



1st MSC Gazette

Recruiting, Promoting and Growing Citizen Soldiers

Vol. No. 2 Issue 3



Soldiers from the 430th Quartermaster Company march in formation. The soldiers of the US Army Reserve-Puerto Rico have served the nation since 1922. Since then, our troops have honorably served during the nation's most critical moments.

90 years serving our Nation!

By: Brig. Gen. Fernando Fernández,
Commander 1st MSC

The brilliant history of the U.S. Army Reserve in Puerto Rico goes back to 1922. Since then, our troops and families have answered the Nation's call in every critical moment of our history, both in the combat, as well as the humanitarian fronts, displaying an unmatched strength of character and determination. Today, our forces continue mov-

ing forward, delivering critical capabilities to the Army, the Nation, our communities and our families.

The U.S. Army Reserve in Puerto Rico of 2012 has thousands of Citizen Soldiers with highly technical, specialized and professional skills in logistics, personnel management, training, engineering, information technology, communication networking and law enforcement,

among others. In addition, Soldiers from the U.S. Army Reserve-Puerto Rico continuously perform their jobs around the world, through humanitarian missions and also sup-

Since 1922, troops from the Army Reserve-Puerto Rico have answered the Nation's call.

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1st MSC Gazette

*Promoting,
Recruiting
and
Growing*

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ROTC Cadets learn more about the Army



Capt. Orlando Garcia from the 166th Regional Support Group, explain to the ROTC cadets details about the Adjutant General branch, 23 March, 2012 at Fort Buchanan.

Fort Buchanan, PR- Dozens of Reserve Officers Training Corps (ROTC) cadets from the Rio Piedras battalion participated in a branch orientation day, 23 Mar, at Fort Buchanan, Puerto Rico.

The event, which was sponsored by the US Army Reserve-Puerto Rico, served to provide a clearer picture of what the US Army is about and the different available jobs that an US Army officer could perform.

The orientation day consisted of approximately sixteen stations or display areas. Each station represented a specific US Army branch, with a branch qualified officer

who briefed the ROTC cadets about the career opportunities offered by their perspective areas of concentration.

Some of the US Army Branches represented during the event were Ordnance (OD), Adjutant General (AG), Finance (FI), Quartermaster (QM), Engineer (EN), Military Police (MP), Transportation (TC) and Signal Corps (SC).

“Even though you could see the information in a web page, is not the same as coming and talking to someone who has the experience and did it, who was probably a cadet before and now is passing the knowledge” said cadet Abimalec Algarin, a Military Science 3 (MS3)

The US Army Reserve represents a great opportunity for those ROTC cadets who want to serve in a federal capacity without leaving Puerto Rico.

student from the Rio Piedras ROTC Campus.

“It has always been important to give mentorship to the juniors” said Maj. Arnaldo Huertas from the 210th Regional Support Group (RSG). Huertas participated as a subject matter expert for the OD branch in the event.

There are many universities around the island of Puerto Rico that participate in the ROTC program. For these cadets, the US Army Reserve-Puerto Rico, which this year celebrates its 90th anniversary, represents a great opportunity of serving in the US Army in a federal capacity, without having to move outside Puerto Rico.

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Soldiers from the US Army Reserve-Puerto Rico receive a briefing from one of their leaders, during the Cold War years. The 2012 marks the 90th anniversary of the US Army Reserve-Puerto Rico.

porting the operating force during the current conflicts.

I want to encourage everyone in the command to reflect about the future of this wonderful or-

ganization. Let's use this historical juncture to ensure that the US Army Reserve-Puerto Rico continues supporting the Nation's needs during the next 90 years. Together, we must strive to maintain our level of professionalism and excellence in every endeavor that we are tasked to perform.

Since 9/11, nearly 95% of the Army Reserve-Puerto Rico units have mobilized and deployed in support of overseas contingency operations; today there are approximately 200 troops from our command mobilized around the world. To each one of them and their families, thank you for your commitment to our country and for your selfless service in this All Volunteer Force.

As we celebrate the 90th anni-

versary of an organized Army Reserve in Puerto Rico, we recognize the extraordinary history of accomplishments, devotion to duty, and sacrifice of our soldiers and their families. We must also remember the service and sacrifice of our fallen comrades, who have paid the ultimate sacrifice while serving our Nation. They will forever remain in our hearts and minds.

“Let’s use this historical juncture to ensure that the US Army Reserve-Puerto Rico continues supporting the Nation during the next 90 years.”

Brig. Gen. Fernando Fernández

I also realize that each generation of Army Reserve Soldiers serves with honor and distinction. However, on this significant moment, I am very proud to serve with a very special generation of Army Reserve Soldiers who are bright, able and willing to serve the Nation and their communities in a moment's notice.

During the last several decades the US Army Reserve-Puerto Rico has consistently succeeded on every mission. The next 90 years will be no different. US Army Reserve-Puerto Rico, 90 years serving the Nation.

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Female Purple Heart recipient reflects on service

Fort Sam Houston, Texas- In commemoration of the International Women's Week, one of the largest Radio Networks in Puerto Rico conducted a telephonic interview with Spec. Marines Candenario, who is assigned to the 475th Eng. Co., US Army Reserve-Puerto Rico, 7 Mar.

Ricardo Millán, a news reporter for Wapa Radio started the news report highlighting how women have been performing in roles that are not traditionally occupied by females.

"The Puerto Rican women have been getting into several professional areas that are very important, such a politics, economy, business and also in the military," said Millán while introducing the interview to the listeners.

"I am very proud of being a woman and to be part of the US Army Reserve-Puerto Rico. My deployment experience was very rewarding. Thanks to this mobilization I have grown as a human being," said Candenario in her initial expressions.

The soldier, who is a Heavy Equipment Operator, is currently receiving treatment at Fort Sam Houston, Texas, after receiving injuries as result of an Improvised Explosive Devise attack on 3 Nov.

Candenario received the Purple Heart Decoration as a result of that attack.

"I am deeply grateful for the support received from all my team members via social media and over the phone, as



Spec. Marinés Candenario (center), a Heavy Equipment Operator assigned to the 475th Eng. Co., shares some time with several Afghan children, during one of the unit's missions. Candenario received a Purple Heart Decoration for injuries sustained after an IED attack on 3 Nov.

well from other soldiers who are also receiving treatment here with me at Sam Houston. This has been a very positive experience," said Candenario.

The reporter also asked about Candenario's experiences in other countries around the world, such as Honduras and Haiti.

"As engineers in the US Army Reserve-Puerto Rico we also perform humanitarian missions. Many people do not know that soldiers not only go to war, we also conduct humanitarian missions in different countries," said Candenario.

The soldier explained how the humanitarian missions have exposed her to see how fortunate she is back home.

"I never thought that there were kids who did not have food or clothes, in places so close to Puerto Rico as Haiti. We are very fortunate in Puerto Rico," said Candenario.

The reporter also inquired about the current status of her injuries.

"I feel very well. I am very focused on my treatment so hopefully I can return back to Puerto Rico as soon as possible," said Candenario.

"I want to congratulate all the Puerto Rican women in this our week, especially to those who like me, belong to the US Army Reserve-Puerto Rico. I truly want to thank all my people in

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Puerto Rico for their continuous support and prayers during this difficult time. Thanks to their prayers, I am in a very good route to recuperation," added Candelario.

Candelario also talked about her feelings at the moment of receiving the Purple Heart Decoration.

"I received the Purple Heart at my hospital room. My first reaction was to cry because I got very emotional. At that time I realized that all my efforts and sacrifices were worthwhile. On top of being able to grow as a human being, I feel that Afghanistan is today in a better condition thanks to our work there," said Candelario.

"I hope you get well so you can be back home very soon," said Millán while ending his interview.

Helping the local community



Troops assigned to the 475th Eng. Co. clean debris in the street of Guayama, as part of the unit's community outreach initiative, 21 Mar 2012. (Army photo by 475th Eng. Co. UPAR/Released)



Spec. Osvaldo DeLeon, Heavy Equipment Operator, operates a Hydraulic Excavator to clean an empty lot in Guayama, PR (Army photo by 475th Eng. Co./Released)

Guayama, PR- Soldiers assigned to the 475th Eng. Co., US Army Reserve-Puerto Rico, tore down over 10 condemned structures and cleaned empty lots in the center of the southern city, in another effort to help the community of Puerto Rico,

The troops, many of whom have recently returned from the combat zone in Afghanistan, are applying their technical skills, while working in direct coordination with local authorities to eliminate safety hazards to the local community.

"This has been a collaborative effort. The municipal government, the police and the community is helping in every step of this project. It is an excellent team work," said Lt. Mike Martinez, Executive Officer of the Engineer Company.

This outreach project is only one of the many scheduled for the fiscal year 2012.

Soldiers test their technical skills

The WIN-T network allows all Army commanders, and other network users at all levels, to exchange information internal and external to the theater, from wired or wireless telephones, computers or from video terminals.

Aguadilla, PR- The 35th Expeditionary Signal Battalion (ESB) conducted an island wide communication exercise, 2-4 Dec, with the intent of testing the unit's communication equipment, to include the War fighter Information Network (WIN-T), recently fielded to the only tactical signal battalion of the US Army Reserve in the Caribbean.

"The purpose of the communication exercise was to validate the configurations of our systems and the readiness of the equipment," said Mr. Héctor Sanchez, Bravo Company, 35th ESB, Telecommunications Specialist.



Soldiers troubleshoot a connection by replacing a coaxial cable in one of the communication shelters, at Camp Santiago Joint Maneuver Training Center, earlier during the year.

Soldiers test their technical skills

WIN-T is the Army's on-the-move, high-speed, high-capacity backbone communications network, linking war fighters on the ground with commanders and the Global Information Grid, the U.S. Dept. of Defense's worldwide network-centric information system.

The WIN-T network allows all Army commanders, and other communications network users, at all levels, to exchange information internal and external to the theater, from wired or wireless telephones, computers (internet like capability) or from video terminals.

The Battalion conducted the exercise from several locations in the island.

Bravo Company had a communications system at their Reserve Center in La Victoria and at the former Air force Ramey Base, both in the city of Aguadilla, at the northwest corner of the island. Alpha Company had personnel and equipment at the highest peak in Puerto Rico (at 4,390 ft above the sea) at Jayuya, a municipality in the center of the island, and in Yauco, at the southwest side of Puerto Rico. Charlie Company conducted operations from Fort Buchanan and Juana Diaz, at the northeast and southeast sides of the island, respectively.

Through communication exercises like this one, the soldiers of the 35th ESB become proficient on how to employ their organic communications systems to integrate wide and

local area battlefield networks into a commercial information technologies-based tactical network.

Approximately 250 soldiers participated in the signal exercise.

"As part of the exercise, we were able to provide voice and data services to elements of the 210th Regional Support Group. We were not required to provide Video Teleconference services at this time," said Sánchez.

The troops conducted continuous 24 hour operations, simulating the real conditions they would face, while using their equipments in a deployed environment. As part of the exercise, the soldiers were required to troubleshoot connection and communication problems,

while ensuring the communications were maintained at all times.

The troops conducted continuous 24 hour operations, simulating the real conditions.

By practicing their highly technical skills, the soldiers assigned to the 35th ESB allow the US Army Reserve-Puerto Rico to achieve information superiority in the region.

"As in any exercise, there is always room for improvement. However, based on feedback received, we achieved the objectives for the training event," said Sanchez.



A soldier assigned to the 35th Expeditionary Signal Battalion configures a Voice Over Internet Protocol (VOIP) phone during the unit's communication exercise 2-3 Dec 2011. (US Army photo by B/35th UPAR/Released)

US Army Reserve-PR develops youth

San Juan, PR- Approximately 50 teenagers, between the ages of 14-17 years old, from all around the island of Puerto Rico, participated in the first Youth, Leadership, Education and Development (YLEAD) summit for reservists' dependents, at the CONRAD hotel in San Juan, 26-29 Jan.

The conference is part of the comprehensive US Army Reserve-Puerto Rico effort to develop the readiness of military community in Puerto Rico.

"Here we have children of soldiers who are deployed right now, or who will be mobilizing in the near future. I know that family separation is very difficult for the sons and daughters of our troops. I want you to know that our command will not hesitate to help each one of you during the process of mobilization and to answer your questions," said Brig. Gen. Fernando Fernández, senior US Army Reserve Officer in Puerto Rico and the Caribbean, while addressing the YLEAD participants.

"The Army Reserve values the family very much. When a soldier deploys, it is our responsibility to protect their loved ones," said Beverly Arah, Director of the Child and Youth Services Program for the Army Reserve in United States, Europe and the Pacific.

Arah expressed being very happy



Approximately 50 teenagers, from several cities around the island of Puerto Rico, participated in the first Youth, Leadership, Education and Development (YLEAD) summit for reservists' dependents at the CONRAD hotel, 26-29 Jan 2012. (US Army photo by Sgt Jose Babilonia/Released)

with the way the event was conducted for the first time in the Caribbean.

"This is the first event of this type that we conduct here in Puerto Rico. In no other place around the United States, Europe or the Pacific, I have had seen the community support like here in the island," said Arah.

The purpose of the YLEAD is to educate the teenager children of US Army Reserve troops, so they become leaders at their communities, develop healthy social skills and grow as responsible citizens, all while facing the separation from a parent due to a mobilization.

"Our purpose is to pull these

young people together, who reside in different places around the island, but who share the fact of being dependents of a US Army Reserve soldier. In this way, we facilitate the process for these young people to develop a support system with other youngsters who are going through the same experiences," said Arah.

The teenagers received several educational workshops to include decision making, conflict management and family relations among others.

The youngsters also had the opportunity to visit the San Juan Wildlife Museum, where they were able to see different wild animals from around the world,

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displayed at their natural habitat.

They also had the chance to dance to the rhythm of “Bomba y Plena”, a Puerto Rican native music, as a way to learn and celebrate their culture.

Events like the YLEAD help develop resilience and readiness in the thousands of US Army Reserve families in Puerto Rico, who have been supporting the Nation’s needs since 1922.

“In no other place around the United States, Europe or the Pacific, I have seen the community support like here in the island,”

**Beverly Arah,
US Army Reserve
CYSS Director**



A guide from the San Juan Wildlife Museum explains to the YLEAD participants details about one of the displays. During the summit, the teenagers received free admission to the only museum of this type in the island, where they learned about ecosystems. (US Army Photo by Sgt. Jose Babilonia/Released)

1st MSC soldier recognized in Washington

By: SGT Jose F. Babilonia
1st MSC Public Affairs Office

Washington DC- A Senior Noncommissioned officer assigned to the 1st Mission Support Command, US Army Reserve-Puerto Rico, the largest federal US Army command in the Caribbean, was recognized during the 2012 Joint Women's Leadership Award Luncheon, at the Gaylord National Resort and Convention Center in Md, 5-6 March.

Master Sgt. Mirna Rivera, a Rio Grande, Puerto Rico native, was honored by receiving the 2012 Meritorious Service Leadership Award in recognition to her professionalism and leadership.



From left to right, Maj. Sandra Medina, 1st MSC Inspector General, Master Sgt. Mirna Rivera-Cruz, 1st MSC Assistant Inspector General and Col. Irene Zoppi, Military Intelligence Readiness Command commander, shortly after Rivera received the 2012 Meritorious Service Leadership Award, 6 Mar, Washington, DC.

Rivera has served in the Army Reserve for 29 years and currently serves as the Assistant Inspector General at the 1st Mission Support Command, Fort Buchanan, Puerto Rico. "It was good to see how many women have achieved success in some roles occupied by men" said Rivera, who has been deployed to Kuwait during Operation Desert Shield in 1990 and twice to Iraq in the years 2004 and 2007.

"I have always said that being a soldier is my vocation," added Rivera.

The Joint Women's Leadership Symposium rou-

tinely attracts a joint audience of more than 1,500 service women, the largest gathering of women in uniform in the world.

Maj. Sandra Medina, 1st MSC's Inspector General Office and Command Sgt. Maj. René Rivera, Senior Noncommissioned Officer for the Command, accompanied Master Sgt. Rivera at the event.

This year's symposium focused on women's leadership development, while also highlighting the achievements of those women leaders who are defending Democracy and Freedom across the globe.

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215th MP Det. making their mark

By Capt. Héctor L. Prieto
215th Military Police Det UPAR

Afghanistan- Shortly after validating their training at the Fort Bliss Mobilization Station, the soldiers assigned to the 215th Military Police Detachment, US Army Reserve-Puerto Rico, were ready to finally board the plane that would take them to Afghanistan.

The soldiers boarded the plane with sense of purpose, cramming every space of the aircraft, every overhead compartment, every corner, grabbing their headsets, their i-pods and laptops, some making their last phone calls home, sending their last text messages before departure.

This would be a very long voyage, across continents and time-zones that would take them over oceans, land, seas, mountains, deserts and rivers to reach their ordered destiny.

During the long trip, many soldiers watched movies, others read, most slept. The flight attendants were extremely cordial and served those who served the nation with both humility and respect.

The unit leaders got up frequently to check on their troops, to chat casually with them and to make sure they all got up every once in a while to stretch out their legs, walk, improve their circulations, and to drink water.

Once in Afghanistan, the soldiers were taken to their rooms. They would end up sharing accommo-

dations with the soldiers from the unit they were replacing, until their scheduled day to leave the country.

After attending mandatory briefings and classes, the 215th soldiers were able to rest a bit, until the next day.

As part of their inprocessing, the soldiers were required to conduct theater specific training, which would help them develop survival skills in this very different Afghani setting.

During the following days, while most of the troops attended training about their mission specific tasks, the unit's leadership met with their higher headquarters in country to coordinate the transition between

the incoming 215th Military Police Detachment and the departing unit.

As part of the process, the unit's leaders had to get familiar with a large volume of regulations, laws, documents and rules that govern the unit's mission.

"At no other time their nickname ENFOCERS became more appropriate than now" stated Sgt. 1st Class Victor Labrador, 215th Operations Noncommissioned Officer, referring to their role as enforcers of the many rules.

After a few days of transition,
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Private 1st Class Delham Rivera is all concentration when it comes to Custom clearing paperwork. (US Army photo by Capt. Héctor Prieto/Released)

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or “ride-along” as it is commonly referred, the 215th Military Police troops were ready to perform their mission in Afghanistan.

From conducting flight inspections, to inspecting containers, vehicles, trailers and cargo containers, the presence of the 215th troops was quickly felt.

Characterized by warmth customer service, uncommonly found in the current Afghani cold and harsh environment, the 215th troops uphold the inspection standards, while trying to make the required process a pleasant and amicable experience for the troops being inspected.

The 215th Enforcers have a clear working philosophy: “Customs is the last stop most soldiers go through, before returning home after a year-long deployment. These soldiers have served here for a long year in most cases and we must respect that and honor their service. While everyone must go through this process, we must treat every one of these soldiers with respect and dignity, making sure this last experience in country, is a pleasant and uneventful one, setting the tone for their return home.”

Every soldier assigned to the 215th MP Det. lives by this customer service philosophy every day, as they continue performing their critical mission in support to the War Against Terrorism.

ESGR Services

The Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency that seeks to promote a culture in which all American employers support and value the military service of their employees.

The agency recognizes outstanding employer support to reservists, increase awareness of the law and resolve conflicts between the soldier and his civilian employer through mediation.



The agency also provides guidance and advice regarding the Uniformed Services Employment and Reemployment Rights (USERRA), a federal law that protects the civilian job of the soldier, while he or she serves in the military, whether or not the individual volunteered for duty.

The services provided are at no cost to the employee or the employer.

If you have any questions, please contact the Puerto Rico ESGR Office by calling 787-289-1460, 787-289-1400, Extensions 1159 or 1160.

For more information visit the website www.esgr.mil



Soldiers assigned to the US Army Reserve-Puerto Rico get ready to qualify with their assigned weapon, during a recent weapons qualification exercise conducted at the Camp Santiago Joint Manuever Training Center. The support that employers provide to the reservists allow the command to conduct critical training events such as this one.

West Point cadets visit

Fort Buchanan, PR- A group of four West Point cadets visited the 1st Mission Support Command, US Army Reserve-Puerto Rico headquarters, 16 Mar. and was received by Brig. Gen Fernando Fernandez, senior US Army Reserve Officer in the region.

“This is one of four trips that we have on spring to give the cadets who are studying Spanish at the Academy, the opportunity for linguistic and culture immersion,” said Dr. Jonathan D. Steigman, Associate Professor of Spanish at the Academy’s Department of Foreign Language, who also accompanied the cadets during the trip.

Other groups of West Point cadets are also visiting Spain, Panama and Dominican Republic during the season.

During their eight days visit to Puerto Rico, the cadets visited local government officials, universities and tourist attractions. Among the places visited were La Fortaleza, the Arecibo Telescope, University of Puerto Rico, and the Mayaguez and Cayey Campuses.

“It is great to see bright young people joining the Army who will be the leaders of the future,” said Fernandez during his exchange with the cadets.

“I really appreciate all the hospitality and I hope our visits here have served to improve the visibility and relationship between West Point institution and Puerto Rico,” said Steigman.

“It is great to see bright young people joining the Army, who will be the leaders of the future,”

Brig. Gen. Fernando Fernández

According the Forbes magazine, West Point Military Academy is the Best Public College or University in America for undergraduate education. There is no cost for tuition, or room & board.

According to Steigman, there are currently only two Puerto Ricans attending West Point, but there are at least four new Puerto Rican applicants that have been recently accepted.

Those interested in applying to West Point can visit <http://www.usma.edu/> and start the process online.



Brig. Gen. Fernando Fernández, (third from left to right) poses for a picture with the West Point cadets and their professor, next to the Guard Tower or Garita, unequivocal symbol of our command.

Make your voice be heard!



Fort Buchanan, PR- With less than 8 months before the general election, the US Army Reserve-Puerto Rico continues encouraging the soldiers to participate in the democratic process.

“As soldiers, we defend liberty and democracy with great sacrifice,” said Brig. Gen. Fernando Fernández, senior US Army Reserve officer in Puerto Rico and the Caribbean.

The initiative is part of the Federal Voting Assistance Program (FVAP) through which American citizens around the globe receive non-partisan information to facilitate their participation in the democratic process, regardless of where they are assigned to or where they reside.

“In 2012, we want to encourage the thousands of soldiers and military family members

assigned to this command, to exercise their right to vote, so they can influence how the issues that are important to them are decided,” said the commander of the largest federal US Army command in the Caribbean region.

Along with the encouragement to vote, the US Army Reserve-Puerto Rico also reminded its members about the rules that govern the soldiers’ participation on political activities.

The Department of Defense Instruction 1344.10, which applies to all members of the armed forces, active or reserve, allows service members to attend political meetings, as long as they do not wear the uniform.

“Every citizen has the right to free speech, to include soldiers. However, there are some limitations that do not allow a soldier to become involved on partisan

activities, while wearing the uniform, in a way to avoid such participation to be perceived as an official representation of the armed forces,” added Fernández.

The US Army Reserve-Puerto Rico’s effort to encourage the vote among its members is not only focused on soldiers and families who vote at the local level, but also to those troops and families who, while assigned to the command, maintain a legal residence in the Continental United States. In that case, the command, which celebrates its 90th anniversary in 2012, encourages the service members to request the absentee ballots.

“We want to encourage our soldiers and families to make their voice be heard, through the democratic process,” said Fernández.

The Department of Defense Instruction 1344.10, which applies to all members of the Armed Forces, allows service members to attend political meetings, as long as they do not wear the uniform.

Family Always

San Juan, PR- Members of the Family Programs and the Child, Youth, School and Services office from the US Army Reserve-Puerto Rico, conducted a Yellow Ribbon event with the families of the 393rd Combat Sustainment Support Battalion, at the CONRAD Hotel, 9-10 Mar.

During the event, Brig. Gen. Fernando Fernández, senior US Army Reserve Officer in the Caribbean, and Command Sgt. Maj. René Rivera, Senior enlisted for the command, took time to

talk with the children of the deploying soldiers. During their conversation, Fernández and Rivera explained the reasons for the mobilization and the programs available at the command to help the family during the mobilizations process.

The 1st Mission Support Command conducts several Yellow Ribbons events through the year, in support of the families.

According to the official Yellow Ribbon website, the program is a Department of Defense

wide effort to promote the well-being of Reserve members, their families and communities, by connecting them with resources throughout the deployment cycle. Through Yellow Ribbon events, service members and loved ones connect with local resources before, during, and after deployments.



Brig. Gen. Fernando Fernández (in uniform left) and Command Sgt. Maj. René Rivera (in uniform right) talk with several unidentified children of soldiers, during the command's Yellow Ribbon conference for families of 393rd Combat Sustainment Support Battalion at the CONRAD hotel, 9-10 Mar, 2012. (US Army photo by Family Programs UPAR/Released)

Commanders and leaders play a critical role in assuring that Reserve service members and their families attend Yellow Ribbon events where they can access information on healthcare, education, training opportunities, financial, and legal benefits.

