got out here with them. With a unit our size, it helps to have an outside unit be able to train everyone, and that's

what they can do."

And regardless of a particular unit's mission, the PTAE does not deviate from its training plan to make sure that every unit it trains is as ready as it can be.

"We treat every unit the same and train (the Soldiers) the same way," Richards said. "That way everyone has a basic, concrete structure prior to them going to their mobilization site where they train on their specific job functions."

Once their training with the PTAE is complete, Det. 66 will depart for its mobilization station at Fort Dix, New Jersey, for final preparations and then will head downrange for its assigned mission.

## Advertising in the Leader

For information about classified advertising, call 432-6157 or e-mail [sbranham@chronicle-independent.com](mailto:sbranham@chronicle-independent.com).

Classifieds can also be faxed to 432-7609 or mailed to P.O. Box 1137, Camden, S.C. 29020.

For display ads, call Betsy Greenway at 432-6157 or email [bgreenway@chronicle-independent.com](mailto:bgreenway@chronicle-independent.com).



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# SCANG offers combatives training

By **CAPT. BRIAN HARE**  
South Carolina National Guard

EASTOVER, S.C. — The Pre-Mobilization Training Assistance Element, or PTAE, of the South Carolina Army National Guard conducted a Tactical Combatives Level II Certification Course at McCrady Training Center in Eastover Oct. 14-22.

The class included students from Task Force Marshall, a training element at McCrady, as well as several students assigned to Fort Jackson and two students from nearby Shaw Air Force Base in Sumter. The instructors for the class were Sgt. 1st Class Scott Titus and Staff Sgt. Patrick Reed, both from the South Carolina Army National Guard.

During the 80-hour Level II Combatives Course, students continue to build on the skills they gained during the Basic Level I Course by learning more advanced stand-up and ground fighting techniques, as well as methods of fighting with weapons and applying handcuffs.

According to the combatives team leadership, Service members from any branch can attend the training, as long as they are covered under orders.

“There is no minimum physical fitness score or height and weight screening that students need to meet,” Titus said. “The Service member simply needs to be headstrong and want to be there. We will, however, screen students for physical conditions or profiles that would prevent them from meeting the program requirements for successful completion.”

Capt. Clyde Woods, the program manager for the South Carolina National Guard Modern Army Combatives Program, said there are a number of benefits to be gained from combatives training, both to the Service members and their commanders.

“(The Service members) gain confidence in their ability to close with and engage a threat,” Woods said. “It provides them with a non-lethal skill set needed to fight in a counter-insurgency operation or protect civilians during a mission involving



Photo by *STAFF SGT. ROBERTO DI GIOVINE, U.S. Army National Guard*

**Students from a Modern Army Combatives Class practice grappling skills during a Tactical Level II Combatives Course offered by the South Carolina National Guard. The South Carolina Pre-mobilization Training Assistance Element conducted the course at McCrady Training Center in Eastover Oct. 14 to 22.**

Defense Support of Civilian Authorities, and it provides commanders a method to instill personal courage within the members of their units.”

“Combatives training should be ongoing at all units per AR-350-1 (Appendix C-Mandatory Training IAW AR 350-1 Table G-1),” Titus said. “A certified trainer should return to (the Soldiers’) units and first win the support and trust of the command team to conduct combatives training by starting small. Combatives exercises are highly effective for PT or strength condi-

tioning. Once a unit has a knowledge base of trainers and proper equipment, (the Soldiers) can move into teaching basic skills or submissions.”

“We preach to our students that they need to be an ambassador for the Modern Army Combatives Program,” Titus said. “Unit trainers are more than welcome to request instructors from our team to assist them at their units.”

The South Carolina PTAE first began conducting combatives training in 2008 as a required pre-mobilization training task.

In the fall of 2009, the PTAE began offering combatives certification. Since then, the team has certified more than 1,200 Service members as combatives instructors and trained more than 4,000 deploying Soldiers in the combatives Army Warrior Task No. 12.

For more information about the South Carolina National Guard Modern Army Combatives Program, contact Sgt. 1st Class Scott Titus at [scott.s.titus@mail.mil](mailto:scott.s.titus@mail.mil) or Capt. Clyde Woods at [clyde.j.woods@mail.mil](mailto:clyde.j.woods@mail.mil).

## LEADER DEADLINES

Article submissions are due two weeks before publication. For example, an article for the Nov. 13 Leader must be submitted by today.

Announcement submissions are due one week before publication. For example, an announcement for the Nov. 13 Leader must be submitted by Nov. 6.

Send your submissions to [FJLeader@gmail.com](mailto:FJLeader@gmail.com). For more information, call 751-7045.



## Calendar

### Friday

#### AUSA Fort Jackson and Palmetto State Chapter golf tournament

Noon, Fort Jackson Golf Club  
For more information, call 776-7365 or email [sbbutler@bellsouth.net](mailto:sbbutler@bellsouth.net).

### Friday

#### BOSS Halloween bash

7 to 11 p.m., Weston Lake Community Center  
The event is open to all military, family members and DoD employees. For more information or to purchase tickets, contact your unit Better Opportunities for Single Soldiers representative or call 629-1096.

### Monday and Tuesday

#### Military clothing reclamation sale

8 a.m. to 3 p.m., 2570 Warehouse Row  
The cash-only sale is open to service members of all ranks and military retirees. For more information, call 751-7213.

### Friday, Nov. 7

#### Time Warner job fair

9 a.m. to noon, Strom Thurmond Building, Room 222  
For more information, call 751-5256.

### Wednesday, Nov. 12

#### Officers Wives Club luncheon

11:30 a.m. Officers' Club  
Reservation is required by 3 p.m., Nov. 7. For more information and to RSVP, call 788-1094 or 783-1220.

### Tuesday, Nov. 18

#### Hiring our Heroes job fair

10 a.m. to 1 p.m., Solomon Center

## Announcements

### SJA CLOSURE

The Office of the Staff Judge Advocate, including legal assistance and claims, will be closed today. The office will be open from 9 to 11:30 a.m., Friday. Normal hours will resume Monday at 9 a.m.

### DES CLOSURE

The Police Administration Office with the Directorate of Emergency Services will be closed Nov. 10-11 and Nov. 27-28.

### MAGNET, SCHOOL CHOICE INFO

The directors of Richland School District Two's magnet and school choice programs will present information on those programs during a Fort Jackson school board meeting at 4 p.m., Nov. 6 in the C.C.

Pinckney Elementary School auditorium. The meeting is open to the public. For more information, call 751-6150, extension 1.

### CPAC HEALTH FAIR

The Civilian Personnel Advisory Center will conduct a health fair from 9 a.m. to noon, Nov. 20 in the Marion Room at the Solomon Center. For more information, call 751-4016.

### YOUTH SPORTS REGISTRATION

Registration is open through Dec. 5 for youth basketball (ages 4 to 15) and cheerleading (ages 3 to 13). Participants must be registered with Child, Youth and School Services and have a current physical on file. Coaches are needed. For more information, call 751-5040/7451.

### IMMIGRATION EXAMS

The Department of Preventive Medicine provides a physical exam, tuberculosis screening, laboratory tests and required immunizations for TRICARE beneficiaries who need to complete an immigration exam for U.S. Citizenship and Immigration Services. For more information or to schedule an appointment, call 751-5251.

### SPORTS SHORTS

■ Commander's Cup bowling for active-duty Service members is scheduled for Monday, Tuesday and Nov. 6. Each battalion may have up to three teams of four Soldiers per day. Team member names for the first day are due Oct. 30.

For more information, call the Sports Office at 751-3096.

### THRIFT SHOP NEWS

■ The Thrift Shop is hiring a cashier. Apply at the store.

■ Consignors are eligible for the Thrift Shop's new layaway and credit program.

■ Thanksgiving items will be accepted through Nov. 13. They will expire Nov. 20.

■ Christmas items will be accepted Nov. 18 through Dec. 11. They will expire Dec. 18.

■ September through November are college months at the Thrift Shop. Customers wearing a college shirt or hat will receive a discount.

■ The Golden Carriage Program provides free ball gowns for spouses of active-duty service members E5 and below.

### AAFES NEWS

■ AAFES has started its free layaway program for holiday shoppers.

■ AAFES is extending its return policy for items purchased from Nov. 1 to Dec. 24. Items may be returned or exchanged until Jan. 31.

■ AAFES customers may enter the "Be: Ware This Spooky Night" contest through Friday for a chance to win Exchange gift cards. For more information, visit [www.shopmyexchange.com/patriotfamily](http://www.shopmyexchange.com/patriotfamily).

### MILITARY CHILD OF THE YEAR

Operation Homefront is seeking nominations for the 2015 Military Child of the Year. Nominees must be legal dependents of Service members and between 8 and 18 years old. Nominations close Dec. 12. For more information, visit [www.militarychildoftheyear.org](http://www.militarychildoftheyear.org).

### PWOC MEETINGS

The Protestant Women of the Chapel meet Tuesdays from 9 to 11:30 a.m. and Mondays at 7 p.m. at the Main Post Chapel. Free child care is available. The group offers outreach and ministry to women associated with the military. For more information, email [jacksonpwoc@gmail.com](mailto:jacksonpwoc@gmail.com).

### COMMISSARY NEWS

The Commissary rewards card allows shoppers to use digital coupons at any commissary. For more information, visit [www.commissaries.com/rewards\\_subscribe.cfm](http://www.commissaries.com/rewards_subscribe.cfm).

### AMMUNITION HOF NOMINATIONS

The Ammunition Hall of Fame is accepting nominations through Nov. 30. For more information, visit [www.jmc.army.mil/Historian/HallOfFame.aspx](http://www.jmc.army.mil/Historian/HallOfFame.aspx) or email [usarmy.ria.jmc.mbx.ammo-halloffame@mail.mil](mailto:usarmy.ria.jmc.mbx.ammo-halloffame@mail.mil).

### SOLSE LOOKING FOR SOLDIERS

The Special Operations Logistical Support Element is looking for active-duty Soldiers (with the MOS 88M, 88N, 92A, 92F, 92Y or 92W) who are airborne qualified or willing to go to airborne training. Eligible Soldiers must qualify for a Permanent Change of Station move; be in the rank of E5 through E7; have no physical limitations; have a General Technical score of at least 100; and possess a secret clearance with the ability to get a top secret clearance. If interested, submit your Enlisted Record Brief to [SOLSERrecruiting@jdi.socom.mil](mailto:SOLSERrecruiting@jdi.socom.mil).

*Information is subject to change.*

Visit the community calendar at <http://jackson.armylive.dodlive.mil/> for a full listing of calendar events.

Send your announcements to [fjleader@gmail.com](mailto:fjleader@gmail.com). Announcements are due one week before the publication date. For more information, call 751-7045.

Community announcements may be edited to comply with Leader style and Public Affairs regulations.

## Housing happenings

### ON-POST TRICK-OR-TREAT HOURS

Trick-or-Treat hours on post are scheduled from 6:30 to 8:30 p.m., Friday.

### RENT CONCESSIONS

Active-duty junior non-commissioned officers will save \$300 off the rent for four months in new construction three- and four-bedroom homes if they move in this month. Senior NCOs can save \$200 off the rent for two months. Pro-rated rent for homes in PT 5 and PT 7 is offered during October. This offer applies to all active duty service members, retirees and DoD civilians who schedule an October move-in. For more information, call 738-8275.

### LIFEWORKS EVENTS

■ Nov. 15, 7 a.m. to 2 p.m., Community yard sale. For more information and to register, call 738-8275 or email [emcdaniel@bbcgrp.com](mailto:emcdaniel@bbcgrp.com).

All events take place at the Community Center unless otherwise noted. For more information and to register, email [emcdaniel@bbcgrp.com](mailto:emcdaniel@bbcgrp.com) or call 738-8275.

## Off-post events

*The Fort Jackson Leader accepts only off-post announcements for those organizations or events that directly relate to Service members and their families.*

### VETERANS' CELEBRATION

Radiant Life Church in Elgin will host its annual veterans' celebration at 10:30 a.m., Nov. 9. The celebration features a color guard, the Armed Forces Medley, a gun salute and the playing of Taps for the fallen. Dinner will be served immediately following the worship service.



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# Prevent ergonomic injuries in the workplace

By MAJ. JAY CLASING

U.S. Army Public Health Command

The word ergonomics is derived from the Greek words *ergon* (work) and *nomos* (law) to mean “the laws of work.” Today, ergonomists study the interaction between humans and systems. They consider physical, cognitive, environmental and other relevant human factors in the design and arrangement of things people use.

The Army Institute of Public Health’s Ergonomics Program serves military and civilian personnel worldwide by reducing and preventing work-related musculoskeletal injuries.

The Ergonomics Program is often called upon to conduct workplace ergonomic assessments for workers who are experiencing joint and muscle pain. These symptoms may be caused by exposure to a variety of ergonomic hazards, to include repetitive motion, non-neutral postures, static postures, eye strain and contact stress.

Repetitive motion is simply performing the same mo-

tion over and over again without allowing for rest, thereby straining a body part. An example is typing without a break for hours on end. Non-neutral postures can be described as an imbalance of muscle groups (such as twisting), which increases stress on your muscles and joints. Static posture refers to holding the same posture or position for an extended period of time. Eye strain or fatigue can be caused by prolonged computer work and can result in tired eyes or headaches. Contact stress can occur when resting a body part on a hard surface resulting in internal stress to soft tissues such as nerves and blood vessels.

These ergonomic hazards can be eliminated or at the very least minimized through proper ergonomic interventions.

During a computer workstation assessment, the ergonomist assesses the worker’s environment for potential ergonomic hazards to include the desk, chair, keyboard, mouse, monitor(s) and any additional pieces of equipment that are frequently used.

Ergonomic hazards are identified and possible solutions are discussed with the worker. Often, immediate, no

cost modifications can be made to a workstation; however, occasionally special equipment is recommended, and the ergonomist provides a detailed list of equipment to the supervisor.

The following are general guidelines for an ergonomically-sound computer workstation:

- Keep your shoulders in a relaxed position (the use of arm rests is encouraged).
- Keep your arms positioned close to your body.
- Forearms and wrists should be parallel to floor.
- The top of the monitor should be directly across from your eyes.
- Allow for at least 16 inches between your eyes and the monitor.
- Keep your feet flat on the floor or slightly elevated.
- Desks should not have hard, sharp edges; rounded or sloping edges are preferred.
- Sit-stand workstations are encouraged to allow for a variety of postural changes throughout the day.
- Add a footrest if your chair height doesn’t allow your feet to rest comfortably on the floor.

## Flu shot schedule

Moncrief Army Community Hospital will offer free walk-in influenza vaccine clinics for beneficiaries ages 4 and older.

- Solomon Center: Nov. 24, 8 a.m. to 2 p.m.
- Commissary: Nov. 6 and 7, 9 a.m. to 2 p.m.
- Main Exchange: Nov. 14, 10 a.m. to 2 p.m.

Patients who are enrolled at Moncrief Medical Home may receive influenza vaccines from 8 to 11:30 a.m. and 1 to 4:40 p.m., Mondays, Tuesdays, Wednesdays and Fridays; and from 9 to 11:30 a.m. and 1 to 4:30 p.m., Thursdays.

Influenza vaccines are also available on the 10th floor at MACH for beneficiaries 4 and older during the following times:

- Mondays, Tuesdays 8 a.m. to 4 p.m.
- Wednesdays 8 a.m. to 6 p.m.
- Thursdays 8 a.m. to 4 p.m.
- Fridays 6 a.m. to 4 p.m.

For more information, call 751-4669.

Walk-in flu shots for children 3 and younger are available at MACH, Room 6-39, from 9 to 11 a.m. and 1 to 3 p.m., Mondays, Wednesdays and Fridays.

In addition, TRICARE retail network pharmacies will administer free seasonal influenza vaccines during the 2014/2015 flu season. Beneficiaries who receive the influenza vaccination from non-military facilities are asked to provide immunization data to the MACH shot immunization team on the sixth floor of the hospital.

## Prescription home delivery available

TRICARE beneficiaries can switch to home delivery for any medication taken regularly. There are several ways to switch:

- Call Express Scripts at (877) 363-1303.
- Ask your provider to fax your prescription to Express Scripts at (800) 895-1900.
- Ask your provider to e-Prescribe to “Express Script Mail Pharmacy.”
- Mail your prescription along with a completed mail order form to Express Scripts Inc., P.O. Box 52150, Phoenix, Az. 85072-9954.

The first shipment will usually arrive within two weeks.

Switching to home delivery can also save money — \$38 for every brand-name drug compared to using a network pharmacy. In addition, there is no copay for a 90-day supply of generic drugs.

Express Scripts stocks all drugs on the TRICARE formulary.

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at [www.twitter.com/fortjacksonpao](http://www.twitter.com/fortjacksonpao)



*U.S. Marine Corps photo*

**Spc. Samuel Kosgei wins Sunday's Marine Corps Marathon with a time of 2 hours, 22 minutes, 11 seconds. Kosgei is a medic stationed at Fort Riley, Kan.**

# Soldiers dominate Marine Corps Marathon

By **DAVID VERGUN**  
*Army News Service*

WASHINGTON — The Army took ownership of the Marine Corps Marathon Sunday, with Soldiers finishing in first and second place in the male division and first place in the female division.

In the male division, Spc. Samuel Kosgei came in first with a time of 2 hours, 22 minutes, 11 seconds, and fellow Soldier Spc. Laban Sialo clocked 2:23:48.

Capt. Meghan Curran was the first female finisher with a time of 2:51:46.

Kosgei said he was surprised he won.

"I knew I'm good but I wasn't sure how good. In a marathon, anything can happen," he said.

It's especially surprising that he won, considering that Kosgei said he stayed relaxed the first 10 miles and "didn't begin to race" until the next 16.2 miles.

His intent, he said, was to compete as an Army team, so he stayed with them the first part of the race. But the pace was just too slow for Kosgei, so he notched it up a few and took off ahead of his teammates, finishing more than a minute ahead of fellow team member Sialo.

Kosgei said he glided along, relaxed and was not even tired during the whole race and not a bit sore afterwards.

The only drama came during the last mile, when he faced an unusually strong headwind. It was so strong, he said he had this strange sensation of "running in place" and was sure someone would quickly snap past.

But of course that moment never came.

Kosgei grew up in Uganda and came to the U.S. in 2006 on a college athletic scholarship. He said that as a child he would run everywhere he went and really enjoyed it and knew even then that he had a natural ability.

He later joined the Army as a medic, a job he loves and is currently still doing.

But, he said he hopes that winning the marathon will get him a place on the Army's World Class Athlete Program. In the meantime, he will continue his duties as a medic.

Kosgei hopes to qualify for the 2016 Olympics, but first, he's traveling home to Kansas to be with his wife and son who are excited about his win, he said.

His command at Fort Riley, Kansas, was very supportive of giving him enough training time for the marathon, he added.

He said he's especially proud to be a Soldier and was thrilled to be on the team that represented the Army at the marathon.

After the race, when Kosgei learned that a female Soldier also won, he beamed and said simply, "that's awesome."

That female Soldier would be Curran, a field artillery officer.

She too has an interesting story.

This was her first marathon, she said, and it was totally unexpected.

She explained that there were some injuries on the female Army team and she was asked to fill in for someone

just two weeks prior to the race.

"I wasn't expecting that," she said

Curran said she simply willed herself to win.

"You can't quit because you're wearing 'Army' and you don't want to let your team members down," she said.

But Curran didn't describe the race as brutal. It was actually a lot of fun, she said in a chipper voice immediately after winning.

She added that the Marines did a good job running the marathon and the entire experience made her especially "proud to be an American."

Approximately 30,000 runners registered for the Marine Corps Marathon this year and nearly 4,000 of them were Service members.

The All-Army Men's Marathon also swept the Armed Forces Marathon Championship, which is a rivalry among the services competing in the Marine Corps Marathon. The Armed Forces Championship has been held in conjunction with the Marine Corps Marathon since 1998. This makes the fourth consecutive year the All-Army Men's team has won the Armed Forces Marathon.

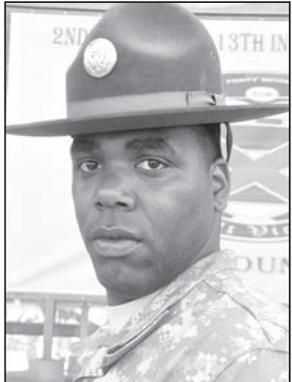
The 2014 Armed Forces Championship will serve as the selection process for the 2015 Conseil International du Sport Militaire, aka CISM Marathon Championship, which will be held as part of the CISM Military World Games, Oct. 2-11, 2015, in South Korea.

The 2015 World Games are projecting 110 nations and more than 6,500 athletes.

The Marine Corps Marathon is held annually in Washington, D.C., and Arlington, Virginia.

# Saluting this Basic Combat Training cycle's honorees

## DRILL SERGEANTS OF THE CYCLE



**Staff Sgt. Dondra Carter**  
Company A  
2nd Battalion,  
13th Infantry Regiment  
**SOLDIER LEADER OF THE CYCLE**  
Spc. Garrett Wood

**SOLDIER OF THE CYCLE**  
Pvt. Jordan Carman

**HIGH APFT SCORE**  
Pvt. Evelyn Young

**HIGH BRM**  
Pvt. Trevor Troup



**Staff Sgt. Elijah Coone**  
Company B  
2nd Battalion,  
13th Infantry Regiment  
**SOLDIER LEADER OF THE CYCLE**  
Pvt. Matthew Lebron

**SOLDIER OF THE CYCLE**  
Pfc. Jared Taylor

**HIGH APFT SCORE**  
Pvt. Jerome Bryant

**HIGH BRM**  
Pvt. Vanessa Cass



**Staff Sgt. Nathaniel Epstein**  
Company F  
2nd Battalion,  
13th Infantry Regiment  
**SOLDIER LEADER OF THE CYCLE**  
Pvt. Marshall Wilkins

**SOLDIER OF THE CYCLE**  
Pvt. Jeremy Tiongson

**HIGH APFT SCORE**  
Pfc. Barry Padgett

**HIGH BRM**  
Pvt. Caleb Wilson



US ARMY TRAINING AND DOCTRINE COMMAND (TRADOC)

## TEN KEY INDICATORS OF POTENTIAL TERRORIST-ASSOCIATED INSIDER THREATS TO THE US ARMY

1. Advocating violence, the threat of violence, or the use of force to achieve goals that are political, religious, or ideological in nature.
2. Advocating support for international terrorist organizations or objectives.
3. Providing financial or other material support to a terrorist organization or to someone suspected of being a terrorist.
4. Association with or connections to known or suspected terrorist.
5. Repeated expression of hatred and intolerance of American society, culture, government, or principles of the U.S. Constitution.
6. Repeated browsing or visiting internet websites that promote or advocate violence directed against the United States or U.S. Forces, or that promote international terrorism or terrorist themes without official sanction in the performance of duties.
7. Expressing an obligation to engage in violence in support of international terrorism or inciting others to do the same.
8. Purchasing bomb making materials or obtaining information about the construction of explosives.
9. Active attempts to encourage others to violate laws, disobey lawful orders or regulations, or disrupt military activities.
10. Family ties to known or suspected international terrorist or terrorist supporters.

## Weekly honors



**Staff Sgt. Robert Perrin**  
Drill sergeant of the cycle  
Task Force Marshall



**Lester Williams**  
Civilian of the cycle  
Task Force Marshall

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## LEADER DEADLINES

Article submissions are due two weeks before publication. For example, an article for the Nov. 13 Leader must be submitted by today. Announcement submissions are due one week before publication. For example, an announcement for the Nov. 13 Leader must be submitted by Nov. 6.

Send your submissions to [FJLeader@gmail.com](mailto:FJLeader@gmail.com). For more information, call 751-7045.

# Worship Schedule

## PROTESTANT

■ Sunday  
 8:30 a.m. Daniel Circle Chapel Gospel service, Daniel Circle Chapel (first service)  
 9 a.m. McCrady Chapel (SCARNG), McCrady Training Center  
 9:30 a.m. Hispanic, Magruder Chapel  
 9:30 a.m. Main Post Chapel  
 10:15 a.m. Daniel Circle Chapel Gospel service, Daniel Circle Chapel (second service)  
 10:45 a.m. Sunday school, Main Post Chapel  
 11 a.m. Memorial Chapel  
 11 a.m. Chapel Next, Bayonet Chapel

### Protestant Bible Study

■ Monday  
 7 p.m. Women's Bible study (PWOC), Main Post Chapel  
 ■ Tuesday  
 9 to 11:30 a.m. Women's Bible study (PWOC), Main Post Chapel  
 ■ Wednesday  
 6 p.m. Gospel prayer service, Daniel Circle Chapel  
 7 p.m. Gospel Bible study, Daniel Circle Chapel  
 ■ Thursday  
 11:45 a.m. to 12:30 p.m. Fresh encounter Bible study, Chaplain Family Life Center

### Protestant Youth of the Chapel

■ Saturday  
 11 a.m. Daniel Circle Chapel youth group, Dorn VA Hospital (first Saturday of each month)  
 ■ Sunday  
 5 to 6:30 p.m. Club Beyond youth group, Chaplain Family Life Center

## CATHOLIC

■ Monday through Thursday

11:30 a.m. Mass, Main Post Chapel  
 ■ Sunday  
 7:30 a.m. Confessions, Solomon Center  
 8 a.m. IET Mass, Solomon Center  
 9:30 a.m. CCD (September through May), Education Center  
 9:30 a.m. Religious ed class for adults (September through May), Main Post Chapel  
 9:30 a.m. Religious ed class for children (September through May), Main Post Chapel  
 10:30 a.m. Reconciliation (after Mass or by appointment), Main Post Chapel  
 11 a.m. Mass (Main Post Chapel)  
 12:30 p.m. Catholic youth ministry, Main Post Chapel  
 ■ Wednesday  
 7 p.m. Rosary, Main Post Chapel  
 7:30 p.m. RCIA/Adult inquiry (September through May), Main Post Chapel

## ANGLICAN/LITURGICAL/EPISCOPAL

■ Sunday  
 8 a.m. Anderson Street Chapel

## ISLAMIC

■ Sunday  
 8 to 10 a.m. Islamic studies, Main Post Chapel  
 ■ Friday  
 12:45 to 1:30 p.m. Jumah services, Main Post Chapel

## JEWISH

■ Sunday  
 9:30 to 10:30 a.m. Worship service, Memorial Chapel  
 10:30 to 11:30 a.m. Jewish book study, Post Conference Room

## CHURCH OF CHRIST

■ Sunday

11:30 a.m. Anderson Street Chapel

## LATTER DAY SAINTS

■ Sunday  
 9:30 to 11 a.m. Anderson Street Chapel  
 ■ Wednesday  
 3 to 5 p.m. LDS family social, Anderson Street Chapel  
 ■ Wednesday  
 7 to 8 p.m. LDS scripture study, Anderson Street Chapel

## ADDRESSES, PHONE NUMBERS

**Anderson Street Chapel**  
 2335 Anderson St., 751-7032  
**Bayonet Chapel**  
 9476 Kemper St., 751-6322/4542  
**Daniel Circle Chapel**  
 3359 Daniel Circle, corner of Jackson Boulevard, 751-1297/4478  
**Education Center**  
 4581 Scales Ave.  
**Chaplain Family Life Center**  
 5460 Marion Ave (to the side of the POV lot), 751-4961  
**Magruder Chapel**  
 4360 Magruder Ave., 751-3883  
**Main Post Chapel**  
 4580 Scales Ave., corner of Strom Thurmond Boulevard, 751-6469/6681  
**McCrady Chapel (SCARNG)**  
 3820 McCrady Road (located at McCrady Training Center)  
**Memorial Chapel**  
 4470 Jackson Blvd., 751-7324  
**Warrior Chapel (120th AG Bn.)**  
 1895 Washington St., 751-5086/7427  
**Installation Chaplain's Office**  
 4475 Gregg St., 751-3121/6318

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