



THE

BRIDGE

Volume 6, Issue 1 • Produced for the 416th Theater Engineer Command



416th TEC Plans, Prepares and Provides For the Years Ahead

COMMAND NOTES

Maj. Gen. David J. Conboy

What an honor it is to serve with the mighty 416th Theater Engineer Command! In the past three months, I've had the opportunity to visit quite a few of our units and missions and what I have seen so far are true examples of that which is best in military service. As I've met with key partners at Geographic Combatant Commands, United States Army Corps of Engineers and around the Engineer Regiment, it's clear that you have earned the 416th TEC an outstanding reputation.

As we build on that tradition of excellence and support the Army of 2020 in protecting our Nation's interest, we need to maintain focus on the three pillars of the Chief of the Army Reserve's strategy: Plan, Prepare and Provide. Here are the ways the 416th TEC supports those lines of efforts.

PLAN: First, we partner with a purpose. This will be achieved by partnering with Army Service Component Commands to enhance Theater Security Cooperation opportunities; working with USACE and the Engineer School to ensure we are leaders in the Engineer Regiment; partnering with National Guard and ARNORTH / NORTHCOM in support of Defense Support to Civil Authorities activities; being visible in communities and with employers; and telling the Army Story and the 416th TEC's supporting role.

PREPARE: Second, we focus on resetting our fighting stance. We will do this by maximize relevancy of the 416th TEC and its subordinate units for the future as part of the Army Reserve 2020 initiative; enhancing our maintenance posture and supply accountability; focusing on personnel readiness and DMOSQ, especially with technical specialties – our unique contribution to the force; improving physical fitness and medical readiness; building the bench in leaders, resilient Soldiers, Civilians and Families; caring for Warriors in Transition; and, as always, remaining safety focused.

PROVIDE: Finally, we must win the current fight. To accomplish this, we will provide trained, equipped, ready, resilient and accessible Soldiers, leaders and units to the total force in support of the full range of planned and contingency operations; meet aim points throughout the ARFORGEN cycle; maximize use of collective training opportunities, including Warrior Exercises and Combat Support Training Exercises; and we practice administrative discipline that is required by the USARC metrics that are important for both readiness and Soldier care.

Speaking of Soldier care, CSM Stanek and I have had the privilege of visiting our Warriors in Transition at Fort Bliss and at Brooke Army Medical Center in San Antonio. These heroes and their Families are extraordinary models of courage and remain firmly dedicated to the Army, their units, and their Battle Buddies and we remain firmly dedicated to them.

Another important aspect of Soldier care relies on those very Battle Buddies back at home station. Tragically, the Army continues to lose precious lives to suicide, and the 416th TEC is no exception. We grieve over those we have lost, and we continually seek to learn how we can prevent, detect, and intervene better in the future. We also know of successful interventions when 416th TEC Soldiers have recognized a Battle Buddy in distress and saved a life by getting them the help they needed. We all must redouble our efforts to know our Soldiers, care for them, better recognize warning signs and proactively offer them any support they may need. Each Soldier, Civilian and Family member is a priceless member of our team.

Thank you for the warm welcome you have extended to Karen and me and our entire Family. We are humbled to be a part of such a superb organization of dedicated Soldiers, Civilians and Family members-all working together to accomplish our important mission in service to our Army and the Nation.

Serving by Building!



Produced for the 416th Theater Engineer Command

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RIGHT:
DARIEN, Ill.—Maj. Gen. David J. Conboy, incoming
Commanding General for the 416th Theater Engineer
Command, addresses the audience during the change
of command ceremony, Jan. 5. For complete story,
turn to page 8. (Photo by Sgt. Carolyn M. Hawkins,
318th Public Affairs Operations Center)

FRONT COVER:
FORT MCCOY, Wis.—Spc. Jesse A. Bleed representing
the 100th Chaplin Detachment out of Fort Snelling,
Minn., move towards his way-point during the
Day Land Navigation event at the 372nd Engineer
Brigade's Best Warrior Competition, March 13. Check
out the next edition of The Bridge for all 416th TEC
BWC winners. (Photo by Spc. True Thao, 364th Public
Affairs Operations Center)

BACK COVER:
Pfc. Samantha Beard hands Karen Conboy a
bouquet of yellow flowers to symbolize the
growing friendship between Maj. Gen. David J.
Conboy's Family and the 416th Theater Engineer
Command. Conboy became the commanding
general of the 416th TEC during a change of
command ceremony in Darien, Ill., Saturday, Jan.
5. (U.S. Army photo by Sgt. Carolyn M. Hawkins,
318th Public Affairs Operations Center)

SUICIDE – There is A Better, But Harder Way...



First allow me to provide factual numbers regarding suicides in the Army Reserve. Over the past few years, the Army Reserve has averaged over 32 suicides a year. This is based on a population of 204,000 Soldiers per year. That equates to one suicide per 6,375 Soldiers.

The U.S. population in 2011 averaged 12.0 suicides per 100,000 citizens, or one suicide per 8,333 civilians.

Compare that to the 416th TEC over the past three years. The TEC averages 5 suicides per year based on an assigned strength of 12,500 plus Soldiers per year. This is one suicide per 2,500 Soldiers, which is 2.5 times higher than the USARC average, and 3.3 times higher than the U.S. average. In January of this year alone, the TEC had two suicides and about a dozen other serious incident reports of suicidal thoughts or suicidal threats.

As a senior leader, it leaves us with the simple question, “Why are we as an organization two to three times more suicidal than the average population?”

In my conversations with senior leaders, we often discuss how “*today’s Soldiers*” are “*wired*” differently than we were. For example, my two daughters, Kennedy, age 11, and Courtney, age 10, are far more technically advanced than I was at their age. They jump on anything ranging from a new

multi-functional cell phone, iPod, computer, or a tablet and can race around the operating system like they are racing on an Indy race track. When we go out to eat, it’s impossible to get them to lift their face up from the screen to order their meal. We’re working with them to spend more time “communicating verbally with us”, but it’s something we find common among their friends as we watch them interact with each other. If there is a verbal conversation, it is more often than not, a brief exchange of words than an in-depth thought provoking discussion.

In this day of internet based social media, such as Facebook and Twitter as the main point of communication for our younger generation, it makes you wonder how they even, if ever, develop simple and complex verbal and non-verbal communication skills.

The TEC staff developed this interesting set of facts concerning suicides within the TEC over the past few years. The information says that if you’re a white male between the ages of 18 thru 27, and in the pay grade of E4 or below, then you’re more likely than not, willing to commit suicide. I ask, “WHY?”

Now let’s go back to the serious incident reports I noted previously. In early 2012, the TEC leadership stressed using the SIR to report all forms of suicidal thoughts and threats. Since then, the number of suicidal SIR reports has gradually increased to where we’re receiving a dozen or more reports per month. Some leaders have voiced concern that this is too high, whereas, I on the other hand consider the number to be irrelevant. The more suicidal SIR reports communicated the more in-tune our leaders are with their Soldiers, because we know that their Soldiers are, at the very least, communicating with their leaders. This ultimately should help to make us a better organization and provide us with some insight on how our junior leaders are doing in assessing our younger Soldiers and their mental health needs.

Bottom line, we need to increase our communication time with our Soldiers, whether we communicate via Facebook, Twitter, text messages, phone calls, or the old fashion way of face-to-face. Make it happen and get it done!

Until we meet again...

Respectfully,
Bob Stanek
CSM

CHAPLAIN'S NOTES

Chaplain (Col.) Bruce Fredrickson

Standing Firm During Tough Times

Like all Soldiers in the 416 TEC, I put my uniform together one patch at a time. Each patch has meaning and each patch is different. The U.S. Army name tape reminds me that I serve as a volunteer... both as citizen and as Soldier. My name tape identifies me as a unique person and serves as a reminder of those who helped me along the way. I would not be the Soldier I am today without the help and guidance of others. My unit patch ties me to my unit and the proud heritage of the 416th TEC. Our rank reflects the level of responsibility given to us but in no way makes us more important...we all serve on the same team. Most importantly, the U.S. flag reminds us that we serve our Nation and are proud to do so. Many of us wear a combat patch which identifies us as a combat veteran while others wear the Airborne or some other patch. One thing is certain, to remain effective as Soldiers in the Army Reserve, one needs a certain level of toughness. This we call resiliency.

The Army continues to develop new methods to increase Soldier resiliency. The Comprehensive Soldier Fitness program identifies four categories of fitness that are critical to resiliency. They are: Emotional Fitness, Social Fitness, Family Fitness, and Spiritual Fitness. We recognize that the wear and tear of deployments and stress take their toll on us. Visible signs that all is not well appear in our personal life as well as Family life. Our spouse or Family members may see changes but may not understand some of the reasons involved. Sometimes we internalize our struggles and don't know where to go for help. As a Chaplain, I have seen Soldiers develop resiliency by adapting to their deployment surroundings and maintaining a level of awareness of what their particular risk factor may be. We can't fix that which we can't see. Leaders have the responsibility to ensure their Soldiers maintain Soldier Fitness. This is challenging since we often only see our Soldiers monthly. Creative leaders develop methods to stay connected during those "off days" in between battle assembly. To be at our best, we must have a comprehensive approach to meeting the demands of Citizen/Soldier.

Think for a moment about a person you know who appears to be struggling? What will it take for that person to become resilient once again? What seems out of sync in that person's life? What can I do to assist in bringing balance into the life of my fellow Soldier?

Emotional Resilience - If a person appears depressed, tell them that you care, and have observed a change. They may need your assistance in seeking help.

Social Resilience - Create constructive social opportunities that include a safe social environment.

Family Resilience - Encourage group and Family activity that builds self-confidence and inclusion.

Physical Resilience-Stay Active! A healthy body is critical to a healthy mind and spirit, so make PT fun.

Spiritual Resilience - Don't neglect the spirit! Developing your devotional life is critical and don't forget to pray for others. Helping others gets our mind off our own struggles.

As a personal check, I strive to apply the words of the Apostle Paul who wrote, "I have fought the good fight, I have finished the race, I have kept the faith." (2 Timothy 4:7). That way, I will be wiser and more resilient during the next challenge in my life. For one thing is certain, my uniform will change, causing me to look to you to square away the change, placing new patches and ribbons just right. Until then, I invite you to take note of those who help you be your best self and continue to grow that list. As always my staff and I are always ready to listen and help you during your personal search for resiliency.

For God and Country,
Chaplain Fredrickson

More details, including professional research can be found through the Army's Comprehensive Soldier Fitness program online at <http://csf.army.mil>.



A Leader's Guide to the Inspector General

IG's are fair and impartial fact-finders and problem solvers for the Army. IGs perform four basic functions: *Assistance, Investigations, Inspections, and Teaching & Training*. Leaders at all levels interact with IGs as they perform these four functions. Below are some Do's and Don'ts for dealing with your friendly neighborhood IG.

Assistance

This is the way commanders usually interact with IG's. Often a Soldier brings an issue to an IG, who must gather information from the chain of command to resolve the issue. Commanders can also call the IG for assistance. *So, if the IG calls –*

DO...

answer the IG's questions fairly and accurately. When IGs ask questions, they are simply trying to determine the facts of a situation. They are often trying to get the "rest of the story" on an issue a Soldier has brought to them.

act on issues where an IG identifies a discrepancy. IGs are not commanders, and do not issue directives. However, commanders are obligated to correct issues where IGs have identified violations of regulations, policies, or procedures.

DON'T...

become defensive. A call from the IG doesn't mean you or someone in your command has done something wrong.

ask if a Soldier has brought a complaint to the IG. A Soldier's communication with an IG is protected and confidential. There are very specific prohibitions against taking any unfavorable or discriminatory action against a Soldier for bringing an issue to an IG. Protect yourself by supporting a Soldier's right to talk to the IG, even if you don't agree with the complaint's substance.

assume the IG is the complainant's advocate or is "on the complainant's side". Remember, IGs are tasked to be fair and impartial fact finders and problem-solvers. We just want to find out what really happened and how to rectify the situation (if anything needs to be rectified).

Inspections

IGs conduct yearly IG inspections. Some topics are mandated by regulation, while the Commanding General directs others. Although these inspections fall under the umbrella of the Organizational Inspection Program (OIP) -- as do all inspections, audits, and Staff Assistance Visits (SAVs) -- IG inspections have some unique properties. Consider the recommendations below if you are involved in an IG inspection.

DO...

provide IGs full access to the information and personnel as requested. Remember, the CG has specifically directed the inspection.

realize that the IG is aware that you have a mission to do. IGs will work to minimize the impact of inspections on your mission, but he or she cannot eliminate all impact. Remember, as stated above, the IG also has a mission -- to provide the CG with an accurate assessment of the topics directed.

understand that IG's want to "catch you doing something right" during inspections. IGs identify and distribute *best practices* (especially effective techniques), so that other units can benefit from innovation and excellence.

DON'T...

believe you will be "slammed" for "failing" an IG inspection. *You can't fail an IG inspection*. AR 20-1 states that IG information is not to be used for favorable or unfavorable actions, or to compare units or individuals. IG inspection results are presented in redacted form (meaning there is no attribution to a specific unit or individual). This allows Soldiers and commanders to be candid in their observations and opinions about what is going on in their unit, and provides the CG an honest and accurate assessment of trends within the RRC. This accurate assessment allows the CG to make better decisions, provide focused guidance, and allocate resources wisely.

attempt to reward or punish a Soldier, section, or unit based on an IG inspection. AR 20-1 specifically prohibits this. The intent of the prohibition is to maintain the credibility of the IG system, so that Soldiers and leaders will be candid and open with IGs.

Office of the Inspector General, 416th TEC
800-315-6327, x-287, x-137 or x-241

Investigations

This can be an intimidating area for everyone involved. Investigations and Investigative Inquiries occur because an allegation is made against an individual. IG investigations usually do not involve obviously criminal acts, but other types of impropriety. An allegation has four basic parts: (1) *A specific individual...*(2) *improperly...*(3) *committed an act or acts...*(4) *in violation of a specific standard.*

IGs deal with all allegations brought to their attention, either through formal or informal methods. One method is a formal investigation conducted at the direction of the CG, while another method is an investigative inquiry conducted at the direction of the Principle IG. Keep the following tips in mind if you are involved in an investigation or investigative inquiry, as a suspect, subject, or witness.

DO...

tell the truth. It's illegal to present false information to an IG, both under UCMJ and US code.

realize that if you are the subject of an allegation, you will be told specifically what the allegations are, and have the opportunity to respond to each allegation. You will also be informed of the finding.

understand that if you are unjustly accused of an allegation, a detailed investigation will serve to factually prove your innocence and clear your name of the allegations.

DON'T...

be intimidated by the investigation process. You may be asked to provide a tape-recorded, sworn statement. While the process is routine, it can be intimidating because it involves certain formalities such as lengthy read-in documents. These read-in documents are read verbatim before and after the testimony is given, and they contain a fair amount of "legal-ease." These formalities are required by regulation, and are not optional. Don't be intimidated by the legal jargon – just relax and tell the truth to the best of your knowledge.

misunderstand the possible outcomes of an IG investigation. IGs only give one of two findings in an investigation: Substantiated or Unsubstantiated. The finding is based on the preponderance (majority) of credible evidence. Except in rare circumstances that must be approved by The Inspector General of the Army (a three-star general), IG investigations may not be used as justification for punishment. However, a substantiated allegation may cause the Commanding General to initiate other investigative actions (such as a 15-6 investigation) that could result in some type of adverse/punitive action, as well as UCMJ action.

Teach and Train

IGs are tasked with conducting teaching and training in proper procedures as they fulfill the first three primary missions of Assistance, Inspections, and Investigations. We strive to provide the information necessary to correct an issue on the spot whenever possible. We also try to provide information that might prevent an issue or complaint before it happens.

DO...

view the IG as an asset. IGs have knowledge in many areas useful to Commanders, and what we don't know we can usually find out.

realize the IG system provides Soldiers an alternate route for problem solving, and demonstrates what is good about the Army – the Army cares about and takes care of Soldiers.

DON'T...

view the IG as the enemy. IGs are there to help Commanders as well as to help Soldiers. The IG motto is "Droit et Avant," which loosely translated means "Be right, then move forward." Even a case that uncovers an error can have a silver lining – Commanders can learn from it and avoid the problem in the future. Consider a case where proper due process is not provided to a Soldier who is reduced in rank. An IG inquiry may highlight the error, resulting in the command returning the Soldier to his/her original rank. Even if the Soldier fully deserved the original reduction, this situation can prove to be beneficial in the long run. The process will show how to properly make a reduction, and future reductions will "stick," because the unit now knows the correct procedure.

Four questions the IG will ask a Soldier about an issue:

1. Have you talked to your chain-of-command about the issue?
2. What supporting documentation do you have?
3. Where else have you requested assistance?
4. What specifically are you asking the IG to do for you?

Office of the Inspector General, 416th TEC
800-315-6327, x-287, x-137 or x-241



Maj. Gen. David J. Conboy hands the 416th Theater Engineer Command guidon to Command Sgt. Maj. Robert J. Stanek during the the change of command ceremony in Darien, Ill., Saturday, Jan. 5. The 416th TEC conducts theater-level engineer operations for U.S. Army Southern, Central and U.S. Army Pacific Commands. (U.S. Army photo by Sgt. Carolyn M. Hawkins, 318th Public Affairs Operations Center)

New Year, New Commanding General

Story and Photos by Sgt. Carolyn M. Hawkins, 318th Public Affairs Operations Center

DARIEN, Ill. - The 416th Theater Engineer Command is starting the New Year with a new commanding general, Maj. Gen. David J. Conboy, who replaced Brig. Gen. Charles D. Martin during a change of command ceremony on Saturday, Jan. 5.

Martin, a Jonesboro, Ark., native, was the 416th TEC deputy commanding general from July 2011 to August 2012 and then the commanding general from August 2012 to December 2012.

Conboy was the deputy commanding general for the Eighth United States Army in Korea before assuming command of the 416th TEC.

“I’m very optimistic with Maj. Gen. Conboy taking over as the new commander,” said Command Sgt. Maj. Robert L. Stanek, the commanding sergeant major for the 416th TEC. “He brings such a vast knowledge with his background in engineering. He just came off of a tour in Korea where he was working with Soldiers, so he understands first-hand what it means to work with joint operations. This is one of the areas that we need to work on and improve.”

“I’m sad to see the general leave, but it’s also good to get new blood coming in,” said Master Sgt. Scott McWilliams, the 416th

TEC’s acting first sergeant. “We’re excited for the new direction we’re possibly going to be taking.”

Conboy stated, “We are looking to reshape our Army from the force that was set up to fight and win wars here over the last 10 years, to a new force that will have unique challenges in the coming years relative to security cooperation and disaster response.”

The 416th TEC’s motto is “Serving by Building”. It is a motto that has fit the 416th TEC’s mission very well.

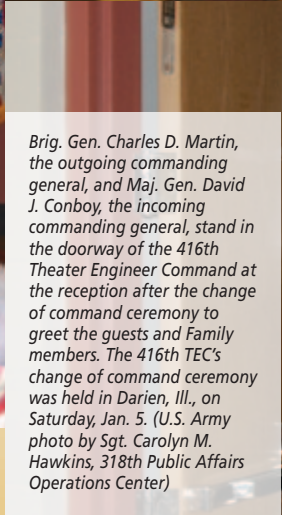
“I think it’s very appropriate for what we do and for what the



Maj. Gen. David J. Conboy and his wife, Karen, cut the cake at the reception of the change of command ceremony at the 416th Theater Engineer Command in Darien, Ill., Saturday, Jan. 5. (U.S. Army photo by Sgt. Carolyn M. Hawkins, 318th Public Affairs Operations Center)



Brig. Gen. Charles D. Martin and his wife, Chloe Ward, greet guests at the reception as she holds the bouquet of red roses. The red roses represent the caring and devotion of the outgoing commanding general's family to the unit. Martin, the outgoing commanding general of the 416th Theater Engineer Command, was replaced by Maj. Gen. David J. Conboy during a change of command ceremony in Darien, Ill., Saturday, Jan. 5. (U.S. Army photo by Sgt. Carolyn M. Hawkins, 318th Public Affairs Operations Center)

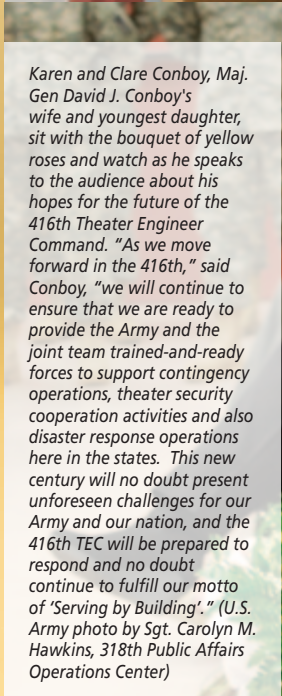


Brig. Gen. Charles D. Martin, the outgoing commanding general, and Maj. Gen. David J. Conboy, the incoming commanding general, stand in the doorway of the 416th Theater Engineer Command at the reception after the change of command ceremony to greet the guests and Family members. The 416th TEC's change of command ceremony was held in Darien, Ill., on Saturday, Jan. 5. (U.S. Army photo by Sgt. Carolyn M. Hawkins, 318th Public Affairs Operations Center)



actual command does," stated McWilliams. "We do a lot of construction work throughout the theaters of operation and it's very appropriate for not just the headquarters element, but for all of the elements that work underneath us."

"As we move forward," said Conboy, "the 416th TEC will continue to ensure that we are ready to provide the Army and the joint team, trained-and-ready forces to support contingency operations, theater security cooperation activities and also disaster response operations here in the States. This new century will no doubt present unforeseen challenges for our Army and our nation, and the 416th TEC will be prepared to respond and no doubt continue to fulfill our motto of 'Serving by Building'." 🚧



Karen and Clare Conboy, Maj. Gen. David J. Conboy's wife and youngest daughter, sit with the bouquet of yellow roses and watch as he speaks to the audience about his hopes for the future of the 416th Theater Engineer Command. "As we move forward in the 416th," said Conboy, "we will continue to ensure that we are ready to provide the Army and the joint team trained-and-ready forces to support contingency operations, theater security cooperation activities and also disaster response operations here in the states. This new century will no doubt present unforeseen challenges for our Army and our nation, and the 416th TEC will be prepared to respond and no doubt continue to fulfill our motto of 'Serving by Building'." (U.S. Army photo by Sgt. Carolyn M. Hawkins, 318th Public Affairs Operations Center)



How well do you know your unit's patch history? Do you know what they symbolize? What about their design? What do the colors mean? We all wear them proudly but what's the meaning behind each patch? Do you know? Now you do!

**Editor's Note: All information obtained from The Institute of Heraldry.*

416th TEC's Shoulder Sleeve Insignia

Description

On a rectangle two inches in width and three inches in height overall, divided horizontally in half white and red with three billets at the top and bottom edges between two concave arcs throughout all counterchanged and within a red 1/8 inch border.



Symbolism

Scarlet and white are the colors used for the Corps of Engineers; the design simulates a castle turret suggestive of the Corps of Engineers insignia, while the billets and turret allude to the unit's mission of coordinating activities of engineering construction and related work.

Background

The shoulder sleeve insignia was originally approved for the 416th Engineer Brigade on April 20, 1967. It was approved for the 416th Engineer Command on April 1, 1969.

416th TEC's Distinctive Unit Insignia

Description

A device of gold color metal and enamel 1 1/4 inches in height overall consisting of a white disc divided into three sections by a blue triaxial bar, its vertical axis containing a gold plumb line and bob all enclosed by a red ring bearing in the upper half the motto "SERVING BY BUILDING" in gold letters and on the lower half six gold rectangles divided three and three by the point of the plumb bob; around the ring twelve gold rays curved clockwise in the left side and straight on the right side.



Symbolism

Red and white are the colors of the Engineer Corps. The three-branched device in the center is symbolic of the forks of the Chicago River, alluding to the organization's home area. The plumb line relates to the function of surveying, the rectangles suggest building materials and the wheel itself simulates the wheel of a trench-digging machine.

Background

The distinctive unit insignia was originally approved for the 416th Engineer Brigade on Jan. 2, 1968. It was redesignated for the 416th Engineer Command on April 11, 1968.

Editor's Note: Check out the upcoming editions of The Bridge to learn about each of the 416th TEC's Brigades insignia history.

Civilian Personnel Furlough Information

The following information provides some general guidance and answers to common questions regarding the pending civilian furlough. The US Army Reserve Command has not received definitive HQDA guidance to formalize our furlough implementation plans. Additional information will be forthcoming as plans and policies are developed. If a furlough is implemented it will not occur until the later part of April. Civilian personnel are encouraged to review their personal plans accordingly.

Video:

HOT***CXO Video on Potential Civilian Furloughs and Sequestration***

<http://www.dvidshub.net/video/282794/mr-addison-tad-davis-chief-executive-officer-us-army-reserve-provides-information-about-furlough-and-sequestration>

Publication:

HOT***A Double Eagle Special Edition: This special edition is designed to give Army Reserve Soldiers and civilians resources they can use to understand how Sequestration will affect them.***

<http://www.usar.army.mil/resources/Media/Special%20Edition%20Double%20Eagle%20-%20%20Sequestration.pdf>

Review Current Furlough Information:

- Furlough Guidance by OPM
- Message to DOD from Secretary of Defense Leon E. Panetta
- CAR Memorandum Potential Civilian Administrative Furlough Due To Sequestration
- Special Feature on Defense.gov of all DoD Potential Sequestration and Furlough Information
- Supplemental OPM Guidance FAQs
- DCPAS Publication on FAQs
- HQDA Publication on FAQs

Analysis Tools:

- Furlough Calculator - Download Excel File to Your PC
- OPM handbook - "Guidance for Administrative-Furloughs"

Managing Personal Finances:

- Thrift Savings Program
- Defense Civilian Personnel Data System My Biz (CAC required)
- Fort Family (*Live Support 24/7*)
- Military One Source (*MILTECHS only*)



For all links go to: <http://www.usar.army.mil/resources/Pages/Civilian-Personnel-Furlough-Information.aspx>



1st Lt. Delfin Fuentes, 1st Platoon Leader, 704th En. Co., meets and greets with a local village elder outside of Shewan Village in western Afghanistan.



Staff Sgt. Billy Young, 704th En. Co., trains 1 RCC 1/215 Corps ANA in RC-W. Young is part of a mobile training team, working with 4th Bde. Marine Advisory Team, who teach the fundamentals of route clearance to the ANA.

704th Engineer Company Ready to Clear the Way

Story and Photos courtesy of the 704th Engineer Company

SHINDAND AIRBASE, Afghanistan – On Jan. 26, Soldiers of the 704th Engineer Company (Clearance) completed its transfer of authority from Soldiers of the 510th Engineer Company (Clearance). The TOA marks the end of the relief in place process that takes place when units replace each other in theater. It also marks the end of a successful train up by the 510th and the taking up of the operational mantle by the 704th.


During the month of January, Soldiers from both companies focused on the RIP with motivation and vigor. The 510th ensured that the 704th received training on vehicles, clearance operations and mission preparation. The Soldiers conducted joint rides where the 510th led missions to show Soldiers the area of operation. Soldiers from the 704th then took charge of missions with an advisor. The time the two units spent together had tremendous learning value and prepared the 704th to assume this challenging mission.

“Overall, the experience so far has been great for the Soldiers and they have been highly motivated,” said Capt. Joshua Yarbrough, 704th Company Commander. “They are receiving a unique experience in that we operate under a truly joint-international command in Regional Command-West.”

RC-W is led by the Italians and supported by the Spanish, Lithuanians, Albanians, Slovenians, along with many others.

The Soldiers also participated in a variety of training opportunities at various locations throughout Afghanistan. Soldiers learned how to properly handle improvised explosive devices in place, how to operate various mine detectors, and how to perform counter-IED missions. In addition to training, the Soldiers also met up with Afghan National Army route-clearance counterparts and conducted a key-leader engagement to continue the development and relationship built by the 510th.

“Being able to work in a coalition environment is very rewarding and provides great cultural experiences,” added Yarbrough.

The 704th is operationally ready to tackle any challenge and will strive for excellence during its rotation in Afghanistan. The Soldiers have an important and challenging mission to accomplish. Their actions will truly embody the 489th Engineer Battalion’s motto “In the thick of the fight!” as they accomplish the 704th mission to “CLEAR THE WAY!” 



1st Lt. Adam Mueller, 704th En. Co., assists Afghan National Army Soldiers during a route reconnaissance mission along Highway 1 - Ring Road North in western Afghanistan.



704th Company Commander, Capt. Joshua Yarbrough and 510th En. Co., Capt. Ben Weaver pose for a photo with the Executive Officer and 3rd Platoon Leader of RCC 2/207th Corps ANA. They just conducted a key leader engagement discussing future partnership and training opportunities between 704th and 2nd RCC. 704th is responsible for mentoring and training them to conduct independent route clearance operations.



MLB PA

Army Reservist Hits Broadcasting Home Run

Story By Sgt. Monte Swift, 207th Public Affairs Detachment

Major league opportunities are few and far between in the world of television broadcasting, especially in the highly sought after field of professional sports. When Sgt. Dennis DePrisco, 207th Public Affairs Detachment out of Denver, was offered a design apprenticeship at Major League Baseball Network's creative services department, he knew he had been given the chance of a lifetime.

"When I got the offer in late December, I had a plethora of emotions going through my mind," said a humbled DePrisco. "I was excited, I was proud, but at the same time I was scared out of my mind! I didn't know what to think – I almost turned it down."

DePrisco learned of the one-year paid apprenticeship program, a partnership between the U.S. Army Reserve Employer Partnership Office and the MLB Network, from an email he received from Veterans Affairs while attending

the University of Colorado as a digital design student. With only hours to submit his application, DePrisco sent in his resume thinking he had a slim chance of being chosen for the rare opportunity.

"My resume was chosen from a phone book-size stack of applicants," said DePrisco. "I never thought in a million years I would be chosen. When I started this job, I was thrown right into the deep end, but the people I work with are so good at teaching and I am learning by the minute. MLB Network is so military friendly and patriotic. They are so glad to have me and I am so glad to be here."

DePrisco, who is currently completing his apprenticeship in Secaucus, N.J., has a ten-year background in graphic design, and began work creating promotional videos and commercials for local gyms and mixed martial arts fighters. He began his Army career as a



combat photographer, and has continued his work as a broadcast journalist.


This program was formed by the Sports Video Group's Veterans in Production initiative and utilizes a combination of unique civilian and military skills to help Soldiers more easily begin a career in sports television. The first three months of the program covers terminology, technology and equipment used by the MLB Network, followed by chances to perform in-depth work in specific fields.

"This is the first official apprenticeship program in the sports broadcasting industry that focuses on hiring Soldiers that serve in the Army Reserve," said Lt. Gen. Jeffrey Talley, Chief of the Army Reserve. "Veteran hiring initiatives that allow organizations to share great talent are good for the Soldier, and good for America."

"It's tough being away from my Family," admitted DePrisco, "but this is one of the biggest investments I have ever made. Joining the Army Reserve was a complete game changer for me. I have found so much opportunity through the Army Reserve, even more than I have found with a degree."

"As Wayne Gretzky said, 'You miss one hundred percent of the chances you don't take,'" said DePrisco, who is an avid hockey fan.

DePrisco plans to build on his career in the military and civilian broadcasting field following his apprenticeship in New Jersey.

"I feel like I am going to be in sports for a career, and would like to stay in MLB," said DePrisco. "In my unit, I want to make sure we create award-winning products and serve as a mentor for other Soldiers." 



With the upcoming budget reductions, units will now have to transport their own equipment more often. In the end, it will maximize the value of training the Soldiers will receive.

Back to Maintenance Basics

By G4, 416th TEC

Be All You Can Be, Army of One, Army at War... These past and present Army slogans have helped put additional focus on recruiting, retention, training and mission accomplishment throughout the Army. Today, the mission is changing due to potentially deep budget cuts, realignment of forces and related areas of prudent organizational management. With these changes comes a new phrase, - "Back to the Basics". What does that mean to Army organizations that for the past decade have conducted daily operations somewhat outside the norm? In particular, what does it mean for Army maintainers and their equipment?

For the past ten years, Soldiers and supervisors have juggled the unquestionable need to maintain their equipment with frequently completing high priority missions. Many units did not deploy with the bulk of their assigned home station equipment and once in theater, much of the necessary maintenance work was conducted by Department of Defense contractors. This contract maintenance assistance was necessary to increase the availability of Soldiers for critical collective training, unit validation and high tempo theater of war operations. While increasing contractor maintenance helped resolve the immediate maintenance

labor shortage, it unintentionally contributed to the reduction of perishable skills.

"Many Soldiers have lost familiarity of skills necessary to properly troubleshoot and maintain equipment at the basic and higher levels of repair," said Chief Warrant Officer 4 Ronald P. Diehl, maintenance warrant officer for the 416th Theater Engineer Command. "Now we are pushing, "Back to the Basics", but do we really recall what the basics are? I would say no."

An effective maintenance program is critically important as available funding shrinks and demand increases on training with

home station equipment. Our future Class IX dollars are directly tied to repair part demand and by conducting preventive maintenance checks and services to Army standards, units can help sustain our operating budget by properly maintaining their equipment.

“I see a significant level of budget reductions just over the horizon and commands must give the unit maintenance program a much higher priority whether or not they intend to use their own equipment,” stated Diehl. “In many cases units will be forced to transport their unit to annual training and back using their assigned equipment, because it significantly increases the value of annual training and there is no guarantee that similar equipment will be available for Soldiers at the training sites.”

“As a leader, if you check something, the Soldiers will stay focused on it.” –Jack L. Tilley, Sergeant Major of the Army, Retired


Commanders need to ask specific maintenance questions during unit training meetings and should know the status of all unit equipment. They should also aggressively support efforts to properly maintain it.

“Maintenance is a commander’s responsibility,” stated Master Sgt. Alex Gonzalez, 416th TEC Senior Maintenance Supervisor. “Leaders at all levels are responsible for continually evaluating maintenance operations to determine which areas require more attention and to ensure their organization is kept up to the highest state of readiness.”

Every Soldier is part of the maintenance mission.

“If we don’t redouble our maintenance efforts, we will lose the battle on equipment readiness at home station, not to mention the risk of losing our authorized maintenance positions,” stated Diehl.

“To properly maintain the fleet, we must renew our focus on equipment operator, mechanic and related sustainment training,” added Diehl. “This is the real message of “Back to the Basics”.

When unit commanders establish and enforce high maintenance standards, protect time set aside for maintenance, place scheduled services on the unit training schedule and get personally involved in supply and equipment readiness, Soldiers, mechanics and supervisors at all levels will get “Back to the Basics” of maintenance and will achieve a significantly increased level of unit readiness. 



Seventy-one vehicles were gathered in Sharonville, Ohio, as part of a U.S. Army Reserve Hurricane Sandy Relief effort. Commanders need to establish and enforce high maintenance standards to achieve an increased level of unit readiness.



A Soldier conducts preventive maintenance on a vehicle during battle assembly. According to Chief Warrant Officer 4 Diehl, many Soldiers have lost familiarity skills necessary to properly troubleshoot and maintain equipment at basic levels of repair.



318th Welcomes New Commander

By Sgt. Lolita Brown, 49th Military History Detachment

Soldiers are standing at attention; the National Guard's 144th Army Band is playing the official Army Song; and the 85th Support Command Color Guard is posting the Colors. This was the opening scene of the 318th Public Affairs Operations Center change of command ceremony held Jan. 6 at the Armed Forces Reserve Center located in Forest Park, Ill. Lt. Col. Rex A. Johnson assumed command from Maj. Tice L. Ridley.

Many dignitaries were present for the ceremony, which included the mayor of Forest Park, the Honorable Anthony Calderone and special guest speaker Maj. Gen. David J. Conboy, Commanding General for the 416th Theater Engineer Command, who spoke about the past and present leaders of the 318th.

"When you look at 318th's accomplishments over the decade, it's apparent the outgoing commander has vastly contributed to the success of the unit," Conboy stated. "As a young

lieutenant, Major Ridley earned a Bronze Star while deployed with the 318th PAOC in combat operations in 2002 and 2003. The unit was heralded for credentialing over two thousand journalist during the invasion of Iraq."

"Today, the unit will be gaining a new leader in Lt. Col. Johnson," Conboy added. "He will lead the 318th into a new era of military participation at a time when the mission of the Reserves is being used in support of natural disasters to assist our fellow citizens. The Soldiers and leaders of the 318th will lead the way in telling the story."


Johnson brings a significant amount of experience in public affairs to the 318th. Since 2009, Johnson has served as adjutant faculty at the Defense Information School where he teaches Public Affairs Leadership courses.

"I am looking forward to getting to know the Soldiers and for the training opportunities that are ahead for us," said Johnson. "I am excited for this opportunity,

as there are only six PAOCs in the Army; it is an honor to be selected for this type of command."

According to unit history, PAOCs are corps or theater level public affairs units tasked with providing facilities to accredited members of the media in support of combined operations and joint operations.

"The mission of the 318th is to provide public affairs support and to accredit and support all news media whether we are deployed globally, or for domestic missions. We also provide command and control of smaller PA units when we are deployed for large operations," added Johnson.

In addition to providing workspace and services, the PAOC provides command and control staff plans and supervises the operations performed by subordinate public affairs units. The PAOC is also responsible for registering and escorting news media representatives, assisting in deploying media pools and coordinating logistical support for a media operations center. 

USAR Marksmanship Program: A Training and Retention Tool

By Sgt. 1st Class John M. Buol Jr., Service Pistol Team NCOIC

The United States Army Reserve Marksmanship Program is the Army Reserve's premier element of small arms instructors and competitors. It is staffed by reservists as an additional duty and serves as a component to train units.

The duties of the USAR Marksmanship Program include, conducting training force-wide, hosting competitive events and competing in National and International shooting matches. The focus of the Marksmanship Program is to identify the most motivated and knowledgeable marksmen Soldiers in the Army Reserve. Those Soldiers, who will have proven measured performance in open competition, will spread their wealth of marksmanship knowledge throughout the entire Army Reserve. When the team conducts small arms training to units, it has been documented to saving the Army money by greatly improving efficiency in training.

"Don't be a 60% Soldier," noted Lt. Col. Chris Baer, 451st

Expeditionary Sustainment Command and member of the Marksmanship Program, in his introduction to the Army Reserve Marksmanship Program. "If you always train and strive for 100%, even if conditions prevent perfect performance, you'll do well. If you strive for only 60% - a minimum standard - you'll have problems if conditions are tougher than expected."

This approach is the basis of the Marksmanship Program. Meeting routine qualifications aren't good enough and good Soldiers can do much better, if exposed to and trained with better methods.


Sgt. Maj. Raul Torres, Marksmanship Program team member, recently returned from an overseas deployment and found his time with the Marksmanship Team to be instrumental in training his Soldiers.

"When you improve the confidence of the Soldiers it makes a big difference," stated Torres. "You improve how professional and proficient they are."

"Working with members of the USAR Marksmanship Program will enhance your unit by having a higher rate of qualification, higher rate of motivation and a higher rate of confidence," Torres continued. "Participating in marksmanship activity enhances retention because units are doing things that Soldiers like to do."

Units can request training directly from the USAR Marksmanship Program as well as attend Excellence in Competition events hosted around the country. (For POC information, see flyer below)

"If Soldiers can find an Excellence in Competition match and do well, it's a great opening of doors," said Sgt. Ronnie Porter, one of the newest members of the Marksmanship Program.

The Army Reserve Marksmanship Program is actively recruiting new members. All reservists benefit from this program by having a cadre of proven, knowledgeable subject matter small arms experts. 

ARMY RESERVE MARKSMANSHIP TEAM

The Army Reserve Marksmanship Program consists of Pistol, Rifle and Combat teams. The mission of the Army Reserve Marksmanship Program is to assist in small arms marksmanship training across the Army Reserve and represent the Army Reserve by winning National and International Competitions. The focus of the program is combat training, marksmanship and competition.



For information on how to join the Army Reserve Marksmanship Team, contact 1SG Mark Bearson @ mark.d.bearson.mil@mail.mil or 917.846.5221

Follow us @:
www.facebook.com/USARShootingTeam
<http://ArmyReserveMarksman.info>

Keith Eichorst, 416th TEC, Civil-Military Projects Officer

New Defense Support to Civil Authorities Information Available

ADP 3-28: Defense Support to Civil Authorities

The Army Reserve and Civil Support activities are constantly evolving and the new Army Doctrine Publication 3-28- Defense Support to Civil Authorities released in July 2012 is proof of that. ADP 3-28 provides a good short overview of how the Army and Army Reserve have been provided a role through recent law changes regarding civil support. As discussed in previous articles, recent law changes have added to the roles of the Army Reserve. Army Reserve Soldiers may now be called up under an involuntary mobilization order for up to 120 days in support of a civil support/ DSCA mission.

While local and state authorities are the first responders to natural or man-made disasters, the Army Reserve, and the individual Soldier, may be called upon and have a supporting role to play. The Army Reserve contains some of the capabilities that may be needed by civil authorities in a disaster that include logistics, construction and bridging capabilities according to ADP 3-28. An Army Reserve Soldier may also need to be mobilized within hours, not days or weeks, to assist in a domestic emergency. This means keeping personal readiness up to speed.



Are you ready?



Java and Computer Safety

In recent months hardly a week passes without hearing about a Java security breach. As all Soldiers in today's modern Army must operate on computer networks, everyone should have some Java basics to protect themselves and their networks.

Java is a programming language and computing platform which powers games, business applications and other online utilities. Java runs on more than 1.1 billion desktops, more than 3 billion mobile phones, 100 percent blu-ray players, printers, car navigation systems, medical devices, web cams and many other devices.

Java is found on numerous operating systems to include Solaris, Linux, Windows 8, 7, Vista XP and Macintosh OS X. It is used with Internet Explorer, Firefox, Chrome and Safari.

Why is Java prone to so many attacks? The main reason; it is so ubiquitous. Another reason is many users tire of updates and revision changes. They disable or block update requests for their Java software updates. These updates or patches are Java's first line of defense.

Simply put many devices are prone to attackers because users are running vulnerable and outdated versions of Java. In 2011, Microsoft antimalware technologies detected or blocked on average 6.9 million exploit attempts on Java related components per quarter. Attackers have no problem finding victim machines which haven't been updated to the latest Java updates.

If you can work without Java, then uninstall the application. On the other hand if you must use Java there are a few tips which can minimize intrusions from

unwanted attackers and make your Java experience safer.

1. Keep your Java updated and stay abreast of security threats. Outdated versions are known to have serious vulnerabilities, making it easy for malicious attackers to threaten your computer. Ensure the latest version is loaded by verifying the Java icon within Control Panel.
2. Disable browser plugins. Malicious attackers use a web browser to hack into your computer. If your system has Java installed, your browser will have a Java plugin. Once your browser goes to a malicious website, attackers may hack into your computer through your plugin. Fortunately very few websites require Java to work correctly. It is estimated that only 4.1percent of client-side websites require the use of Java.
3. Keep your malware software up to date. Run periodic virus scans.
4. Do not click on website advertising banners.
5. Avoid browsing unfamiliar websites.
6. Avoid clicking on e-mail links particularly found on social networks (i.e. Facebook).
7. Always backup your data. Backups should be done on a periodic time table. Place your data in My Documents for easy backup and fast retrieval when data becomes unusable or corrupt.

With these simple steps, you can protect yourself both on duty and at home from Java security breach.

G6 HELP AT A GLANCE

If you are experiencing problems with your Enterprise Email or BlackBerry migration, contact the TEC's G-6. We don't know there's a problem unless you let us know!

- The new toll-free number for the Enterprise customer service desk is **1.855-55.USARC (558.7272)**
- Submit a ticket online at <https://esdhelp>.
- 416th TEC Unit Phone is **800.315.6327 ext. 125, 302, 172, or 108 for G6.**



Lt. Gen. Jeffrey Talley Chief of Army Reserve, pauses for a photo with Spc. Markus Williford while visiting the Army Reserve's 386th Engineer Route Clearance Company in the Army Strong Zone at the 2013 U.S. Army All American Bowl in San Antonio, Texas Jan. 5. (Courtesy Photo)



(From Left to right) Sgt. Dennis DePrisco, 207th PAD, Lt. Gen. Jeffrey Talley, Chief of Army Reserve and Spc. Chris Tobey, 214th MPAD, pose for a photo at the Pentagon, Feb. 28. DePrisco and Tobey were chosen for the one-year paid apprenticeship program, a partnership between the U.S. Army Reserve Employer Partnership Office and the MLB Network. For complete story on DePrisco, see page 14. (Courtesy Photo)

Commanding General, Maj. Gen. David Conboy and command sergeant major, Command Sgt. Maj. Robert Stanek, visit 416th TEC Soldiers at the Brooke Army Medical Center, Jan. 23.



Front Row (left to right): Staff Sgt. Calvin Shepherd, Forward Support Company, 980th En. Bn., and Spc. Justin Lane, 428th Mobility Augmentation Company. Back Row (left to right): Command Sgt Robert Stanek; Spc. Marcus Carr, 744th MAC, Staff Sgt. Scott Odom, 721st En. Co., Sgt. Erich Miller, 980th En. Bn., Sgt. Paul Roberts, 11th Aviation Regiment; former member of 980th En Bn., and Maj. Gen. David Conboy. (Courtesy Photo)

Spc. Brian Jackson, 486th Engineer Company and a member of the 416th TEC's Marksmanship team, shoots from behind a barricade position during a combined arms match at the All Army 2013 Marksmanship competition held at Fort Benning, Feb. 7. (Courtesy Photo)





Photo of the Quarter