



Arrows Forward!



Afghan National Army Graduation



Joint Sustainment Command—Afghanistan

VOLUME 1, ISSUE 8

MARCH 2012

HHC – Capt. Pamela L. Elliott, Company Commander

Congratulations to Staff Sgt. Maria Solis, Staff Sgt. Andrew Garcia, Sgt. Andrew Valles, Sgt. Andrew War-nock on their recent promotions. Arrows Forward!

HHC has now completed the last rotation of R&R and we have successfully processed over 245 R&R packets. We hope that all Service Members enjoyed their vacations and the time at home with their families. With that being said, we are closing in quickly on redeployment.

HHC is closing the administrative

data for redeployment, working closely with North Fort Hood Demobilization Brigade and the 4th MSE. We have started all leave forms and any other necessary documentation for our return home.

Our Supply Section closed the first set of tricons and shipped them back to the states. We are currently working the Section Tough



Boxes and all supplies to be shipped home on the next movement. HHC will continue to work as a team to ensure all items are returned with no issues for reset.

I am excited to continue the push toward your return to your families. All information for Yellow Ribbon

events have been distributed to sections and all Service Members are required to attend events 4, 5, and 6 in their designated regions. We are almost finished! I am very proud to know that all sections are still completing their daily tasks, as well as

all other assigned missions, to their full potential.

This is not the time to become complacent; we have had struggles and triumphs and lots of changes, but we

have adapted and succeeded! Keep up the hard work! We are in the home stretch and I can't express how grateful I am to have the Soldiers I have making everything possible.

“Arrows Forward”

JOINT SUSTAINMENT COMMAND—AFGHANISTAN

BG LES J. CARROLL,
COMMANDING GENERAL

CSM TRAVIS WILLIAMS,
COMMAND SGT. MAJ.

LTC GORDON TATE
CHIEF OF PUBLIC AFFAIRS

MSG BENARI POULTEN
DEPUTY CHIEF OF
PUBLIC AFFAIRS

SGT ANDREW VALLES
PUBLIC AFFAIRS
SPECIALIST

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Search for “Arrows Forward” at www.dvidshub.net or follow us at the official page of the 4th ESC or JSC-A on Facebook or Flickr.



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The Other Side of Deployment – Chaplain (Lt. Col.) Tom Roltsch

When we reflect on our deployment, we will remember how tough it was to endure the dust storms, rocket attacks, heat, cold, lack of privacy, and lack of everything else. However, if you want to know what tough really feels like, try being the spouse of a deployed Soldier. I remember one spouse telling me that sometimes when she would hang out with her divorced friend, she often felt like she was divorced, too. After all, she too had no husband to talk to, to go anywhere with or to do anything with. The only difference was that her divorced friend occasionally would go on a date, but that opportunity did not exist for her.

I have also heard of husbands giving up and simply leaving the kids in an empty house because their wife was deployed and they couldn't take it anymore. By far, the most common

thing I have heard from the spouses left behind is that they "didn't sign up for this." Usually when I heard that statement, it preceded a divorce or was used as a reason for one. Indeed, we've had it tough; but, consider our spouses. Their job is never-ending and there is never anyone there to hold them, to go out to dinner or to listen. Day after day, they carry the load, alone. No wonder they often feel like the weight of the world is on their shoulders. Consider working a full time job, cleaning, making dinner, paying bills, helping with homework and chauffeuring between school and sports. Then, what if a child is sick? What if the car breaks down or the plumbing stops working? Being the only adult in the house can even make buying groceries a structured family event!

We have been through some good

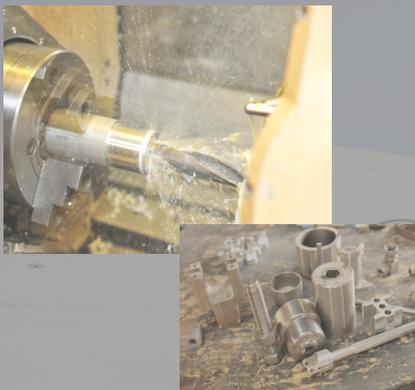
and bad times on this deployment and we have overcome many difficulties, but our spouses have also overcome many difficulties, too, plus the loneliness of being without us and the constant fear that something terrible might happen to us. The time to start reconnecting with our spouses and our families - telling them how much we appreciate all that they have done while we were gone - is now, before we redeploy. I suggest writing your spouse a letter, with real paper, not an email, telling them how much you appreciate them and how much you miss them. If you do it now, then they will get it about a month before you see them again and it will set up a reunion that you both will look forward to with great anticipation.

Many thanks to CH (CPT) Paul D. Tolbert for the ideas in this article.

From the Provost Marshall – Lt. Col. Robert Matthews

Larceny of government and personal property and loss or stolen ID's both continue to be prominent MP blotter entries in the CJOA. In a significant portion of the incidents, items were left unsecured and unattended. Please remember to never leave property outside your view unsecured, even in your living area, and pay attention to where your

ID is, especially when in MWR areas, the gym, and the latrine. In addition to possible adverse administrative action and financial consequences, we do not want to provide our enemy or common criminals any easy crimes of opportunity.



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DEMOBILIZATION – Judge Advocate General

You are finally being released from active duty. You have sat through numerous demobilization briefings, physical examinations, and your DD Form 214 has been prepared.

Numerous legal problems may await you upon your return to civilian life. An excellent overview of resources is provided by the Office of the Assistant Secretary of Defense Reserve Affairs: <http://www.defenselink.mil/ra/mobil/> and <http://www.defenselink.mil/ra/mobil/pdf/sections.pdf>.

Here is a short list of some of the topics you may need to address:

Revocation of Powers of Attorney(s)

Revocation of a Power of Attorney is most effectively accomplished by obtaining the original and destroying it. You should not leave a Power of Attorney in effect if it is no longer needed. If you are unable to obtain the original Power of Attorney, you may want to provide your creditors, bank, or business institutions with a Power or Attorney Revocation; these may be obtained from your nearest legal assistance office after demobilizing.

Student Loan Relief, Readmission, and Tuition Refunds for Activated Soldiers

The Higher Education Relief Opportunities for Students Act of 2003 (HEROES) allows the Secretary of Education to excuse payment of student loan obligations for military members on active duty. The Act also allows for the Secretary of Education to protect returning reservist and national guard members who are students from problems resulting from their unexpected activation. The law asks post secondary institutions to provide a full refund of tuition and fees to students for the period they were not able to complete because of their service, and minimizes requirements for reapplication, making it easier for military personnel to reenter their post secondary education when they return from active duty.

Postsecondary education students whose education was interrupted by voluntary or involuntary military service have the right to readmission to the educational program. The requirement applies to any educational institution that participates in title IV federal student financial aid programs, including Pell Grants, Stafford Loans, and the Federal Work-Study Program. This law applies to a student who is a member of the National Guard or Reserve and who is called to active duty involuntarily or volunteers for an extended period of active duty.

Small Business Assistance for Deployed Reservists and Employers

Many deployed reservists and National Guardsmen are small business owners or employees. These businesses face economic hardships because of loss of key employees and managers. To assist these small businesses, when key employees are deployed, Congress created the Military Reservist Economic Injury Disaster Loan (MREIDL) Program. The MREIDL program will provide loan funds to eligible small businesses to cover operating expenses that would have been met, but cannot, because an essential employee was called to active duty in his or her role as a military reservist.

The U.S. Small Business Administration (SBA) administers MREIDLs. Small businesses may apply for MREIDLs of up to \$1.5 million if they have been financially impacted due to the loss of a key employee. These working capital loans may be used to pay fixed debts, payroll, accounts payable, and other bills that cannot be paid. The interest rate on these loans is 4 percent, with a maximum term of 30 years. The SBA determines the amount of economic injury, the term of each loan and the payment amount, based on the financial circumstances of each borrower. The filing period begins the date the essential employee is ordered to active duty and ends 90 days after the employee is discharged from active duty. For more information, see http://www.sba.gov/disaster_recov/loaninfo/militaryreservist.html.

Veterans Benefits and Rights

If you have served 180 days or more of continuous active duty, you are entitled to certain benefits administered by the Department of Veterans Affairs (DVA). Among these benefits are health care, disability compensation, vocational rehabilitation and counseling, education, and home loans. Information for reservists can be found at <http://www.va.gov/ohrm/reservist/> and the location of DVA office near you can be found at <http://www.va.gov/sta/guide/home.asp>.

USERRA and Reemployment Issues

When you return from active military duty in excess of 180 days, you must re-apply for reemployment to your previous civilian employer within 90 days of release from active duty.

DEMOBILIZATION – Continued on Pg. 5



This period is extended for up to two years for persons who are hospitalized or convalescing from a service connected injury. It is strongly recommended that you notify your employer and your employer's human relations office by written correspondence via registered or certified mail, return receipt requested. Failure to report or apply for reemployment within the required time limits does not cause automatic forfeiture of one's reemployment rights, but does subject you to the employer's rules covering unexcused absences. Employers may request documentation supporting separation from service. Separation must be either "honorable" or "general under honorable conditions" to receive USERRA protection. Separation from active duty cannot be for misconduct that resulted in the Soldier receiving an "other than honorable," "bad conduct," "dishonorable discharge," or officer dismissal from the service. Furthermore, the returning Soldier must not have been absent without leave for time greater than three months or have been dropped from the service rolls.

Common Questions:

Under what circumstances may an employer refuse to reemploy an activated reservist?

1. Where changes in the employer's circumstances will make reemployment impossible or unreasonable.
2. Where required qualification efforts and disability qualifications will cause the employer undue hardship.
3. Where the employment was for a brief non-recurrent period and there was no reasonable expectation that it would continue indefinitely or for a significant period.

The burden of proof is on the employer to establish that it is impossible or unreasonable to re-employ a returning service member. An example of an impossible or unreasonable circumstance preventing reemployment would be a reduction in force that would have included the employee on military absence but for his military service.

What job will the activated reservist be reinstated to?

1. Except for persons with service-connected disabilities, the position in which the returning reservist is reinstated is based on the length of the service member's military service. The USERRA escalator principle requires that each returning reservist step back onto the "seniority escalator" at the point that person would have occupied if they had remained continuously employed. If the person served for more than 90 continuous days of active duty, the employer has the option of offering the reservist a job with equivalent seniority, status, and pay, instead of the position the service member would have held if continuously employed.
2. If the employee cannot become qualified for their reinstated position after reasonable training efforts by the employer, then the employer must offer the returning reservist their pre-service job.
3. If the returning reservist is not able to qualify for that job, he or she must be reemployed in a position of lesser status and pay that he or she is qualified to perform with full seniority.

Upon giving my employer proper notice of my returning to work, how much time does the employer have to reinstate me to my position?

USERRA does not spell out a specific time frame. However, the Department of Labor points out that USERRA requires prompt reemployment for returning veterans, which they interpret as being a matter of days, not weeks or months. Federal employees are to be reinstated not more than 30 days after giving notice.

How soon do I need to notify my employer after I am released from active duty?

USERRA requires that an employee, who served in excess of 180 days of continuous active military service, must reapply for reemployment within 90 days after release from active duty. The USERRA is silent as to when an employee needs to notify the employer other than the above referenced 90 day application deadline. The reservist should understand that they may not be covered for medical care, nor are they eligible for pay by either the military service or their civilian employer prior to their reemployment..



What should a returning reservist do if they feel their reemployment rights are being violated?

There are several options the returning reservist can utilize.

1. The National Committee for Employers Support for the Guard and Reserve (ESGR) offers informal mediation services through its Ombudsman program. Employees may contact the ESGR at 1-800-3365-4590 for assistance, or contact their state Ombudsman Representative via website at www.esgr.org.
2. An individual may also go to the Department of Labor – Veterans Employment and Training Services (DOL-VETS) at the addresses and telephone numbers listed at www.dol.gov/dol/vets for assistance in mediating a resolution of a re-employment rights problem, or to file a formal complaint against the employer, which initiates a formal government investigation. If DOL-VETS completes its investigation and finds merit in the returning reservist’s complaint, they will attempt to resolve the dispute. If VETS’ efforts do not resolve the dispute, they will, upon request, refer the case to the United States Department of Justice for private and state employment cases. If the returning reservist is a federal employee and their case referred is deemed meritorious, DOL-VETS may refer the case to the Office of the Special Counsel to represent the individual before the Merit Systems Protection Board (MSPB).
3. In a case involving a private or municipal employer, the returning reservist may hire private counsel and sue in federal district court without utilizing the services of ESGR/ or DOL-VETS or if the Department of Justice declines representation. If the individual prevails in their lawsuit, he or she may be entitled to re-instatement, damages, court costs and attorney fees.
4. Federal employees may choose to seek private counsel to represent them before the Merit Systems Protection Board (MSPB) on USERRA claims without utilizing the services of ESGR/VETS or if the Office of Special Counsel declines to represent them. Upon prevailing before the MSPB, the individual reservist may be awarded re-instatement and recover attorney fees and costs.

“It’s Where You Finish” – Inspector General

As the Inspector General, we see a lot of cases where both parties earnestly believe they are right. The situations are always analyzed and determination is based on Army Regulations and DOD Policies.

Bob Ireland crossed the finish line on a Thursday, November 6, 1986 at the New York City’s Marathon. He was the final finisher and came in 19,413th place. He recorded the slowest time in the Marathon’s history: four days, two hours, forty-eight minutes, seventeen seconds.

When asked why he ran the race, he gave these three reasons: 1) to show he was a born-again Christian, 2) to test his conditioning, and 3) to pro-

mote physical fitness for others.

The story may end right there, but Bob Ireland was not an ordinary runner: he was a 40-year old Californian whose legs had been blown off in Vietnam some seventeen years earlier. He was the first person to run the marathon on his arms instead of his legs. “Success is not based on where you start,” said Ireland. “It’s where you finish - and I finished.”

Statistics show that the first thirty days and the last sixty days of a deployment are when most issues arise that are brought to the IG’s office. Just like Bob Ireland, persevere through all the hold-ups, conflicts

and bad situations in life, which may come your way. Be the Soldier that researches Army regulations and always handle issues at the lowest level of leadership. Finish your deployment in a strong manner.

As always, use your chain of command to resolve problems first; however, if the chain of command cannot resolve the complaint, then you may contact the JSC-A “IG Team” at DSN: 318-421-6568.

Inspector General Team

Major Gavin Reid, Command IG

**Master Sergeant Frank Harris,
Assistant IG**



ASK THE DOC – Keys to Lifetime Wellness



Nutritional Fitness

Physical Fitness

Mental Health Fitness: Three S's - Contented Spirit + Good Stress Management Skills + Plenty of Sleep

Good and daily management of these three areas is key to a sense of well-being. Everyone always focuses on the first two, which are certainly important but are only part of the solution to becoming healthy. When you are suffering in any one of these areas, your health is affected. To effectively manage all these areas requires the ability to look within and analyze what you do and why you do it. Sounds easy enough, but most struggle. Part of the foundation of change is to be honest with yourself. As Dr. Phil always says, “You cannot change what you do not acknowledge.” The other part is to DOCUMENT or WRITE down what you acknowledge and what you plan to do about it. Once you can do these two things, then you are ready to improve your health.

Step 1: Decide what your long term health goal is in clear, definable terms and WRITE it down. Examples of good goals are: I want to develop better coping skills for managing stress and eating healthier; I want to be within 10 pounds of my ideal weight; I want to meet Army height/weight standards; I want to have the energy to play with my children; I want to have more quality time with my family. Hard-to-define or unrealistic examples include: I want to get healthy; I want the body I had at 18; I want to look good so I can get a boyfriend/girlfriend. Also, consider that your long term goals may change. If you reach one goal, then set a new one. As you begin to feel better, what you want long term may also change. So change your goal.

Step 2: Analyze your daily nutrition, activity levels, and the three S's. You do this by WRITING down or in some way DOCUMENTING what you eat, activity levels, sleep hours, and stressful events (small and large) EACH day. Good websites for documenting food intake and physical activities are the following free sites: www.LoseIt.com, www.mypyramidtracker.gov, www.choosemyplate.gov/SuperTracker/foodtracker.aspx. These sites do a lot of auto-tracking of calories consumed and burned, as well as protein and fat levels, and the sites provide you weekly reports on your progress.

Step 3: If you find that you have major issues in many areas, prioritize them and choose two areas that you want to work on, such as stress management or physical activity. Write down these priorities. From each of your chosen (top 3) priorities, choose one thing that you want to change in the coming week. Whatever task (i.e. short-term goal) you choose for yourself, it should be measurable and possible to accomplish or at least improve in a week. Be specific and WRITE it down. Good examples include: I will drink one less soda per day until I stop and replace it with water; I will eat no more than a palm-sized piece of meat at any one meal; I will walk to all destinations less than 1 mile away; I will write down daily work priorities to avoid feeling overwhelmed/stressed; I want to reduce scheduled activities by 3 hours per week for myself and my children so that we have more quality time together. Unrealistic or difficult to measure examples include: I will only eat healthy foods; I will work-out 2 hours every day; I will stop letting others stress me out.

Step 4: Commit to and work to accomplish your chosen short-term goals over the next week. WRITE down/DOCUMENT what you accomplish each day. This helps you to be more thoughtful and aware of what you are doing. Remember, “You cannot change what you do not acknowledge!”

Step 5: At the end of the week, analyze your progress. Identify where you did well and where you fell short. Try to figure out why you fell short. Perhaps you set your expectations too high or your goal was difficult to measure. Perhaps junk food is too readily available or you shop when you are hungry. Perhaps you are hanging around people who encourage unhealthy behaviors.

Step 6: Set a new short-term goal (Steps 2-3); this may be the same as last week if you feel you have more to accomplish with that goal. Then, repeat Steps 4-6. If you finally reach your long-term goal (Step 1), then set a new long-term goal or periodically reassess your health to ensure that you are maintaining healthy habits.

ASK THE DOC – Continued on pg. 8



CAUTIONS:

Avoid using weight loss for short-term goals. Healthy loss of weight is better used as a measure of progress over the long-term rather than as a short-term goal. Remember that toned muscle weighs more than fat so weight is not a perfect measure in the short-term. Instead, think of tasks/goals that will help you to lose weight and/or build muscle. Do not weigh yourself more than once per week.

Avoid high expectations for quick and large changes. Focus on small changes and small goals to head you in the right direction, one step at a time. “Cold Turkey” and big change are very difficult. Consider that you spent many months to many years getting to where you are now and give yourself at least as many months to reach your long-term goal.

Be accountable to someone. Many also find it helpful to have a trusted buddy (friend or family) to whom to be accountable. Choose someone who is either working to improve their own wellness or someone who is already doing better in that regard. However, improving your health can certainly be done on your own. Just do it one step at a time and NOT all at once.

Have your own reasons for improving your health. Make sure that you are embarking on this change in your life for YOU and because YOU want to feel better. Your friends and family will benefit, of course, but you must do it for you in order for this change to be sustainable in the long term. YOU ARE WORTH IT! Remind yourself of that every day.

In conclusion, there are NO EXCUSES for not making healthy changes, only problems to be identified and solved. “I am too busy” is a cop out. You will always make time for what is most important. Make improving your health an important priority because it affects everything you do. YOU ARE WORTH IT!

SPO Branch of the Month – Sustainment Automation Support Management Office (SASMO)

The SPO-SASMO is responsible for the training, repair, issue, and upgrades for five Logistics Information Systems (LIS) with all supporting and subsystems. SASMO coordinates with the 45th Sustainment Brigade, the 10th Sustainment Brigade, SASMO Automation Logistics Assistance Team (ALAT) at both Bagram and Kandahar, and seven supporting contracts spread throughout the Combined Joint Operational Area-Afghanistan (CJOA-A) to ensure system connectivity and operability so the warfighter can request the items needed. SASMO ALAT - at both Bagram and Kandahar - is responsible for training and repairing LIS equipment, which includes Property Book Unit Supply Enhanced (PBUSE), Unit Level Logistics Supply-Aviation Enhanced (ULLS-AE), Standard Army Retail Supply System (SARSS), Standard Army Maintenance System-Enhanced (SAMS-E), and Standard Army Ammunition System-Modernization (SAAS-MOD).

These systems help to facilitate the mission of Joint Sustainment Command-Afghanistan (JSC-A) to ensure the warfighter is supplied with what they need and when they need it. SASMO attends weekly Boards, Bureaus, Centers, Cells and Working Groups (B2C2WGs) with the 1st Theater Support Command (TSC), ARCENT, JSC-A, and Software Engineering Center-Fort Lee (SEC Lee). SPO-SASMO consists of SASMO NCOIC, SASMO Helpdesk NCO, and SASMO Training and Helpdesk Specialist. SASMO Training and Helpdesk supports all Logistics Operators in the CJOA-A for training and repair of all LIS to include Gunnery, software, and hardware upgrades. Though SASMO does not directly manage any of the logistical sustainment commodities, we do provide the means by which logistics flows from the initial request until the items are received.



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IS ARMY STRONG**



The following message ran "as is" in the RC(S) newsletter:



Never leave a fallen comrade

Story by Sgt. Amanda M. Hils, RC(S) HQ PAO

Three coalition personnel have been missing since 2008. Regional Command (South) is looking for more information as to their whereabouts.



On Jan. 26, 2008, Cydney M. Mizell and her driver were kidnapped in Kandahar City.

She is an American citizen who was employed by a non-government organization, helping women and families in Kandahar City. Her work centered on helping Afghans to create income-generating projects to make a better and more independent life for themselves. Cydney Mizell also taught English at a high school in the city and gave embroidery lessons at a girl's school. She is fluent in Pashtu.

US Army Sgt. (Pfc. at the time of his disappearance) Bowe R. Bergdahl, was captured by the Taliban in June 2009 in Paktika Province, Afghanistan. He was a member of 1st Battalion, 501st Parachute Infantry Regiment, 4th Brigade Combat Team, 25th Infantry Division based out of Ft. Richardson, Alaska. His captors have released several videos of Bergdahl.



One such video, released in April, included this quote from Bergdahl- "I love my family: my mom, my dad, my sister, my grandma and grandpas, aunt and uncles, everybody that I haven't even talked to for a long time. I love my friends... I miss them, I love them, and I pray to God to see them again." A \$1,000,000 reward is in place for information that leads to his recovery.



The third to go missing is a Canadian citizen, Colin Rutherford, who was visiting Afghanistan as a tourist. He was taken in Ghazni City on Jan. 9, 2011.

A Taliban spokesman made it clear that they were responsible for his disappearance



because they released a statement on March 7, 2011, saying that they would release Rutherford in exchange for several captured Taliban members. The Taliban claims he is not a tourist, but is actually a spy for foreign troops.



Any information you have about any of these people should be reported to this Roshan tipline number: 070-010-8600. Please share this article with all of your fellow servicemembers, NATO partners, and Afghan counterparts to raise awareness that these three are missing, and so they can be successfully recovered.

REGIONAL COMMAND - SOUTH / CJTF-82	
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Joint Sustainment Command - Afghanistan
remembers and honors the sacrifices
of all our fallen heroes.

