



ESC Today

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143rd Sustainment Command (Expeditionary)

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143rd ESC Soldier killed in Iraq

By Spc. Morrene E. Randell
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ORLANDO, Fla. - Staff Sgt. Lillian Clamens, an administrative clerk for the 1st Platoon, 834th Adjutant General Co., Miami Fla., was killed in Baghdad, Iraq Oct. 10. She was 35.

Clamens sustained fatal wounds during a mortar attack on Camp Liberty according to U.S. officials. The mortar rounds were fired from a nearby abandoned school.

The attack on Camp Liberty killed one other Soldier, Spc. Samuel Pearson, 28, of Westerville, Ohio. Forty others were wounded.

Clamens joined the Army Reserve after graduating high school in her hometown near Omaha, Neb. beginning her 17-year military career. She served in Korea, Ft. Leonard Wood, and Germany where she met her husband Raymond Clamens in 1996. In 1997 they were married.

Raymond is a logistics manager for the Army ROTC program at Florida International University. The family moved to South Florida in 2005 and in July 2006, she was mobilized for her first tour of duty in a war zone.

On Oct. 8 Clamens sent her husband a text message informing him that she had arrived safely from Talil



Staff Sgt. Lillian Clamens, 834th Adjutant General Co., Miami, Fla., was killed by enemy fire Oct. 10 in Baghdad, Iraq. She is survived by her husband and three children.

to Camp Victory, a base located near the Baghdad airport. She was expected to arrive home that week.

Raymond was at a basketball game when he received a call from the babysitter informing him that Army personnel were at his home and wished to speak to him.

Clamens was posthumously awarded the Bronze Star and the Purple Heart.

Clamens is survived by her husband and daughters Lana, 8, Victoria, 7, and her son Ayinde Williams, 14.

The Full Spectrum



By Brig. Gen. Daniel I. Schultz
Commander, 143rd Sustainment Command (Expeditionary)

On Nov. 11 we will recognize our nation's veterans. Each year the United States says thanks to millions of men and women by recognizing their military service.

Since November 1919—a little more than a decade after the Army Reserve was formed—Americans have stopped to thank those who have served the nation. The day was originally designated Armistice Day by President Woodrow Wilson in the aftermath of World War I.

After World War II and the Korean War, President Dwight D. Eisenhower signed a bill into law on June 1, 1954 recognizing the service of all U.S. military veterans and not just those from World War I. Nov. 11 became a day to honor American veterans of all wars.

Veterans and those who continue to serve this great nation are a national treasure. You, as a member of the Army Reserve, are a guardian of the fundamental tenets we as human beings are born with—you are a protector of liberty—domestically and abroad.

Many of you have served overseas; many of you several times.

As a Soldier you are a part of a long, distinguished lineage of selfless military service that began in colonial America and has left a boot print in places like Europe, Africa, the Pacific, Southeast and Southwest Asia and in other locations around the globe.

There are those who read and study history and others who help mold it. This nation recognizes veterans each year because it understands the contributions veterans make to shape world history day after day.

Decades from now—after many of us are gone—history will show that the missions we have supported in the global war on terror transformed the landscape of the international community.

Our presence in places like Afghanistan and Iraq, along with globalization, will bring democratic movements forward where once stood oppressive regimes. It is happening now, but it will take time as did the reconstruction of Germany and Japan, two highly successful nations that were rebuilt from the rubble of a devastating world war.

Each of you is important be-

cause without every Soldier, we cannot achieve objectives. Without a food service NCO, the Soldier does not eat. Without food, a Soldier cannot do his or her duty. Without a transporter to deliver bullets, an infantryman cannot engage the enemy. You are all critical and you all warrant our nation's gratitude.

This Veterans' Day, please know you have the profound appreciation of Americans. Wear your uniform proudly in public. I assure you many of your fellow citizens will approach you, pat you on the back and give you well-deserved and earnest thanks.

And years from now as we pause to recognize those who've served on Veterans' Day, undoubtedly future generations will look back and agree that what you have all done to support our national objectives was no less than Herculean, brave and honorable.

Thank you for all you do and for your service and thanks to your families, friends and employers who support you. This nation is strong because its veterans are strong.

Sustaining Victory—Army Strong!

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Unit Safety Awards are no accident

By Capt. Steve Alvarez
143rd Sustainment Command (Expeditionary)

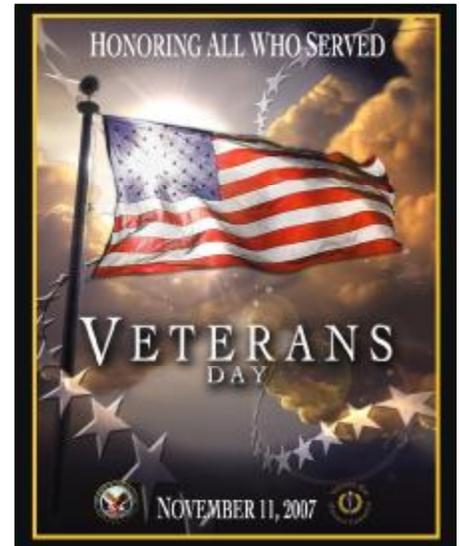
ORLANDO, Fla. - Brig. Gen. Daniel I. Schultz commander of the 143rd Sustainment Command (Expeditionary), presented 143rd ESC Unit Safety Awards Oct. 27 to units with the best safety programs in the command.

Awarded for their safety programs during opening remarks of an Initial Readiness Review were the 641st Regional Support Group (Large Unit), the 332nd Transportation Battalion (Medium Unit) and the 145th and 403rd Theater Opening Elements (Small Unit).

Accepting the awards were Col. William Rollerson, Col. Larry Smith, and Command Sgt. Maj. Michael Schultz.

"We credit these war fighters' solid leadership, in-rank discipline and mission focus which directly contributed to an unprecedented year in accident prevention," Schultz said.

The safety awards are presented yearly and are a U.S. Army Reserve Command program. The program is governed by Army Regulation 385-2.



MTBI and PTSD training required

By Capt. Steve Alvarez
143rd Sustainment Command (Expeditionary)

ORLANDO, Fla. - Soldiers are reminded that Post Traumatic Stress Disorder and Mild Traumatic Brain Injury (PTSD/MTBI) training is an Army training requirement.

The Soldier version of the PTSD/MTBI Chain teaching program is for internal use by commanders and leaders.

The intent of this program is to train leaders and educate Soldiers to identify the signs and symptoms of PTSD/MTBI, reinforcing the need to look after each other.

Army ALARACT 153/2007 DTG 171457Z: Interim Guidance - Army Mild Traumatic Brain Injury/Post Traumatic Stress Disorder Awareness and Response Program, required all Soldiers in all components to complete this training by Oct. 18.

For more information visit www.behavioralhealth.army.mil or www.dvbic.org. Teaching presentations can be downloaded from www.army.mil.



Col. William Rollerson, 642nd Regional Support Group (center) accepts two unit safety awards from Brig. Gen. Daniel I. Schultz (left), commander 143rd Sustainment Command (Expeditionary) on behalf of the 145th and 403rd Theater Opening Elements. Ms. Maria Escobales from the 143rd's G-3 safety office who coordinated the program assisted in the presentation (right). Photo by Capt. Steve Alvarez

AR-RAP opens to AGR Soldiers

By Capt. Steve Alvarez

143rd Sustainment Command (Expeditionary)

FORT MCCOY, Wis. - Army retention officials announced Oct. 1 that the Army Reserve was expanding the Army Reserve Recruiting Assistance Program (AR-RAP). Active Guard and Reserve Soldiers, known as AGR, are now eligible to participate in AR-RAP and help the Army Reserve recruit Soldiers.

Master Sgt. Patrick McKie, a retention operations sergeant, told new company commanders at Fort McCoy last month that the Army Reserve wanted to broaden its base of recruiting assistants (RAs). AGR Soldiers can now en-

roll in the program online.

Personnel participating in the program must complete brief online training before being accepted as an RA. RAs receive \$2,000 if a recruit successfully ascends into the Army Reserve ranks.

A recent change to the program includes a point accrual system. RAs will earn points for completing their AR-RAP training and for successfully ascending a recruit. They have the option to use their points to purchase recruiting aids and marketing items to help them in their duties as an RA.

For more information visit the AR-RAP Website at ar-rap.com.

College credit to be awarded to Soldiers

By Capt. Steve Alvarez

143rd Sustainment Command (Expeditionary)

ORLANDO, Fla. - Army officials last month announced a new program they hope will bring more recruits to the Army ranks. In the future Soldiers will be able to earn accredited college credit hours for completing Army training programs in a robust program that may enable many to retire with a bachelor's degree.

The Army last month unveiled the program called College of the American Soldier. It is similar to the U.S. Air Force's Community College of the Air Force which exclusively serves enlisted personnel by offering two-year degrees.

Under the American Soldier program, recruits will be able to learn a trade and obtain an education while they serve according to officials at Army Accession Command. In basic training, for example, recruits can obtain a technical certification or potentially earn more than 15 hours of college credit in leadership (management) and in physical education.

Army officials said that the goal is to have Soldiers earn an associate's degree somewhere between six and 10 years of service. The College of the American Soldier is designed to be a recruitment tool, Army officials said.

The program is slated to begin in February 2008. The Army is currently working to get its training programs accredited.

1189th Passes Colors



Brig Gen. Daniel I. Schultz, commander, 143rd ESC, hands the guidon of the 1189th Transportation Terminal Brigade to Col. James L. Messer the new commander of the 1189th. Lt. Col. Howard Tucker, the 1189th's former commander (right) looks on after passing the colors to Schultz. The change of command was held Oct. 21 at the Naval Weapons Station in Charleston, S.C. Photo by Sgt. 1st Class James Benson, 1189th TTB.

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143rd units evaluated on physical security

By Lt. Col. Anthony Powell, G-2
143rd Sustainment Command (Expeditionary)

The Army Physical Security Regulation, AR 190-11, establishes the requirements for a unit's physical security program. It describes procedures to secure a unit's equipment, supplies and vehicles in order to safeguard Army assets.

A unit's physical security program is inspected by approved U.S. Army Reserve Command, G-3/provost marshal inspectors or as part of their higher command's organizational inspection program.

Units that receive a "not adequate" rating on an inspection must reply by endorsement to its higher headquarters within 90 days and explain how they will correct the deficiencies.

Units are given an opportunity to correct deficiencies and be re-inspected in six months. Units that receive an "adequate" rating will not be inspected again until the following year.

The following deficiencies were found in 143rd

Sustainment Command (Expeditionary) units:

- Administrative personnel were not available for scheduled inspections or did not have access to the areas that need to be inspected.
- There was a lack of lock and key programs in effect. Units lacked audit trails, inventories and other key control documentation.
- A lack of effective Arms Ammunition & Explosives records and accountability system was found. No evidence of use of weapons cards to issue/receive weapons for less than 24 hours was available. In addition, visual weapons counts were not done monthly along with quarterly serial number inventories.
- Units did not exercise physical security plan/SOP at least once every two years.
- Organizational clothing & individual equipment were not secured in locked duffle bags.
- The 143rd ESC G-2/3 Provost Marshal's Office will conduct annual physical security workshops

(See Security p. 6)

First Strike Ration heading to warfighters

By Army News Service

NATICK, Mass. - A new compact, eat-on-the-move assault ration is on its way to warfighters' hands.

"The First Strike Ration is intended for the first-on-the-ground, first-to-fight warfighter," said Barbara Daley, food technologist and FSR project officer, Combat Feeding Directorate, U.S. Army Natick Soldier Research, Development and Engineering Center.

Usually when warfighters are issued two or more Meals, Ready-to-Eat they "field strip" them to lessen the bulk and weight they are carrying.

Personnel at NSRDEC found that not only were warfighters tossing what they considered extra weight, such as the flameless

ration heater and Tabasco sauce, but they were also tossing food items. According to the Product Optimization and Evaluation Team at NSRDEC if a warfighter is given 3,600 calories, he or she will often strip it down to 2,500 calories.

The FSR attempts to reduce this stripping by providing a lighter, smaller package with eat-on-the-go items that also enhance performance. These items are calorically dense and provide appropriate nutritional content and energy to warfighters for short durations of highly mobile, highly intense combat operations.

Items included in the FSR include pocket sandwiches, First Strike energy bars, Zapple-sauce™—a carbohydrate-enhanced applesauce, high-energy

drinks, pouches of tuna and chunk chicken, and caffeinated gum.

The FSR is designed to be about half the size of the three MREs it replaces and it provides, on average, 2,900 calories per day.

(See First Strike p. 6)



Two Soldiers look at the components of the First Strike Ration during a recent evaluation at Fort Bliss, Texas. Photo by Sarah Underhill.

(From First Strike p. 5)

"It is not intended to sustain the warfighter for long periods of time," Ms. Daley emphasized.

Due to its lower caloric content, the FSR is classified by the Office of the Surgeon General as a restricted ration. It can only be used as a sole source of food for ten days or less in accordance with Army Regulation 40-25.

CFD conducted user evaluations on the FSR in Nevada and Germany in 2004, and in Afghanistan and Iraq in 2005.

When compared with a field-stripped MRE in Iraq in 2005, more than 70 percent of Soldiers said the FSR was more convenient to carry and consume than the MRE.

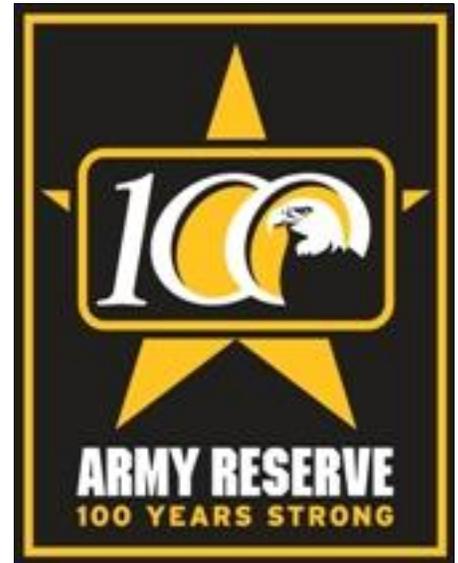
"The best feedback we have received to date has been from warfighters participating in OIF/OEF in the mountains of Afghanistan and Iraq. They loved it," Ms. Daley said.

Lt. Col. David Exton, 25th Infantry Division, told CFD: "You have created something great here. Do not fail in this ration. Need to make these happen for the Soldiers who go outside the wire. Could not get enough of them into theater."

In July 2006, CFD conducted an operational test at Fort Bragg, N.C. With more than 100 Soldiers participating from an Airborne Infantry Battalion, one group consumed the FSR for three days while the other group consumed MREs for three days. Then the groups switched.

From monitoring what the Soldiers ate and what they threw out, CFD saw less waste and greater consumption with the groups eating the FSR.

In November 2006, a Joint Services Decision Board consisting of the Army, Marine Corps and Defense Logistics Agency approved the FSR for procurement and fielding.



(From Security p. 5)

and can assist units in establishing physical security programs. Funding is available to improve physical security at installations once discrepancies are identified.

For more information, units can contact Lt. Col. Powell at: anthony.a.powell@us.army.mil and Maj. Edwin Hernandez at edwin.o.hernandez@us.army.mil.

Loggerhead

Test your U.S. Army knowledge

1. How long can the M40/42 Field Protective Mask be continuously worn?

- a) 2-3 hours
- b) 5-6 hours
- c) 8-12 hours
- d) As long as needed.

2. What is the maximum rate of fire for the M249 Squad Automatic Weapon?

- a) 250 rounds/min
- b) 500 rounds/min
- c) 700 rounds/min

d) 750 rounds/min

3. What is the range of the M-9 pistol?

- a) 25 meters
- b) 40 meters
- c) 50 meters
- d) 125 meters

4. Which bayonet has the longest blade?

- a) M6 (entered service in 1957)
- b) M7 (entered service in 1964)
- c) M9 (entered service in 1987)

5. How old is the U.S. Army?

- a) 200 years-old
- b) 229 years-old
- c) 232 years-old
- d) none of the above

6. How old will the Army Reserve turn in 2008?

- a) 80 years-old
- b) 90 years-old
- c) 100 years-old
- d) 125 years-old

(See Loggerhead Answers p. 10)

Safe Passage

Smoke alarms save lives, easy to maintain

By Maria Escobales, G-3 Safety
143rd Sustainment Command (Expeditionary)

Inexpensive, easy to install and nondescript - smoke detectors are easy to take for granted. But when a fire starts in a home, the shrill signal could likely be the first - and only - warning and the difference between life and death.

In 2005, almost three-fourths of home-fire deaths occurred in homes where smoke alarms either weren't working or were absent, according to the National Fire Protection association.

These are the latest recommendations on smoke alarms:

At a minimum: Place smoke detectors on all levels of the home, including the basement, and centrally locate them outside sleeping areas.

Best protection: Safety experts advise adding smoke detectors inside bedrooms as well, especially for those who sleep with their doors closed (a step that offers an additional barrier in case of a fire but may not always be practical with children).

At a minimum: Test the smoke

detector when inserting new batteries.

Best protection: Test monthly.

At a minimum: Buy high-quality batteries and replace them once a year.

Best protection: Replace batteries twice a year. Doing this when you change your clocks for Daylight Saving Time (November) is a good rule of thumb.

For more information on fire safety visit the Army's Combat Readiness and Safety Center at: <https://crc.army.mil/home/>.

NCO and MOS schools top priorities for '08

By Master Sgt. Michelle Jackson-Hanner, G-3 Training
143rd Sustainment Command (Expeditionary)

ORLANDO, Fla. - The Non-Commissioned Officer Educational System (NCOES) and Military Occupational Skill Qualification (MOSQ) schools are the training priorities for this command. The focus for fiscal year 2008 and upcoming years is to get all Soldiers properly trained.

Many Soldiers are without MOSQ training due to the 143rd's transition from a transportation command to a sustainment command. Cross leveling has also contributed.

The training section is working toward enrolling as many Soldiers into school to get them qualified. Phone calls are being made to Soldier homes, jobs and cell phones to ask personnel if they can attend

training with short notice as cancellations and opportunities arise.

From the NCOES arena Soldiers will be enrolled into the NCOES courses that are required for the rank in which they currently possess. New regulations govern reduction of rank if Soldiers have not attended their appropriate schooling.

Soldiers should keep in mind that there are many Soldiers competing for training seats so the quicker their training section is contacted for enrollment, the better their chances of completing requirements.

Soldiers should contact their training personnel for enrollment into schools required for advancement in the Army Reserve and the 143rd Sustainment Command (Expeditionary).

Dates to Remember

Nov. 4 - Daylight Savings Time Ends
Nov. 6 - Election Day
Nov. 11 - Veterans' Day
Nov. 22 - Thanksgiving

Got News? It's not news unless others know about it! Submit your articles, photographs, opinions, editorials, and ideas to the public affairs office, or contact us for public affairs support, and we'll make sure your unit news makes it onto these pages.

Write: steven.alvarez@usar.army.mil

Nominations open for Secretary of Defense Freedom Award

By Employer Support of the Guard and Reserve, Public Affairs

ARLINGTON, Va. - The Department of Defense will open the nomination season for the 2008 Secretary of Defense Employer Support Freedom Award on November 1, 2007.

National Guard and Reserve members and their families are eligible and encouraged to nominate employers who have gone above and beyond in their support of military employees. Nominations will be accepted at www.esgr.mil from Nov. 1, 2007 to Jan. 21, 2008. The Secretary of Defense Employer Support Freedom Award is the U.S. government's highest recognition given to outstanding employers.

The 2008 recipients will be announced in the spring and honored in Washington, D.C. at the 13th annual Secretary of Defense Employer Support Freedom

Award ceremony on September 18, 2008. Recipients of the 2007 Freedom Award met with President George W. Bush, Vice President Richard Cheney and Secretary of Defense Robert Gates; Vice Chairman of the Joints Chiefs of Staff Gen. James Cartwright presented the awards at a ceremony attended by members of Congress and senior military officials.

Almost one-half of the U.S. military is comprised of the National Guard and Reserve. The Department of Defense shares these citizen warriors with their civilian employers, many of whom provide significant support to their employees who serve in the National Guard and Reserve. Past recipients of the Freedom Award have provided full salary, continuation of benefits, care packages and even home and lawn care to families of employees fulfilling their military obligation.

The Freedom Award was instituted in 1996 under the auspices of the National Committee for Employer Support of the Guard

and Reserve (ESGR) to recognize exceptional support from the employer community.

ESGR is a Department of Defense agency established in 1972. Its mission is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through informal mediation.

Previous Freedom Award recipients have included such large businesses as General Motors, Starbucks, Home Depot, Wal-Mart, Sears, General Electric, DuPont, and United Parcel Service; state and local governments, including the State of Tennessee and the Commonwealth of Massachusetts; and small businesses including the family owned Augustine & Sons farm in Rose Hill, IA.

For questions regarding the nomination process, please contact Commander Craig Kujawa at 703.696.1386 x514.

Stars & Stripes on Field of Green

The 143rd ESC Color Guard presents the colors at the USA Cares benefit golf tournament in Lake Mary, Fla. USA Cares is a national non-profit organization.

Soldiers from the 196th Transportation Company also participated in the event Oct. 17 and displayed their unit's vehicles. Funds raised will support military families. Photo courtesy Sgt. 1st Class Felix Blanco.



Train to Finish: First time at the Army Ten Miler

By Sgt. Yvonne C. Vairma

143rd Sustainment Command (Expeditionary)

I believe anyone who can run, can run for distance. State-of-the-art equipment and natural talent provide little advantage in a sport which requires athletes to simply run, breathe, and persevere. In this way, endurance sports hold a special charm. The act of finishing a distance race is an accomplishment and a personal triumph in its own right that many people never attempt. But with the proper investment of time, training, and determination, anyone can make it to the finish.

Prior to the Army Ten-Miler in Washington, D.C. on Oct. 7, I ran my first two half-marathons (13.1 miles) this year, and each one was a learning experience. In August, when I resumed my training schedule for the Army Ten-Miler, it was necessary to assess my fitness level at that point and adjust my training accordingly. I then followed the rules half-marathon training had taught me.

Train to finish. The most important aspect of training for an endurance event is to approach it with a healthy attitude. An experienced runner may be within reason to push toward a faster goal time than previous races, but those who set out to run their first endurance race should approach the challenge with a focus on *finishing*, not *competing*. Finishing my first Army Ten-Miler would be my goal this year.

Train smarter, not harder. Do research. With the help of training tables from *Runner's World* magazine I developed a training schedule catered to my experience level and the needs of the race; one that also worked to avoid



Sgt. Yvonne C. Vairma, 143rd Sustainment Command (Expeditionary) public affairs NCO stands with the crowd at the starting line for the 2007 Army Ten-Miler at the Pentagon, Arlington, Va., Oct. 7. The race, which winds through the nation's capitol, boasts more participants than any other ten-mile race in the United States.

injury through overtraining. The journey to the starting line should be a challenging but enjoyable experience. In my case this meant beginning with an honest assessment of my fitness, and then creating a schedule which incorporated yoga for flexibility and adequate rest days for vital recovery.

Train consistently. Like investing money, physical training needs time and consistent input to reap its full rewards. Running three times a week over a course of eight weeks allowed for two days dedicated to a fairly brisk pace for 30 to 45 minutes, and one long run per week. The best recommendation is for long runs to increase in distance by 10 percent every week.

Along with proper nutrition and hydration these tips have gotten me through the long physical and mental haul to the finish line.

As for my first Army Ten-Miler, the investment was worth every minute. With over 17,000 runners in attendance, the most popular ten-mile race in the nation was a motivating event to participate in. The course served as a foot-tour of the capitol's monuments, and dished up plenty of hooah-spirit for Soldier and civilian runners alike. Most inspiring was the opportunity to run alongside and acknowledge Soldiers who had lost limbs in combat but were demonstrating indomitable spirit through their participation.

The training and the inspiration combined for an exhilarating journey which carried me across the finish line at a time of one hour 49 minutes and 39 seconds. That's a modest yet solid finish averaging between 10 and 11 minutes per mile for 10 miles. And if I can do it, anyone can.

New predatory lending regulation takes effect

The Department of Defense put into effect Oct. 1 a new regulation that protects service members and their families from high-cost, short-term loans.

The regulation limits the fees and interest that creditors can charge on three specific types of loans: payday loans, vehicle title loans, and tax refund anticipation loans. These three products were targeted because they have high interest rates, coupled with short payback terms.

Payday loan and vehicle title loans can often lead to a cycle of ever-increasing debt. Refund anticipation loans provide seven to 14-day advances on tax refunds, but at a high cost to the borrower. The financial stress service members and their families suffer causes a decline in military readiness.

The new regulation is part of wide-ranging DoD efforts to increase 'financial literacy' among service members and their families. These efforts include 24/7 access to confidential financial planning and counseling, a variety of financial readiness training courses, improving the availability of small low-interest loans from financial institutions, promoting the practice of setting aside a \$500 emergency savings account, and educating service members on the availability of counseling, grants, loans and other services from military aid societies.

"We equate financial readiness with mission readiness," said David S. C. Chu, under secretary of defense for personnel and readiness.

"This is part of a larger effort to create a culture that encourages our service members and their families to develop sound financial strategies. Preparing for emergencies is an important step forward and vital to avoiding predatory practices and a cycle of debt," he said.

The regulation limits the annual percentage rate charged to servicemembers and their families on payday loans, vehicle title loans, and tax refund anticipation loans to 36 percent. The method for calculating the annual percentage rate encompasses all fees required at the time of obligation, with very few exceptions. All financial institutions - without exception - are subject to the new regulation.

Chu said the process of developing the new regulation also resulted in stronger relationships with federal regulatory agencies. DoD is working with the National Association of State Regulators to develop similar collaborative processes. Currently, 27 states have committed to oversight and enforcement measures.

The regulation also requires that service members and their covered family members receive both a written and oral disclosure statement informing them of their rights before they become obligated on a consumer credit transaction.

"This statement tells members of the armed forces that they have several other options to get emergency funds that are far less financially hazardous than high-cost, short-term loans," said Leslye A. Arsh, deputy under secretary of defense for military community and family policy. "The protection the regulation offers is not a wall preventing a service member from getting assistance, rather it is more like a flashing sign pointing out danger and directing the borrower to a safer way of satisfying immediate financial needs."

In addition to counseling available through a service member's chain of command, legal assistance office or military aid society, DoD offers several online resources to service members and their families.

Military OneSource (www.militaryonesource.com) offers free, confidential financial planning; counselors are available toll-free at any time at (800) 342-9647.

Reliable quality of life information can be found at Military Homefront (www.militaryhomefront.dod.mil), which offers to help servicemembers and their families, leaders and service providers in the Personal Finance' section of the Web site.

Loggerhead Answers

(From *Loggerhead Questions* p.6)

1. C 2. D 3. C 4. C The M9's blade is 7 inches long compared to the M6's blade which is 6.75 inches long and the M7's blade which is 6.5 inches long 5. C The Army Reserve was established in April 1908. 6. C

Recruiting is top priority for deputy

By Capt. Steve Alvarez

143rd Sustainment Command (Expeditionary)

ORLANDO, Fla. - Col. Michael Mann, deputy commander for the 143rd Sustainment Command (Expeditionary) encouraged 143rd ESC unit leaders to recruit Soldiers into the Army Reserve. Some unit leaders were at the 143rd's headquarters Oct. 27 for an Initial Readiness Review.

"Get out there and recruit - use AR-RAP," Mann said enthusiastically. But he also encouraged leaders to recruit young officers. "We need to recruit junior officers to lead our units and platoons," he said. "It helps with recruiting if you have junior officers. Things get done; recruitment at company level improves."

Mann was joined by Sgt. Maj. James Lowry, from the 2nd U.S. Army Recruiting Brigade which supports the 143rd ESC and covers the entire southeastern U.S. and Puerto Rico.

"We need participation from people in your units," Lowry said.

Lowry also encouraged leaders to engage in the recruitment effort by using AR-RAP (Army Reserve Recruiting Assistance Program). "One of the great benefits under AR-RAP is that Soldiers get paid earlier (as opposed to the SMART program)."

One of the many changes the Army Reserve has implemented to

improve retention is to reengineer the delayed entry program. Now known as the delayed training program, units will be required to take a more assertive posture in the management of these future Soldiers as they await training schools and uniform and equipment issue.

Lowry recommended that units should take advantage of drill sergeant units if they are nearby. But he said the key to keeping young recruits interested is sponsorship and unit involvement. "We have to do better at maintaining the motivation of Soldiers waiting to go to training," Lowry said. He recommended that units train future Soldiers in the APFT, pre-basic training task lists and customs and courtesies.

In addition, recruiters will now hand off recruits to units 10 days after they sign their contracts and the future Soldier begins to receive battle assembly pay after reporting to the unit for battle assembly.

Some unit commanders and first sergeants expressed that recruiters send them personnel that are not qualified or that will fill non-priority occupational skills. Lowry recommended a solution.

"Prioritization of fills should be communicated to recruiters," Lowry said. "Don't rely on the systems to do that," he added.

Lowry recommended that commanders host open houses at their

reserve centers and invite recruiters to their battle assemblies. But he insisted that the best recruitment tool was those who already wear the uniform.

"Ask them to tell the story of the Army Reserve," Lowry said. "Talk about things the Army Reserve has done for you," he added. "(Tell them to) Look for people you want to be in your unit. Refer a person you want in a foxhole with you."

Lowry encouraged the leaders not to try to "sell" the Army Reserve, but merely to share their stories.

Currently the Army Reserve offers recruits student loan repayment, G.I. Bill benefits, tuition assistance, enlistment bonuses and officer commission opportunities. Officer candidates need only 90 semester hours of college credit to apply for a commission.

"In America, great people join the Army Reserve," Lowry said. "The young people joining are doing it for the right reasons."

Mann said that company commanders and first sergeants were heroes for the jobs they did, but he encouraged them to do more toward recruitment. He has made recruitment his top-priority.

"Establish a presence at universities; work with ROTC cadets at a local university, commit some of your reservists to do that," Mann said.

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'Phishing' scams target DOD personnel

By Defense Finance and Accounting Service Public Affairs

ARLINGTON, Va. - Customers of the DoD Community Bank and other institutions providing financial services to Defense Department military and civilian personnel continue to be targeted with e-mail phishing campaigns which attempt to gather personal and account information.

The latest e-mail presents itself as originating from the "Military Bank of America" and asks recipients to click a link to update their account information due to an update of Web site features.

According to Bank of America officials, the e-mail is fraudulent and the site has been shut down.

"Alert customers reported this e-mail to the bank and another fraudulent site is closed for business," said Pat Shine, DFAS Deputy Director for Operations. "But these phishing campaigns continue to be a concern and as soon as one fraudulent site is closed, the phishers have opened a new one. From our own online services, such as myPay, to the services offered by our contractors, security of customer personal and account information is our highest priority. This latest attempt to lure customers to give up this information is a great reminder that security is everyone's responsibility."

"Remember, legitimate businesses will not send you an e-mail asking you to go to a Web site to confirm or update account information. When you receive an e-mail like this, delete it," said Shine. "You are not being specifically targeted. The suspects spam this e-mail message to a large number of e-mail accounts in an attempt to convince unsuspecting victims to respond."

Shine urged all customers to read and take note of the following precautions on fraud prevention.

1. Does the e-mail ask you to go to a Web site and verify personal information? Legitimate businesses won't ask you to verify your personal information in response to an e-mail.
2. What is the tone of the mail? Most phish e-mails convey a sense of urgency by threatening discontinued service or information loss if you don't take immediate action.
3. What is the quality of the e-mail? Many phish e-mails have misspellings, bad grammar or poor punctuation.

4. Are the links in the e-mail valid? Deceptive links in phishing e-mails look like they are to a valid site, but deliver you to a fraudulent one. Many times you can see if the link is legitimate by just moving your mouse over the link.

5. Is the e-mail personalized with your name and applicable account information? Many phish e-mails use generic salutations and generic information (e.g., "Dear Customer" or "Dear Account Holder") instead of your name.

6. What is the sender's e-mail address? Many phish e-mails come from a personal e-mail address, not from the company represented in the e-mail.

7. When in doubt, type it out. If you suspect an e-mail to be phishing, don't click on any links in the e-mail. Type the valid address directly into your Web browser.

"You should never give anyone your user IDs or passwords," Shine concluded. "In fact, anyone having suspicions that an e-mail message may not be 'quite right' should contact DFAS if it is about one of our services, or the appropriate commercial business immediately. Only by working together can we ensure information stays as safe and secure as possible."

